



Department of Health Services
Division of Behavioral Health Services

Behavioral Health Racial Equity Collaborative (BHREC) Update

Presentation to Sacramento County DHS staff
August 21, 2023

BHS BHREC Internal workgroup: Michael Ameneiro, Moneshia Campus, Vanessa Cuevas-Romero, Kimberly Grimes, Mary Nakamura, Alondra Thompson

Agenda

TIME	AGENDA ITEM	FACILITATOR
10:00 - 10:10 am	Welcome, Agenda Review Land Acknowledgement Labor Acknowledgment	Tim Lutz, DHS Ryan Quist, PhD, BHS Mary Nakamura Alondra Thompson Moneshia Campus
10:10 - 10:20 am	The Behavioral Health Racial Equity Collaborative (BHREC) pilot	Mary Nakamura
10:20 - 10:27 am	Racial Equity Action Plans	Michael Ameneyro
10:27 - 10:35 am	Impact of BHREC on BHS	Kimberly Grimes
10:35 - 10:45 am	BHREC pilot continuation: <ul style="list-style-type: none">• BHS BHREC workgroup• Ad Hoc BHREC Committee to BHS Cultural Competence Committee	Alondra Thompson Kimberly Grimes
10:45 - 10:50 am	Launch of BHREC - Latino/Latinx/Hispanic	Vanessa Cuevas-Romero
10:50 - 11:00 am	Questions	

Land Acknowledgment

- ▶ The history of the Sacramento area, and the people, is rich in heritage, culture and tradition. This area was, and still is, the Tribal land of the Nisenan people. Sacramento was a gathering place for many local Tribes who have lived throughout the central valley and the foothills for generations and were the original stewards of this land. We would like to acknowledge the Southern Maidu people to the North, the Valley and Plains Miwok/ Me-Wuk Peoples to the south of the American River, and the Patwin Wintun Peoples to the west of the Sacramento River. We would also like to honor the Wilton Rancheria, the only federally recognized tribe in Sacramento County. We acknowledge that we are standing on the tribal lands of Sacramento's Indigenous people.

<https://www.snahc.org/wp-content/uploads/2021/10/Sacramento-Land-Acknowledgment.pdf?x37815>

Labor Acknowledgment

- ▶ We recognize and acknowledge the labor upon which our country, state, and institution are built. We remember that our country was built on the labor of enslaved people who were kidnapped and brought to the US from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant and indigenous labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force. We recognize that our country is continuously defined, supported, and built upon by oppressed communities and peoples. We acknowledge labor inequities and the shared responsibility for combatting oppressive systems in our daily work.

https://www.csulb.edu/sites/default/files/document/labor_acknowledgment.pdf

BHS Mission & Vision

- ▶ To provide a culturally competent system of care that promotes holistic recovery, optimum health, and resiliency.

- ▶ **Our Vision**

We envision a community where persons from diverse backgrounds across the life continuum have the opportunity to experience optimum wellness.

BHS Equity Vision Statement

- adopted 12/20/2021

- ▶ Sacramento County Behavioral Health Services (BHS) envisions a community where all Sacramento County residents thrive and have equitable access to optimal behavioral and emotional wellness. By racial equity we mean closing the gaps so that race does not predict one's success, while also improving outcomes for all.

HOW TO GET TO GOAL

- ▶ BHS seeks to be an organization where staff and clients feel welcome and have a sense of belonging, that includes all cultural/ethnic identities.
- ▶ We seek to create an organizational culture that is client/family driven and reflects community diversity at all agency levels.
- ▶ As a member of the wider Sacramento community, and through mutual collaboration and partnerships, BHS prioritizes strategies that consider harmful impacts, advance unbiased results, and takes accountable action so that cultural/ethnic identity no longer predict behavioral health wellness.

BHS Equity Core Values

- ▶ Client and family driven
- ▶ Mutual collaboration and partnership
- ▶ An environment of belonging, emotional safety, and promotion of expressions of diversity
- ▶ Staff reflective of community served
- ▶ Accountability, impact, results
- ▶ Innovation/fundamental change

Behavioral Health Racial Equity Collaborative (BHREC)

- ▶ Pilot: Targeted Universalism Approach to Behavioral Health Equity with communities of people who identify as African American/Black/of African Descent (AA/B/AD)
- ▶ Autumn 2020 through Winter 2022 with Facilitation support provided by California Institute for Behavioral Health Solutions (CIBHS)
- ▶ Guided by a BHREC Steering Committee - Community members and BHS Executive Leadership
- ▶ 7 BHS providers joined BHS in this learning collaborative and BHS remains committed to continuing the internal work we began

BHREC Pilot Vision Statement

- ▶ The Sacramento County Division of Behavioral Health Services (BHS), in collaboration with communities of people who identify as African American/Black/of African Descent, strives for a Sacramento County where Black behavioral health matters and race no longer predicts wellbeing and life outcomes.

