

COALITION

Culture, Equity, Diversity, & Inclusion Committee

JANUARY 2021

Welcome to the inaugural newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**. **Better known as CEDI!**

Speaking during the 2020 Missouri Behavioral Health Conference, Bruce Franks, Jr. declared we should be having “intentional and honest conversations” about racism and social injustice. And this is exactly what CEDI intends to do: **Be at the FRONT END OF CHANGE!**

We want to use this newsletter to share what the committee is working on, upcoming events, resources, and tools your agency can use in your journey to heal racial and social inequities and provide a more diverse and inclusive space at work AND within your communities.



“Missouri will not be known as the last to free people but the first to recognize the humanity in everyone!” Tiffany Lacy Clark, CEDI Chair



Who is CEDI?

CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, System Director of Diversity and Inclusion, Burrell Behavioral Health

Agencies represented on the committee | BHR, Burrell, Gibson Recovery Center, Truman Medical Center, Resilience Builders, Swope Health Services, Compass, Preferred Family Healthcare, BJC Behavioral Health, FCC Behavioral Health, Places for People, ReDiscover, Gibson Recovery Center, Queen of Peace, Tri-County Mental Health Services, Heartland Center for Behavioral Change, and Comprehensive Health Services.

We understand organizations are of different sizes, located within unique geographic regions and with unique demographic makeup, and with various types and levels of resources. CEDI is the Coalition’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every Coalition agency and region of Missouri represented. If you would like to join the CEDI Committee, please email KC Rafferty (krafferty@mocoalition.org).

What is CEDI up to?

In October, CEDI and the Coalition distributed books to all the agencies to be used as tools for conversation starters and meet people where they are on the path to healing: **White Fragility** by Robin DiAngelo and **My Grandmother’s Hands** by Resmaa Menakem.

The CEDI Committee hopes you and your staff have been able to use these resources to share, talk, and exchange ideas! **We would love to hear from you about how your teams have engaged with these resources.** As we move forward, there will be more resources the committee will share with you to utilize.



CEDI on the Move!

“Tri-County Mental Health is hosting an internal book study on the *White Fragility* book through January. Will be doing one on *Grandmother’s Hands* next. Thank you for the resources.”

Tom Petrizzo, CEO at Tri-County Mental Health

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Culture, Equity, Diversity, & Inclusion Committee

CEDI Subcommittees to Address Specific Needs

Starting in January 2021, the CEDI Committee Members have formed two subcommittees to dedicate efforts:

- **Policy Group** – to develop a mission statement, best practices, and sample policies which will be shared statewide to use at our own organizations, as well as tips and guidance of how to embed inclusion within existing policies.
- **Support for Organizational Leadership and Staff/CEDI Toolkit** – to develop best practices, training, education, and review/update Toolkit.

Both subcommittees will continue to meet each month prior to the regular CEDI Committee which meets at 12:30 pm the second Wednesday of every month (right after the MO Coalition Board Meeting).



CEDI on the Move!

[New St. Louis program to divert mental health calls away from 911](#): BHR collaboration with city and police aims to relieve police and EMS workers from responding to many mental health crises and help people obtain needed behavioral health services!

COVID-19 Vaccine

The topic of the COVID-19 vaccine may be cause for individuals to question or even refuse the opportunity to receive a vaccine. In an effort to provide the most accurate information to you and your clients, the following resources may be helpful in guiding staff and clients in these conversations about the vaccine.

- [Vaccines | CDC](#)
- [Covid Vaccine \(mo.gov\)](#)
- [COVID-19 Vaccine Update-- Questions and Answers with DMH - YouTube](#)

Online Resources

- [Addressing Health Equity and Racial Justice](#) | The National Council for Behavioral Health has developed a website with numerous webinars and resources to assist organizations in improving diversity, equity, and inclusion.
- [SAMHSA Tip 59](#) | This guide helps professional care providers and administrators understand the role of culture in the delivery of mental health and substance use services. It describes cultural competence and discusses racial, ethnic, and cultural considerations.
- [SAMHSA Behavioral Health Equity Resources](#) | Find resources including data on health disparities and health care quality among diverse populations, and information about health policy, cultural and linguistic competency, health literacy, and more.
- [NAMI Identity and Cultural Dimensions](#) | Resources from the National Alliance on Mental Illness to assist with providing services in diverse communities.

Resources are collected through various state and national partners. The views, opinions, and content expressed on external websites and publications do not necessarily reflect the views, opinions, or policies of the Missouri Coalition for Community Behavioral Healthcare or member agencies and is shared for informational purposes only.



Tiffany Lacy Clark
Chair



Shelly Farnan-Moore
Co-Chair

We appreciate everything you are doing, and will do, in this effort!

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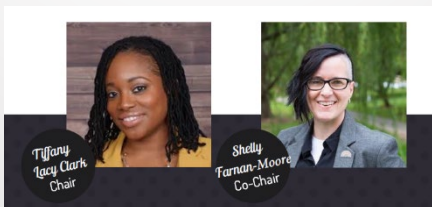
Culture, Equity, Diversity, & Inclusion Committee

February 2021

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CEDI Vice-Chair | Dr. Shelly Farnan-Moore, System Director of Diversity and Inclusion, Burrell Behavioral Health

CEDI Celebrates Black History Month!

2021 Black History Month Theme | The Black Family: Representation, Identity, and Diversity

Tools and Resources

- *Learn about Black History Month* | [Black History Month 2021](#)
- *Association for the Study of African American Life and History* | [ASALH Announces 2021 Black History Theme, The Black Family: Representation, Identity, and Diversity | ASALH - The Founders of Black History Month](#)
- *Black Mental Health Alliance* | [About Us|Black Mental Health Alliance](#)
- *American Psychological Association* | [The Association of Black Psychologists \(apa.org\)](#)
- *Mental Health America* | [BIPOC Mental Health | Mental Health America \(mhanational.org\)](#)



Shirley Chisholm: **Unbought and Unbossed**

CEDI recognizes and honors the incredible path paved by Shirley Chisholm when, in 1968, she became the first African American congresswoman and ran for president in 1972! Chisholm authored two books during her lifetime: *Unbought and Unbossed*, which became her presidential campaign slogan, and *The Good Fight*. To learn more about this change maker and carry on her good fight:



- [Shirley Chisholm - Quotes, Family & Facts - Biography](#)



- [Shirley Chisholm's Story As The First Black Woman To Run For President | #SeeHer Story | PeopleTV - YouTube](#)

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Culture, Equity, Diversity, & Inclusion Committee

Check out these upcoming events in February (and beyond)!

Mental Health in the Black Community | Friday, February 5 from 8:30 am to 4:30 pm (Central)

Registration Form: [CE Signup Template Central](#) | This intro level training will focus on mental health factors in the Black/African American community. Leaders within the industry will explore the impact of systemic barriers to equitable treatment including access to care, mistrust of health systems, and culturally relevant responses to care.

Building Outreach and Diversity in the Field of Addiction | February 18 from 3:30pm – 5:00pm (Central)

RSVP: bit.ly/Feb21DRRT | There is a lack of racial and ethnic diversity in addictions research and the medical workforce. How can Diversity, Equity, and Inclusion improve patient outcomes? This will be an online discussion with Dr. Ayana Jordan, Yale School of Medicine.

DMH Mental Health Equity and Inclusion Alliance will host an interactive learning series every other Wednesday through April (3:30 to 4:30 pm) that explores topics on racial equity and inclusion through respectful discussion and provides a common, current, and comprehensive understanding of what it means to be a racially equitable and inclusive organization: [Register Here](#). To learn more about the Alliance: [DMH Mental Health Equity & Inclusion Alliance](#)



Helpful
Tips

- ✓ Reach out, connect with, and learn from your local Black leaders!
- ✓ Remember, Black History Month doesn't have to be in February... You can do this all year long!

Available Resources

- [Addressing Health Equity and Racial Justice](#) | The National Council for Behavioral Health has developed a website with numerous webinars and resources to assist organizations in improving diversity, equity, and inclusion.
- **Call or text the Disaster Distress Helpline 800-985-5990.** The free, confidential, multilingual service connects you to mental health professionals 24/7 to discuss your stress and concerns.
- [Mental Health Resources to Cope with Community Unrest | dmh.mo.gov](#)
- **ARE YOU A HEALTHCARE PROFESSIONAL IMPACTED BY COVID-19?** The Missouri First Responder Provider Network can provide [free behavioral health services for healthcare professionals](#) who have been impacted by COVID-19. Visit the [First Responder Provider Network](#) to find a provider. Please share with your colleagues!

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A Statement from CEDI Chair Tiffany Lacy Clark

A TALE OF TWO CITIES

Thinking about where we are and the state of the nation, the state of Missouri and the state of the people. It is clear to me that in this time we are living in two separate realities. It reminds me of the classic Charles Dickens book the 'Tale of Two Cities'. The book started off with a single sentence which perfectly sums up where we stand today: *"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us..."*

When I think about where we are as a behavioral health industry in the state of Missouri – much like the tale of two cities we are in the best of times and the worst of times simultaneously. With the expansion of Medicaid, the increased access to behavioral health services through parity, the expansion of CCBHOs, the intersection of behavioral health and the criminal justice systems we are in the best clinical times in our recent history. And subsequently we are in the worst of times when we think about the impact on our collective spirits due to the recurring and vicarious trauma we have sustained through the pandemic, the social isolation, the loss of employment, the civil unrest, and the racial inequities which have been highlighted in recent times. **We are living in the best of times and the worst of times simultaneously!**

When we reflect on the events at the U.S. Capitol and deeply think about how we got to this place, it requires some deep digging into the ugly parts of us. We talk about the figures and people which stoked the fire, but we have not acknowledged the kindling had to be there ripe and ready to be set ablaze. Though it takes but one match to start a fire, without the kindling the match causes little to no damage. What we are seeing now is the wildfire of chaos taking over not only the Capitol or politics the nation is reeling from these fires which have popped up. The trauma and emotion associated with these fires are like smoke inhalation – we might not be immediately incapacitated; but we do not have to be amid the fire to be damaged. We are all inhaling the toxic smoke from these fires. Having had this collective experience, it should come as no surprise we are living in two very different realities.

We see the protest in the streets calling for the resignation of our political leaders who many feels have actively participated in the stoking of these fires of discord and disregard for people. We live and work in a space where a significant portion of us do not feel safe or protected. Our responsibility to protect each other supersedes our political ideology, socio-economic status, or any other dimension of diversity.

The golden thread we must maintain on every level of leadership and with each citizen and contributor in the state of Missouri is this: EVERY PERSON who steps foot in Missouri should feel **safe, supported, and accepted**. The goal is not total agreement or theoretical alignment with everyone. The goal is to have diversified opinions and to be **inclusive and respectful** of all our dimensions of diversity. Much like the global pandemic has taught us to go back to the simple things we learned as children (wash our hands, do not spread germs, and protect our neighbors), the civil unrest and racial injustice remind me of the same simple things we learned as children: **love your neighbor, treat others how you want to be treated, treat each other kindly, and take care of your fellow man.**

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CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health



Welcome to March, valued Missouri Coalition! Spring is just a few days away and all this season is and stands for is synonymous with the work the CEDI Committee knows is just around the corner for us in MO involving culture, equity, diversity, and inclusion for all Missourians. There is so much to celebrate all

year long and we are happy to share a few things our committee members will be celebrating this month! *March is **Women’s History Month, Developmental Disabilities Awareness Month, and Deaf History Month*** (begins 3/13).

Throughout the month there are also significant celebrations including, AND not limited to: Lent – Self-Injury Awareness Day – Facial Palsy Awareness Week – World Teen Mental Wellness Day – Employee Appreciation Day – International Women’s Day – Holi – Purim – Harriet Tubman Day – Women and Girls HIV/AIDS Awareness Day – Hola Mohalla – St. Patrick’s Day – Ostara – Native HIV/AIDS Awareness Day – Nowruz/Norooz – International Day for the Elimination of Racial Discrimination – Single Parent Day – Hindi New Year – International Day of Remembrance of the Victims of Slavery – Epilepsy Awareness Day – American Diabetes Association Alert Day – Vietnam War Veterans Day – International Transgender Day of Visibility – Equal Pay Day. If you are like us, there are several unfamiliar celebrations which is a fantastic way to learn something new and share in your spaces. **Did we miss a March celebration? Let us know!**

Women’s History Month Resources

- ➔ [Women's History Month](#) | Great resources and events to connect with through the Library of Congress.
- ➔ [Women’s History Month 2021 - HISTORY](#) | Learn more about Women’s History Month and watch an amazing video featuring numerous influential women in America.
- ➔ [Home - National Women's History Alliance](#) | Learn more about Women’s Suffrage which celebrated the 100th anniversary in 2020.
- ➔ [Women's History Month and accomplishments by women revealed | Britannica](#) | This is a great (and short) video about Women’s History Month.



CEDI On the Move!

Compass Health Network started a book club in February! They are reading *Black, White, and The Grey* by Marshama Bailey and John O. Morisano. For more information about this book: [Black, White, and The Grey](#)

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DMH Mental Health Equity and Inclusion Alliance will host an interactive learning series every other Wednesday through April (3:30 to 4:30 pm) that explores topics on racial equity and inclusion through respectful discussion and provides a common, current, and comprehensive understanding of what it means to be a racially equitable and inclusive organization: [Register Here](#). To learn more about the Alliance: [DMH Mental Health Equity & Inclusion Alliance](#)

Mark your calendar

March 2021

Suicide Prevention Series - FREE



Equitable and Culturally Responsive Suicide Prevention:

Increasing Equity in Communities

Friday - MARCH 5, 2021 12-1:30 p.m. CT
Dr. Pata Suyemoto | Jen Kelliher | Tiffany Lacy-Clark
Discuss equity in suicide prevention work in our communities.

Friday - MARCH 12, 2021 12-1:30 p.m. CT
Dr. Jonathon Singer | Dr. Terry Harris
Explore equity in suicide prevention efforts in schools.

