



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

Legislative Office Building Room 3000, Hartford CT 06106
(860) 240-0346 Info Line (860) 240-8329 FAX (860) 240-5306
www.cga.ct.gov/ph/BHPOC

Co-Chairs: Alice Forrester and Selma Ward

Agenda

September 6, 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

<https://zoom.us/j/95844380526?pwd=WGp5NHZRZU0zTThPdGRSWXlYzNtUT09>

Meeting ID: 958 4438 0526

Passcode: 971141

+19292056099,,95844380526#,,, *971141# US (New York)

+13017158592,,95844380526#,,, *971141# US (Washington DC)

Dial by your location +1 929 205 6099 US (New York)

Meeting ID: 958 4438 0526

Passcode: 971141

Find your local number: <https://zoom.us/u/adF88NqOqJ>

Join by SIP

92035438730@zoomcrc.com

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: 918 1345 4786

Passcode: 834245

Yvonne Jones, Kelly Phenix, Alice Forrester, David Kaplan, Selma Ward, Bonni Hopkins, Donais Alers, Noel Casiano, Yohanna Cifuentes, Christine Montgomery, Stephanie Springer, Ayesha Clarke, Sandy Baumer, Loida Reyes, Heather Gates

I. Review goals for the coming year

- Dive deep into the work for DEI with members assistance
- Determine barriers to BHPOC clinical members, their engagement, success, willingness to work our programs, even to the extent of administrative and leadership positions
- Come to concrete conclusions on challenges we face so they will be addressed
- Focus on workforce development, equity, wages, hiring retention and issues related to the State around supporting workforce development

II. Update on workforce development

- We have more data on racial breakdown on a national level around social work and information on what Illinois has done in terms of addressing the licensing process
 - <https://www.naswil.org/post/nasw-il-full-statement-on-aswb-test-analysis>
- There has been a shift to an Associates License.
- Two current licensing requirements for Social Workers: LMSW, taken post graduation and upon passing. Serve 100 hours of clinical supervision by an LCSW, then 3000 hours of work. About two years, after which one can take another exam to be an LCSW
- National Data: 2018-2021 pass rates for black professionals was about half. Hispanic and Latino was 71%, Native American/Indigenous was 72%. The pass rate for whites is 91%. Does not include students who never took the exam
- Lobbying with DPH because the number of students that fail the exam is extraordinary for students of color
- Asking for students to be paid back for the number of times they've had to take the exam
- LMSW exam put in place in 2015
- Students already go through rigorous accreditation
- The exam is racially biased
- Working with DPH to get rid of the exam and allow students, like in Illinois, to be able to get their license upon graduating from an accredited MSW program
- When Illinois put this into effect, in one year they brought 3,000 workers in the workforce
- Submit letter to the Behavioral Health Oversight Council reinforcing what the Deans and Social Workers are doing in Connecticut so we have another provider voice.
- Selma and Alice will draft a letter to ECC to eliminate the LMSW exam in the state of Connecticut
- Loida will put Alice in touch with Dean in Illinois
- Consider having the president of ASW and the person from DPH come to a meeting
- Allocation of \$35 million over three years is going into the behavioral health and nursing workforce
- Proposals:
 - \$10k tuition allotment stipend
 - Faculty staff support
 - Innovation: thoughtful partnerships between education and workforce partners
- Requirement for 50% in kind to be put forward, could be foundation or philanthropic or workforce partner
- SVP will be announcing the grant that will be coming out next week and applications will be available to book starting in January
- RFP will be submitted through universities partnered with employer partners
- We don't have the race ethnicity data in Connecticut where our interests in this group is tracked. A KPI would be a higher pass rate, graduation rate and employment rate
- There should be pressure for the DPH to have that data available
- Good time to put forward ideas to accept 5 or 10 more students to train and put that into the grant
- SUD1115 waiver is a residential waiver related to adding more nursing and clinical time to residential programs, not adding more individuals

- Programs around the State are competing for an already limited number of individuals to add to residential settings
- There is a new initiative by DCF on urban trauma. November meeting we should have a conversation about it

III. New Business, Announcements, Adjournment

None discussed

Next Meeting: Tuesday, October 4, 2022 at 11:00 AM via ZOOM