



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

June 6, 2023 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://beaconhealhtoptions.zoom.us/j/92035438730?pwd=cGluU1IibjU2UkhRY3ZWdFBXZVpFdz09>

Meeting ID: 929 6974 4605

Passcode: 336456

+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: 957 8588 7970

Passcode: 823579

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: 929 6974 4605

Passcode: 336456

David Kaplan, Tonja Larsen, Kelly Phenix, Alice Forrester, Robert Haswell, Donaicis Alers, Loida Reyes, Lois Berkowitz, Howard Drescher, Yohanna Cifuentes, Teresa Rosario, Sam Haun, Amy Soto, Selma Ward, Yvonne Jones Alexis Mohamed, Heather Gates

Guests: Samia Hussein, MPH-Director of DHMAS Office of Multicultural Health Equity

Scribe: Christine Maziuk

I. Overview of DHMAS Trauma Informed and Anti-racist Issues

DHMAS key updates: OMHE, Training Efforts, Targeted Workforce Development, DEI Structure, Community Conversations, Supporting Committees, Programs and Services.

DHMAS Mission: To enhance the delivery of DHMAS services for mental health and substance use disorders in a way that acknowledges the impact of individual differences and client treatment.

Differences such as race, ethnic or cultural background, age, gender, sexual orientation and physical or mental status.

History of OMHE:

1996 Latino Outreach Initiative

2000 21 Day Multicultural Cohort Training and 5 Day Intensives

2002 PACCT Program and Cultural Competency Plans

2017 CHRO Complaints and Formation of Social Justice Committee

2019 Kaleidoscope Group and achieving the Intended DEI Program. To date, 1800 staff have been trained

Training Efforts:

- Developed over 15 new training curriculum offered to employees and clients and some of private nonprofits.
- Revised mandatory diversity training for new employee orientation (now virtual) and collaborated with HR to ensure compliance.
- In 2022, 18 new trainings were offered and nearly 1500 staff participated.
- To date, over 1800 DHMAS staff have been trained in DEI.

Targeted Workforce Development:

- Courageous Conversation Facilitator Training
- Mediation Facilitator Training
- Sexual Harassment Training
- Leadership Workshops
- Hiring Manager Training

DEI Structure:

- Multicultural Advisory Council (MCAC) meets monthly to develop a 3 year strategy
- Local multicultural committees fully operational at each facility
- Each local multicultural committee has its own DEI subcommittee
- Office of Multicultural Health Equity developed a quarterly newsletter
- Series of Executive Coaching by Kaleidoscope Group.
- Organizational Multicultural Assessments (OMCA) survey provided to all facilities.

Community Conversations:

- Collaborative effort with the Governor's office, DCF, academic institutions, faith based and community organizations.

Supporting Committees:

- Social Justice Committee with Union Leadership

- Commissioner's Policy Committee
- Health Disparities Institute

Programs and Services Addressing Needs of Racial, Ethnic and Cultural Groups:

- IMANI Breakthrough Program
- Mobil Medication Assisted Treatment (MAT)
- DHMAS LGBTQ+ Collaborative

OMHE Priorities:

- Development of Champions of Diversity and Health Equity
- Evaluating our DEI training program
- Minority Mental Health Awareness Month
- Adding publications to the academic community
- Staying abreast of the Racism is a Public Health Crisis Bill and Commission on Racial Equity

Data points, outcomes, evaluations, assessments, complaints collected and working on a 6 month follow-up policy.

Frequent notifications of trainings and other opportunities will be communicated to the group.

II. New Business, Announcements, Adjournment

None discussed

Next Meeting: Tuesday, September 5, 2023 at 11:00 AM via ZOOM