CEUs available to healthcare professionals.
Register for this free event at <https://cvent.me/xkwK12>

Deaf History Month Resources (Begins March 13)

- ✓ [The Fascinating Origins of Deaf History Month](#)
- ✓ [Sign Language History: 18th and 19th Centuries](#)
- ✓ [Through Deaf Eyes - Prominent Figures in Deaf History](#)
- ✓ [The History of Deaf Culture and Sign Language](#)

For more information and resources, contact David Kingsbury at DMH (david.kingsbury@dmh.mo.gov)

"My mother told me to be a lady. And for her, that meant be your own person, be independent."

"Fight for the things that you care about, but do it in a way that will lead others to join you."

~ Ruth Bader Ginsburg (1933-2020)



CEDI On the Move!

Kudos to Independence Center staff Amber Jennings and Naomi Holland who lead a group, "The Conversation Starts Here," and helped produce a video with members and staff reciting Maya Angelou's "Equality." Learn more and watch the amazing video here: [The Conversation Starts Here/Equality](#)

Helpful
Tips

CHECK THIS OUT!

We know from our CEDI Policy Subcommittee, each of you are doing amazing work in assessing your current policies through **the lens of Inclusion**. This month we offer a few questions for consideration:

- » Where is your Non-Discrimination Policy located?
- » Who is included in your Non-Discrimination Policy?
- » Who is not included in your Non-Discrimination Policy?

*"Just because it's required doesn't make it **Inclusive**."*



CEDI Committee members are developing micro-trainings to be shared on social media and with your agencies. Please let us know if you would like to share your story. Stay tuned!

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BLACK HISTORY

Featured Author: *La Kesha Wilson, Clinical Data Analyst at Compass Health Network*

Who is I and is I me ...Will I allow me to be free or will I continue to be locked up by my own insecurities, allowing the world to mold and shape me and tell me who is I and if is I me?

Black History is me!! It is much more than 28 days and the slavery they are teaching...Much more than social media, news outlets, and movies have portrayed us to be.

More like kings and queens, entrepreneurs, Doctors, Lawyers something much more than rap music and reality T.V.

Though Harriet Tubman said these chains cannot hold me, and MLK can rest in his grave saying everyone knows me but there is so much more to Black history than just these.

Althea Gibson made way for Venus and Serena William, W.E.B an activist, sociologist, a writer and a poet, Oliver Tambo president of the black national congress, and Fredrick James an artist in his own right Just a few great names that may have been an oversight.

Mary Mahoney the 1st black nurse, Patricia Bath, and ophthalmology in 1973, Shirley Chisolm an author and the 1st black woman elected in a New York congress seat, Charles Drew a light skin brother who knew the importance of blood banks and how to transfuse, Thomas Elkins a dentist, pharmacist, and an inventor too, black history... I am still not through.

Thomas Jennings is to dry cleaning as Garrett Morgan is to the 3-position traffic signal, Alice Parker and her heating system, Marcus Garvey, Oprah Winfrey, Nelson Mandela, Mia Angelou, and Dr. Sebei just a few more giants in this thing called Black History.

Black Wall Street Yes its true but in 1921 they burned that and failed to share it with you. The Black panther breakfast program here are some more truths but news media vilified them too. The Divine 9, HBCU's established to help us come together and pull through. Transatlantic slave trade, cotton fields, segregation, and Jim Crow laws are our truths.

Kareem Abdul-Jabbar, Michael Jordan, and Kobe, thank you for opening doors and playing the game but we have more to offer than to just entertain...However, thank you LeBron James for opening schools and using your platform to change up some things.

Aretha Franklin, Teddy Pendergrass, Soul Train, Jet Magazine Yeah We did all that too.

Black history is not a pool of entertainment and games, but a legacy of intellectuals who fought for their rights and ideas to be proclaimed.

28 days cannot hold the truth ... Black history is not a month it is a lifetime of inventions and creators too. 28 days cannot contain the list of names that paved the way. It is a lifetime of us overcoming and pathfinding our way.

28 days cannot contain the misrepresentation or our pains....Black History is not an illusion it is a movement, a monument...full of real live legacies...May we be reminded ...Black History is a Real-life thing

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April is [National Minority Health Month](#) (NMHM), and the theme for this year's observance is **#VaccineReady**. The Office of Minority Health (OMH) will focus on the impacts COVID-19 is having on racial and ethnic minority and American Indian and Alaska Native communities and underscoring the need for these vulnerable communities to get vaccinated as more vaccines become available. Additional COVID-19 vaccine resources:

- » [Vaccines | CDC](#)
- » [Covid Vaccine \(mo.gov\)](#)



#VaccineReady | April 2021

CEDI Resources for You!

Dianne Asher, Director of Behavioral Health Workforce Development at Truman Medical Center, shared the following articles and video:

[Disarming Racial Microaggressions: Microintervention Strategies for Targets, White Allies, and Bystanders](#)

[Community Readiness for Community Change](#)

[The Trauma of an American Untouchable](#)

['Hidden Bias of Good People' \(yahoo.com\)](#)



April is also **Celebrate Diversity Month!** You and your organization can celebrate by



learning more about diverse customs, cultures, and experiences. This helps us appreciate everyone's unique backgrounds and identities

of others AND better leverage diverse perspectives for innovation, problem-solving, productivity, and collaboration. The Diversity Movement has developed a Programming Guide to assist organizations in honoring and celebrating diversity: [Celebrate Diversity Month - The Diversity Movement](#)

CEDI Committee members are developing micro-trainings to be shared on social media and with your agencies. Please let us know if you would like to share your story. Stay tuned!



We appreciate everything you are doing, and will do, in this effort!

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KUDOS TO REDISCOVER! In February 2021, the ReDiscover Board of Directors approved ReDiscover's Big IDEA (*Inclusion, Diversity, Equity and Action!*) Plan, a one-year strategic plan aimed at helping the organization build a foundation to become more inclusive. Based on feedback received from the surveys, in addition to several town halls and listening sessions led by Vice President of Culture and Inclusion, Astra Garner, ReDiscover's three primary areas of focus for the year are: recruiting, training and psychological safety. Throughout the year several activities have been planned, including launching a four-part Speaker Series to provide additional training to employees, partnering with a local consultant to support ReDiscover's talent acquisition team and hiring managers through mitigating implicit bias in recruiting, and some virtual simulations and conversational group work.



More ways to bring **April Awareness** to important topics and populations we serve in Missouri:

- ✓ [Child Abuse Prevention Month](#)
- ✓ [World Autism Awareness Month](#)
- ✓ [Scottish-American Heritage Month](#)
- ✓ [Sexual Assault Awareness Month](#)
- ✓ [Stress Awareness Month](#)

The American Public Health Association (APHA) has posted a webinar series and discussion guide, *Advancing Racial Equity*, which explores efforts to address systems, policies and practices designed to limit and shape opportunities for people of color. The presenters highlight collective and individual actions we can take to advance racial equity and justice. View series, discussion guide, and other resources here: [Advancing Racial Equity Webinar Series \(apha.org\)](https://www.apha.org/advancing-racial-equity)



Loving, Respecting, & Serving Missourians who are Transgender and Gender Diverse

March 31 was International Transgender Day of Visibility, meant to celebrate the vibrant trans community that is thriving. Certainly, a necessary celebration, and one that requires acknowledgement of the realities negatively impacting the trans community, as over 100 anti-trans

bills have been proposed and advanced across our nation, including Missouri, and discrimination and hate crimes continue. As organizations aspiring to be trauma-informed, we are leaders in responding to adverse community events that might impact our clients and employees. Our clients and our colleagues include people who are transgender. Mental Health America says it best, "Creating safe inclusive, and affirming spaces for transgender and nonbinary individuals is a mental health issue. Mental health advocacy includes advocating for the civil and human rights of transgender and nonbinary folks." To our colleagues who identify as transgender and gender diverse, we stand with you and are proud to serve alongside you. To the Missourians we serve who are transgender and gender diverse, we stand for you, we are proud to serve you and deeply grateful to know you.

Did you know that a leading best practice guide for transgender individuals *and* mental health and medical providers who serve people who are transgender is offered by the [World Professional Association for Transgender Health \(WPATH\): Standards of Care Version 7?](#)

Pronouns Matter, Pronouns Save Lives

Your Identity is Yours to Define

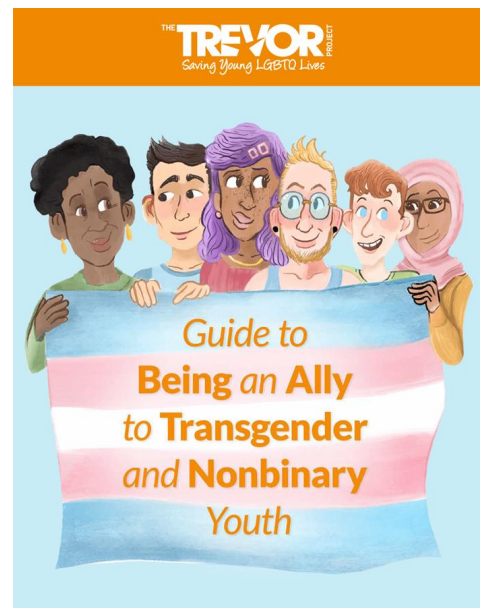


The Trevor Project's 2020 National Survey on LGBTQ Mental Health represents the experiences of over 40,000 LGBTQ youth, ages 13-24, across the US. The unsettling statistic regarding suicide and suicidal thoughts in the trans and nonbinary community was once again confirmed. At least **50%** of those who identify as transgender and nonbinary youth seriously considered suicide. What also remains consistent are the factors which have been proven to **reduce** thoughts of suicide and death by suicide, signaling HOPE and healing. When a trans and nonbinary individual has **one affirming human** in their life, the risk of suicide drastically reduces. One way that a person is affirming includes respecting the pronouns a person goes by. There are a variety of pronouns which accurately reflect identity, beyond the binary "she/her/hers" and "he/him/his" pronouns that our culture has been raised with, and subsequently feel comfortable with, such as "they/them," "ze/hir," and several others. "Transgender and nonbinary youth who reported having pronouns respected by all or most people in their **lives attempted suicide at half the rate** of those who did not have their pronouns respected." *Pronouns matter, pronouns save lives.*

To view the full results (*interactive and informative*) of The Trevor Project's 2020 National Survey on LGBTQ Mental Health: [The Trevor Project National Survey](#)

Helpful Tips

- When introducing yourself, share your pronouns so as to welcome others to share theirs with you.
- Rather than assuming who another person is or the pronouns they use, ask what pronouns they go by
- Instead of using the term "Preferred pronouns," just say "Pronouns." "Preferred" insinuates choice and to many who identify as trans and non-binary, this is not their choice.
- For more information on pronouns:
 - [NWMSU LGBTQIA Resources: Home](#)
 - [Truman Name and Gender Information Policy](#)
 - [LGBTQ Resource Center University of Missouri](#)
 - [UMKC Pronoun Guidance & Allyship](#)
 - [MSU Gender Pronoun Guide](#)
 - [UMSL Using Inclusive Language @ UMSL](#)



References/Resources: <https://www.thetrevorproject.org/survey-2020/>

Click the picture above to access an educational resource which covers a wide range of topics and best practices on how to support transgender and nonbinary people



CEDI On the Move!

On March 18, ReDiscover hosted its first speaker series entitled, "The Zone, Safe Space Design for LGBTQIA2S+. The event was led by training facilitator, Clinton Shane Bradley, SHRM-SCP (they/them/theirs). In the training they helped educate and inform participants on how to foster a more inclusive space for LGBTQIA+ individuals. In the training, Clinton debunked myths and stereotypes, reviewed the importance of pronouns and discussed the spectrum of inclusion. This was an incredible training opportunity for all those involved.

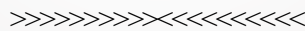


LOOK AT WHAT'S NEW IN CEDI | APRIL SHOWERS BRING.....MAY REBRANDS?!?!? We are so excited to unveil **CEDI's new logo!** Many thanks to Chelsea Skidmore, Media Coordinator at Missouri Behavioral Health Council. She put so much time and thought into designing a logo which represents the committee members and the efforts we are all dedicated to advancing in Missouri.

May 2021

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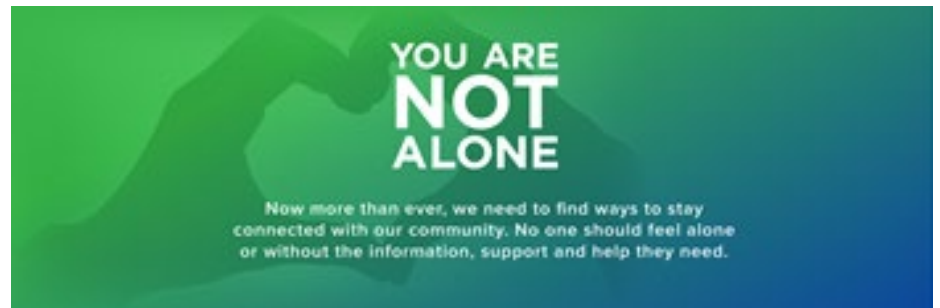
CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health



MISSOURI BEHAVIORAL HEALTH COUNCIL

The Missouri Coalition for Community Behavioral Healthcare is now **Missouri Behavioral Health Council (MBHC)**! We are thrilled to finally announce the rebranding and you will see us transition with all emails, social media, and the website over the next couple of months.



May is Mental Health Awareness Month

- » [Mental Health Month | NAMI: National Alliance on Mental Illness](#)
- » [Mental Health Month | Mental Health America \(mhanational.org\)](#)



May is **Asian American and Pacific Islander (AAPI) Heritage Month!** Learn how you can honor the rich AAPI culture and address health disparities which impact the AAPI population through the links below.

- » [Asian American and Pacific Islander Heritage Month - The Office of Minority Health](#)
- » [Asian Pacific American Heritage Month 2020 \(asianpacificheritage.gov\)](#)
- » [Woven with Elders: Pacific Islander Vaccine Toolkit - Pacific Islander Center of Primary Care Excellence \(PI-CoPCE\) \(pi-copce.org\)](#)

Missouri Behavioral Health Council and CEDI stand with AAPI Missourians and against AAPI hate and violence.



