



MISSOURI BEHAVIORAL  
HEALTH COUNCIL

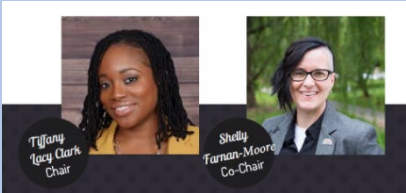
## January 2022 NEWSLETTER

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](mailto:krafferty@mobhc.org)

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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

### *CEDI Celebrates the Life of Dr. Martin Luther King, Jr.*



Martin Luther King, Jr. Memorial in Washington D.C. – Inscription: "Out of a Mountain of Despair, a Stone of Hope" – From the "I Have a Dream" speech in Washington, DC on August 28, 1963. The quotation serves as the theme of the overall design of the memorial, which realizes the metaphorical mountain and stone.

Martin Luther King Day is observed every year on the third Monday of January, but Dr. King's actual birthday is January 15. It is a day to reflect on the work which still needs to be done for racial equality and to take action on civil rights issues around the world. Martin Luther King Day is also considered a National Day of Service, encouraging all Americans to volunteer to improve their communities. A social activist and Baptist minister, Dr. King played a key role in the American civil rights movement.

To learn more about the life and legacy of Dr. Martin Luther King, Jr.:

- [Martin Luther King Jr. - Biography \(nobelprize.org\)](https://www.nobelprize.org/martin-luther-king-jr.-biography)
- [MLK Day | AmeriCorps](https://www.americorps.gov/mlk)
- [Martin Luther King Jr: Quotes, Assassination & Facts - HISTORY](https://www.history.com/topics/civil-rights/martin-luther-king-jr-quotes-assassination-facts)



In an effort to draw together the multiple forces for peaceful change and to dramatize to the country and to the world the importance of solving the US racial problem, Dr. King joined other civil rights leaders

in organizing the historic March on Washington in August 1963. More than 200,000 gathered peaceably in the shadow of the Lincoln Memorial to demand equal justice for all citizens under the law. **To view the full speech:** [Martin Luther King - I Have A Dream Speech - August 28, 1963 - YouTube](https://www.youtube.com/watch?v=7jZyL311160) "Let freedom ring!"

**"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."**

~ Martin Luther King, Jr. Letter from Birmingham, Alabama jail, April 16, 1963.



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**Additional January Observances**

- ✓ January 13 is Korean American Day which commemorates the arrival of the first Korean immigrants to the United States in 1903 | [Korean American Day - Korea Economic Institute of America \(keia.org\)](http://keia.org)
- ✓ January 16 is World Religion Day to promote inter-faith understanding and harmony | [WORLD RELIGION DAY - Third Sunday in January - National Day Calendar](#)
- ✓ January 27 is International Holocaust Remembrance Day commemorating the six million Jewish victims of the Holocaust | [Understanding Holocaust Remembrance Day - The Diversity Movement](#)

**NEWSFLASH!** All CEDI Newsletters may be found on the MBHC website: [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](http://Missouri Behavioral Health Council | Culture Equity Diversity... (mobhc.org))



The [Mental Health and Developmental Disabilities National Training Center](#) has worked with Native American/American Indian peoples to produce a webinar, fact sheet/plain language summary, and digital storytelling episode. This content highlights important aspects of Native perspectives on disability and mental health.

- Webinar | [MHDD EDI Webinar: An American Indian Perspective on Mental Health, Disability, and Culture - YouTube](#)
- Fact Sheet/Plain language summary | [Considerations for Improving Services for Native American/American Indian Individuals with Disabilities and Mental Health Concerns - MHDD National Training Center \(mhddcenter.org\)](#)
- Digital Storytelling Episode | [MHDD Equity, Diversity, & Inclusion Digital Storytelling Series: Eileen's Story - YouTube](#)



**In Memorium | Bishop Desmond Tutu**

On December 26, 2021, Bishop Desmond Tutu passed away at the young age of 90 years. Bishop Tutu was a Nobel Prize winner, the first Black person appointed the Anglican dean of Johannesburg, and later the highest position in the South African Anglican Church as Archbishop of Cape Town. He devoted his life and voice to advocating an end to apartheid and racial inequality in South Africa. Learn more about Bishop Tutu's legacy: [Desmond Tutu - Quotes, Children & Books - Biography](#) and [Desmond Tutu \(theelders.org\)](#)

**Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world. ~ Desmond Tutu**



**ACTION FOR HAPPINESS**

**The Diversity Movement Resources**

- [5-Step Roadmap to DEI Success in 2022 - The Diversity Movement](#)
- Integrating DEI into the Flow of Work | [Diversity Minutes \(thediversitymovement.com\)](#)
- [How to Write Inclusive Job Descriptions Workshop \(thediversitymovement.com\)](#)
  - Webinar January 27 at 11 am CT | [How to Lead an Inclusive Interview Process Workshop \(thediversitymovement.com\)](#)
- [Guest Blog: First Steps to a More Positive Workplace - The Diversity Movement](#)

**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](mailto:krafferty@mobhc.org) with your questions.

## “New Day’s Lyric” by Amanda Gorman

May this be the day  
We come together.  
Mourning, we come to mend,  
Withered, we come to weather,  
Torn, we come to tend,  
Battered, we come to better.  
Tethered by this year of yearning,  
We are learning  
That though we weren't ready for this,  
We have been readied by it.  
We steadily vow that no matter  
How we are weighed down,  
We must always pave a way forward.

This hope is our door, our portal.  
Even if we never get back to normal,  
Someday we can venture beyond it,  
To leave the known and take the first steps.  
So let us not return to what was normal,  
But reach toward what is next.

What was cursed, we will cure.  
What was plagued, we will prove pure.  
Where we tend to argue, we will try to agree,  
Those fortunes we forswore, now the future we foresee,  
Where we weren't aware, we're now awake;  
Those moments we missed  
Are now these moments we make,  
The moments we meet,  
And our hearts, once all together beaten,  
Now all together beat.

Come, look up with kindness yet,  
For even solace can be sourced from sorrow.  
We remember, not just for the sake of yesterday,  
But to take on tomorrow.

We heed this old spirit,  
In a new day's lyric,  
In our hearts, we hear it:  
For auld lang syne, my dear,  
For auld lang syne.  
Be bold, sang Time this year,  
Be bold, sang Time,  
For when you honor yesterday,  
Tomorrow ye will find.  
Know what we've fought  
Need not be forgotten nor for none.  
It defines us, binds us as one,  
Come over, join this day just begun.  
For wherever we come together,  
We will forever overcome.



### Upcoming Webinar on Mitigating Microaggressions and Implicit Bias in Schools



On January 20 at 1:00 p.m. CT, Office of Juvenile Justice and Delinquency Prevention (OJJDP) will present “[Creating a Safe School and Community Environment for Youth, Part 2: Mitigating Microaggressions and Implicit Bias](#)” as part of [OJJDP’s Preventing Youth Hate Crimes & Identity-Based Bullying Initiative](#) webinar series. Presenters will discuss how schools and community stakeholders can work together to create anti-hate policies, mitigate microaggressions and implicit bias in the classroom, and build a safe school climate.



Many individuals identify as lesbian, gay, bisexual, or transgender in the disability community. As a number of these individuals will experience mental health conditions as part of their journey, we would like to highlight some impactful data: ([source](#))

- **An estimated 3-5 million LGBTQ+ people have disabilities.**
- LGBTQ+ people are more likely than the general population to **have a disability and face systemic challenges** finding employment, community, and more.
- Accessing **affordable, accessible, and inclusive health care**, community services, and more is challenging for LGBTQ+ people with disabilities.
- LGBTQ+ people with disabilities often report that it is **challenging to have their identities fully recognized**. In spaces focused on disability, their unique experiences as LGBTQ+ people may not be recognized. And in LGBTQ+ spaces, services and facilities may not be inclusive or accessible,
- LGBTQ+ people are more likely to experience **mental health conditions** that can impact daily life.

A growing body of research links experiences of discrimination based on sexual orientation, gender identity, as well as race, ethnicity, and disability status, prejudice, barriers to competent health care, lower rates of health insurance, poverty, experiences of violence, and more to **health disparities**.

### 2022 MLK Commemorative Event: A Conversation about the Importance of Truth, History, and the Legacy of Dr. Martin Luther King, Jr.

**When:** Friday, January 21, 2022, at 12:00 pm CT

**Speaker:** Nikole Hannah-Jones, Pulitzer Prize-winning creator of the 1619 Project and staff writer at the New York Times Magazine

**Register:** [Webinar Registration - Zoom](#)



**The National Academy of Medicine’s [Culture of Health Program](#)** will hold a virtual meeting on January 25 from 1-4 pm CT and on January 26 from 11 am -1 pm ET to examine key considerations for measuring, evaluating, and communicating the impact of efforts to accelerate health equity. This meeting will also highlight existing approaches, including gaps and opportunities, to measuring and evaluating health equity strategies in various sectors, as well as elevate promising strategies to measure impact of efforts to sustain and advance health equity outcomes.

[Measuring Impact for Health Equity - National Academy of Medicine \(nam.edu\)](#)



The Missouri Behavioral Health Council is excited to roll out some mindful moments throughout this new year. Each mindful moment will be one minute. We welcome you to take that minute for yourself and to share with staff in your agencies. The last slide has a topic, aim, and engagement. You can use that to help engage staff in the mindful moment during a meeting or before a

training. We know the last two years have been stressful and there is a lot going on, so we hope this short moment will help destress you during this time! [Mindful Moment](#)

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





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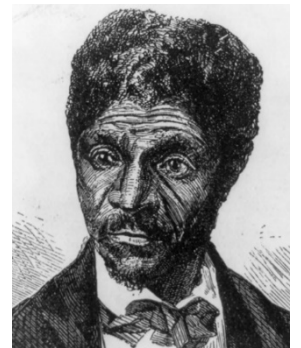
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### ***CEDI Celebrates Black History Month*** **Black History is American History**

This year's theme, **Black Health and Wellness**, acknowledges the legacy of Black scholars, medical practitioners, and health care workers whose activities and initiatives have positively impacted the health and wellness of racial and ethnic minority communities. Focusing on the overall wellness of Black communities is particularly important now because of the high risk for COVID-19 infections, hospitalizations, and death faced by this community and the impact COVID-19 has on people with underlying medical conditions.

