



BHPOC Work Group on Diversity, Equity & Inclusion in Behavioral Health

Legislative Office Building Room 3000, Hartford CT 06106
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www.cga.ct.gov/ph/BHPOC

Co-Chairs: Alice Forrester and Selma Ward

Agenda

February 1, 2022 11:00 AM via ZOOM*

The BHPOC is committed to creating to an environment that provides equal access to behavioral healthcare in a culturally competent capacity, with particular attention to social and racial justice.

*Join Zoom Meeting

Robert Plant is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://beaconhealthoptions.zoom.us/j/96959630549?pwd=NndwNEdNWGg3STIHOUG3NFJpenMydz09>

Meeting ID: 969 5963 0549

Password: 912469

One tap mobile

+16468769923,,96959630549#,,912469# US (New York)

Dial by your location

+1 646 876 9923 US (New York)

Meeting ID: 969 5963 0549

Password: 912469

Bert Plant, Mollie Greenwood, David Kaplan, Alice Forrester, Kelly Phenix, Heather Gates, Marissa Bayerl, Lois Berkowitz, Rod Winstead, Mark Vanacore, Stephney Springer, Yohanna Cifuentes, Karen Siegel, Bonni Hopkins, Donyale Pina, Jaya Daptardar, Noel Casiano, Mollie Machado, Janine Sullivan-Wiley, Kim Davis, David Kaplan, Brenetta Henry,

I. Discussion of DEI Workforce

- Workforce crisis is happening
 - Acuity of those seeking service is much different
 - Concern expressed about meeting ECC standards based on staff vacancy numbers
 - Questions raised: Is it time to restrict admissions? Eliminate or revise standards?
 - National Council paper has been circulated and requires more discussion

Review of Data

- Diversity of staffing re DPH data for licensed clinicians chart:



2022.10 Professional
Race & Ethnicity Chart

- Questioning whether data is duplicated as the numbers would be even lower if it is
- Hoping to get additional data to answer the question, maybe through Colleges/universities and graduation rate

- CT is predominantly White, so there are great challenges in communities of color;
 - investigating by zip could be helpful to determine where the challenges are
 - Data Haven may have additional detail;
- Have any challenges been created by recent licensing changes?
- How many licensed individuals are practicing in private practice and not with Medicaid members?
 - Match between workforce and those coming for tx;
 - Providers submitting data would help
- Potential of loan repayment as loan burden is very high and could help attract people to the field
- Is it possible to get data sharing between DPH and others to get racial/ethnic background of those in practice?

Talk about Ideas How to Proceed with this Issue

- Draft ideas to address workforce crisis: (Alice's document based on National Council recommendations)



Provide financial
incentive programs or

- Provide financial incentive programs or funding to providers support recruitment and retention efforts
- Optimize access to the available BH workforce
- Reduce burdensome documentation and administrative skills
- Also have to incentivize supervisors as we bring on new clinicians as well as those who have “stuck it out” during this difficult time
- Reimbursement structure for BH has dramatic impact on ability to retain BH staff as compared to hospital and FQHC rates;
 - community BH providers are serving populations others will not serve but without competitive means to do so
- Increased funding for peers/paraprofessionals can help relieve crunch on higher level professionals – not to supplant but to supplement;
 - can be valuable in the delivery of care;
 - will require attitudinal shift in how workforce is defined
- Need to balance clinical/non-clinical support – not just a fiscal discussion
- Find ways to encourage paraprofessionals to further their education

II. New Business, Announcements, Adjournment

Next Meeting: Tuesday, March 1, 2022 at 11:00 AM via ZOOM