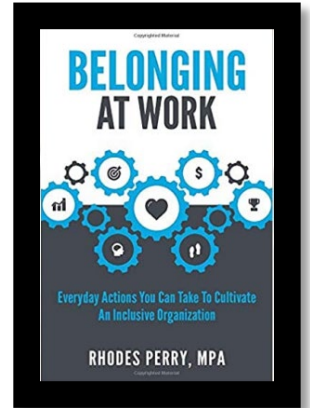
May is also Jewish American Heritage Month | An annual recognition and celebration of American Jews' achievements and contributions to the United States of America: [Jewish American Heritage Month 2021 \(jewishheritagemonth.gov\)](#)



MISSOURI BEHAVIORAL HEALTH COUNCIL

WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

NEW BOOK STUDY FOR 2021 | The Department of Mental Health will begin a new book study on May 12 with *Belonging at Work* by Rhodes Perry. The program will run for ten weeks through WebEx every Wednesday from 3:30 to 4:30 pm. For more information and to register, click on the picture to the right. →



[Watch The Blinding of Isaac Woodard | American Experience | Official Site | PBS](#) (Shared by Dianne Asher – thank you!)

[Young and in the Bubble - COVID-19 and Adolescent Mental Health | MHA AMH Infographic](#)

[Racial Disparities in Black Maternal Health | Quality Interactions Infographic](#)

May, marked officially as **Military Appreciation Month**, is a special month for both those in and out of the military. Not only do we pause on [Memorial Day](#) to remember the sacrifice and service of those who gave all, but the month also holds several other military anniversaries and events, including [Military Spouse Appreciation Day](#) and [Armed Forces day](#).

Join [Military.com](#) as we honor the service and sacrifice of members of the [Army](#), [Navy](#), [Air Force](#), [Coast Guard](#), [Marines](#), [Space Force](#) and [National Guard](#) as well as the contribution of their [spouses](#).

Congress designated May as National Military Appreciation Month in 1999 to ensure the nation was given the chance to publicly show their appreciation for troops past and present. (Credit: [Military.com](#))

Military THANK YOU Ideas:

1. Show gratitude and encouragement
2. Publicize Military Appreciation Discounts
3. Offer to help spouses of deployed service members



CEDI Committee members are developing micro-trainings to be shared on social media and with your agencies. Please let us know if you would like to share your story. Stay tuned!

MO Cultural Competency – Cultural Humility as the Foundation

This course explains the importance of cultural competency among behavioral health providers to improve patient treatment. Training includes components of culture, communication variations, cultural impact on services, treatment, and potential barriers.

Presented by Elizabeth Nanneman, MSW, LCSW, MHA.

Wednesday, May 26, 2021

1:00 to 3:30 PM (Central)

[Registration \(gototraining.com\)](#)

ARE YOU A HEALTHCARE PROFESSIONAL IMPACTED BY COVID-19?

The Missouri First Responder Provider Network can provide [free behavioral health services for healthcare professionals](#) who have been impacted by COVID-19. Visit the [First Responder Provider Network](#) to find a provider. Please share with your colleagues!



May 9 is Mother's Day – A special thank you and appreciation goes to all women everywhere!



JUNE 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee.**

Better known as CEDi!

CEDi is MBHC’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDi Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDi Committee, please email KC Rafferty: krafferty@mobhc.org



CEDi Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDi Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

CEDi is honoring #PrideMonth 2021! We welcome and encourage all organizations of MBHC to honor #PrideMonth 2021. We are thankful to serve alongside LGBTQIA+ experts and honored to competently serve mental health wellness of LGBTQIA+ Missourians. To our Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, + (LGBTQIA+) colleagues, we celebrate **YOU** this month, **we honor the LGBTQIA+ individuals** who have helped us arrive where we are today, and **renew our commitment to ensuring equity, inclusion, belonging, and care for LGBTQIA+ Missourians.**



A brief history: The LGBTQ Movement is known to have begun in the 1920s when activists began organizing. Subsequently, legal and discriminatory acts against LGBTQ people worsened. In the 60’s, it was common for gay bars to be raided in cities around the country and it was common for LGBTQ people to be arrested, force hospitalized in psychiatric institutions, beaten, and/or killed. In New York City, “the Public Morals Division enforced laws regarding vice and gambling, including prostitution, narcotics, and homosexuality.” On June 28th, 1969 eight officers from the NY City’s Public Moral Division raided the Stonewall Inn, again. Unlike the raids before, the bar patrons, following Marsha P. Johnson, stood up against the raid and what became known as the Stonewall Uprising ensued. The protest lasted six days. The Stonewall Uprising, in which LGBTQI+ people took a stand against the violence, harassment, and discrimination they endured, is recognized as pivotal for the growth of the Gay Liberation Movement in the United States. In June 1970, cities around the country began honoring the anniversary of the Stonewall Uprising. 52 years later, June is commonly known as Pride Month. The purpose, to recognize and celebrate the historical impact and contributions of LGBTQI+ people and to continue necessary efforts towards equity and inclusion of all who are LGBTQIA+, through elevating LGBTQIA+ voices, sharing our own LGBTQIA+ voices, advocacy, education, and visibility. **For more resources and events to celebrate #PrideMonth 2021, see pages 3 and 4 of the CEDi Newsletter!**



[The Trevor Project](#) shared four short videos released by State Farm with their employees to tell their story and inspire others to be the **ONE GOOD NEIGHBOR** for the LGBTQ youth in their lives: [One Good Neighbor | State Farm® - YouTube](#)





MISSOURI BEHAVIORAL
HEALTH COUNCIL

WE APPRECIATE EVERYTHING YOU ARE
DOING, AND WILL DO, IN THIS EFFORT!

Juneteenth is the oldest nationally celebrated commemoration of the ending of chattel slavery in the United States. On June 19, 1865, a Union General rode into Galveston, Texas to announce that the Civil War had ended, and slaves that were prisoners of war had been freed. **Why is Juneteenth called Juneteenth?** The day's name is a combination of "June" and "nineteenth" in honor of the date of Granger's announcement and first appeared around 1903. It is also **known as** African American Freedom Day or Emancipation Day. ... **Juneteenth** is recognized as a state holiday or special day of observance in 45 states.

CELEBRATE

Since



1865

JUNETEENTH

How Can We Celebrate Juneteenth?

1. **Make Juneteenth A Company-Wide Effort** | In light of D&I efforts such as the Black Lives Matter movement (BLM) across the nation, everyone in your business should be encouraged to participate in **Juneteenth** activities.
2. **Plan a workshop** | They can help your employees be more hands-on with Juneteenth traditions and think critically about ways to support D&I values in your organization. A number of tools exist to help you do these things. For instance, Procter & Gamble's "[The Look](#)" is a film that discusses racial bias. P&G has made available [assets](#) to help you use the film as a learning tool in the workplace.
3. **Decorate your workspace** | You can get creative by using Juneteenth flags, colors (red, white, and blue), and traditional foods like strawberry soda and red velvet cake to acknowledge the day's significance.
4. **Discuss company-wide diversity action plans** | Because Juneteenth symbolizes more than just freedom, it's important to ensure employees that race, religion, sexual identity, and gender will never be barriers to their growth and success within the business.
5. **Volunteer At Local Juneteenth Events** | Many communities across the United States host yearly Juneteenth parties, concerts, and festivals. If these events have moved to virtual due to COVID-19 restrictions, your organization can still take part in the online experience by sponsoring or donating to an event. You can also consider giving your employees paid time off (PTO) on June 19th and allow them to spend the day volunteering around their neighborhood. (A [growing number of businesses are treating the day as a holiday already.](#)) Start by providing a list of community service projects, or local Juneteenth events and ask how your workers can get involved. Learn more about volunteer opportunities near you by visiting the official [Juneteenth website](#).
6. **Invite A Guest Speaker** | Bringing in guest speakers like authors, historians, or civil rights activists can inform your employees on important topics that are related to racial reform. Whether you choose to have an open panel discussion or presentation, it is sure to be an engaging experience for everyone.

JUNETEENTH

Celebrate Freedom

JUNE 19

**How will you create a more diverse and
inclusive environment for your company?**



MISSOURI BEHAVIORAL
HEALTH COUNCIL

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ReDiscover's BIG IDEA

*Inclusion, Diversity,
Equity and Action!*



DRESS FOR YOUR DAY | As part of the journey to becoming a more inclusive and welcoming workplace, ReDiscover committed to reviewing and updating policies outlined in the 2021 Big IDEA (Inclusion, Diversity, Equity and Action!) Plan. A quick review of literature shows ReDiscover is just one of many companies rethinking their dress code as a way to help reach diversity, equity, inclusion and belonging goals. This month, ReDiscover's executive team unveiled the new dress code. The new **"Dress for Your Day"** policy is more inclusive in that it **removed references to gender labels and binary pronouns and included language in support of employees displaying their tattoos**. The new policy works to dismantle the normative ideas of

"professionalism" particularly in how it shows up in employee dress and grooming expectations. ReDiscover's new dress code policy **encourages and empowers employees** to dress in their own style, while acknowledging that clothing is a personal matter which requires each employee to exercise their own judgment while **expressing their personality**. While the dress code does set some general guidelines, it relies heavily on employee discretion and their individual sense of comfort allowing them to be both responsible and intentional in their choices. **In a nutshell, the new dress code is about the empowerment of the employee!**

#PrideMonth 2021 Events: With events being scheduled throughout the summer and early fall, begin planning for your safe involvement. **Did we miss an event? Let us know!**

- All events in/around Kansas City: <https://kansascity.outvoices.us/calendar/> (KC Pride: August 21-22)
- Warrensburg Pride Festival: 6/26: <https://kansascity.outvoices.us/calendar/warrensburg-pride-festival/>
- Columbia: Mid-Missouri Pridefest: 8/28 & 8/29: <https://www.midmopride.org/>
- Joplin: JOMO Pride: 8/28 & 8/29: <https://www.jomopride.org/>
- St. Joseph: September 10-11: <http://midlandequality.com/StJoePride.html>
- Springfield: October 9: <https://ozarkspridefest.com/>
- St. Louis: postponed until June 2022

We know from our **CEDI Policy Subcommittee**, each of you are doing amazing work in assessing your current policies through **the lens of Inclusion**. This month we offer a few questions for consideration:

- **Are you confident in your understanding of company policies and procedures?**
 - Consider this: If someone asks you if your organization protects and supports the LGBTQIA+ population, what would your response be?
- **Are your policies and standard operating procedures inclusive?**
 - Review policies and update:
 - Do your policies continue to have "he/she" throughout? Update "he/she" to "they/them" or remove pronouns and directly identify such as "person(s)" or "employee(s)" or "client(s)" to be more inclusive.
 - Is the LGBTQIA+ population protected in your organization?
 - Check: It is recommended, if your organization is committed to inclusion, that your non-discrimination policy specifically includes sexual orientation, gender identity, and gender expression.
 - Supporting Transgender Employees:
 - What is your organization's approach to supporting Transgender, gender expansive, and or non-binary employees?
 - Resources:
 - [SHRM Employing Transgender Workers](#)
 - [Creating a Trans-Inclusive Workplace](#)
 - Dress Code:
 - Updating dress code policy is critical in creating inclusive cultures.
 - Thank you, ReDiscover for a wonderful example!





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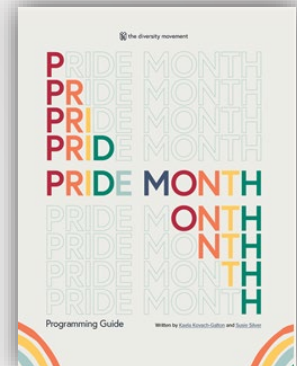
How can I be a better ally?

- Introduce yourself with your pronouns and welcome others to share their pronouns with you
- Review all regulatory (ethical, accreditation, legal, etc.) requirements/expectations in serving the LGBTQIA+ community
- Be visible in your support of, and commitment to, the LGBTQIA+ Community
- Honor/Celebrate Pride Month | Within your organization and in your community
- Honor/Celebrate the LGBTQIA+ community all year long
- Recruit/Retain LGBTQIA+ employees



#PrideMonth 2021 and LGBTQIA+ Resources

- ✓ [National Survey on LGBTQ Youth Mental Health 2021](#)
- ✓ [LGBTQ+ Mental Health Insights from MHA Screenings](#)
- ✓ [HRC Glossary of Terms](#)
- ✓ [The Trevor Project](#)
- ✓ [APA Practice Guidelines for LGB Clients](#)
- ✓ [APA Practice Guidelines for Transgender and Gender-Nonconforming People](#)
- ✓ [WPATH Standards of Care](#)
- ✓ [SAMHSA LGBT Behavioral Health Equity](#)
- ✓ [PROMO](#)
- ✓ [MHC Roadmap LGBTQ.pdf \(thementalhealthcoalition.org\)](#)
- ✓ [Trans Inclusivity in Recovery Housing | Developed in partnership with DMH and MIMH](#)



Click on the icon above for The Diversity Movement's Pride Month Programming Guide!



What is your organization's stance and approach to honoring Juneteenth?

- **BHR** will celebrate and honor Sumner High School in St. Louis (first high school for African American students west of the Mississippi River) the week of Juneteenth. Go Bulldogs!
- **Heartland Center for Behavioral Change** in Kansas City will hold a Juneteenth celebration for the first time this year and employees will be able to recognize the day as a holiday!
- **ReDiscover** in Kansas City has given art canvases to all their locations for everyone to add their creations and then all the canvases will be collected and placed together for display!
- **Burrell Behavioral Health** (SW and Central Regions) will focus on Juneteenth throughout the week leading up to June 19 in the Be Well Community. They have partnered with the Red Cross to raise awareness of Sickle Cell Disease and will join with NAACP for an event in Springfield (<https://www.naacpspringfieldmo.org/juneteenth-celebration>) as well as their other locations! All are welcome to the live Be Well Community Facebook conversations on Monday, Wednesday, and Friday (<https://www.facebook.com/BurrellCenter>).
- 10th anniversary of Juneteenth KC | [Juneteenth | Kansas City's Official African American Heritage Event](#)
- Every Wednesday in June in St. Louis | [2021 Juneteenth Celebration, Missouri History Museum, St. Louis](#)
- Missouri Juneteenth events | [Visit Missouri | Articles | Juneteenth in Missouri](#)

JUNETEENTH:
Celebrating
African-American
FREEDOM,
families, heritage...
and becoming
the ancestors' DREAM.