**Missouri Black History** includes the **Dred Scott** case, also known as *Dred Scott v. Sandford*, a decade-long fight for freedom by a Black enslaved man. The case began in Missouri and persisted through several courts and ultimately reached the U.S. Supreme Court, whose decision incensed abolitionists, gave momentum to the anti-slavery movement and served as a steppingstone to the Civil War. Dred Scott and his wife, Harriet, were slaves owned by a family in Missouri. However, the family moved to other states and territories considered free. Once they returned to Missouri, **the Scott's filed lawsuits in St. Louis claiming their residence in a free state and territory had freed them from the bonds of slavery.** The final majority opinion of the U.S. Supreme Court stated all people of African descent, free or enslaved, were not United States citizens and therefore had no right to sue in federal court and the Fifth Amendment protected slave owner rights because enslaved workers were their legal property. **Despite the decision in March 1857, Scott was sold to the family of his original owner who freed the Scott's just a few months later.** For more information about the landmark case and life of Dred Scott: [Dred Scott decision - Reception and significance](#) and [Dred Scott Case - Decision, Definition & Impact - HISTORY](#)



**'Segregated Skies'** tells the story of the first Black pilot for a commercial airline | [Michael Cottman's 'Segregated Skies' tells the story of David Harris](#)



**Fannie Lou Townsend Hamer** rose from humble beginnings in the Mississippi Delta to become one of the most important, passionate, and powerful voices of the civil and voting rights movements and a leader in the efforts for greater economic opportunities for African Americans.

[Fannie Lou Hamer | National Women's History Museum \(womenshistory.org\)](#)



### The National Council for Mental Wellbeing Health Equity and Racial Justice Resources

- [Addressing Health Equity and Racial Justice - National Council \(thenationalcouncil.org\)](https://thenationalcouncil.org)
- [Purpose of this Toolkit - National Council \(thenationalcouncil.org\)](https://thenationalcouncil.org)  
[BH365 \(thenationalcouncil.org\)](https://thenationalcouncil.org)



### Suggested Reading for Black History Month

- [The Autobiography of Malcolm X](#)
- [Their Eyes were Watching God](#)
- [Invisible Man](#)
- [The Souls of Black Folk](#)
- [Black History Month books to add to your collection | CNN Underscored](#)

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**DID YOU KNOW?** In 1926, Carter G. Woodson and the Association for the Study of African American Life and History (ASALH) launched a “**Negro History Week**” to bring attention to his mission and help school systems coordinate their focus on the topic. Woodson chose the second week in February, as it encompassed both Frederick Douglass’ birthday on February 14 and Abraham Lincoln’s birthday on February 12. President Gerald Ford decreed **Black History Month** a national observance in 1976.

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**She was raped at the age of 8.** Her rapist was **found guilty**, but spent only **one day** in jail. After he was released, he was murdered. Because of this, she became mute for almost 5 years, believing her “voice killed him.”

*“I killed that man, because I told his name. And, then I thought I would never speak again, because my voice would kill anyone...”*

Her name was Marguerite Ann Johnson. Later in life, she would change her name to **Maya Angelou**.

**When she finally did speak, she had a lot to say.**

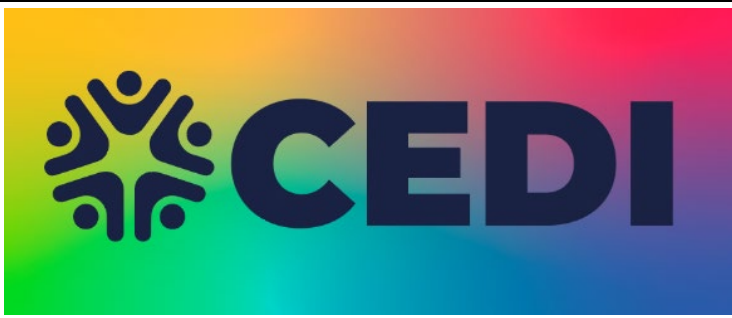
Maya Angelou became a voice for women and the black community, garnering respect and admiration for her honesty.

She would say, **“There is no agony like bearing an untold story inside of you.”**

Inspired by The Jon S. Randal Peace Page

### Resources for Black History Month

- ✓ [Black History Month](#)
- ✓ [2022-TDM Black-History-Month-Programming-Guide.pdf \(thediversitymovement.com\)](#)
- ✓ [Black History Month - Home \(hhs.gov\)](https://hhs.gov)
- ✓ [BLACK HISTORY THEMES – ASALH – The Founders of Black History Month](#)
- ✓ [African American History | National Archives](#)
- ✓ [African American History and Culture in the United States | NEH-Edsitement](#)
- ✓ [Black History Month - NPS Celebrates! \(U.S. National Park Service\)](#)
- ✓ [A People’s Journey, A Nation’s Story | National Museum of African American History and Culture \(si.edu\)](#)
- ✓ [Online Exhibition — United States Holocaust Memorial Museum \(ushmm.org\)](https://ushmm.org)
- ✓ [The Freedom Riders, Then and Now | History | Smithsonian Magazine](#)
- ✓ [Beyond Cultural Competency: Addressing Systemic Racism Through a Crisis Center Lens - YouTube](#)
- ✓ February 24 at 11:00 am CT | [Allyship & Processing Being Black in America](#)



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**“A Seat at the Table”** | The CEDI Committee has developed and released a very special micro-training featuring ReDiscover’s Astra Garner! A micro-training is a short video and thought-invoking questions which can help you and your agencies start these difficult conversations. Along with all previous CEDI Newsletters, “A Seat at the Table” micro-training can be found on the MBHC website: [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](https://www.mobhc.org/CultureEquityDiversity...)

  
**“Diversity is having a seat at the table Inclusion is having a voice. Belonging is having that voice heard.”**  
-Liz Fosslien



**“Black People are more than just their suffering. I want people to see Black people’s contributions to society and or the world. Our suffering does not define us, we define our suffering. As Shirley Chisholm stated, “If they don’t give you a seat at the table, bring in a folding chair.” We are a resilient and an innovative people.”**  
~Anita Johnson, Tri-County Mental Health Services




The theme for Black History Month at **Comprehensive Mental Health Services/Burrell Behavioral Health** was *“More than a Month”* and they had several discussions—including panel discussions ranging from topics about the importance of mentorship, the “Why Behind DEI” and the history of Call and Response, and the Black community. Videos were featured of staff speaking about a Black history figure who inspired them and they offered resources for local Black owned businesses, [adult and children’s books](#), [a PPT with Black history figures](#), and a BHM poster that featured historical and current Black greatness with a QR code that offered information about each person. They will have a DEI leadership training to close out the month of February.



**Additional February Observances**

- ✓ [American Heart Month](#) | [Fact Sheets](#) | [About The Heart Truth®](#)
- ✓ **February 1** | National Freedom Day, which celebrates the signing of the Thirteenth Amendment, which abolished slavery in the United States in 1865
- ✓ **February 1** | Lunar New Year, one of the most sacred of all traditional Chinese holidays, a time of family reunion and celebration. The Lunar New Year is also celebrated at this time in Japan, Korea, Vietnam, and Mongolia.
- ✓ **February 7** | [National Black HIV/AIDS Awareness Day Resource Library \(CDC\)](#)

**The best way to cheer yourself up is to cheer someone else up ~ Mark Twain**

ACTION FOR HAPPINESS 



### Webinars and Learning Opportunities

- [Health Equity Guiding Principles for Inclusive Communication | Gateway to Health Communication | CDC](#)
- [Conversations With Leaders—Race and Diversity Today | The Pew Charitable Trusts \(pewtrusts.org\)](#)
- February 22 at 12:00 pm CT | [Women of Color in the Staffing Industry C-Suite](#)
- February 23 at 12:00 pm CT | [Understanding Behavioral Health Needs in Refugee, Immigrant, and Asylee Communities](#)
- March 1 at 1:00 pm CT | [Promoting Resilience in Families During COVID](#)
- March 8 at 1:00 pm CT | The Global Women’s Recovery Roundtable is the first convening of women in recovery and organizations across the globe that celebrate and support women’s recovery from addiction, mental health, and trauma. [Women's Global Recovery Event | Bright Story Shine](#)
- March 11 at 8:30 am CT | Participants will learn how to better serve the needs of sexual and gender minorities in a clinical setting. Participants will learn how to reduce the risk of committing microaggressions, which can deter LGBTQ individuals from seeking mental healthcare; develop a deeper understanding of challenges surrounding intersecting identities, alternative families, and unique relationship constellations; and practice the skill of critically reflecting on one's own social ecology and layers of identity. Participants will also learn about the significant shift over the past couple of years in language surrounding sexual and gender identities. [Best Practices for Working with LGBTQ Clients \(salsalabs.org\)](#)
- June 3, 2022 | SAVE THE DATE for the Women of Color Leadership Conference at UMKC in Kansas City! The mission of the conference is to provide an environment for, by and about Women of Color that promotes equity, education and professional development. There will be workshops that address the topics of mental health and therapy, solidarity across groups, and women of color in the criminal justice system and resilience. [Adjusting Your Crown: Embracing Our Confidence and Restoring Our Minds](#)



### Suggested Reading for Young People

[I Am Enough by Grace Byers](#) | A #1 *New York Times* bestseller and Goodreads Choice Awards picture book winner! This is the perfect gift for mothers and daughters, baby showers, and graduation. This gorgeous, lyrical ode to loving who you are, respecting others, and being kind to one another comes from *Empire* actor and activist Grace Byers and talented newcomer artist Keturah A. Bobo.

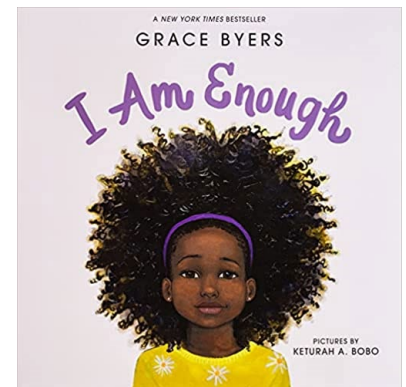
***We are all here for a purpose. We are more than enough. We just need to believe it.***

**We Invite You to Join Us!  
Facebook Live Event**

**12 p.m. CST  
Thursday, February 24**

### A Call to Social Empowerment

BHR welcomes Marsha Morgan, CEO and founder of Resilience Builders, to provide enlightenment on the process of developing autonomy and self-confidence including marginalized groups. She will empower individuals and agencies to change social relationships and share how institutions and discourses exclude people who are poor and keep them in poverty.







