

HOW THE BHREC MADE A DIFFERENCE

BHREC providers held
107 Community
Engagement activities

BHREC providers
employed 9% more
AA/B/AD individuals

5% more AA/B/AD
individuals held
leadership roles within
BHREC providers

Unsuccessful
discharges for AA/B/AD
individuals decreased
by 6% at BHREC
providers

BHREC COLLECTIVE IMPACT MEASURES



African
American/Black/African
Descent (AA/B/AD)
Individuals Employed
and in Leadership Roles



Community
Engagement Activities
that Influence Decision-
Making



Retention Rates of
Individuals Identifying
as AA/B/AD from Intake
to the Next Treatment
Service



Unsuccessful Discharges



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Unsuccessful Discharges



GOAL 2: INCREASE COMMUNITY ENGAGEMENT TO INCORPORATE AA/B/AD COMMUNITIES INTO DECISION-MAKING

BHREC organizations have held 206% of targeted Community Engagement activities

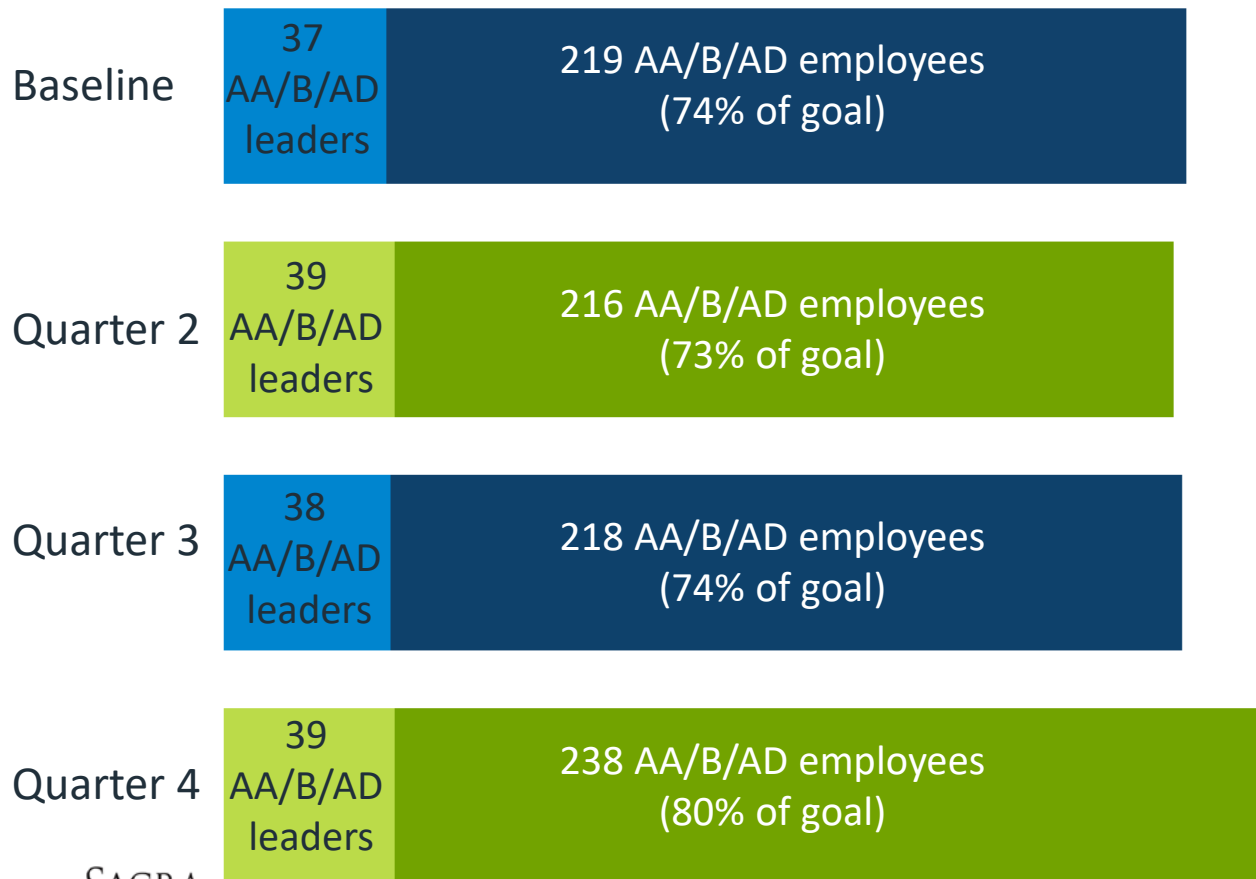


Next Steps/Opportunities for Continued Improvement:

- Continue to engage the AA/B/AD community
- Set goals related to ensuring community perspective is raised with decision-makers and incorporated into decision-making
- Follow up with AA/B/AD community to understand their perspective on the effectiveness of changes that have been made

GOAL 1: INCREASE OUTREACH, RECRUITMENT, RETENTION, AND LEADERSHIP DEVELOPMENT OF AA/B/AD STAFF

BHREC organizations increased AA/B/AD staff and leaders



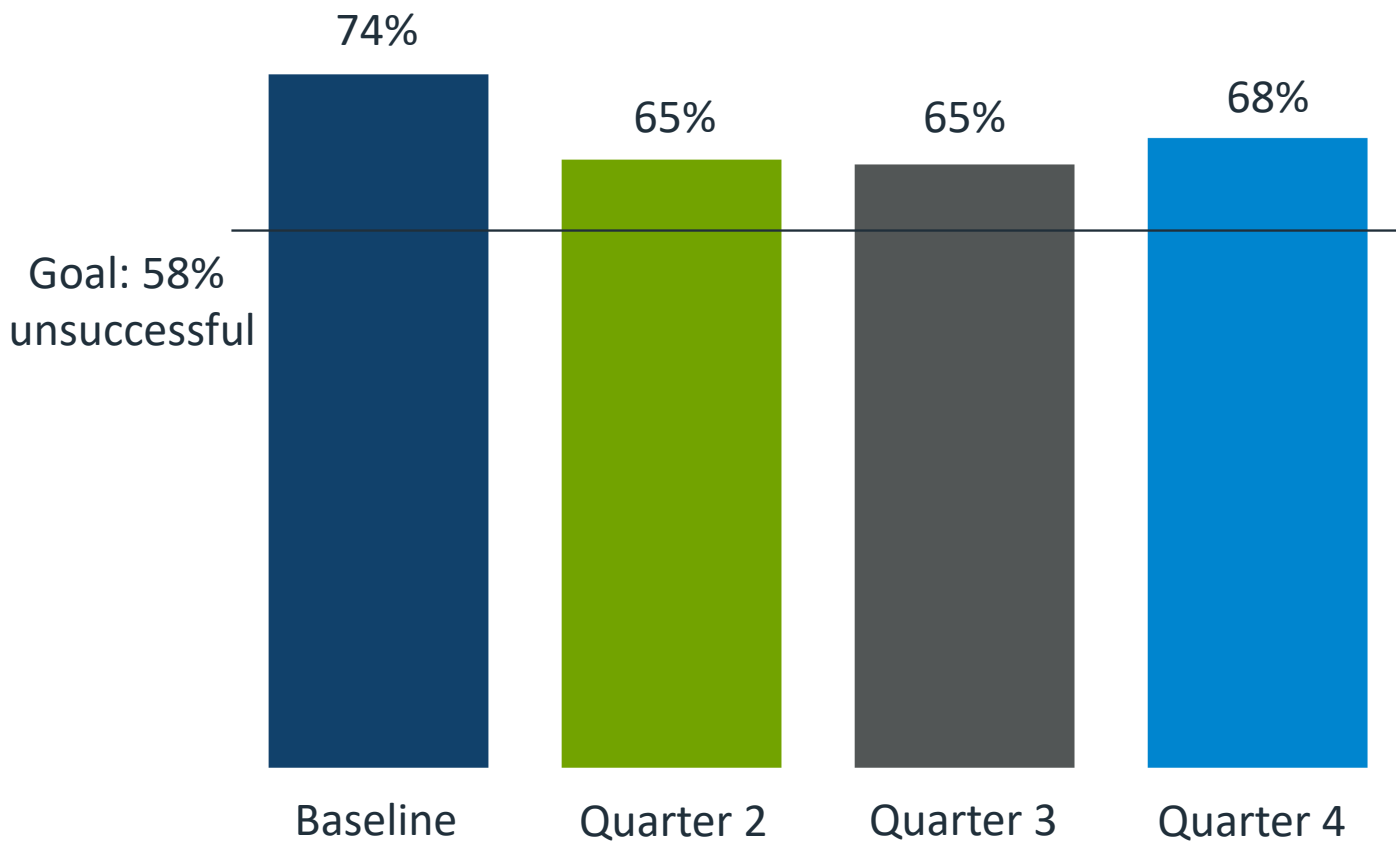
Next Steps/Opportunities for Continued Improvement:

- Recognize the influence of statewide behavioral health workforce shortages on this goal and that changing staffing takes time
- Focusing on increasing AA/B/AD individuals in leadership is more challenging but may make a bigger difference
- Consider setting goals related to understanding and improving the experience AA/B/AD individuals have while working in your organizations

Goal: 296 AA/B/AD employees

GOAL 4: DECREASE UNSUCCESSFUL DISCHARGES FOR AA/B/AD INDIVIDUALS

Unsuccessful discharges for AA/B/AD individuals decreased by 6%



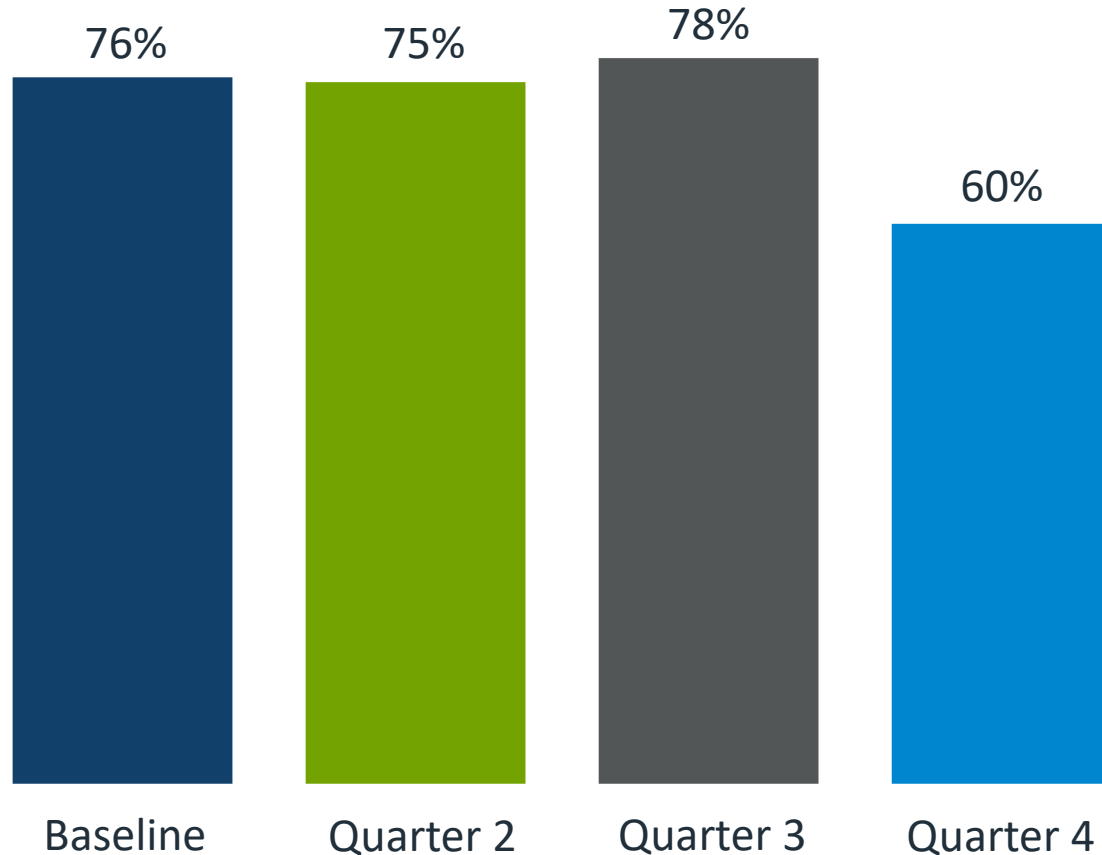
Next Steps/Opportunities for Continued Improvement:

- Reflect on the reasons people may choose to leave services prior to meeting their treatment goals
- Engage the AA/B/AD community to understand ways that the services needed differ from the services provided
- Examine whether service models used are culturally responsive and work with the community to identify better service models for working with the AA/B/AD community

GOAL 3: INCREASE RETENTION OF AA/B/AD INDIVIDUALS FROM INTAKE TO NEXT SERVICE

Retention of AA/B/AD individuals did not improve during the BHREC

Goal: 86% retained



Next Steps/Opportunities for Continued Improvement:

- Quarter 4 is probably an outlier; remember that fluctuations in data can be normal
- Reflect on the reasons people may choose not to return for their second visit
- Engage the AA/B/AD community to understand ways that the services needed differ from the services provided
- Examine whether service models used are culturally responsive and work with the community to identify better service models for working with the AA/B/AD community