Courtesy of Compass Health Network



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COVID-19 Vaccines and Racial and Ethnic Minority Populations

The U.S Department of Health and Human Services (HHS) Office of Minority Health (OMH) has developed a new COVID-19 resource that provides information to help address concerns people might have about the COVID-19 vaccines, such as safety, cost, and side effects. This resource also includes key facts about COVID-19 vaccines as well as pertinent information about clinical trials. It is important that we use every tool to stay healthy and to stop the pandemic. To access this resource, visit our website (English | Spanish). OMH encourages you to share this resource within your network and to sign up for OMH email to receive updates on COVID-19 vaccine news and activities.



June 15 is World Elder Abuse Awareness Day | Defined as an intentional or negligent act by any person that causes harm or a serious risk of harm to an older adult, elder abuse covers a wide range of crimes. It includes physical, sexual, and psychological abuse; neglect; and financial exploitation. Following are some resources related to this topic:

- [Elder Justice Initiative](#)
- [National Elder Fraud Hotline](#)
- [When Grandpa Gave Away the Farm: His Own Darn Fault, or a Case of Elder Abuse?](#)



National PTSD Awareness Month is observed annually in June | The month is dedicated to raising awareness about the condition and how to access treatment. June 27th is also National PTSD Awareness Day. According to the National Center for PTSD, between 7 and 8 percent of the population will experience Post Traumatic Stress Disorder (PTSD) during their lifetime. Men, women, and children can experience PTSD as a result of trauma in their lives. Events due to combat, accidents, disasters, and abuse are just a few of the causes of PTSD. No matter the reason, PTSD is treatable, but not everyone seeks treatment. There are resources available to help diagnosis PTSD and get help. HOW TO OBSERVE:

- If you or someone you know might be experiencing PTSD, visit these resources below, or seek professional care from a therapist who has experience treating PTSD.
 - [Veterans Crisis Info – National Center for PTSD](#)
 - [Find Therapist – National Center for PTSD](#) or in Missouri <https://www.missouricit.org/first-responders>
 - [Help for Veterans – National Center for PTSD](#)
 - [National Alliance on Mental Illness](#)



Please share how you are honoring Pride Month 2021, Juneteenth, and all other upcoming events, with #MBHC and #CEDI on social media! You may also send information to krafferty@mobhc.org. The CEDI Committee wants to shine the spotlight in future issues how each of you are advocating for a more diverse, equitable, and inclusive world within your communities!



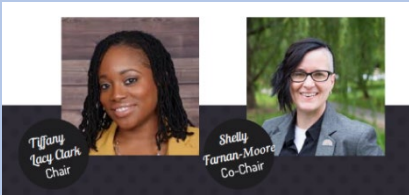
Click icon above for access to the Joyful June calendar from Action for Happiness!



JULY 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**. Better known as **CEDI!**

CEDI is MBHC’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email KC Rafferty: krafferty@mobhc.org



CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

July is National BIPOC/Minority Mental Health Awareness Month

National Minority Mental Health Awareness Month is observed each July to bring awareness to the unique struggles that racial and ethnic minority communities face regarding mental illness in the United States. The COVID-19 pandemic has made it harder for racial and ethnic minority groups to get access to mental health and substance-use treatment services.



Click on the icon above for more resources from OMH!

Throughout the month, the **HHS Office of Minority Health (OMH)** will focus on promoting tools and resources addressing the stigma about mental health among racial and ethnic minority populations, particularly during the COVID-19 pandemic.

The **OMH Knowledge Center** has over 5,000 articles and documents on racial and ethnic minority mental health topics | [Search Catalog](#)

Mental Health America’s theme is “Strength In Communities.” MHA will be “highlighting alternative mental health supports created by BIPOC and queer and trans (QTBIPOC, for BIPOC and QTBIPOC.” [Link to the 2021 toolkit and other resources](#)

Thanks to the visionary work of Bebe Moore Campbell, who “worked tirelessly to shed light on the mental health needs of the Black community



and other underrepresented communities,” MHA has been celebrating **Bebe Moore Campbell National Minority Mental Health Awareness Month**, also known as **BIPOC (Black Indigenous, and People of Color) Month** since 2008.



Additional CEDI July Celebrations

- **July 4:** Independence Day
- **July 14:** International Non-Binary People’s Day | [International Non-Binary People’s Day \(wsh.nhs.uk\)](#)
- **July 26:** Disability Independence Day | The Americans with Disabilities Act (ADA) turns 31 this year! [#ADA31 - Celebrate. Learn. Share. | ADA Anniversary Tool Kit](#)



MISSOURI BEHAVIORAL HEALTH COUNCIL

WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

What can we do during BIPOC Mental Health Month? (Below, from MHA's BIPOC toolkit)

Language reminders and considerations:

- ✓ In place of "slaves," – "those who were enslaved"
- ✓ In place of minorities – "underrepresented" and "historically excluded"
- ✓ Reminder: Language is always changing.

Surround yourself with spaces working to remain informed.

Share your knowledge within your small spaces.

WHAT YOU CAN DO DURING BIPOC MENTAL HEALTH MONTH

<p>Examine the current structures and ask questions. Consider the various barriers to accessing mental health care like cost and stigma and whether the current framework is the best approach to providing quality services and meeting the needs of communities.</p> <p>Push for accessibility in traditional health care. Contact your local elected officials or use your channels like social media to talk about these issues. Call for expanded language services, culturally responsive provider training, expanded public education resources around health literacy, and more.</p>	<p>Hold organizations and institutions accountable. Ensure that the systems you are a part of are actively assessing how they contribute to the problems that exist for BIPOC and QTBIPOC mental health and support solutions to ensure change.</p> <p>Give credit to originating communities of healing practices. Many BIPOC communities developed their resources and supports to address mental health needs. However, they do not always get credit for these practices if they become adopted by mainstream society.</p>
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BIPOC Mental Health Resources

[Bebe Moore Campbell National Minority Mental Health Awareness Month | NAMI: National Alliance on Mental Illness](#)

[BIPOC Mental Health Month \(counseling.org\)](#)

[Behavioral Health Response with Dr. S. Kent Butler | Mental Health through the Lens of Diversity and Inclusion](#)

BIPOC MENTAL HEALTH MONTH
BE COLOR BRAVE, NOT BLIND.

The experience of trauma has widespread impact on the lives of those we serve, leading to or exacerbating mental illnesses, substance use, and physical health conditions. In a truly integrated whole health system of care, effectively treating behavioral and physical health conditions must involve addressing the impact of trauma.

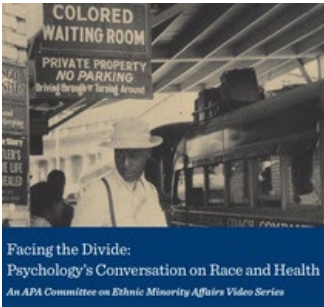
If you're working towards becoming a trauma-informed organization (or just want to learn more about trauma-informed care), this resource hub will help you understand the basics of trauma, the TIC framework, and how to care for your staff. There are also resources for Understanding Racial Trauma.

[Trauma-Informed Care - Everything Your Organization Needs to Know \(relias.com\)](#)

HEAR
HEAR HER concerns

Learn the Warning Signs
It could help save a life

The Centers for Disease Control and Prevention [Hear Her](#) maternal health campaign has created a new, **Urgent Maternal Warning Sign Poster** that visually represents the 15 urgent maternal warning signs developed by the **Council on Patient Safety in Women's Health Care**. The poster is available in several languages, including Spanish, Arabic, Chinese, Haitian Creole, Portuguese, Somali, Tagalog, and more. For more resources, including palm cards, microsites, and video PSAs, please visit the [Hear Her campaign website](#).



Facing the Divide: Psychology's Conversation on Race and Health is a video series designed to bring psychological science to the conversation regarding the connections among race, racism, and health.

Created by the **American Psychological Association** for use by psychologists and other mental health professionals, the series can help you to facilitate constructive dialogues around race in the classroom or workplace. The series includes a discussion guide and covers topics such as racism, micro-aggressions, and the impact of race-related stress on children: [Facing the Divide](#)



Are you leveraging employee-led DEI groups? Download this guidebook from The Diversity Movement to find out how your organization can successfully establish a DEI group [Employee-Led DEI Groups](#)



[Resources to Help Reduce Mental and Substance Use Disorders](#) | SAMHSA recently posted several webpages containing a variety of videos, factsheets, and broadcast-quality public service announcements to help individuals and their loved ones connect with and remain in treatment for mental and substance use disorders. Each page contains a brief overview of the topic, ways to obtain help, and additional References and Relevant Resources at the bottom of the page. Some of the resources are available in Spanish as well as English.



Mental Health Resources for the Black Community

National Resources:

- Mental Health America
Mental Health Resources for Black, Indigenous, And People of Color: BIPOC
Mental Health mhanational.org
- The Association of Black Psychologists:
abpsi.org
- The Black Mental Health Alliance (BMHA):
blackmentalhealth.com
#BlackMindsMatter



burrellcenter.com

Dianne Asher, TMC, shared the following resources from PBS:

- [Watch The Blinding of Isaac Woodard | American Experience | Official Site | PBS](#)
- [Mr. Civil Rights | American Experience | PBS](#)

Other Resources

- The Shine App: Shine | Calm Anxiety & Stress (theshineapp.com)
- Dr. Rheeda Walker: Dr. Rheeda Walker (rheedawalkerphd.com)
- Book: The Unapologetic Guide to Black Mental Health: Navigate an Unequal System, Learn Tools for Emotional Wellness, and Get the Help you Deserve
- Therapy for Black Girls: therapyforblackgirls.com
- Therapy for Black Men: therapyforblackmen.org
- Farrah Harris MA, LPC: Home - WorkingWell Daily, LLC
- Dr. Mariel Buque: Dr. Mariel Buque (drmarielbuque.com)
- Black Girls Heal Podcast
Black Girls Heal (libsyn.com)
- Instagram:
 - @wholebrothermission
 - @blackwomensyogaco
 - @blackfemaletherapists
 - @dr.marielbuque



In July, **Compass Health Network** will launch a training focused on Implicit Bias. This training will provide participants the opportunity to learn four qualities of inclusive people, identify two ways to reduce implicit bias, acknowledge unintentional microaggressions and ways to decrease them, find opportunities to foster cultural humility as a part of the learning process, and develop a better understanding of the unconscious factors that impact our decisions. CHN is eager to offer this training for all employees as a part of our annual training requirement.



Did you know that resilience can be learned? Although we can't control what happens in our lives, we can build skills to help us deal effectively with challenges, recover more quickly and even grow as a result.

Lucile Bluford Day

July 1 is designated as Lucile Bluford Day in Missouri! Ms. Bluford was a journalist and civil rights activist who successfully sued to end segregation in the University of Missouri journalism program. Her long and distinguished career at the *Kansas City Call* contributed to it becoming one of the largest and most important Black newspapers in the nation. To learn more about Ms. Bluford: [Lucile Bluford - SHSMO Historic Missourians](#)



MISSOURI BEHAVIORAL
HEALTH COUNCIL

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In the
Spotlight

Missouri Behavioral Health Council member agencies have had a VERY exciting month of June to celebrate their employees, clients, and communities! Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!



ABOVE | Preferred Family
Healthcare St. Louis Delmar Team
celebrating Juneteenth

BELOW | Preferred Family Healthcare St Peter's Adolescent program hosted a "Love is Love" event to celebrate LGBTQ + Pride Day on Saturday June 26. Youth and staff from St Peter's adolescent, Jefferson City adolescent, and Franklin County ARTC enjoyed great food, games, tie dye and an ARTC project!



Thank you PFH for sharing!



In June, **Team ReDiscover** celebrated Pride, Juneteenth and hosted the second installment of their Speaker Series (Clara Anderson Sainte talked about what makes a true ally, the dangers of performative allyship, and the ways in which we can all take action).

To celebrate Pride Month, they sent educational resources and provided training workshops open to all members of Team ReDiscover as a call to action on how to increase our awareness and foster an inclusive environment for our co-workers and community members.



ReDiscover provided a resource guide with a list of books, documentaries and events all related to Pride Month and the LGBTQIA+ community. Additionally, the book club continues reading, *Subtle Acts of Exclusion: How to understand, identify, and stop microaggressions*. This has led to discussions about gender and sexuality SAE. What's more? ReDiscover also had their first ever Pride Spirit Day in which employees were encouraged to wear rainbow and/or use rainbow backgrounds in their virtual meetings.





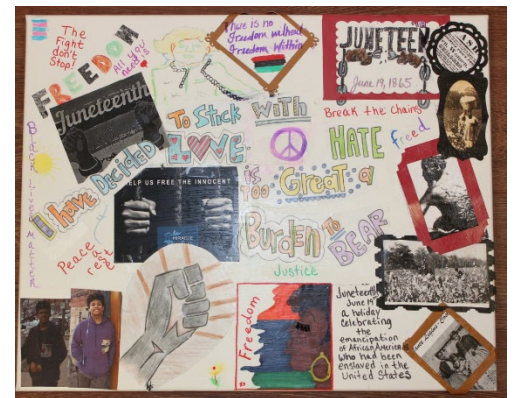
Behavioral Health Response (BHR) Juneteenth Recognition

Alumni Bulldogs Bishop Alton Davis Jr., Dr. Donna Scott, and Dr. Jeanette Strong share fond memories of Charles H. Sumner High School in St. Louis, Missouri. Charles H. Sumner High School in St. Louis was the only public school for blacks West of the Mississippi in 1875.

[Behavioral Health Response Juneteenth Recognition | Facebook](#)

Thank you BHR!

In honor of Juneteenth, ReDiscover's diversity and inclusion committee REACH, organized an art project in which employees read about the history of Juneteenth as well as a reflective poem, before being asked to make their marks on a shared canvas. Once the canvas was complete, canvases from all locations were brought together to form a collective art piece that will be on display at ReDiscover. Pictured to the right and below are a few of the canvases from their locations. Thank you ReDiscover for sharing!