MISSOURI BEHAVIORAL HEALTH COUNCIL

## MARCH 2022 NEWSLETTER

### CEDI Celebrates Women's History Month

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

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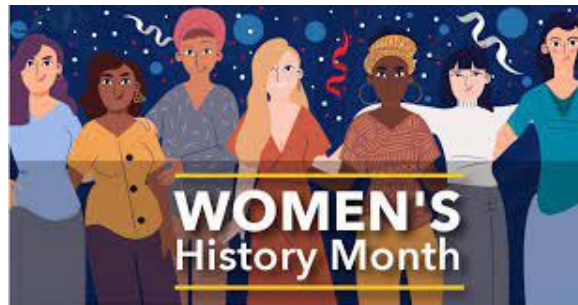
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Women's History Month was first celebrated in 1981 as Women's History Week but became a month-long observance in 1987. We encourage you to learn more about women's history, accomplishments, and experiences, and **celebrate women's achievements!**

- [Women's History Month \(womenshistorymonth.gov\)](https://www.womenshistorymonth.gov)
- [Office on Women's Health \(womenshealth.gov\)](https://www.womenshealth.gov)
- [2022-Womens-History-Month-Programming-Guide v2.pdf \(thediversitymovement.com\)](https://www.thediversitymovement.com/2022-Womens-History-Month-Programming-Guide-v2.pdf)
- **March 24 at 11:00 am CT** | [Marching Towards Workplace Equity for Women Webinar](#)
- [CLAS Standards in Behavioral Health: Venus vs. Mars in Healthcare: Impacts on Women's Health Outcomes | Addiction Technology Transfer Center \(ATTC\) Network \(attcnetwork.org\)](#)
- [TA Coalition Webinar: Serious Mental Illness/Substance Use Disorders and Tailoring FEP Programs to Serve Women - SMI Adviser](#)
- [Advisory: Addressing the Specific Needs of Women for Treatment of Substance Use Disorders | SAMHSA Publications and Digital Products](#)
- [After Incarceration: A Guide To Helping Women Reenter the Community | SAMHSA Publications and Digital Products](#)
- [In Her Corner - YouTube](#)
- **June 3, 2022 | SAVE THE DATE** for the Women of Color Leadership Conference at UMKC in Kansas City! [Adjusting Your Crown: Embracing Our Confidence and Restoring Our Minds](#)

The theme for International Women's Day (March 8, 2022) is, "**Gender equality today for a sustainable tomorrow**", recognizing the contribution of women and girls around the world, who are leading the charge on climate change adaptation, mitigation, and response, to build a more sustainable future for all. [In Focus: International Women's Day | UN Women – Headquarters](#)





## Protecting Transgender Youth in Missouri

Gender Affirming Care is medically necessary, Life Saving Care...and is under attack in Missouri, Arkansas, Texas and in various ways across the nation, placing Transgender youth's brain health at great risk. For the past several years our Transgender youth in Missouri have been negatively impacted by three bills which call the existence of trans youth, as well as their right to participate in school activities, into question. These bills have once again been brought before the Missouri Legislative Committee. A parent explained, "*The only people who have ever told my son that he is different, that he is wrong, that he is not like other children, that he is not deserving as other children – the only people who have ever said that or implied it to him has been this legislative body.*" A Missouri representative stated, "*I see kids in the audience who have been here every single year these bills have come up. These brave children are spending their childhoods fighting politicians for their very existence.*"

The Human Rights Campaign (HRC) explains it best, "Every headline, every hearing, every minute spent worrying about these efforts increases depression, isolation, stress and fear for transgender children, teens, adults and the people who love them."

On February 21, 2022, the Texas Attorney General issued an official declaration that gender affirming care is "child abuse." Following the Attorney General's official declaration, The Governor of Texas issued a directive to the Texas Department of Family and Protective Services (DFPS) to investigate any reported instances of gender affirming care. In this letter, the Governor states the Texas law "imposes reporting requirements upon all licensed professionals who have direct contact with children who may be subject to such abuse, including doctors, nurses, and teachers, and provides criminal penalties for failure to report such child abuse." The letter also includes guidance that parents and health care providers of children receiving gender affirming care will also be investigated. While this directive has now been taken to court, the harmful impact upon these children their families and providers continues.

PROMO Missouri reported, "More than 3,400 youth in Missouri reached out to Trevor Project last year. In the period following the passage of Texas's trans sports bans, calls increased to Trevor Project by 150%," clearly documenting the harmful impacts upon the brain health of our trans youth.

President Biden's Administration and the Department of Health and Human Services (HHS) expressed support for Transgender youth and their families, offering this guidance: **Child welfare agencies have an obligation to protect transgender youth, including with respect to gender affirming care.** Additionally, health care providers are not required to disclose the private information of their patients including information about gender affirming care. They clarified, "it is illegal to deny health care based upon gender identity and laid out steps to file a civil rights complaint with OCR."

Imagine being a parent of a youth that needs treatment for COVID-19, Cancer, Diabetes, etc.; life-saving care, then being told that you will be investigated for seeking and delivering this medically necessary lifesaving care for your child. Imagine your child's existence being ridiculed and questioned. Think about being a health care and mental health provider, ethically bound to do no harm, to utilize data and evidence-based practices to improve the lives of those you serve, then to be told you can't offer that.

As behavioral health leaders and licensed providers in the state of Missouri, **it is our honor and duty to support the brain health and overall wellbeing of all Missourians, including our loved ones, friends, colleagues, students, and neighbors who are transgender.** The CEDI Committee stands with the leading medical organizations who repeatedly prove that affirming care is medically necessary, life-saving care.

**We encourage all MBHC organizations and team members to lift the voices of Transgender Missourians and to use your voice for good by expecting that the human rights of Transgender Missourians are protected and cared for. Find more resources on the next page to help advocate for Transgender Youth!**



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

RESOURCES TO SERVE AND ADVOCATE FOR TRANSGENDER YOUTH

- American Medical Association: Affirming Care is medically necessary, life-saving care: National Governors Association
APA Guidelines for Psychological Practice with Transgender and Gender Nonconforming People (transgender.pdf (apa.org))
Standards of Care - WPATH World Professional Association for Transgender Health
Human Rights Campaign (hrc.org)
The Trevor Project | For Young LGBTQ Lives
Supporting Black LGBTQ Youth Mental Health – The Trevor Project
APA LGBT Resources and Publications



ReDiscover celebrated Black History Month by asking members of Team ReDiscover to share their responses to the following questions: 1) How are you supporting the Black Community during Black History Month and beyond? 2) What are you doing to celebrate Black History Month? and 3) Who is your Black History Month hero and what did they do?

In addition, the team at ReDiscover's Woodland location put together a bulletin board with various Black History Month facts (see picture to the right).



March is Developmental Disabilities Awareness Month which was established to increase awareness and understanding of issues affecting people with intellectual and developmental disabilities. Resources to access:

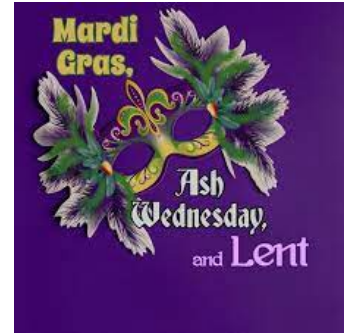
- NACDD – National Association of Councils on Developmental Disabilities
Home - MHDD National Training Center (mhddcenter.org)
Developmental Disabilities | dmh.mo.gov
MO ABLE
Missouri Developmental Disabilities Council | Jefferson City MO (moddcouncil.org)
MISSOURI INCLUSIVE HOUSING - Missouri Inclusive Housing Development Corporations (mohousing.com)

Additional days to observe in March | Self-injury Awareness Day on March 1 | World Teen Mental Wellness Day on March 2 | Harriet Tubman Day on March 10 | Women and Girls HIV/AIDS Awareness Day on March 10 | Equal Pay Day on March 7 | St. Patrick's Day on March 17 | Hola Mohalla on March 18-20 | Ostara on March 20 | Native HIV/AIDS Awareness Day on March 20 | International Nowruz Day on March 21 | International Day for the Elimination of Racial Discrimination on March 21 | International Day of Remembrance of the Victims of Slavery on March 25 | Vietnam War Veterans Day on March 29 | International Transgender Day of Visibility on March 31





**Mardi Gras, Ash Wednesday, Lent** | Mardi Gras (translation “Fat Tuesday”), also known as Shrove Tuesday, falls on **March 1, 2022**. It is the day before Ash Wednesday which begins the Lent season for many Christians leading up to Easter (April 17, 2022). Mardi Gras has become mainstream in its celebrations around the world but began as a traditional day when people would eat all the meat and fatty foods before Lent starts and fasting (or giving something up) is observed. Ash Wednesday’s name is derived from the symbolic use of ashes to signify penitence. The time of 40 days for Lent references the time Jesus spent fasting in the wilderness. The literal meaning of Lent is a “lengthening (of daylight hours).” The timing of Easter, and the timing of Lent, is based on the vernal equinox. Easter is always the Sunday after the first full moon. Since the last day of Lent is the day before Easter, the time of Lent leads up to the longer days and shorter nights of spring!



**Purim 2022 begins on the night of March 16 and continues through March 17** | The Jewish holiday of Purim commemorates the salvation of the Jewish people in the ancient Persian empire from Haman’s plot to destroy all the Jews in one day. Some ways to observe Purim is to recount the story of the Purim miracle (found in the Book of Esther), giving money gifts, sending gifts of two kinds of food, and a festive Purim feast.



**Holi is celebrated on March 18** | Sometimes called the “festival of love,” Holi is an Indian festival which lasts for a day and a night. The vibrancy of the colors is something which brings positivity in our lives. Holi is a Hindu festival celebrated in every part of India with joy and enthusiasm.

Join **Parent Up** this spring and share the good news with families about the impact that family meals have on youth mental health. Youth mental health and well-being is supported and protected through stability at home, supportive adults, healthy role modeling, and meaningful connection. Regular family meals are a reliable way to help build in these supports and are hugely beneficial for kids. Research shows that when families have more meals together it is strongly linked to positive moods, lower rates of depression, suicidal thoughts, and youth substance use. Help spread the message that adults can support the overall mental health of our youth by unplugging, eating and connecting with the youth in their lives. **For additional resources:** [Meaningful Meals Resources](#). Access materials by emailing [laurab@tri-countymhs.org](mailto:laurab@tri-countymhs.org) or visit their website at [www.parentupkc.com](http://www.parentupkc.com).



**CEDI Policy Subcommittee Corner**

An important step in creating Inclusive spaces is to **consider Recruiting, Hiring and Onboarding Policies and Practices**. This month, the Policy Subcommittee encourages you to get curious about the recruiting, hiring and onboarding policies and practices within your organization.

**Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.**



MISSOURI BEHAVIORAL HEALTH COUNCIL

**“A Seat at the Table”** | The CEDI Committee has developed and released a very special micro-training featuring ReDiscover’s Astra Garner! A micro-training is a short video and thought-invoking questions which can help you and your agencies start these difficult conversations. Along with all previous CEDI Newsletters, “A Seat at the Table” micro-training can be found on the MBHC website: [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](https://www.mobhc.org)

  
**“Diversity is having a seat at the table Inclusion is having a voice. Belonging is having that voice heard.”**  
-Liz Fosslien



The [American Journal of Public Health](https://www.ajph.org) published an editorial from Addiction Policy Forum Founder Jessica Hulsey, which urges researchers, clinicians, and policymakers to employ an “all-hands-on-deck approach” to advance public health response to the Black community. People from racial and ethnic minority groups have experienced disproportionately negative health outcomes resulting from long-standing inequities. Over the past two years, Black Americans have been at the epicenter of colliding epidemics, pandemics, and mental health stressors. White and Black people do not differ significantly in their use of drugs, yet the legal consequences, access to quality treatment, and levels of stigma are very different. “As a patient advocacy organization, the Addiction Policy Forum focuses on safety net services for patients and families nationwide and has been specifically concerned about Black patients and families in our network since the start of the pandemic. In addition to more frequent punitive approaches versus medical responses to addiction that Black patients receive, the disruption of necessary services experienced during COVID-19 shutdowns and social distancing has had a negative effect on many patients in both treatment and recovery and those with active use disorders.”

**Learning Opportunity**

Between 2018 and 2019, the rate of opioid-related deaths among African Americans increased by 38%. Despite rising rates of drug overdoses in African American communities, attention to the drug overdose crisis and opioid epidemic has largely focused on White suburban and rural communities.

Part 1 of this three-part webinar series will address the unique challenges and social determinants that hinder access to quality care for many African Americans. We will also review opioid use disorder treatment and harm reduction options, as well as strategies to implement peer support services to engage African Americans in appropriate services. March 29 at 3:00 pm CT | [Addressing OUD in BIPOC Communities Part 1: Treatment and Recovery for African American Communities](#)

**Opioid Crisis English/Spanish Resources**  
[Hispanic/Latino | SAMHSA](#)  
[Opioid Prevention Campaign \(addictionpolicy.org\)](#)  
[12 Things Parents Can Do Workbook | Libro de ejercicios de 12 cosas que los padres pueden hacer](#)  
[Addiction and the Brain \(usrfiles.com\) | One-Pager de la adicción y el cerebro](#)  
[Addiction and the Brain \(usrfiles.com\) | Infografía de cómo la addiction secuestra el cerebro](#)  
[Teens and Opioids \(usrfiles.com\) | One-Pager de los adolescentes y opioides](#)  
[How to Practice Refusal Skills | Como practicar las habilidades de rechazo](#)  
[Addiction Policy Forum Partner Toolkit | Kit para los socios](#)

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All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](https://www.mobhc.org)



MISSOURI BEHAVIORAL HEALTH COUNCIL



Exciting news from Burrell/Comprehensive Mental Health Services (CMHS)! With the merger of Burrell Behavioral Health and Comprehensive Mental Health, we are excited to announce the integration of DEI strategies and expansion of Burrell's Office of Diversity, Equity and Inclusion. Dr. Shelly Farnan, Keke Rover, and Marlee Bunch, now serve as one team, ensuring equitable and best practices for Burrell and CMHS and the communities we are honored to serve. Our collective vision is on Inclusion and changing the world for the better, striving for both through the application of neuroscience, investment in relationships and connection, commitment to trauma-informed cultures, delivery of education and resources and through the guidance, and implementation, of leading evidence-based DEI strategic priorities. As a Team we are truly diverse

and inclusive—as a triad of women, we hold eight degrees ranging from specializations in human services, sociology, psychology, clinical psychology, education, diversity and equity, and ELL (English as a Second Language) certification. We are Black, white, gay, straight, Christian, Jewish, mothers and stepmothers, and most of all advocates for social change. We believe in the head and heart work that DEI encompasses and focus on laughter and hope as guiding lights. Together we look forward to serving on the MBHC CEDI Committee to our fullest potential. Our office welcomes connection at [diversity.inclusion@burrellcenter.com](mailto:diversity.inclusion@burrellcenter.com).

## The Office of Diversity, Equity and Inclusion

Welcoming, Serving, and Celebrating All Through Learning, Collaboration, and Action



**Keke Rover**  
System Director, Diversity, Equity and Inclusion



**Marlee Bunch**  
Senior Director, Diversity and Culture



**Dr. Shelly Farnan**  
VP, Be Well Initiatives

Inclusion Logos:



**March is Social Work Month** | Let's celebrate the important work all of you do to serve our communities! Social workers continue to work on the frontlines throughout the pandemic, helping clients get the health care they need and helping loved ones overcome grief and loss. Social workers will continue to play a key role in helping people as this nation grapples with issues such as racism, economic uncertainty, deep political and cultural differences, and natural disasters fueled by global warming. [Social Work Month \(socialworkers.org\)](http://socialworkers.org)

*Thank you to all social workers in Missouri!*

### [ACCESS FOR EVERYONE: A TOOLKIT FOR ADDRESSING HEALTH EQUITY AND RACIAL JUSTICE WITHIN INTEGRATED CARE SETTINGS](#)

This toolkit will help you build your knowledge of health equity to address racial and social inequities within clinical practice and within organizational teams. Check out the newly released Modules 4 & 5 on Health Literacy and Cultural and Linguistic Literacy!



The Missouri Behavioral Health Council is excited to roll out some mindful moments throughout 2022. Each mindful moment will be one minute. We welcome you to take that minute for yourself and to share with staff in your agencies. The last slide has a topic, aim, and engagement. You can use that to

help engage staff in the mindful moment during a meeting or before a training. We know the last two years have been stressful and there is a lot going on, so we hope this short moment will help destress you during this time!

[Day 2 Mindful Moment](#) | [Day 3 Mindful Moment](#) | [Day 3 Mindful Moment](#)



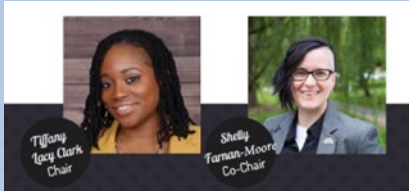


## APRIL 2022 NEWSLETTER

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](mailto:krafferty@mobhc.org)

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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

**April is National Minority Health Month!** The theme for this year's National Minority Health Month is **Give Your Community a Boost!** The theme focuses on the continued importance of COVID-19 vaccination, including boosters, as one of the strongest tools we can use to protect communities from COVID-19, which has disproportionately affected communities of color. [CDC data show that some racial and ethnic minority groups](#) — particularly Black or African American, Hispanic or Latino, and American Indian or Alaska Native people are at increased risk of getting sick, having more severe illness, and dying from COVID-19. **Give Your Community a Boost!** also supports the many other efforts happening in communities across the country to advance health equity.



### Give Your Community A Boost!

- [Ideas for Participating in National Minority Health Month 2022 \(hhs.gov\)](#)
- [National Minority Health Month 2022 - Social Media \(hhs.gov\)](#)

#### April 11-17 is **Black Maternal Health Week**

More women of color than white women report feeling mistreated, ignored, or dismissed by their prenatal providers. The Office of Minority Health has a free and accredited e-learning program for maternal healthcare providers. The program is designed to develop providers' skills related to [culturally and linguistically appropriate services \(CLAS\)](#) as a strategy to increase the quality of care for women of all backgrounds. visit the **OMH Think Cultural Health** website to [register for and complete the CLAS in Maternal Health Care program](#).



**April is CELEBRATE DIVERSITY MONTH** which began in 2004 to honor and recognize the diversity which surrounds us in all aspects of our lives! It acknowledges differences in race, gender, language, socio-economic status, ethnicity, nationality, and abilities. It also offers us the chance to learn and teach about diverse customs, cultures, and experiences. **HOW WILL YOU AND YOUR ORGANIZATION CELEBRATE DIVERSITY**

**MONTH?** Find more information and suggestions with this programming guide from The Diversity Movement [Celebrate Diversity Month - The Diversity Movement](#).



MISSOURI BEHAVIORAL HEALTH COUNCIL

The National Council for Mental Wellbeing is launching the new [Social Justice Leadership Academy \(SJLA\) Learning Series](#) in April 2022 to provide members of the health care workforce with tools to lead and sustain efforts eliminate health inequities. The virtual program will address health care disparities, systemic racism, social justice principles, social determinants of health, change management and other core competencies.

The SJLA Learning Series is a free 12-month virtual series with monthly learning events. Topics will include structural and systemic inequities in mental wellbeing, structural and systemic biases, criminal justice reform, applying change management principles to advance social justice within organizations and more. Learning events will be a mix of informational presentations, workshops and guided discussions. **Join the National Council for the first session on April 25 at 12:30 pm (CT) [Foundations of Social Justice and Organizational Change!](#)**



**April is Deaf History Month** | Introduced in 1997 by The National Association of the Deaf (NAD), National Deaf History Month recognized the accomplishments of people who are deaf and hard of hearing. National Deaf History Month has been celebrated annually from March 13 – April 15 to recognize three key developments for the Deaf community. Beginning this year, 2022, National Deaf History Month will now be observed annually from April 1-30. Feedback received from the NAD Deaf Culture and History Section (DCHS) and organizations representing marginalized communities recommended the change in dates to be inclusive of experiences of BIPOC Deaf People and celebrate all Deaf persons in the US. [Learn more about Deaf History Month from UNCO.](#)

**Learning Opportunities!**

- **April 26 at 2:00 pm (CT) | [Racial Equity and Social Justice in Integrated Care Settings](#)**
- **April 27 at 2:00 pm (CT) | [Establishing Culturally Centered Peer Support Services](#)**
- **April 29 at 11:30 am (CT) | [Optimizing Treatment for your Community: Utilizing Culturally Adapted Evidence-based Treatments and Practices](#)**
- **May 4 at 1:00 pm (CT) | [Undoing “Cool”: Addressing Persistent Disparities in Tobacco Use and Cessation](#)**



In the Spotlight

**The Burrell/Comprehensive Mental Health Services DEI team has been busy!**

- 33 staff members completed Fenway Health’s Sexual Orientation and Gender Identity (SOGI) train-the-trainer program. This SOGI Champs team will support LGBTQIA+ Inclusion and excellence throughout the system.
- 4/6/22: Table Talk elevated blended families and step-parenting.
- 4/11/22: The Be Well and DEI teams hosted a religious/spiritual panel, elevating and honoring Spring holidays.
- All are welcome to review April’s Table Talk and Spring Holiday panel discussion on Burrell’s Facebook page.