BHREC Pilot Values

- ▶ Follow through
- ▶ Accountability
- ▶ Honesty
- ▶ Transparency
- ▶ Community Centered/Defined
- ▶ Timely Implementation
- ▶ Relationship Building
- ▶ Bold/Vulnerable Communication

Racial Equity Action Plan (REAP)

The purpose of these BHREC REAPs is to define the organization's strategy to promote behavioral health equity for the AA/B/AD communities

Focus Area 1: Prepare the Workforce to Promote Behavioral Health Equity

- ▶ **Goal 1:** Increase outreach and recruitment to the AA/B/AD communities using innovative practices, including social media and partnership with local and national organizations that focus on the AA/B/AD communities.
- ▶ **Goal 2:** Improve retention efforts and leadership development of AA/B/AD staff members including transgender staff and those with lived experience.
- ▶ **Goal 3:** Increase effectiveness of equity trainings and accountability for skill development and behavior change in staff following trainings.

Racial Equity Action Plan (REAP)

Focus Area 2: Promoting Health Equity through Community Partnerships

- ▶ **Goal 1:** Develop more partnerships with the community to determine their service needs and priorities and align organizational actions with these priorities.
- ▶ **Goal 2:** Build trust with the community through equitable resource distribution and increasing access by building behavioral health services at existing community sites.

BHS BHREC Workgroup

- ▶ We Identify Inequities
 - ▶ Within our workforce, contracted providers, community members
 - ▶ Ensure diverse cross-level representation (leadership roles)
 - ▶ Implement workforce education (recruitment, interviewing, hiring)
 - ▶ Ensure equitable funding opportunities for all interested providers (big or small)
 - ▶ Provide intentional outreach to identified zip codes, attend events throughout county and specifically in identified zip codes
- ▶ What's your commitment entail?
 - ▶ Attend and participate in monthly meetings
 - ▶ Do the work!
 - ▶ Be willing to have engaging, transparent conversations with staff, leadership, and community members

Ad Hoc BHREC Committee

- ▶ Reports to the BHS Cultural Competence Committee
- ▶ Meets quarterly
- ▶ Comprised of community members and BHS leadership

Behavioral Health Racial Equity Collaborative (BHREC)

- ▶ New BHREC focus: Targeted Universalism Approach to Behavioral Health Equity with communities of people who identify Latino/Latinx/Hispanic
- ▶ Initial planning stage with Facilitation support provided by California Institute for Behavioral Health Solutions (CIBHS)
- ▶ Will be guided by a BHREC Steering Committee - Community members and BHS Executive Leadership
- ▶ Use of data to identify disparities
- ▶ Meaningful engagement with communities to understand how to improve services to promote behavioral health equity

Latino/Latinx/Hispanic BHREC

- ▶ Rationale: The focus on the Latino/Latinx/Hispanic community is based on the low utilization of specialty mental health or substance use prevention and treatment services in spite of the percentage (24%, US Census. 2021: ACS 5-Year Estimates Data) of Hispanic or Latinos residing in Sacramento County; the need for bilingual BHS providers and staff to serve this community; as well as the need to tailor engagement strategies and services to a community that is expansively ethnically and demographically diverse.
- ▶ 2 Virtual Community Forums
- ▶ 2 In-Person Forms in October/November
- ▶ Key Informant Interviews and Focus Groups

BHS Equity

- ▶ BHREC is a standing agenda item on Executive Team, BHS Management Team, County Operated Team, SUPT Alcohol and Drug Services Advisory Board, Meth Coalition, Opioid Coalition
- ▶ Equity Incentive added to specific MH contracts in FY 2023/24
- ▶ Focus on Cultural Humility & Sexual Orientation, Gender Identity and Expression (SOGIE) affirming care in annual required training for direct services staff, supervisors and leadership in FY 2023/24
- ▶ Intentionality in outreach and recruitment efforts to prioritize candidates reflecting the communities we serve (employment, committees/boards, and workgroups) - language, culture and lived experience

BHS Equity

- ▶ MHTC Cultural Awareness committee and Cultural Awareness board and staff potlucks celebrating ethnic diversity
- ▶ Supervisors engaging staff in small group discussions to support learning - micro-agressions, unconscious bias
- ▶ Incorporating equity into policies and into committee work; use a Racial Equity Impact Assessment
https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf
- ▶ Monthly Equity Check in with BHS Managers

Equity Resources

- ▶ [Health Equity vs. Equality - YouTube](#)
- ▶ [Barriers to Health Equity](#)
<https://youtu.be/iuZ9aS76rLs>
- ▶ <https://www.racialequityalliance.org/>
- ▶ Sacramento County Public Health – Health and Racial Equity Unit
- ▶ Interdepartmental Health and Racial Equity Workgroup
- ▶ Sacramento County Diversity Equity and Inclusion Cabinet

Thank you

Michael AmeneYRO, Moneshia Campus, Vanessa Cuevas-Romero, Kimberly Grimes, Mary Nakamura, Alondra Thompson

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