Click on icon to the left for more information and to register for the 2021 MBHC Conference!

Save the Date

MBHC Conference

September 23-24, 2021 | HYBRID Conference

Missouri Behavioral Health Conference '21

Day 1 | 8:30 a.m. – 4:00 p.m. Networking Event at 5:30 p.m.
Day 2 | 9:00 a.m. – 3:30 p.m.

In Person | \$100 per person, includes behavioral health continuing education
Virtual | Free with no continuing Education or \$10 with continuing education

WEBINARS TO SHARE!

[Integrating Buprenorphine Treatment into Your Practice](#) | Register for this July 13 webinar (3:30 pm) on prescribing buprenorphine in hepatitis care settings.

[Advancing Equity, Diversity, and Inclusion for a More Perfect Union](#) | Given the continued emergence of an interconnected society, a global pandemic, and protests and unrest calling for racial justice, building organizational capacity for advancing equity, diversity, and inclusion is more critical than ever. The need for leaders within social sector organizations to understand and engage the current environment is essential in building an equitable society for all. This is a three-day virtual workshop.

- » [July 15, 22 and 29, 2021, 11am-3pm CT](#)
- » [November 2, 9 and 16, 2021 11am-3pm CT](#)

Do not judge me by my success, judge me by how many times I fell down and got back up again.
~ Nelson Mandela

ACTION FOR HAPPINESS

Click icon above for access to the Jump Back Up July calendar from Action for Happiness!





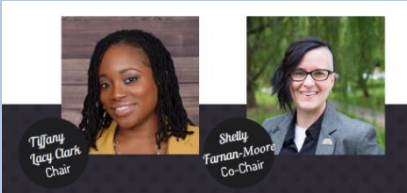
MISSOURI BEHAVIORAL
HEALTH COUNCIL

August 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee.**

Better known as CEDI!

CEDI is MBHC's way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email KC Rafferty: krafferty@mobhc.org



CEDI Chair | Tiffany Lacy Clark,
Chief Operating Officer,
Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly
Farnan-Moore, VP of Be Well
Initiatives, Burrell Behavioral
Health

A MESSAGE FROM CEDI COMMITTEE CHAIRS AND MEMBERS |

Colleagues, while there is much to honor and celebrate every month, this August we also want to keep it real in acknowledging the exhaustion, the burn out, the "over it," and all the challenge(s), change(s), and transition(s) we are in the midst of. To parents, educators, leaders, healthcare heroes – we see you and we know you are in the midst of hard decisions and worry. To those of historically excluded groups, we see the ongoing and added levels of stress you are navigating. We remain diligent in our work towards addressing the ongoing impact of systemic racism, discrimination, hate, and ignorance. ***Our CEDI committee is sending love and light across our entire state.*** We ask that while we continue to arrive and serve, we navigate with grace, gratitude and, perhaps, even a bit of gentle, with each other and with ourselves. The only way through is through *and* together, which means we must do what works to keep us as well and resilient as possible.



Perhaps amid all the trials is the comfort of knowing progress is happening. CEDI is thankful to announce we will be launching our **first MBHC CEDI Survey across all 33 participating organizations in September!** MBHC has partnered with Integrated



Work, a social impact consulting firm to launch this survey. They will gather both quantitative and qualitative data through an online survey, one-on-one interviews, and focus groups. The CEDI survey will provide the foundational knowledge we as a CEDI committee *must* understand to effectively drive action across the state. What's better? Regardless of your

organization's current DEI structure, you too will have access to best practice foundational knowledge to begin understanding CEDI needs at your organization. Expect to be hearing much more from your organization and your organization's CEDI representative in the coming days about the CEDI survey launch. Please – never hesitate to reach out to CEDI through Tiffany (tlacyclark@bhrworldwide.com), Shelly (Shelly.Farnan@burrellcenter.com), and KC (krafferty@mobhc.org).

CEDI wishes to extend our deepest gratitude to Brent and MBHC for investing in CEDI best practices so each of our participating organizations can continue the necessary work of ***Inclusion, Belonging, and offering Culturally Competent Care to the absolute best of our abilities to all Missourians.***



WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

CEDI celebrates Black Business Month in August! For more information check out these resources:

- [Black Business Month - 18th annual National Black Business Month](#)
- ["31 Ways 31 Days": Celebrating National Black Business Month | Black Women's Agenda \(bwa-inc.org\)](#)
- [August is National Black Business Month | SmartBiz Loans](#)

Women's Equality Day commemorates the passage of the 19th Amendment to the U.S. Constitution, granting the right to vote to women. The amendment was first introduced in 1878. In 1971, the U.S. Congress designated **August 26** as Women's Equality Day: [Women's Equality Day Resources - National Women's History Alliance](#)

SUGGESTED READING FROM CEDI MEMBERS

- ✓ [How to Survive America](#) by D.L. Hughley and Doug Moe
- ✓ [This Is the Fire: What I Say to My Friends About Racism](#) by Don Lemon
- ✓ [You Are Your Best Thing: Vulnerability, Shame Resilience, and the Black Experience](#) by Tarana Burke and Brené Brown

August is
BLACK BUSINESS MONTH

As part of Black Business Month, SmartBiz Loans® is taking time to recognize the African-American entrepreneurs who have made an impact on the economy.

African-American Businesses Funded by SmartBiz Marketplace Banks

- 9.4% of funded businesses are also Veteran-owned
- 34% of funded businesses are also women-owned
- 79% of funded businesses have 1 - 15 employees

There are **2.6 million** African-American owned businesses in the U.S.

- 109,000 businesses** have paid employees
- \$150 billion** in gross income
- 34% growth** from 2007-2012
- 54% of businesses** are also women-owned

smartbiz

SOURCE: <https://www.sba.gov/>



August is National Immunization Awareness Month | An annual observance highlighting the importance of getting recommended vaccines throughout your life. Everyone has the power to protect themselves and their family against serious diseases like whooping cough, cancers caused by HPV, and pneumonia through on-time vaccination. According to the CDC:



- In 2017, [Hispanic adults](#) were 30 percent less likely to be fully immunized against hepatitis, as compared to white adults.
- In 2017, [Asian/Pacific Islander adults](#) aged 65 years and older were 20 percent less likely to receive the pneumonia shot, compared to non-Hispanic white adults of the same age group.
- In 2020, [American Indian/Alaska Native adults](#) aged 18 years and over were 20 percent less likely than non-Hispanic white adults to have received the influenza (flu) shot.

- [African Americans](#) are 10 percent less likely to have received an HPV vaccine than white populations.
- [Key Things to Know About COVID-19 Vaccines \(cdc.gov\)](#)





National Minority Donor Awareness Month

National Minority Donor Awareness Month is a collaborative initiative of the National Organ, Eye and Tissue Donation Multicultural Action Group (NMAG) to save and improve the quality of life of diverse communities by creating a positive culture for organ, eye and tissue donation. National Minority Donor Awareness Month stems from National Minority Donor Awareness Week, founded in 1996 by the National Minority Organ Tissue Transplant Education Program (MOTTEP) to bring heightened awareness to donation and transplantation in multicultural communities – focusing primarily on African American, Hispanic, Asian/Pacific Islander and Native American communities. This year marks the **25th anniversary of National Minority Donor Awareness Day/Week/Month**, founded by the National MOTTEP to:

- Educate about organ, eye and tissue donation and transplantation
- Encourage donor registration & family conversations about donation
- Promote healthy living and disease prevention to decrease the need for transplantation

Learn more about [race, ethnicity and donation here](#).



Astra Garner Named 2021 Ace Award Recipient | We are proud to announce that Astra Garner, *ReDiscover's Vice President of Culture and Inclusion* and *CEDI Committee member*, is a 2021 recipient of the Kansas City Chamber of Commerce's Ace Award which honor

up-and-coming senior level managers who have demonstrated a commitment to advancing diversity and inclusion. **CONGRATULATIONS ASTRA for this amazing recognition!**



Gibson Recovery Center Board of Directors has formally approved Juneteenth to be a recognized holiday for Gibson Recovery Center. The board of directors is proud to support diversity and inclusion through publicly acknowledging the importance of Juneteenth and taking the day remember the importance of the emancipation of enslaved people in the US. The agency also agreed to make this decision retroactive for 2021 and will be closed on August 16th in observance of the previous Juneteenth holiday.



Independence Center will be hosting a documentary screening on Wednesday, August 25th, 2:30-4pm via Zoom and in-person. **The documentary is called *Black Girl, Bleu*** by local St. Louis screenwriter and filmmaker Sharee Silerio who will be present for a discussion after the viewing. *Black Girl, Bleu* is "A safe space where Black women reveal their struggles with mental health, including how the "Strong Black Woman" stereotype impacts their mental wellness and healing. This candid short doc features interviews with Black women who have or are currently experiencing a mental health crisis; insight from Black therapists regarding the particular mental health challenges Black women face; resources to cultivate healing and tools to identify self." For more information about the documentary: <https://blackgirlbleu.com/>

Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!

Click on icon to the left for more information and to register for the 2021 MBHC Conference featuring TWO CEDI presentations!





MISSOURI BEHAVIORAL
HEALTH COUNCIL

If you want to go fast, go alone. If you
want to go far, go together.
~ African Proverb

CEDI Policy Subcommittee Corner

Thank you all for reviewing each of your organization's policies through the lens of Inclusion! Have a question? Let us know!

Questions to consider:

- Know your DEI Leader:
 - Who would you identify as your organization's DEI Leader? Have a question about who participates in CEDI from your organization? Let us know!
- Supplier Diversity is often a less known factor in the work of DEI, and a factor that is critical as we work towards equity. "A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group." Consider:
 - Who do you do business with?
 - Why do you do business with those you do business with?
 - Consider: Minority, Female, & Veteran Owned as well as businesses of all sizes

Helpful
Tips

RESOURCES AND WEBINARS TO SHARE!

- ✓ [Evidence-Based and Culturally Relevant Behavioral Health Interventions in Practice: Strategies and Lessons](#) | This report provides findings from a qualitative analysis of evidence-based and culturally relevant behavioral health practices offered at NNEDLearn (a SAMHSA training). It includes an overview of NNEDLearn, case studies, strategies and lessons learned, and conclusion.
- ✓ [Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce](#) | Join this NNED Virtual Roundtable on Wednesday, August 18, at 12:00 pm (Central) to hear about strategies that motivate racially/ethnically diverse individuals to consider behavioral health as a career path. Discover how community-based organizations are working to diversify the behavioral health workforce including recruiting and retaining racially/ethnically diverse staff. Learn from panelists about professional pathways and programs/trainings that support racially/ethnically diverse people in behavioral health careers.
- ✓ [Helping People Change](#) | Dr. David Mee-Lee video on What you can do to make or break the Therapeutic Alliance and Use Motivational Interviewing to Integrate Health, Addiction and Mental Health.
- ✓ [What is Racial Trauma? Understanding Race-Based Traumatic Stress](#) | This white paper from Relias will investigate how systemic racism impacts the mental health of communities.
- ✓ [Understanding and Addressing Racial Trauma in Behavioral Health](#) | This online course with Relias will move beyond a discussion of diversity and cultural competence by exploring current research and best practices for identifying implicit bias, understanding cultural contexts, and effectively addressing racial trauma with clients.
- ✓ [Culturally Relevant Approaches to Support Native American People who are Justice Involved](#) | SAMHSA's GAINS Center webinar on Thursday, September 2, at 12:30 pm (Central).
- ✓ [Building Equity in Responses to Substance Use Disorders, Mental Health and More](#) | As the past year's public health crisis has raised our consciousness of the [effects of historic inequities on the physical and behavioral health of African Americans](#), it has also demonstrated again and again that the need for accessible and culturally responsive services far exceeds our capacity.
- ✓ [Social Determinants of Health, Structural Racism, and the Impact on Child and Adolescent Mental Health](#) | Structural racism impacts all social determinants of health. In assessing and treating children, child and adolescent psychiatrists should consider the effects of structural racism in their formulation and treatment. To improve the overall mental health of children and families, child and adolescent psychiatrists should serve as advocates for dismantling systemic racism.
- ✓ [Get Help Now – The Trevor Project](#) | Three crisis services allow LGBTQ young people to reach us whenever and wherever they are, 24/7:
 - **TrevorLifeline:** The only national 24/7 crisis intervention and suicide prevention lifeline for LGBTQ young people.
 - **TrevorChat:** A free, confidential, secure instant messaging service for LGBTQ youth that provides live help from trained volunteer counselors.
 - **TrevorText:** A free, confidential, secure service in which LGBTQ young people can text a trained Trevor counselor for support and crisis intervention.



MISSOURI BEHAVIORAL
HEALTH COUNCIL

The National Council for Mental Wellbeing released data from a recent national poll finding **nearly half** of all Black, Hispanic, Asian, Native American and LGBTQ+ individuals say they have personally experienced increased mental health challenges over the past 12 months, but few received treatment. In addition, **nearly one in five** individuals found it difficult to access a therapist or counselor for mental health treatment and nearly **one in six** adults found it difficult to secure treatment to address a substance use challenge. These results underscore the toll the COVID-19 pandemic has taken on members of minority communities and the urgent need to improve health equity through [Certified Community Behavioral Health Clinics \(CCBHCs\)](#) and other programs that dramatically boost access in underserved communities. To read the National Council's press release and full report of data: [Minority Mental Health Worsened During the COVID-19 Pandemic](#) and [Minority Mental Health Presentation](#)



[August is National Wellness Month and one of the major focuses of the celebration in 2021 is self-care](#) | Self-care takes many forms and can mean different things to different people. For more resources:

- [The Coalition & LifeToGo's Roadmap to Self-Care – The Mental Health Coalition](#)
- [NATIONAL WELLNESS MONTH - August - National Day Calendar](#)

ReDiscover's Big IDEA Events

ReDiscover staff recently took part in the Virtual Cost of Poverty Experience (COPE) event facilitated by Bill Beamon and Adam Alsept at ThinkTank. This event is a 90-minute interactive online experience, designed to give attendees a glimpse into the lives of families living in poverty.