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





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

**What else is happening in April?**

- ➔ **National Crime Victims' Rights Week is April 24-30** | This year's theme—*Rights, access, equity, for all victims.*—underscores the importance of helping crime survivors find their justice by enforcing victims' rights, expanding access to services, and ensuring equity and inclusion for all. More information here [April 2022 Featured Resources | Office for Victims of Crime \(ojp.gov\)](#)
- ➔ **April is Autism Acceptance Month** | Promote inclusion and support for autistic people by expanding your knowledge about autism! [MHDD: Autism 101 - Overview](#) | [El trastorno del espectro autista y la comunidad hispana-latinx \(Autism Spectrum Disorder and the Hispanic/Latinx Community\)](#) | [MHDD Digital Storytelling Series: Daman's Story - YouTube](#)
- ➔ **April is Sexual Assault Awareness and Prevention Month** | Access resources [Sexual Assault Awareness Month](#)
- ➔ **April is Child Abuse Prevention Month** | [Growing Better Together 2022](#)
  - [Child Victims and Witnesses Support Materials](#) support children and youth, ages 2–18, during their involvement with the justice system as a victim or witness to a crime. The materials have recently been translated to the following languages: Arabic, Chinese (simplified), Haitian Creole, Spanish, and Vietnamese.
  - [Reframing Childhood Adversity: Promoting Upstream Approaches](#) offers communications guidance that takes recent science and current communications contexts into account, speaks to racial and social justice, and aligns with efforts to reimagine child welfare systems into child well-being systems.
  - [Homepage - Building Better Childhoods](#)



As part of ReDiscover's 2022 Big IDEA (Inclusion, Diversity, Equity and Action!) plan, they will continue to build their quarterly Speaker Series aimed at providing training to staff from subject matter experts on various diversity and inclusion (D&I) topics. Last year, they started with fundamental D&I topics around pronoun usage, psychological safety, allyship, and implicit bias. This year, they will

be highlighting specific dimensions of D&I which aren't discussed as frequently as others such as religion, disability, generational, and community inclusion. All topics were selected based on feedback received in their 2021 D&I organizational survey.

"We are very excited to be highlighting multiple dimensions of diversity this year, from which we hope Team ReDiscover can continue to learn, grow, and work towards being a more equitable and inclusive environment," said ReDiscover's Diversity & Inclusion Specialist, Clara Sainte. Check out the 2022 speaker series (right)!

	<b>Oneness not Sameness: Focusing on Religious and Spiritual Inclusion</b> Presented By: Marvin Daniels, he/him/his Executive Director/CEO, The Hope Center KC
	<b>Celebrating Differences: Getting Comfortable Through Disability Awareness</b> Presented By: Darla Wilkerson, MPA, she/her/hers CEO, Center for Disability Inclusion
	<b>Understanding the Power of the Intergenerational Workforce</b> Presented By: Andy Traub, SHRM-CSP, SPHR, he/him/his Founder and President of Traub & Associates Consulting
	<b>Inclusion in Action: Reimagining Our Community Well-Being</b> Presented By: Thamara Subramanian, she/her/hers Equity Audit and Strategy Manager for The Winters Group, Inc.

Save The Date  
**FEARON INSTITUTE**  
2022



FRIDAY, OCTOBER 21, 2022  
Unity Village Hotel & Conference Center  
1901 NW Blue Pkwy  
Lee's Summit, MO 64065

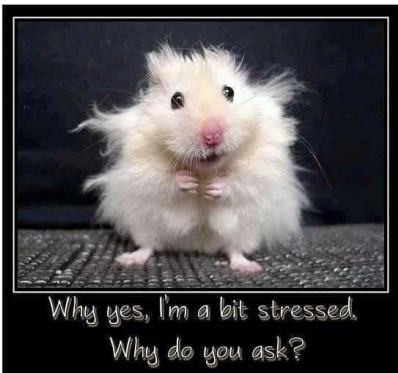
ReDiscover is excited to announce the 2022 Fearon Institute event will be on **Friday, October 21**, at Unity Village Hotel and conference Room! This day of learning will be offered both in person and with the option to attend virtually. Stay tuned for more updates on the event throughout the coming months!



MISSOURI BEHAVIORAL HEALTH COUNCIL

**Ramadan is April 1 – May 1**

Ramadan is the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of fasting, prayer, reflection, and community. In preparation for this month, leadership at **Swope Health** made sure their staff would have the information needed to be prepared and serve their patients who would be observing Ramadan as it may have implications for their care and treatment plans. They explained, “At Swope, it is our aim to create an environment where all our patients feel welcome and comfortable receiving care. Understanding more about their background should help to ensure that we provide true quality care and meet our patients where they are.” **THANK YOU, Swope leaders and staff**, for this cultural awareness and sensitivity to foster an environment of inclusion and belonging for all! [Ramadan | Fasting, Traditions, & Facts | Britannica](#)



**April is Stress Awareness Month** | All of us must face varying levels of stress each day in the work we do and with our personal lives. However, the last two years seem to have intensified these feelings even more! We are all acutely aware of the detrimental impact the COVID-19 pandemic has had on all humans and our mental health. We must do better to remember and take care of ourselves so we can properly care for others at work, home, and in our communities. [Stress Awareness Month 2022 - The Stress Management Society](#)

♥ **Thank you everyone for all you do in the behavioral health field!** ♥

**CEDI Policy Subcommittee Corner**

An important step in creating Inclusive spaces is to **consider Recruiting, Hiring and Onboarding Policies and Practices**. This month, the Policy Subcommittee encourages you to get curious about the recruiting, hiring and onboarding policies and practices within your organization.

**Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.**



**June 3, 2022 | SAVE THE DATE** for the Women of Color Leadership Conference at UMKC in Kansas City! [Adjusting Your Crown: Embracing Our Confidence and Restoring Our Minds](#)

All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](#)



**MAY 2022 NEWSLETTER**

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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

**May is Mental Health Awareness Month**  
Let’s increase awareness of the importance of mental health and wellbeing!

**Break the stigma!**

- ✓ [Mental Health Awareness Month 2022 - National Council for Mental Wellbeing \(thenationalcouncil.org\)](https://thenationalcouncil.org)
- ✓ [Feel Your Feelings - The Mental Health Coalition](#)
- ✓ **Creating Safer Spaces in Schools for LGBTQ Youth** | The majority of young people spend many of their waking hours at school, surrounded by teachers, administrators, and peers who may have different views and opinions than they do. For LGBTQ youth in particular, school can be a tricky place to explore their identity, especially if they face harassment, discrimination, or a lack of resources. [Here are some ways you can help foster a safer space.](#)
- ✓ [Mental Health Month | Mental Health America \(mhanational.org\)](https://mhanational.org)
- ✓ [Mental Health Month | NAMI: National Alliance on Mental Illness](https://nami.org)



May is [Asian American, Native Hawaiian, and Pacific Islander \(AA and NHPI\) Heritage Month](#)—a celebration of AA and NHPI individuals and communities in the United States. This year’s theme, **"Building Legacy Together: Our Communities' Journey of Strength and Resilience,"** encourages local and national governments to prioritize collaboration, development, diversity, transparency, and inclusion through leadership training of AA and NHPI communities. This May, we celebrate the contributions and diversity of AA and NHPI communities by sharing resources and data highlighting their contributions to our society, economy, and culture. Join the conversations on social media with the hashtags #AANHPILegacy and #AANHPIHM.



**June 3, 2022 | SAVE THE DATE** for the Women of Color Leadership Conference at UMKC in Kansas City! [Adjusting Your Crown: Embracing Our Confidence and Restoring Our Minds](#)



MISSOURI BEHAVIORAL HEALTH COUNCIL

[National Women's Health Week](#) (May 8-14) is a weeklong health observance led by the Health and Human Services Office on Women's Health (OWH) which focuses on health issues impacting women's physical and mental health. According to the CDC, heart disease is the leading cause of death for Black women (22.8 percent), and cancer is the leading cause of death for Asian or Pacific Islander (25.5 percent), Latina (22 percent), and American Indian or Alaska Native (17.6) women. The 2022 theme for National Women's Health Week, "Forward Focus: Achieving Healthier Futures Together," urges women to stay healthy by taking steps such as keeping up to date with preventive screenings and vaccines, getting active, eating healthy, paying attention to their mental health, and quitting smoking.



**2022 National Survey on LGBTQ Youth Mental Health**

Suicidal thoughts have trended upward among LGBTQ young people over the last three years. The impacts of the COVID-19 pandemic and relentless political attacks during this time period cannot be understated. The survey sheds light on the challenges faced by LGBTQ young people by capturing the experiences of nearly 34,000 LGBTQ youth from across the country. This is one of Trevor Project's most diverse surveys of LGBTQ youth ever conducted, with 45% being LGBTQ youth of color and 48% being transgender or nonbinary. Explore the results of this survey here: [The Trevor Project: 2022 National Survey on LGBTQ Youth Mental Health](#)



The CEDI Committee at Gibson Center for Behavioral Change will be sharing information throughout the month of May with staff to learn more about mental health as well as tips on how to manage mental health (See their first shared document here: [Starting to Think About Mental Health](#)). They are also creating social media posts, getting metal green pins for their staff to put on their nametags, and creating green ribbons for their consumers!

For Pride Month in June, staff have created two t-shirt designs (see below) and the profit from shirt sales are going to be donated by the Gibson CEDI Committee to their local chapter of PFLAG to help with scholarships for a local student and to help support mental health access for LGBTQIA individuals in their community. Go Gibson!

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



**Act as if what you do makes a difference. It does. ~ William James**

**ACTION FOR HAPPINESS**



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



The Burrell/CMHS DEI team will celebrate AAPI (Asian American Pacific Islander) month with a special AAPI Be Well segment on May 11<sup>th</sup> with father/daughter podcast hosts Jen and Ted Lai (their podcast is called Asian American History 101): <https://www.listennotes.com/podcasts/asian-american-history-101-gen-and-ted-lai-DamOnckSq56/>

In June, the Burrell/CMHS DEI team will celebrate Juneteenth and Pride month by having a special Table Talk which celebrates inclusion and representation in art and a special LGBTQ+ Be Well segment. Stay tuned for dates and times for those events! Learning resources will accompany all events and celebrations.

University Health-Behavioral Health (TMC) is hosting a lunch and learn for their staff on May 31<sup>st</sup>: *Understanding Health Disparities in the LGBTQIA+ community and how behavioral health staff can support/advocate for clients as they navigate through the health/behavioral health care systems from both the physician and client perspective.*



**Children’s Mental Health Awareness Week is observed May 1-7 this year!** Positive mental health is especially vital to children’s development. This week emphasizes the need for giving children the best support and care they need when in crisis. When responding to a child in crisis, your staff needs to be aware of the unique challenges of the situation and have the resources to address them in a way that is trauma-informed and person-centered. Find resources below to assist you in working with the children in your communities.

