

Office of Multicultural Health Equity (OMHE)

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Director, Office of Multicultural Health Equity**



Connecticut Department of Mental Health and Addiction Services

DMHAS KEY UPDATES

Office of Multicultural Health
Equity

Training Efforts

Targeted Workforce Development

Diversity, Equity, & Inclusion
Structure

Community Conversations

Supporting Committees

Programs and Services



About the Office of Multicultural Health Equity (OMHE)

- Mission is to “enhance the delivery of DMHAS services for mental health and substance use disorders in a way that acknowledges the impact of individual differences on client treatment, differences such as race, ethnic or cultural background, age, gender, sexual orientation, and physical or mental status.”



Goal of OMHE

- To assure that cultural competence is an integral quality of all services that DMHAS provides for people of every ethnic/cultural group.

OMHE has been the office of long-term systemic change in the development of culturally competent services and the initiation of culturally appropriate services throughout DMHAS healthcare system.

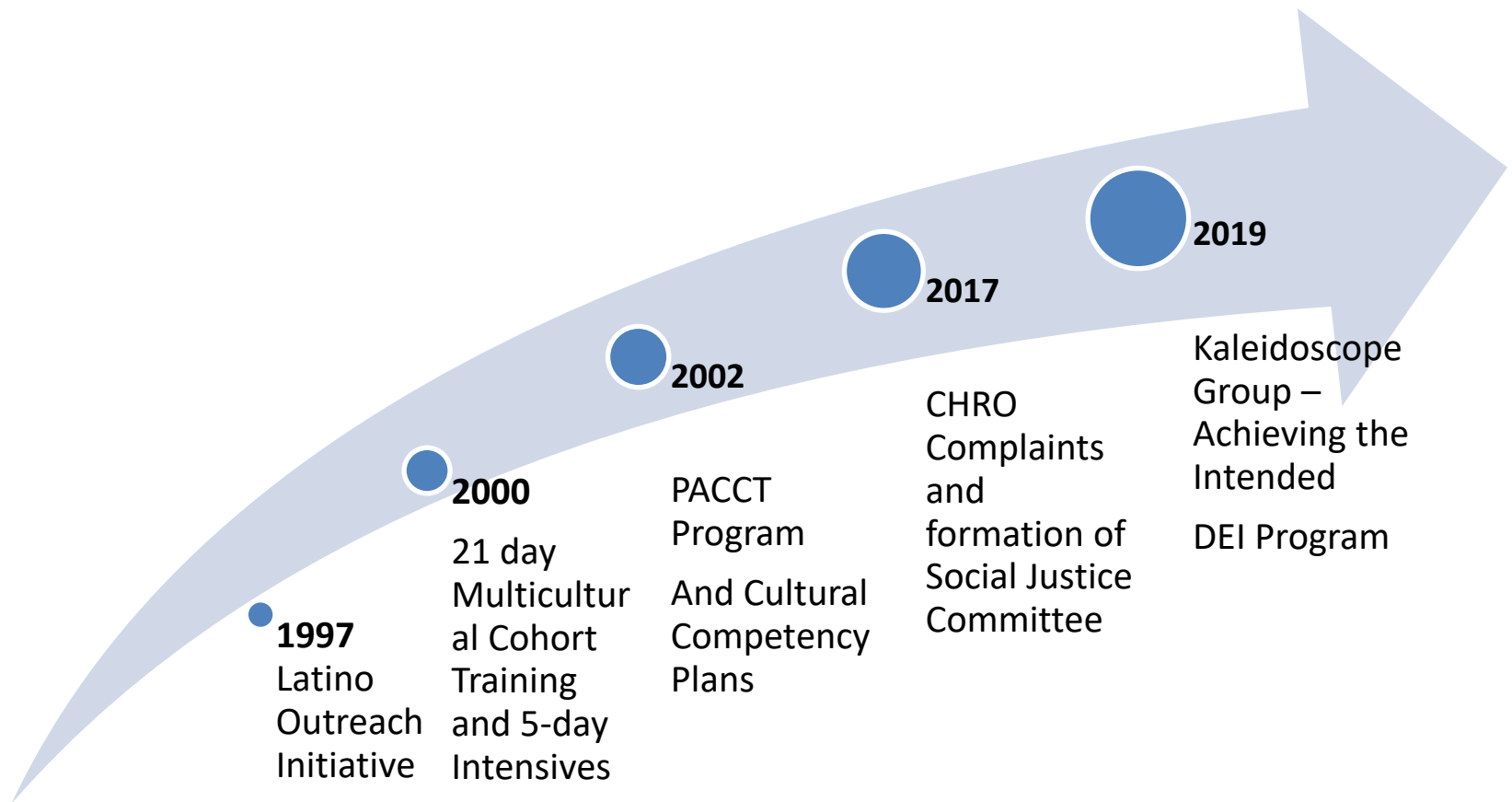


Brief History of the Office of Multicultural Health Equity (OMHE)