Members of Team ReDiscover hosted a Lunch & Learn presentation with the Truman Medical Center LGBTQ Specialty Clinic. Dr. Ryan Cox, Clinical Psychologist, gave an overview of health disparities and affirming practices with the transgender and gender non-conforming (TGNC). Dr. Cox identified historic and current barriers to care; the role of minority stress in health-promoting behaviors; the roles of primary care, specialty care, and behavioral health in addressing disparate health outcomes and health inequities; and lastly, how to create a more affirming and allied healthcare practice, regardless of your field or specialty.

[National Health Center Week](#) is an annual celebration led by the National Association of Community Health Centers (NACHC) to raise awareness about the mission and accomplishments of America's health centers over the past five decades.

This year's theme, "The Chemistry for Strong Communities," will honor front-line providers, staff, and patients who have lost their lives during the ongoing COVID-19 pandemic.





SEPTEMBER 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**.
Better known as CEDI!

CEDI is MBHC's way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email KC Rafferty: krafferty@mobhc.org



CEDI Chair | Tiffany Lacy Clark,
Chief Operating Officer,
Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly
Farnan-Moore, VP of Be Well
Initiatives, Burrell Behavioral
Health

To the leaders of our valued MBHC member organizations,



With support from the Missouri Behavioral Health Council (MBHC) and leveraging the consulting expertise of [Integrated Work](#) (a social impact consulting firm), the CEDI Committee is launching an initiative to engage MBHC membership in CEDI conversations. We are requesting each member agency's staff to participate in a brief online survey as well as several volunteers for focus groups or individual conversations to obtain baseline data of where we are, as behavioral health centers across the state, in regard to diversity, equity, and inclusion.

The survey will remain open until Friday, September 24, 2021. Your staff are also requested to join a one-on-one conversation or focus group to share their experiences with Integrated Work project team members (available dates and times included in the link). This feedback is incredibly valuable and will be kept completely anonymous.

Integrated Work will gather quantitative and qualitative data to measure organizational culture, diversity, equity, and inclusion which will help the CEDI Committee create benchmarks on how to best measure inclusion and diversity moving forward, gain a deeper understanding of employee experience, develop professional development opportunities which align with staff interest and help towards updating language used at the Department of Mental Health. Each organization will also receive access to their own data collected. For additional guidance, support, or sample language to use in your organizational communication, please contact KC Rafferty krafferty@mobhc.org.

We thank you in advance for your part in this larger endeavor to develop a deeper awareness of our Council members by honoring us with your perspective and voice.

Sincerely,

Tiffany Lacy Clark and Dr. Shelly Farnan-Moore, CEDI Co-Chairs
The CEDI Committee

The Integrated Work project team (Nadia Ali, Mikayla Branz, and Darrie Matthew Burrage)

Link to the CEDI Survey | [SurveyMonkey Powered Online Survey](#)

Link to sign up for a focus group or one-on-one conversation with Integrated Work staff | [Share Your Experience \(airtable.com\)](#)

NOTE | All participation is completely anonymous and no identifying information will be shared with MBHC staff, CEDI Committee members, or MBHC member agencies.



WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

September is National Recovery Month
National Recovery Month (Recovery Month) is a national observance held every September to promote and support new evidence-based treatment and recovery practices, the emergence of a strong and proud recovery community, and the dedication of service providers and community members across the nation who make recovery in all its forms possible.

- [Home - National Recovery Month \(facesandvoicesofrecovery.org\)](https://facesandvoicesofrecovery.org)
- [Recovery Month 2021 Toolkit \(samhsa.gov\)](https://samhsa.gov)



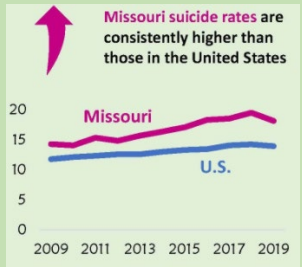
Featured at the 2021 MO Behavioral Health Conference!

- **Keynote Speakers** | Mohini Venkatesh, Tom Satterly, and Brooke Shields
- **Cultural Diversity, Equity and Inclusion: How do we move forward?** | 9/23 at 10:30 am
- **LGBTQIA+ Inclusion: Trauma Informed Care IS Culturally Aware, Sensitive, & Responsive Care** | 9/23 at 2:30 pm
- **Both sessions led by Tiffany Lacy Clark, Dr. Shelly Farnan-Moore, and Dianne Asher!**

Click on icon above for more information and to register for the 2021 MBHC Conference

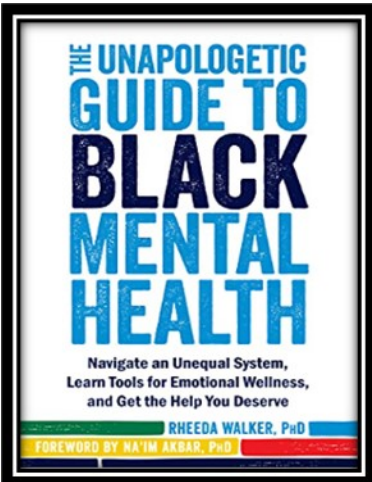
September is National Suicide Prevention Awareness Month which includes National Suicide Prevention Awareness Week, September 5-11, and World Suicide Prevention Day on September 10. This month is a time to share resources and stories in an effort to shed light on this highly stigmatized topic. We use this month to reach out to those affected by suicide, raise awareness and connect individuals with suicidal ideation to treatment services.

- [MO Suicide Prevention Network | MOSPN.org](#)
- [The Trevor Project — Saving Young LGBTQ Lives](#)
- [Research Brief: LGBTQ Youth Suicide Prevention in Schools – The Trevor Project](#)
- [Suicide in Missouri: Where We Stand \(Infographic\)](#)
- [Suicide - Identifying and Responding to Risk For Your Organization | Relias](#)





MISSOURI BEHAVIORAL HEALTH COUNCIL



The Department of Mental Health's Mental Health Equity & Inclusion Alliance (MHEIA) will host a new books study this fall to discuss The Unapologetic Guide to Black Mental Health by Rheeda Walker, PhD. For more information and to register (meetings are free and will be held through WebEx beginning October 13th), click on the icon to the LEFT or email Shelby.hood@dmh.mo.gov.

CEDI Policy Subcommittee Corner

The CEDI Policy Subcommittee is EAGER to review the CEDI Survey Data to ensure most meaningful action in policy revision and development! Help us support you in developing inclusive policies by completing the survey today and encouraging your colleagues to do the same!

Thank you all for reviewing each of your organization's policies through the lens of Inclusion! Have a question? Let us know!



In the Spotlight

Join **ReDiscover** for their 2021 virtual Fearon Institute entitled, "Let's Talk: Shaping Our Future Through Inclusion and Innovation." This day of learning focused on mental health; resilience; and diversity, equity, inclusion and belonging will take place on October 14 from 9-3:30pm. The event will feature a state legislative update, two panel discussions entitled, "Under Construction: How to launch DEI in behavioral health workspaces" (featuring CEDI members) and "Innovations in mental health," as well as a keynote presentation from Mindy Corporon, thought leader, podcast host and author of "Healing a Shattered Soul- My Faithful Journey of Courageous

Kindness after the Trauma and Grief of Domestic Terrorism." Registration is \$40 per attendee and includes 5 CEUs, as well as a copy of Mindy's book. To learn more and register, visit: <https://web.cvent.com/.../047a0e9a-57a0-480e-8f84.../summary!>

ReDiscover's Fearon Institute Presents

LET'S TALK: SHAPING OUR FUTURE THROUGH INCLUSION AND INNOVATION

10.14.2021 | 9am - 3:30pm
A Virtual Event



Kindness after the Trauma and Grief of Domestic Terrorism." Registration is \$40 per attendee and includes 5 CEUs, as well as a copy of Mindy's book. To learn more and register, visit: <https://web.cvent.com/.../047a0e9a-57a0-480e-8f84.../summary!>



September is **National Sickle Cell Awareness Month** | The HHS Office of Minority Health (OMH) is proud to join federal and non-federal partners in raising awareness about this debilitating disease affecting approximately 100,000 people in the U.S. Led by the NIH National Heart, Lung and Blood Institute (NHLBI), this year's theme, **Advancing Sickle Cell Disease Research**, aims to bring greater visibility to blood safety, as well as to the diagnosis, treatment, and management, of blood diseases. According to the [Centers for Disease Control and Prevention \(CDC\)](#):

- Sickle cell disease occurs among 1 out of every 365 Black or African American births.
- Sickle cell disease occurs among 1 out of every 16,300 Hispanic American births.
- About 1 in 13 Black or African American babies is born with sickle cell trait.

To help drive efforts, OMH encourages public and private organizations from across the country to join the NHLBI [Blood Health Network](#), to work together to increase awareness and disseminate information about blood diseases, disorders, and safety.

This month, check out [NHLBI's Today's Faced of Sickle Cell Disease](#) featuring real stories of people living with sickle cell disease and visit the [OMH Sickle Cell Disease Initiative website](#) for to access materials, videos, and information regarding the latest advances, and health resources.





See what is happening at Burrell this month!



In honor of **Sickle Cell Awareness Month** in September, Burrell has two resources to share with everyone:

- To learn more about Sickle Cell Disease and ways to take action, view [Be Well with Sickle Cell Featuring Janelle Billy](#)
- BeWell welcomes and encourages participation across the state this month with [#BeWellSickleCell](#)

Burrell is also offering a training opportunity with Dr. Keisha Ross - **The Impacts of Historical Trauma on Health Seeking Behaviors in Communities of Color** on Friday September 17th, 9:00 a.m. to 1:00 p.m. For more information and to register: [Benchmarks at Burrell: The Impacts of Historical Trauma on Health Seeking Behaviors in Communities of Color | Burrell \(burrellcenter.com\)](#)

Hispanic Heritage Month is September 15 – October 15

September 15 marks the beginning of Hispanic Heritage Month. This year, OMH will work with federal and non-federal partners to disseminate information about disease prevention, health promotion and share the latest recommendations for Hispanics related to COVID-19.

The observance theme **Esperanza: A celebration of Hispanic Heritage and Hope**, encourages everyone to reflect on all of the contributions Hispanics/Latinos have made in the past and will continue to make in the future. It is also a reminder that we are stronger together.

Visit the [OMH Hispanic Heritage Month](#) website for more information, downloadable materials, and resources throughout the observance month.

Please email krafferty@mobhc.org to share your agency’s events, pictures, and other ways you are honoring diversity, equity, and inclusion!

RELIAS Resources

- [Trauma-Informed Care 101: Basics of Trauma and the TIC Framework \(webinar\)](#)
- [How Diversity, Equity, and Inclusion Can Influence Healthcare](#)
- [Race and Social Determinants of Health](#)
- [What Is Racial Trauma? An Interview with Dr. Jamila Holcomb](#)
- [Increasing Resilience by Understanding Trauma in the LGBTQ Community](#)
- [Prioritizing Diversity, Equity, and Inclusion in Healthcare](#)
- [What is Racial Trauma?](#)



Talk to yourself like you would to someone you love. ~ Brené Brown



ACTION FOR HAPPINESS

Click icon to the left for access to the Self-Care September calendar from Action for Happiness!

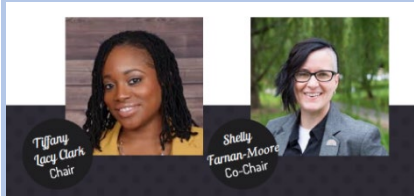




OCTOBER 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**. Better known as **CEDI!**

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CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

THANK YOU! September was a very exciting month for the CEDI Committee. We are happy to announce there were **2,645 responses to the CEDI Survey in September!** Your participation and feedback will be critical in developing future learning opportunities and guiding best practices for all to provide a more inclusive and belonging Missouri. Tiffany Lacy Clark, Dr. Shelly Farnan-Moore, and Dianne Asher led two dynamic sessions at the MBHC Conference on September 23 which were very well attended and included great discussion in the chat!

SAVE THE DATE for Thursday, October 28, at 11:30 am | Based on the response received from the survey and the conference sessions, the CEDI Committee and Integrated Work will provide a **Listening Session** which is open to all who want to attend. A short presentation about CEDI will be provided and followed by time in small groups to network with colleagues and explore topics related to CEDI. This additional engagement opportunity is to build on the membership-wide CEDI survey and momentum from the annual conference. To date, the CEDI Committee and Integrated Work has implemented a survey along with a series of opportunities to engage more deeply. Integrated Work will share a final report with results and recommendations from the survey and conversations in the coming months.

To RSVP, click [here](#). Your RSVP will provide you with a calendar invite including zoom information.

We hope you will join us!

CEDI Committee and the [Integrated Work](#) project team



CEDI Celebrates LGBT History Month!



LGBT History Month is an annual month-long observance of lesbian, gay bisexual, and transgender history, and the history of the gay rights and related civil rights movements. DID YOU KNOW? It was founded in 1994 by a Missouri high school teacher, Rodney Wilson, who believed a month should be dedicated to the celebration and teaching of gay and lesbian history!

- Home | LGBTHistoryMonth.com
- [Resource Center - The Trevor Project](#)

National Coming Out Day is celebrated on October 11 each year! It was inspired by a march on Washington on October 11, 1987, for Lesbian and Gay Rights generating awareness for all within the LGBTQ+ community. **What can you do?**

- Contribute to the Human Rights Campaign | This organization dedicates itself to fighting for LGBTQ+ equality in many ways.
- Support someone coming out | Coming out can be a difficult experience. Be an ally by accepting those who choose to share this with you.
- Wear a Pride symbol to raise awareness | The symbolic representations of the different groups encompassed in the acronym LGBTQ+ can be a very welcome sight to see for some who feel discriminated against or alone.



WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

Hispanic Heritage Month is September 15-October 15!

The theme for this year’s observance is “**Esperanza: A celebration of Hispanic Heritage and Hope.**” Esperanza is a Spanish word which means *hope* or *expectation*.