- [Crisis Prevention & Intervention Training in Human Services | Relias](#)
- [Children’s Mental Health Week - NAMI Missouri](#)
- **Strengthening MO Families** | StrengtheningMOFamilies is an animated public education series to help Missouri’s families understand important building blocks like resilience, caregiver-child connection, social-emotional learning and more [StrengtheningMOFamilies | dmh.mo.gov](#)



All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](#)





MISSOURI BEHAVIORAL HEALTH COUNCIL

## JUNE 2022 NEWSLETTER

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## WE CELEBRATE AND HONOR JUNETEENTH!



The observance of Juneteenth is about the journey and achievement of African Americans – from a horrific period of sanctioned enslavement to the pinnacle of human endeavors. **It is a story of pride, resilience and determination** that will always be of historical and spiritual importance – as it serves us well to understand that together, we can overcome all obstacles in our path.

As we know it, **June 19, 1865**, was the day word reached the enslaved in Galveston, Texas their emancipation had been made formal, though it had been so since January 1, 1863. And with those words, our country changed, this world changed. And, with bold and contentious decisions, we have continued to change – striving always to make it right, to make it better for all.

Again, we have the opportunity to look back at this century-and-a-half journey of progress. We pay homage to those who have gone before us, those that have paved the road to freedom – many with their lives. We stand on their shoulders. We, as a collective, from all walks of life, are a part of this victory. **We celebrate freedom.**

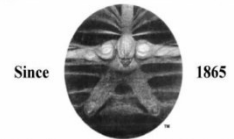
Through our celebrations we reflect this independence. Through grass roots organizing and community collaboration we enjoy the creativity and dedication that produce celebrations from the dinner table to the backyard barbeque, from the neighborhood block party to the city-wide parade, and from the school cafeteria to the corporate conference room. There is no governing body that sanctions or approves Juneteenth celebrations or Juneteenth organizations. **We encourage everyone to participate in a local event or start their own tradition.** Strengthening the ties that bind us should always be our objective. Unity and peace are our goals.

As we pay tribute to the journey, we acknowledge the many roles and contributions of the African American spirit to our society. **We embrace the past as well as the future that only unity, respect and appreciation can bring.** To the countless supporters, organizers and attendees of Juneteenth celebrations hosted across this nation and beyond, you are writing the history of our country and our world – there can be no greater honor than that. We thank you. *Credit: [Juneteenth World Wide Celebration](#)*

### Juneteenth Resources:

- [What Is Juneteenth? - HISTORY](#)
- [What Is Juneteenth? - The New York Times \(nytimes.com\)](#)
- What's happening in MO | [Visit Missouri](#) | [Articles](#) | [Juneteenth in Missouri \(visitmo.com\)](#)

## CELEBRATE



## JUNETEENTH



MISSOURI BEHAVIORAL HEALTH COUNCIL



### JUNE IS LGBTQIA+ PRIDE MONTH!

Join CEDI in advancing equality for LGBTQIA+ and preventing discrimination against all humans!

- Learn about the history of Pride Month | [Pride - HISTORY](#)
- Learn about the Pride Flag | [The home of Rainbow Flag creator Gilbert Baker](#)
- Learn how to be an ally | [Being an LGBTQ Ally - Human Rights Campaign](#) and [10 Ways to Be an Ally & a Friend | GLAAD](#) | Join The Diversity Movement for a webinar on June 21 at 11:00 am (Central) [Allyship Out Loud: How to Be an Active LGBTQ+ Ally](#)
- Learn about resources at the National Council for Mental Wellbeing | [LGBTQ+ Pride Month 2022](#)



- Learn about [Examining Policy and Practice Trends in the LGBTQ+ Community](#) | June 30 at 12:30 pm (Central)
- Learn about [The Trevor Project](#) resources and the [2022 National Survey on LGBTQ Youth Mental Health](#)
- Learn about why pronouns matter | [Pronouns.org Resources on Personal Pronouns](#)
- Learn how to ensure LGBTQIA+ people, their families, and communities receive equal access to health services | [LGBTQI+ | HHS.gov](#)
- Learn how to work more effectively with the LGBTQ+ community | [June is Pride Month - Relias](#)



### Talking Health Equity with the CDC Director

Join the National Council for Mental Wellbeing and Rochelle P. Walensky, Director of the Centers for Disease Control and Prevention (CDC), on **July 6 at 1:00 pm (CT)**. They will discuss the following:

- The state of health equity and how we can move the conversation forward.
- What can be done to increase health equity in communities across the country.
- How we can better address the impact of health disparities on people's lives.
- How to improve a health care system that leaves too many people behind.

Register for this special Wellbeing Wednesday discussion | [Wellbeing Wednesdays Episode 7- Advancing Health Equity \(swoogo.com\)](#)



A NIGHT OF ART, MUSIC, POETRY, AND COMEDY.

### Save the Date!

ReDiscover is excited to announce their brand-new event, **Art After Dark, A Spotlight on Mental Health**, coming to the Kansas City community on August 5, 2022, from 6:00-10:00pm at the Grandview Amphitheater. Art After Dark will showcase

powerful stories of mental health and resilience. This evening of coming together as a community will feature some delicious food trucks and culminate with local performing artists showcasing their talents in music, dance, poetry, and humor.

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





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



**ReDiscover Book Club Holds Inclusive Conversations**

This month ReDiscover's REACH (ReDiscover Equity & Awareness to Create Harmony) Committee began hosting its second organizational book club. The committee selected *Inclusive Conversations: Fostering Equity, Empathy, and Belonging across Differences* by Mary-Frances Winters. The book is said to encourage "effective dialogue across different dimensions of diversity, such as race, gender, age, religion, or sexual orientation, fosters a sense of belonging and inclusion, which in turn leads to greater productivity, performance, and innovation." Meeting biweekly, the group will unpack dialogue and process reflection questions provided by the author. Additionally, the team will discuss ways to continue to implement inclusive conversations within ReDiscover.



**The theme for June at Burrell is *Illuminating Inclusion* as they celebrate Pride Month and Juneteenth!**

- The DEI Team at Burrell will host a Table Talk on June 15<sup>th</sup> to discuss the importance of having representation in art and using art as a means to social justice.
- The team also launched a LGBTQIA+ Resource Card throughout the system for every team member to have access to at their workstation.



*Keke Rover*

- Keke Rover, System Director of DEI, was featured as a Guest Columnist in the Springfield Business Journal | [Opinion: Why DEI matters in the workplace | Springfield Business Journal \(sbj.net\)](#)
- Dr. Shelly Faman-Moore, VP of Be Well Initiatives, was interviewed for an article in the Columbia Daily Tribune | [Mental health matters: Overall wellness means inclusion, studies show \(columbiatribune.com\)](#)
- A special Be Well segment with Nclusion Plus speakers will be held June 29.
- Keke will be celebrated at Springfield Juneteenth on Saturday, June 18, when she is recognized as a recipient of NAACP Springfield's "Black Excellence" Award! **Way to go Keke!!**



**Integrated Work presented at the June MBHC Board Retreat!** Integrated Work is a social impact consulting firm working with mission-driven leaders and organizations to amplify their effect on the communities they serve. In partnership with MBHC's CEDI Committee, their team members gathered and analyzed feedback from employees at 32 MBHC member agencies to deepen awareness of the employee experience and inform CEDI-based workforce development initiatives and organizational benchmarks across the MBHC network. Darrie Matthew Burrage and Mikayla Branz, Integrated Work team members, presented findings from the CEDI Survey on June 6 to CEOs and other leadership who attended the retreat. The team has already started providing technical assistance to several agencies based upon their individual results and there are plans to extend this to many more agencies over the next year!

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**June is Internet Safety Month!**

[Internet Safety Month \(missingkids.org\)](#)

[Internet Safety Month | Office of Juvenile Justice and Delinquency Prevention \(ojp.gov\)](#)

June 28 from 10:00 am to 3:15 pm (CT)  
[Protect Our Youth Online: A Virtual Event to Start the Conversation | Office of Juvenile Justice and Delinquency Prevention](#)





MISSOURI BEHAVIORAL HEALTH COUNCIL

Connect with Me

Do you have a teen in your life that looks to you for support or guidance? Are you a parent, uncle, teacher or other adult that works closely to teenagers? Talking with teens may not always be easy, but most adults agree it is important to have meaningful conversations with young people. The more resources you have to help communicate, the more prepared and comfortable you both are for the highs and lows of adolescence. The Connect with Me cards are a great tool to strengthen the connections and help start meaningful conversations between youth and adults. Get your FREE deck (or however many you need) by visiting [Connect with Me | Health & Senior Services \(mo.gov\)](http://Connect with Me | Health & Senior Services (mo.gov)).



**Celebrate Men's Health Month in June** | Throughout June, [Men's Health Month](#) aims to encourage boys and men to take charge of their overall health by implementing healthy living decisions. According to the [Centers for Disease Control and Prevention](#) (CDC), 13.2% of men aged 18 and over are in fair or poor health. The HHS Office of Minority Health (OMH) [Six Plays for Men's Health](#) remind men and boys that they can improve their health by seeking medical advice and taking other important steps, such as making healthy food choices, staying active, quitting smoking, getting regular checkups, taking care of their mental health, and getting the COVID-19 vaccine.



Join the National Council for Mental Wellbeing on **June 27 at 12:30 pm (CT) for the next Social Justice Leadership Academy Event.** Sam Hasan, Director of Outpatient Clinic Operations and Certified Community Behavioral Health Clinic (CCBHC) Project Director at CenterPointe and Dr. Teresa Lewis-Hunt, Family Nurse Practitioner at CenterPointe will discuss how systemic inequities rooted in race, gender, ethnicity, age, and class have created lasting and damaging health disparities in mental wellbeing. The conversation will include solutions -- what we can do personally and as organizations to dismantle unjust systems and structures. [Webinar Registration](#)



- ➔ June is PTSD Awareness Month | [PTSD Self-Screen - PTSD: National Center for PTSD \(va.gov\)](#) and [How Common is PTSD in Adults? - PTSD: National Center for PTSD \(va.gov\)](#)
- ➔ June 5 is [National Cancer Survivors Day® \(ncsd.org\)](#)
- ➔ June 14 is Flag Day | [What Is Flag Day? - HISTORY](#)
- ➔ June 15 is World Elder Abuse Awareness Day | [Office for Victims of Crime \(ojp.gov\)](#)
- ➔ June 19 is World Sickle Cell Day | [Sickle Cell Disease Awareness](#)
- ➔ June 26 is National HIV Testing Day | [National HIV Testing Day](#)

**Resources for Coping with Traumatic Events** | Responses to traumatic events such as the recent violence in Buffalo, New York, Uvalde, Texas, and Tulsa, Oklahoma can be immediate or delayed. Most people have intense responses immediately following, and often for several weeks or months after a traumatic event. You may feel anxious, sad, or angry, have trouble concentrating and sleeping, and continually think about what happened. In some cases, you might have frightening thoughts, nightmares, or flashbacks to the experience. Children may wet their beds, have difficulty talking, or become unusually clingy. The National Institute of Mental Health (NIMH) offers information on [ways to cope and find help following a traumatic event](#). They also have publications on helping children and teens cope with traumatic events and post-traumatic stress disorder. These publications are [available in English and Spanish](#).