- Creation of OMHE in 1996 by then Commissioner Dr. Albert Solnit
- Appointment of a diverse group of individuals to serve as multicultural change agents for DMHAS system of care → later known as the Multicultural Advisory Council (MCAC)



Brief History of the Office of Multicultural Health Equity (OMHE)



OMHE Staff



Samia Hussein
Director



Cynthia Martin
Trainer



Tara Hall
Trainer

Not pictured

Sharon Greaves,
Admin Assistant

Elizabeth Flanagan,
Ph.D., Research
Scientist



Connecticut Department of Mental Health and Addiction Services

Training Efforts

- Developed **15+** new training curriculum to offer employees, clients, and DMHAS funded private non-profits
- Revised mandatory Diversity training curriculum for New Employee Orientation (now virtual) and collaborated with HR to ensure compliance
- In 2022, **87** trainings were offered and nearly **1500** staff participated
- To date, trained over **1800** DMHAS staff (leadership and union delegates) in DEI (transitioning to a virtual platform)



Targeted Workforce Development

- **Courageous Conversation Facilitator Training**
 - Hosted **2** training cohorts
 - Trained **20** DMHAS staff and 8 PNPs to serve as facilitators
- **Mediation Facilitator Training** – **18** union and non-union staff trained
- **Sexual Harassment Online Training** Developed by CHRO – **2828** trained
- **Leadership Workshops** for New or Seasoned Managers/Supervisors – **62**
- **Hiring Manager Training** - **30**



Diversity, Equity, and Inclusion Structure

- Statewide **Multicultural Advisory Council (MCAC)** meets monthly and develops a three-year strategic plan
- **Local Multicultural Committees** fully operational at each facility
 - Implement activities based on need
 - Improve workplace culture
 - Celebrate diversity
 - Provide educational presentations
- Each local Multicultural Committee has **DEI Sub-Committees** addressing hiring, promotion, discipline among other concerns brought forth by staff



Diversity, Equity, and Inclusion Structure

- Office of Multicultural Health Equity established a **quarterly newsletter** sent to all DMHAS staff and PNPs highlighting ongoing multicultural efforts
- Series of **Executive Coaching** by Kaleidoscope Group (DEI Consultant) to DMHAS state-operated facility CEOs on implementation of DEI efforts in their facilities
- Organizational Multicultural Assessments (OMCA) survey provided to all facilities to complete that measures implementation of CLAS standards – OMHE provides report



Community Conversations

- Collaboration with Governor's Office, DCF, academic institutions, faith-based organizations and community organizations
- Special invitation to community leaders, mayors, and first selectmen of towns that declared racism a public health crisis
- Hosted four conversations in 2020-2021 attended by over **385** people
- Developed a dissemination report of recommendations



Supporting committees

- **Social Justice Committee with Union Leadership** – OMHE attends quarterly meetings to discuss DEI and Social Justice with 1199 union leadership, staff and committee members
 - Discuss relevant topics and staff concerns such as Hiring, Promotion, and Discipline
 - Outcome: MHAS-20 Pilot Program



Supporting committees

- **Commissioner's Policy Committee** – develops and reviews the Commissioner's Policy Statements with a social justice and equity lens
 - Manages the oversight of the policy manual in the Office of the Commissioner
- **Health Disparities Institute** – evaluate our data based on race, ethnicity, gender and age



Programs and services Addressing needs of Racial, Ethnic, & Cultural Groups

- **IMANI Breakthrough Program** – engages persons of Black/African American and/or Latinos(x) in groups providing mutual support and recovery/education
- **Mobile Medication Assisted Treatment (MAT)** – reaches out to diverse racial and ethnic groups in the larger community to ensure equitable access of services and treatments
- **DMHAS LGBTQ+ Collaborative** – statewide, hosts annual LGBTQIA+ Conference and provides ongoing training and education initiatives for staff



OMHE Priorities in 2023 and beyond!

- Development of the Champions of Diversity and Health Equity Program – Fall 2023
- Evaluating our DEI training program (6-month follow-up)
- Minority Mental Health Awareness Month Webinar
- Adding publications to the academic community
- Staying abreast with the Racism as a Public Health Crisis Bill and Commission on Racial Equity



QUESTIONS