Latinos are the largest racial and ethnic minority population in the US. According to the [CDC](#), Hispanics are more likely to develop chronic health conditions such as cancer, cardiovascular disease, diabetes, and obesity. The threat of COVID-19 has increased health risks for people with these underlying conditions.

- [Hispanic Heritage Month — Home \(hhs.gov\)](#)
- [Celebrate Hispanic Heritage Month! | Health Equity Features | CDC](#)
- [Hispanic Heritage Month](#) and [Books for Hispanic Heritage Month](#) (shared by Tri-County Mental Health)



Look at what is happening at Comprehensive Mental Health Services! Table Talk Thursdays began at CMHS as a way to allow a space for conversations related to DEI and culture. The hope was that through these conversations people would be empowered to connect, speak up, ask questions, and celebrate the different perspectives they were learning from. Table Talk is featured the first Thursday of each month from 3:30-4:30PM with various topics and/or speakers. For more information, email Marlee Bunch mbunch@thecmhs.com! Way to go CMHS!



CEDI Policy Subcommittee Corner
The CEDI Policy Subcommittee would like to invite questions from all organizations and individuals about developing and implementing INCLUSIVE policies! Please email krafferty@mobhc.org with your questions.

Learning Opportunities

- Tuesday, October 19, 1:00 pm CT | [CoE Office Hour: Supporting the Wellbeing of LGBTQ+ Clients and Staff](#)
- Wednesday, October 20, 1:00 pm CT | [CoE Office Hour: Advancing Rural Health Equity](#)
- October 19 and 20 | [Equity in Action: Utilizing Culturally Responsive and Racially Equitable Evaluation](#)
- On-demand Course | [Providing Affirming Care for LGBTQ+ People in Substance Use Treatment Settings](#)

DMH Office of Deaf Services Addresses All Types of Language Access

DMH’s Office of Deaf Services is available to assist with your questions about foreign language access. Need to know best practices for making your services available in Spanish? Wondering which languages to have documents translated into? Need to know how to obtain interpreting or translation services? Do you know how to have eligible language access costs reflected in your PPS daily rate or reimbursed? Contact Dave Kingsbury at david.kingsbury@dmh.mo.gov or 573-526-1857.

- Article on the need for telehealth platforms to be accessible to people with disabilities or limited English proficiency: [Accessible Telehealth? Solutions Are Available | MedPage Today](#)





Medicaid Expansion Resources

The Missouri Foundation for Health has a collection of resources to support you in your efforts to reach all eligible Missourians. The material is available in a variety of languages and platforms! [Medicaid Expansion Communications Resources - Missouri Foundation for Health \(mffh.org\)](#)

Incorporating Racial Equity into Trauma-Informed Care

The Center for Health Care Strategies and the Robert Wood Johnson Foundation has put together a brief to offer practical considerations to help health systems and provider practices incorporate a focus on racial equity to enhance trauma-informed care efforts. To view and download the brief: [Incorporating Racial Equity into Trauma-Informed Care - Center for Health Care Strategies \(chcs.org\)](#)

October 11 is Indigenous Peoples' Day!

Indigenous Peoples' Day is a federal holiday in the United States which celebrates and honors Native American peoples and commemorates their histories and cultures.

Burrell Behavioral Health shared the acknowledgement to the right in honor of Indigenous People's Day.

The first ever Presidential Proclamation of Indigenous People's Day | [A Proclamation on Indigenous Peoples' Day, 2021 | The White House](#)

From SAMHSA | **Serving Indigenous People Through Ceremony and Tradition:** "Ceremony is life," says Winona Stevens, M.S.W., founder and executive director of [Native American Reentry Services \(NARS\)](#). "It's something that we all need to do. Ceremony is a time to be Indigenous and, for a moment, step away from the confinement of prison or work release, or whatever your custody situation is. It's not only our right through the American Indian Religious Freedom Act, but it's our responsibility to keep our sacred ceremonies alive," Stevens explains. "They're very important in all that we do." Continue reading [Serving Indigenous People through Ceremony and Tradition - Policy Research Associates \(prainc.com\)](#)

Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!



October 20 is International Pronouns Day!

International Pronouns Day began in 2018 and takes place the 3rd Wednesday of October each year. Referring to people by the pronouns they determine for themselves is basic to human dignity. Together, we can transform society to celebrate people's multiple, intersecting identities!

- [International Pronouns Day](#)
- [Resource Center - The Trevor Project](#)

Ways you can participate:

- Use the #PronounsDay
- Post your own pronouns on social media
- Hold an event where sharing pronouns during introductions is normalized
- Have name tags that include a place for pronouns available at your gathering
- Create and distribute pronouns buttons
- Create a poster campaign

Indigenous People's Day LAND ACKNOWLEDGEMENT

On this Indigenous People's Day, we honor the traditional custodians of the land on which we work and live, and recognize their continuing connection to the land, water and air that we consume. We acknowledge that our locations are on traditional native territories. We recognize that our institutions were founded upon exclusions and erasure of many Indigenous People. Today, we give verbal and written gratitude to the following Natives:

OSAGE, DELEWARE, KICKAPOO, KASKASKIA, OCETI SAKOWIN, SIOUX, PEORIA, SAUK AND MESKWAKI, QUAPAW, CADDO

We pay our respects to the elders past, present and emerging and welcome the members of said tribal communities to our Burrell community.

We thank you!





Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**.
Better known as CEDI!

CEDI is MBHC’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email KC Rafferty: krafferty@mobhc.org



CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

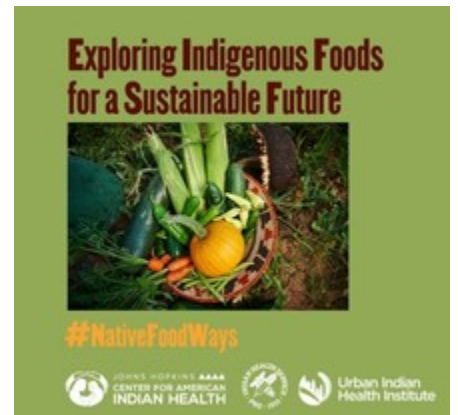
NATIVE AMERICAN HERITAGE MONTH

CEDI Celebrates and Honors Native American Heritage Month!

This month, the HHS Office of Minority Health (OMH) celebrates the rich and diverse cultures, traditions, and history and acknowledges the important contributions of American Indians and Alaska Natives (AI/AN) in the United States, [including their work in public health](#). In response to the [U.S. Department of Health and Human Services \(HHS\) Action Plan to Reduce Racial and Ethnic Health Disparities](#), OMH will focus on promoting promising approaches from federal partners to improve health outcomes in AI/AN populations. Resources to help you honor the AI/AN population in your community:

- [Native American Heritage Month - Home \(hhs.gov\)](#)
- [National Native American Heritage Month](#)
- [American Indian/Alaska Native Tribal Leaders Toolkit | WECANDOTHIS.HHS.GOV](#)
- [MHDD EDI Webinar: An American Indian Perspective on Mental Health, Disability, and Culture - YouTube](#)
- [Home - We R Native](#) (for Native Youth, by Native Youth)
- [Weaving Threads of Culture: Working Effectively with American Indians \(AI\) and Alaskan Native \(AN\) – SPTHB](#)
- [Tribal Behavioral Health 104: Culture is Prevention – SPTHB](#)
- [Knowledge Center OPAC \(sydneyplus.com\)](#)

In honor of Native American Heritage Month, join the **Indian Health Service (IHS)**, the **Johns Hopkins Center for American Indian Health (JHCAIH)**, and the **Urban Indigenous Health Institute (UIHI)** for a Twitter chat about exploring Indigenous foods for a sustainable future. The chat will highlight Native-led programs, policies, and practices, as well as innovations led by and benefiting Native families and children. **Use #NativeFoodWays to participate. November 16, 12:00 p.m. ET.**



Join HHS OMH and the **Substance Abuse and Mental Health Services Administration (SAMHSA)** for a webinar highlighting case studies and real world examples of behavioral health service providers using the [National Standards for Culturally and Linguistically Appropriate Services \(National CLAS Standards\)](#) and the [Behavioral Health Implementation Guide](#). **November 16, 2:30 p.m. ET.** Register | [Advancing Behavioral Health Equity: CLAS Standards in Action](#)



MISSOURI BEHAVIORAL
HEALTH COUNCIL

**WE APPRECIATE EVERYTHING YOU ARE
DOING, AND WILL DO, IN THIS EFFORT!**

Additional November Observances

- ✓ November 1-2 is Dia De Los Muertos | [Day of the Dead \(Dia De Los Muertos\)](#)
- ✓ **November 4 is Diwali**, a Hindu festival of lights | [Diwali 2021: Significance, history, date, time, puja muhurat and all you need to know - Hindustan Times](#)
- ✓ **November 13 is World Kindness Day** – *Let's make kindness the norm!* | [Random Acts of Kindness](#) | [Welcome](#)
- ✓ **November 20 is International Survivors of Suicide Day** | [International Survivors of Suicide Loss Day](#)
- ✓ **November 20 is Transgender Day of Remembrance** | [Transgender Day of Remembrance](#) | [GLAAD](#)
- ✓ **American Diabetes Month** | [American Diabetes Association](#)
- ✓ **Lung Cancer Awareness Month** | [American Cancer Society](#)
- ✓ **National Alzheimer's Disease Awareness Month** | [Alzheimer's Association](#) | [Alzheimer's Disease & Dementia Help](#)
- ✓ **National Epilepsy Awareness Month** | [Epilepsy Foundation #1 trusted site for epilepsy and seizure news](#)
- ✓ **National Family Caregivers Month** | [Home](#) | [Caregiver Action Network](#)



November 11 is Veterans Day | It is a time for us to pay respect and honor the heroism of all humans who have served our country. It is celebrated on November 11 as this day is the anniversary of the signing of the Armistice which ended World War I.

- [Veterans Day History | Military.com](#)
- [Veterans-Day-Toolkit-2021-v4.pdf \(justiceforvets.org\)](#)
- [PsychArmor – Training a Nation](#)
- [NAMI Homefront Mental Health Resources](#)
- [Missouri Veterans Commission \(mo.gov\)](#)
- [Service Members, Veterans & Their Families | dmh.mo.gov](#)



In honor of Veterans Day, **BHR featured a live interview with Mark Wardlow** who served in the US Army for eight years and deployed three times to Iraq during his service. Mark is now a Licensed Professional Counselor and a Mobile Outreach Clinician who is **STILL SAVING LIVES!**

**THANK YOU TO ALL THE SERVICE MEMBERS,
VETERANS, AND THEIR FAMILIES WHO HAVE
SACRIFICED EVERYTHING TO SERVE THE UNITED
STATES AND ALL WHO LIVE HERE!**

How Native are you?

To be a citizen of not one but two.
To be measured for the quantum of my blood.
To face dis-enrollment from my heritage.
To be cast out from the traditions we were taught to respect.

How Native are you?

To be judged for the color of my skin.
To be too brown or too white.
To assume I grew up in poverty or alcoholism.
To speculate I must wear a headdress.

How Native are you?

To conclude I get by with a free pass.
To be a statistic of homicide, sexual assault, or violence.
To presume I grew up on a reservation.
To survive the social stereotypes.

How Native are you?

I am a citizen of the United States and the Karuk Tribe.
I am a practitioner of my culture.
I am a mother, a daughter, and a sister.
I am a survivor.

How Native are you?

I am more than the stereotype society has set forth.
I am more than the quantum of my blood.
I am more than a statistic.
I am Native American.

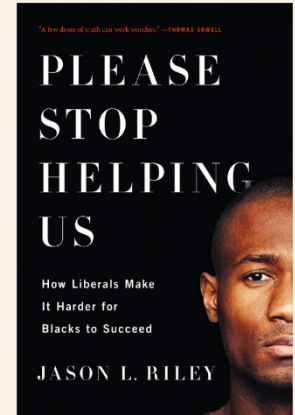
**Submitted by Cassidy Franklin, Compass Health
Network**



Members of the **ReDiscover** executive team have made advancing their capacity to lead the organization's **diversity, equity and inclusion** work a priority in 2021. In response to consistent feedback that employees want to engage in difficult conversations in the workplace, ReDiscover has retained Phoenix Performance Partners, a national consulting firm helping organizations create high performing cultures, to lead us in our courageous conversations work as outlined in our **Big IDEA** (Inclusion, Diversity, Equity and Action!) strategic plan. Recognizing that inclusion means being open to different points of view, participants read and discussed two books on race from opposing viewpoints, "*So You Want to Talk About Race*" by Ijeoma Oluo and "*Please Stop Helping Us: How Liberals Make it Harder for Blacks to Succeed*" by Jason L. Riley. Not only did the books spark genuine dialogue around palpable content, but this exercise also allowed members to practice having **courageous conversations** in order to lead, manage and coach others across the organization in doing the same.