All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](#)



## JULY 2022 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](mailto:krafferty@mobhc.org)

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**CEDI Chair** | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health

### The CEDI Committee Welcomes a New Chair!

As of July 1, the CEDI Committee introduces our new Chair, Dr. Shelly Farnan-Moore! Shelly is the Vice President of Be Well Initiatives at Burrell Behavioral Health and leads The Office of DEI. She has served as a co-chair for the CEDI Committee since 2020. We are excited to have her lead this committee with exciting things to happen in the future!

### Thank You Tiffany Lacy Clark!

As Shelly takes on the role of Chair, we will miss having the fearless, amazing, bold, and honest leadership Tiffany has brought the CEDI Committee over the past two years! It is awesome to think about what the CEDI train has accomplished with Tiffany as the engineer! We appreciate and honor Tiffany but will not let her go far as she will continue to support and advance the important work in Culture, Equity, Diversity, and Inclusion for many years!

### July is Minority Mental Health Awareness Month



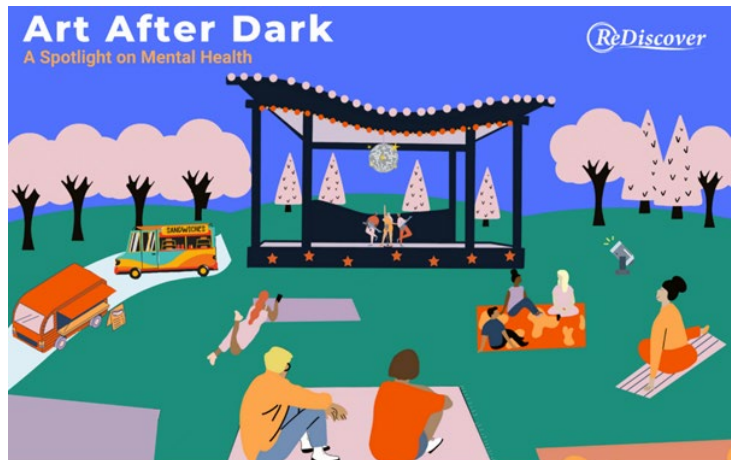
National Minority Mental Health Awareness Month is observed each July to bring awareness to the unique struggles that racial and ethnic minority communities face regarding mental illness

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.

- ✓ [Addressing Health Equity and Racial Justice - National Council for Mental Wellbeing \(thenationalcouncil.org\)](https://thenationalcouncil.org)
- ✓ [National Minority Mental Health Awareness Month \(hhs.gov\)](https://hhs.gov)
- ✓ [National Minority Mental Health Awareness Month — Resources and Publications \(hhs.gov\)](https://hhs.gov)



- ✓ [Bebe Moore Campbell National Minority Mental Health Awareness Month | NAMI: National Alliance on Mental Illness](https://namimn.org)
- ✓ [Reflecting on 'identity' this Minority Mental Health Month | Addiction Technology Transfer Center \(ATTC\) Network \(attcnetwork.org\)](https://attcnetwork.org)



A NIGHT OF ART, MUSIC, POETRY, AND COMEDY.

### Art After Dark with ReDiscover

ReDiscover is excited to announce their brand-new event, **Art After Dark**, *A Spotlight on Mental Health*, coming to the Kansas City community on **August 5, 2022, from 6:00-10:00pm** at the Grandview Amphitheater. Art After Dark will show case powerful stories of mental health and resilience. This evening of coming together as a community will feature some delicious food trucks and culminate with local performing artists showcasing their talents in music, dance, poetry, and humor.

### 988 LAUNCHES IN JULY!

### Advancement in Missouri's Crisis Services by Crisis Episode

Missouri's 988 Task Force has been developing and preparing the state systems to implement and respond to the 988 call which launch in July 2022. This 3-digit number will available 24/7 for all mental health and suicide-related crises. To learn more about 988 | [988 Suicide and Crisis Lifeline](#) | [SAMHSA](#)



# 988



call  
text  
chat

will divert individuals in crisis away from law enforcement, emergency, and hospital resources, reducing the burden on these systems.

[988 Suicide & Crisis Lifeline | dmh.mo.gov](#)



In the first year of implementation, Missouri is expected to receive approximately

# 377,000

 contacts

### what 988 will do

- ★ Connect individuals in crisis with a mental health professional to address immediate needs.
- ★ Assure 24 / 7 availability and rapid access to crisis services via call, chat, or text.
- ★ Reduce health care spending with more cost-effective, early intervention.
- ★ Reduce use of law enforcement, public health, and other safety resources.
- ★ Meet the growing need for crisis intervention at scale.

### No-Wrong-Door Integrated Crisis System



988 Hotlines

Someone to talk to



Mobile Crisis Response

Someone to respond



Behavioral Health Crisis Centers

Someplace to go

### Incorporating DEIB into Mental Health First Aid

Historically marginalized communities, such as communities of color, face [disproportionate challenges](#) around access to and quality of mental health and substance use care. That is why it is crucial to consider how we can continue incorporating diversity, equity, inclusion and belonging (DEIB) into our Mental Health First Aid (MHFA) actions. [Read our new blog post](#) for more information and expert insight from MHFA National Trainers.



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



**Juneteenth and Pride Month Celebrations around the state!**

→ **Heartland Center for Behavioral Change** celebrated Juneteenth on Wednesday, June 16 at twelve locations with an ice cream social for clients and staff (see picture to the right)! It was an informative and educational opportunity to distribute materials to raise awareness of the historical legacy of Juneteenth.



→ As part of **ReDiscover's** ongoing Diversity and Inclusion efforts, the ReDiscover Equity & Awareness to Create Harmony (REACH) committee is conducting a summer-long D&I Bingo to encourage staff in looking for ways to support their community and improve their own D&I efforts. See picture of the Bingo card to the left!

7 Volunteer at a local organization	8 Eat at a restaurant that is woman-owned, minority-owned, LGBTQ-owned	9 Watch a film in a different language with subtitles
12 Learn 5 words in a new language	<b>FREE</b>	14 Attend a festival
17 Add your pronouns into your ReDiscover email signature	18 Visit a museum	19 Engage in dance (salsa, swing, Sufi dancing, Irish dancing, etc)

→ **BHR** produced a video to observe the meaning of Juneteenth and shared with employees [BHR Juneteenth Video](#).

→ **Burrell Behavioral Health** was featured in the Inside Columbia publication | [Juneteenth reflections reveal opportunity to improve health care access | Inside Columbia](#). They also celebrated all of the inclusion events with verve (pictures to the right).



→ **FCC** had tables at the second annual Pride at the Park in Cape Girardeau and at the first ever Pride event in Poplar Bluff (pictures to the left and right). They passed out Safe Space stickers and pins to staff for their offices and their badges. They also held our first ever Pride Day where FCC staff could wear their favorite Pride Shirts to work. The **FCC Youth STAR Program** had a Juneteenth Celebration where their clients participated at the Diane Sayre Recreation Center in Caruthersville, Missouri. Staff took this opportunity to inspire

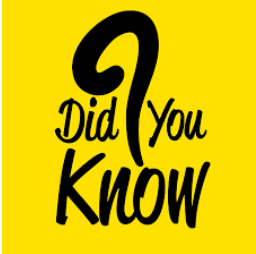


consumers to learn more about diversity and inclusion through celebrating the new federal holiday of Juneteenth. Clients were encouraged to take part in various sports and arts and crafts activities.



→ **Tri-County Mental Health Services** held its first diversity and wellness fair! Tri-Countians and some of their contractors contributed and turned out to help support and make the diversity fair a success! See pictures of some of the artwork and talented salsa dancers to the left and right!





**Integrated Work** is a social impact consulting firm working with mission-driven leaders and organizations to amplify their effect on the communities they serve. In partnership with MBHC's CEDI Committee, their team members gathered and analyzed feedback from employees at 32 MBHC member agencies to deepen awareness of the employee experience and inform CEDI-based workforce development initiatives and organizational benchmarks across the MBHC network. The team has already started providing technical assistance to several agencies based upon their individual results and there are plans to extend this to many more agencies over the next year!

**Burrell Behavioral Health** began rolling out the data from the MBHC CEDI Survey which has led to exciting activities:

- ✓ Continuing Burrell's work on a DEI strategic plan
- ✓ Increasing Burrell's visibility-- DEI contact cards created for staff
- ✓ Continued meetings with Burrell's SOGI (Sexual Orientation and Gender Identity) champs to brainstorm and develop programming
- ✓ Continued collaboration with other departments and community members



**CEDI Policy Subcommittee Corner**

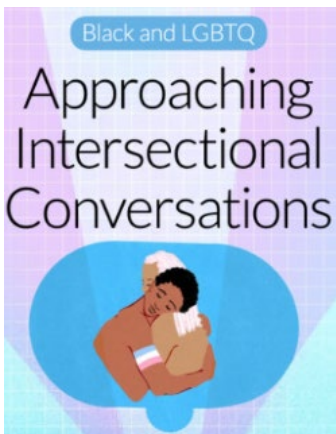
Does your organization recognize Juneteenth as a holiday? An important step in creating inclusive spaces is to **consider Holiday Policies and Practices**. This month, the Policy Subcommittee encourages you to get curious about the policies and practices within your organization regarding official holidays.

**Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.**

On **July 27 at 12:00 pm CT**, Burrell Behavioral Health will feature two of the Integrated Work team members (Darrie Matthew Barrage and Mikayla Branz) to discuss how history can move us towards healing and the role of data with DEI. Zoom link: <https://burrellcenter.zoom.us/j/3813192740> Phone Number: 1-312-626-6799 Meeting ID: 381 319 2740

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

All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](#)



**Black & LGBTQ| Approaching Intersectional Conversations:** As the national conversation around racial justice and equality for Black people grows in volume and scope, many Black LGBTQ young people are facing difficult conversations with people who are uninformed about race, queer identities, or the intersection of both. These conversations can take a variety of forms. Some are engaging their white friends for the first time about how being Black impacts their experience in LGBTQ spaces, and others are opening up about the nuances of their queer experiences in Black spaces. For people who hold multiple marginalized identities, it can sometimes feel overwhelming to explore the layers of these conversations with others — especially those whose lived experiences are different. [The Trevor Project](#) has developed a resource to assist with these conversations | [intersectional-conversations.pdf \(thetrevorproject.org\)](#)





## AUGUST 2022 NEWSLETTER

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

**Better known as CEDI!**

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**CEDI Chair** | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health

### CEDI Survey Report



In partnership with MBHC’s CEDI Committee, Integrated Work, a social impact consulting firm, gathered and analyzed feedback from MBHC member agencies to deepen awareness of the

employee experience and inform CEDI-based workforce development initiatives and organizational benchmarks across the MBHC network. Darrie Matthew Burrage and Mikayla Branz, Integrated Work team members, have presented findings from the CEDI Survey to the CEDI Committee Members and to agency leadership who attended the June MBHC Board Retreat. The Integrated Work team is currently providing technical assistance to several agencies based upon their individual results and there are plans to extend this to many more agencies over the next year! The CEDI Committee would like to share some of these results in this and future newsletters, so all agencies have the opportunity to review and take action!