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Courageous Conversations



Webinars and Learning Opportunities

- Join The Diversity Movement and a panel as they discuss one often overlooked topic in conversations about workplace culture: DEI for frontline professionals on **November 18 at 11:00 am (CT)**. Register | [Beyond the Conference Room: DEI for Frontline Professionals \(thediversitymovement.com\)](#)
- Black, Indigenous and People of Color (BIPOC) public health professionals are working through the combined challenges of a public health crisis and a continuing crisis of systemic racism and biases. Join our webinar on **Wednesday, December 1 at 11:00 am (CT)** to learn about strategies to create and support safe spaces, encourage cultural humility, address microaggressions and engage in fruitful dialogue around racial equity in the workplace. Register | [Strategies to Support Wellbeing and Retention of BIPOC Staff](#)
- As organizations work to fully embed equity, diversity, and inclusion (EDI) in their values, goals, and culture, it is vital to create safe spaces for staff to learn, share, challenge ideas, and respectfully engage others—a process that also helps staff advance their own personal and professional EDI journeys. Join this webinar **December 9 at 9:00 am (CT)** | [Psychological Safety and Equity, Diversity, and Inclusion: How Embracing Discomfort Leads to Growth - Social Current \(social-current.org\)](#)

CEDI Policy Subcommittee Corner

The CEDI Policy Subcommittee received a request from a provider to share more information about reviewing current policies and procedures to ensure inclusivity. When reviewing and/or developing a nondiscrimination policy and diversity statement with inclusive language, here are a few items to remember:

- Change will not happen overnight – have patience! Know who your ambassadors and early adopters are within the agency (it is difficult to move systems)
 - Recognize the size and resources of systems, then develop based on what you are able do
 - Be realistic with your expectations and goals
- What do you expect and/or hope for your agency's culture? You need to know what your organization is committed to and able to enforce, support, and sustain (what is your organization ready for and able to sustain?)
- Review the policies
- Develop the policies
- Online Resources | [Diversity, Equity & Inclusion \(shrm.org\)](#) and [DEI Resource Center | McLean & Company \(mcleanco.com\)](#)



Opioid Response Network Resources

Advancing Racial Equity in the Substance Use Field:

ORN is committed to supporting the integration of racial equity across substance use disorder prevention, treatment, recovery and harm reduction, and offers workshops, education, training and consultation for all your diversity and racial equity capacity building efforts. ORN funded racial equity trainings focused on the substance use field include:

1. Developing a Shared Language For Diversity, Equity and Inclusion (90 minutes)
2. Systemic Racism and Substance Use Disorder: Anti-Racist Strategies (2 hours)

These two trainings are available live (in person or online) and/or offered as a (pre-recorded) self-pace workshop you can do individually, as a team, or across your organization. [Learn more.](#)

Substance Use Disorders in the LGBTQ Population:

This presentation tool examines understanding of why sexual minorities are at increased risk for substance use disorders; epidemiology of substance use disorders with a focus on methamphetamine use; recommendations for substance use disorder treatment in the LGBTQ population; and more. If you would like a similar, but tailored training, for your community, staff, etc., submit a request today at OpioidResponseNetwork.org and your local Technology Transfer Specialist will be in touch within one business day.



CMHS will host their final Table Talk on December 2!

They will feature two presenters to share their perspectives as Asian American women and Black women. Table Talk is the first Thursday of every month

and is open to anyone who would like to attend. Please email Marlee Bunch mbunch@thecmhs.com for more information and to register.



Additional Shared Resources

- [Racism and Mental Health Equity: History Repeating Itself](#) (article shared by Rosie Anderson-Harper)
- [988 and Improving Language and Cultural Competency - #CrisisTalk](#) (crisisnow.com)
- [COVID-19 Vaccine Equity for Racial and Ethnic Minority Groups](#) (cdc.gov)

Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!

The CEDI Committee is very **THANKFUL** for every person in our communities and our organizations who has supported the efforts to make Missouri a state of inclusion and belonging for all!



Just try new things. Don't be afraid, step out of your comfort zone and soar.

~ Michelle Obama





December 2021 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**.
Better known as CEDI!

CEDI is MBHC’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email KC Rafferty: krafferty@mobhc.org



CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

December brings so many wonderful opportunities to celebrate and recognize our diverse communities! Even if your holiday is the same as your neighbor, you likely have very different ways you honor each of your traditions. **The CEDI Committee encourages you to share all of your traditions and celebrations with those around you!**



As the CEDI Committee connected about how we are doing, this time of year, the realities quickly became apparent; an ongoing Pandemic, COVID-19 rates on the rise with new variants, work transitions, work-from-home, holidays and all that happens during the holidays and holidays during a pandemic, end of year, new year, etc. How are you this season? **Our CEDI Committee shared a bit of our realities:**

- *While tired of hearing about covid, new strains of covid, mandates, etc., I am feeling optimistic that 2022 will be full of amazing things. Better Health, More Opportunities, and an expansion of programs to serve our communities.*
- *I'm excited for the holidays, but I'm still feeling off-kilter and like I'm constantly waiting for our world to be plunged into chaos again.*
- *What I want to feel is joy but all I honestly feel is unhappy, sad, and overwhelmed.*
- *I love the people I have worked for 50 years, and it hurts me when they are hurt.*
- *We've lost the art of relationship. We learned 50 years ago that it is the relationship that matters.*

And some humor to lighten it up 😊

Sometimes I wonder if all this is happening because I didn't forward that email to 10 people.

I can't wait for all this to pass, so I can return to "social distancing" on my own terms.

Day 7 of SOCIAL Distancing: Struck up a conversation with a spider today. Seems nice. He's a web designer.

new normal

Some days I'm happy.

Some days I'm scared.

Some days I'm calm.

Some days I'm anxious.

Some days I'm positive & hopeful.

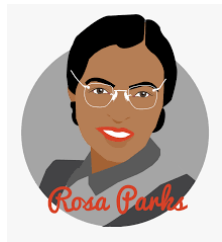
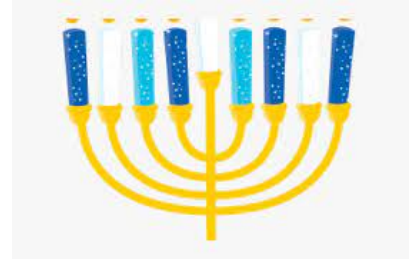
And usually all of this is on the same day!

**Karen Salmansohn
NotSalmon.com**



WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

Hanukkah is celebrated November 28 – December 6, 2021 | Hanukkah is the Jewish festival of lights celebrated with a menorah lighting and special prayers each of the eight nights. The Hebrew word Chanukah means “dedication.” To learn more about this holiday and ways to celebrate: [What Is Hanukkah? - Info you need about Chanukah - Chanukah - Hanukkah \(chabad.org\)](https://www.chabad.org)



December 1 is Rosa Parks Day | On this day in 1955, Rosa Parks boarded a bus in Montgomery, Alabama, but was asked by the driver to give up her seat. She refused and was arrested by police for violating the city ordinance. Learn more about Rosa Parks and her role in the Civil Rights movement: [Rosa Parks: Bus Boycott, Civil Rights & Facts - HISTORY](#) and [Rosa Parks - Quotes, Bus Boycott & Death - Biography](#). The CEDI Committee often speaks about the “CEDI Bus” moving!

December 1 is World AIDS Day | This day is observed to reflect on the worldwide response to the HIV/AIDS epidemic. 2021 marks 40 years since the first five cases were officially reported and honor the more than 36 million people who have died from AIDS-related illness globally. For more information: [World AIDS Day 2021: Ending the HIV Epidemic: Equitable Access, Everyone's Voice | HIV.gov](#) and [Overview | HIV.gov](#)



December 7 is National Pearl Harbor Remembrance Day | We honor and remember the many service members and civilians who were injured and perished in the Japanese attack on Pearl Harbor December 7, 1941. Learn more about this day: [National Pearl Harbor Remembrance Day](#) and [Today in History - December 7 | Library of Congress \(loc.gov\)](#)



December 10 is Human Rights Day | The United Nations adopted the Universal Declaration of Human Rights on December 10, 1948, which proclaimed the inalienable rights every human being is entitled to. The document has been translated in over 500 languages. Learn more about the UDHR: [Human Rights Day | United Nations](#).

December 20-23 is the Winter Solstice | The Maya considered the winter solstice to be a symbol of renewal. Today, Mayan priests pray and light incense to recognize the day of the year when the sun is situated farthest from the Earth in the Northern Hemisphere. Learn more about the history of Winter Solstice: [Winter Solstice Reminds Us of Civilization That Revered the Sun | University of Arizona News](#)

December 25 is Christmas | Christians celebrate the birth of Jesus Christ and many traditions have been made around the world to honor this holiday. Learn more about the history of Christmas: [History of Christmas - Origins, Traditions & Facts - HISTORY](#)



Kwanzaa is celebrated December 26 – January 1 | Kwanzaa is an annual celebration of African American culture culminating in a communal feast called Karamu, usually held on the 6th day. Learn more about Kwanzaa and its history: [Official Kwanzaa Website](#) and [Kwanzaa - HISTORY](#)

December 26 is Boxing Day | Although the exact roots of the holiday are unknown, Boxing Day is a public holiday in the United Kingdom and other British Commonwealth countries. To learn more about the history and how it is usually celebrated: [Why is the day after Christmas called Boxing Day? - HISTORY](#)

December 31 is New Year's Eve | There will be many celebrations to mark the end of 2021 and the new beginning of 2022. However you recognize this occasion, please be safe and healthy (and don't forget to eat your Black Eyed Peas on January 1! 🍀) [New Year's - Traditions, Resolutions & Date - HISTORY](#)





MISSOURI BEHAVIORAL HEALTH COUNCIL

Holiday Resource Guide

This Holiday Resource Guide provides a one-stop shop for approaching the holiday season in the midst of a pandemic. Learn to address grief and loss, social isolation, and other mental health concerns unique to the pandemic era. Celebrate the holidays with friends and family virtually or in small gatherings in accordance with CDC guidelines, utilize technology to host a virtual celebration, and devise creative strategies for celebrating with family virtually.

[Holiday Resource Guide.pdf \(attcnetwork.org\)](http://attcnetwork.org)

Behavioral Health During the Holiday Season

The holiday season can be a time of celebration for some and, for others, it is a difficult time of year for many reasons. We want anyone struggling with their mental health or a substance use disorder to seek the help they might need during this season. We also understand that for some, it could be the first time with family and friends since the onset of COVID-19. Others may be coping with losses and loneliness during this season. No matter what your situation is, know that you are not alone in this and there are resources available to help you. Check out the SAMHSA mental health resources provided below and share them with family, friends, and your networks during this season.



- If you or someone you know is in a crisis, please call the National Suicide Prevention Lifeline 1-800-273-8255
- Help in English: 1-800-273-TALK (8255) – Ayuda en español: 1-888-628-9454
- For free and confidential treatment referral and information about mental health and/or substance use disorders in English and Spanish, 24/7
- SAMHSA’s National Helpline: 1-800-662-HELP (4357) – See more culturally specific helplines [here](#)
- For additional resources and treatment locators visit the [SAMHSA Find Treatment](#) webpage.

CEDI Policy Subcommittee Corner

The CEDI Policy Subcommittee would like to invite questions from all organizations and individuals about developing and implementing INCLUSIVE policies! Please email krafferty@mobhc.org with your questions.

In preparing for the holidays and the start of a new year, the CEDI Policy Subcommittee would like you to consider the following:

How does your organization facilitate Holiday

- Inclusion?
- Policies?
- Holidays?



ACCESS FOR EVERYONE: A TOOLKIT FOR ADDRESSING HEALTH EQUITY AND RACIAL JUSTICE WITHIN INTEGRATED CARE SETTINGS

The Center of Excellence for Integrated Health Solutions (CoE-IHS) developed a toolkit and list of resources for organizations to support you in addressing racial inequities and the associated stigmas that lead to mental health and substance use treatment disparities and ensure you have the tools to support your patients and organizations: [Purpose of this Toolkit - National Council \(thenationalcouncil.org\)](http://thenationalcouncil.org)

December 16 at 1:00 PM CT | CoE-IHS will host a webinar with a panel of health equity experts to explore the connections between health inequity, health disparities, and social determinants of health: [Webinar Registration - Zoom](#)

ICYMI – Advancing Behavioral Health Equity: National CLAS Standards in Action | On Tuesday, November 16, the HHS Office of Minority Health (OMH) and the Substance Abuse and Mental Health Services Administration (SAMHSA) hosted the Advancing Behavioral Health Equity: National CLAS Standards in Action webinar. In case you missed it, a recording of the webinar is now [available on OMH's YouTube channel](#).



MISSOURI BEHAVIORAL
HEALTH COUNCIL

Webinars and Learning Opportunities

- **Thursday, December 16 from 1:00 to 3:00 pm CT** | This course is intended for behavioral health workers who wish to learn more about how experiencing traumatic events, either directly or indirectly, as a first responder reacting to an emergency or crisis situation may impact their professional and personal wellbeing. For more information and to register: [Compassion Fatigue for Behavioral Health Workers 121621 \(configio.com\)](#)
- **Friday, December 17 from 1:00 to 4:00 pm CT** | Building relationships is important when working with people; it is absolutely critical when you are trying to engage Black boys and teens. Caring about them and having a solid understanding of social service interventions isn't the same as knowing how to develop a relationship in which you are seen as an ally and resource. This workshop is based on trauma-informed care, cultural competency, and youth engagement. These concepts will be woven together to help participants become more effective in their engagement and delivery of social services. *This workshop meets the Missouri & Illinois social work licensure requirement for 3 hours of continuing education in cultural competency/humility.* General Admission: \$60. For more information and to register: [Trauma-Informed Engagement with Black Boys: Culturally Competent Approaches to Building Collaborative Relationships | Brown School at Washington University in St. Louis \(wustl.edu\)](#)
- **On-demand with Brown School at Washington University** | [Advocacy & Allyship: Welcoming Afghans to St. Louis](#)
- **Policy Research Associates/SAMHSA article** | [Healing Old and New Wounds: Indigenous Mental Health, Culturally Responsive Treatment, and the Criminal Justice System](#)
- **The Trevor Project Guide to Being an Ally to Transgender and Nonbinary Youth** | The guide includes topics from the basics of gender — identity, expression, and perception to common mistakes and what to do if you've made one. Part of being a good ally is continuing our education which can be a powerful tool. [A Guide to Being an Ally to Transgender and Nonbinary Youth](#)

ReDiscover's Big IDEA

Part of Team ReDiscover's aspirational culture is creating an inclusive environment for staff and clients. In alignment with their Big IDEA strategic plan, ReDiscover has added a Diversity and Inclusion (D&I) training as part of new employee orientation. The training explains what D&I means at ReDiscover, outlines the D&I journey as an organization throughout the years, and encourages staff to actively participate in D&I initiatives.

"I am most excited about establishing a common language of diversity and inclusion concepts and leveraging the dedication and compassion of new employees to move D&I work forward," said Clara Sainte, Diversity and Inclusion Specialist.

It is ReDiscover's hope this training will set the tone early for new staff on the importance of creating a sense of belonging, respecting and valuing diversity, and increasing psychological safety for employees to bring their full selves to the work they are doing. The work of D&I is fundamental to ReDiscover's overall mission and vision.



The smallest act of kindness
is worth more than the
greatest intention

~ Kahlil Gibran



ACTION FOR HAPPINESS



Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!