#### FIRST...Why does CEDI matter to Behavioral Health?

- ✓ Behavioral Health and justice go together
- ✓ Diversity has many facets
- ✓ People access inclusive spaces
- ✓ Demographics are changing
- ✓ People expect CEDI in an organization
- ✓ Increase in funding priorities



The CEDI Survey garnered **over 2,600 responses from 32 MBHC member agencies!** Integrated Work collected these responses and reviewed all open-ended survey questions, conducted 11 one-on-one interviews, and held a listening session with 16 participants. Data was de-identified and aggregated to preserve anonymity while reporting meaningful results. After thorough analysis, Integrate Work has focused on **FIVE recommendations** based on overarching themes from the survey responses:



### Increase Representation

- Who we see succeed matters
- Consider the story you want people to tell about working here
- Help people “see and spend” their privilege to make things better for everyone

# 02



- Align through “why”
- Honor the voices that signal and speak progress
- Leverage positional power to elevate your staff

## Foster Opportunities for Voice

# 03



- Mirror our clients
- Recognize the value of a health staff
- Develop internal and inclusive pathways

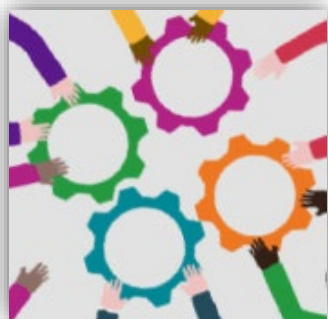
## Build a Culture of Inclusion

# 04



- Allow for all staff to see themselves in the trainings you offer
- Prepare your people now for the future we collectively desire
- Invest in your staff’s potential to impact others

## Provide Meaningful Training



# 05



- Prioritize and protect staff wellbeing
- Cultivate healing and trust among staff
- Be transparent about staff stories and organizational progress

## Take Action

In future newsletters, we will take a closer look at each of the five recommendations and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!

### Celebrate August

- Black Owned Business Month | [BLACK BUSINESS MONTH -August 2022](#) and [Black-Owned Businesses to Support in Black Business Month 2022](#)
- [National Minority Donor Awareness Month - Donate Life America](#)
- [National Immunization Awareness Month \(NIAM\) | CDC](#)
- [National Breastfeeding Month | It's Only Natural](#)
- International Youth Day is August 12 | [International Youth Day | United Nations](#)
- International Overdose Prevention Day is August 31 | [Drug Overdose](#)
- Learning opportunity! August 29 at 11:00 am CT | [Historical & Intergenerational Trauma and Resiliency](#)



### **CEDI Policy Subcommittee Corner**

We know and understand the frustration with data collection and ensuring we stay relevant with how each of our clients identify – their pronouns, race, gender, etc. The CEDI Policy Subcommittee requests your input on how we can make improvements to our data collection in all our various systems and to make recommendations for consistency among all agencies and data reporting systems.

**Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.**



MISSOURI BEHAVIORAL  
HEALTH COUNCIL

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



In the  
Spotlight

**Independence Center** has created a new ADA ramp to make its building more accessible to those with physical disabilities. This project is a direct result of the work happening from Independence

Center's Diversity, Equity and Inclusion (DEI) committee.

"We want everyone who comes to our facilities to feel a sense of belonging," said Trish Holmes, Executive Director of Independence Center. "Our Clubhouse model, which promotes those with mental illness to feel

needed, wanted and accepted, should carry over to all who enter our building. We want everyone to feel welcome, regardless of if you are walking, rolling or strolling in the building." Read the story here [Independence Center Builds New ADA Ramp to Promote Inclusion and Accessibility](#) and [Independence Center Unveils New ADA Ramp And Welcome Center](#)



**!!SAVE THE DATE!!** ReDiscover is excited to announce their annual **Fearon Institute** will be held in person on Friday, October

21 at Unity Village Hotel & Conference Center. This year's theme is **"Let's Talk: Creating Space through Togetherness and Transparency,"** featuring keynote speaker, Christie Tate. During this day of learning, attendees will be inspired to approach community mental health from a lens that welcomes honesty, individuality, and advocacy. Sessions will include a state legislative update as well as two-panel discussions:

- *We're Not Okay: Identifying and Treating Suicidality in Diverse Populations*

- *The Intersection of Research and Recovery*

Stay tuned for more updates and ticket information in the coming weeks!



**Let's Talk:  
Creating Space  
Through Togetherness  
and Transparency**

**FRIDAY, OCTOBER 21, 2022**

Unity Village Hotel & Conference Center  
1901 NW Blue Pkwy. Lee's Summit, MO 64065



Keynote Presentation By NYT Bestselling Author:

*Christie Tate*

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

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**Are you attending the 2022 Missouri Behavioral Health Conference on September 8 and 9??**

We hope to see everyone at the [2022 Missouri Behavioral Health Conference](#) in St. Louis on September 8 and 9! There



will be a several CEDI Committee members and leaders providing presentations on important CEDI topics:

- ➔ *Culturally Responsive Techniques & Strategies for Treatment* with Janice Ruesler and Nic Barna, Gibson Center for Behavioral Change | 9/8 at 9:45 am
- ➔ *A Seat at the Table* with Astra Garner, ReDiscover, Dr. Shelly Farnan, Burrell Behavioral Health, and Tiffany Lacy Clark, Behavioral Health Response | 9/8 at 11:00 am
- ➔ *Cultivating and Implementing LGBTQIA+ Inclusion* with Dr. Shelly Farnan and Keke Rover with Burrell Behavioral Health | 9/8 at 2:15 pm
- ➔ *Oops I Said It Again...A discussion on microaggressions & how to move forward in respectful discourse* with Dianne Asher, University Health, and Tiffany Lacy Clark, Behavioral Health Response | 9/8 at 3:30 pm

- ➔ *Inclusive Leadership* with Darla Young, Compass Health Network | 9/8 at 3:30 pm
- ➔ *MBHC CEDI Data* with Darrie Matthew Burrage, Integrated Work | 9/9 at 9:45 am
- ➔ *Creating Human-First Organizations* with Darrie Matthew Burrage, Integrated Work | 9/9 at 11:00 am
- ➔ *Cultural Competence Development for Individuals and Organizations* with David Kingsbury, DMH | 9/9 at 11:00 am

**NAMI Resources**

- [Embracing Hip-Hop Music in Mental Health Treatment](#)
- [Coming to Terms with Mental Illness and My Identity](#)
- [My Experience as a Transgender Physician with Mental Illness](#)
- [Approaching Mental Health Care with a Trauma-Informed Perspective](#)
- [Five Tips to Cope with Double Discrimination](#)

**Upcoming Webinars and Learning Opportunities**

- September 6 at 1:00 pm CT | [Saving Our Children: Current Considerations for Preventing Suicide in Children and Adolescents](#)
- [OJJDP Expands Efforts To Protect Youth Who Identify as LGBTQI+ and Two Spirit | Office of Juvenile Justice and Delinquency Prevention \(ojp.gov\)](#)
- [Home » LGBTQIA+ Health Education Center](#)
- Trans-related infographics to share and print | [Graphics - \(transstudent.org\)](#)



**The Trevor Project** has released its **2021 Annual Report!** Here are a few highlights:

- ✓ 201,000+ crisis contacts directly served through TrevorLifeline, TrevorChat, and TrevorText in FY21
- ✓ 1,600+ volunteers supporting young people
- ✓ 35,000 LGBTQ youth experiences represented in 2021 survey including 45% LGBTQ youth of color
- ✓ Read the full report here | [TTP Annual-Report-2021\\_CR8.pdf](#) ([thetrevorproject.org](http://thetrevorproject.org))



Over the past three years, The Trevor Project has more than doubled the number of crisis contacts served (people contacting our crisis services) year-over-year.



## SEPTEMBER 2022 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](mailto:krafferty@mobhc.org)

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**CEDI Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health**

### CEDI Survey Report | Increase Representation



As part of the CEDI Committee’s ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work. This month, the newsletter will focus on the first recommendation: **Increase Representation.**



#### Increase Representation

- Who we see succeed matters
- Consider the story you want people to tell about working here
- Help people “see and spend” their privilege to make things better for everyone

Respondents identified the need for more racial/ethnic diversity across all levels in the workforce, the importance of celebrating specific groups that have been historically marginalized, greater support for LGBTQ+ staff and clients, and more attention to neurodiversity and ability.

#### What Action Steps Can We Take?

- Make it easier for people to themselves thriving by elevating and showcasing leaders from diverse backgrounds.
- Pay attention to the employee experience, especially for underrepresented groups.
- Make it easy, acceptable, and appreciated for people with historically greater privilege to notice and intervene to address inequities.

In future newsletters, we will take a closer look at each of the five recommendations and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!



#### September is Recovery Month!

- [facesandvoicesofrecovery.org](https://www.facesandvoicesofrecovery.org)
- [National Recovery Month 2022](https://www.nationalrecoverymonth.org)
- **September 28 at 1:00 pm CT | [Wellbeing Wednesdays Episode 8- Alcohol Use Disorder: Our Nation's Hidden Epidemic \(swoogo.com\)](https://www.wellbeingwednesdays.com)**

- Interest Groups to innovate and improve mental health and substance use care for historically underserved communities | [National Council Interest Groups - National Council for Mental Wellbeing \(thenationalcouncil.org\)](https://www.thenationalcouncil.org)



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



!!SAVE THE DATE!! ReDiscover is excited to announce their annual Fearon Institute will be held in person on Friday, October 21 at Unity Village Hotel & Conference Center. This year's theme is "Let's Talk: Creating Space through Togetherness and Transparency," featuring keynote speaker, Christie Tate. During this day of learning, attendees will be inspired to approach community mental health from a lens that welcomes honesty, individuality, and advocacy. Sessions will include a state legislative update as well as two-panel discussions:

- We're Not Okay: Identifying and Treating Suicidality in Diverse Populations
The Intersection of Research and Recovery

For more information and to register: Summary - 2022 Fearon Institute: "Let's Talk: Creating Space Through Togetherness and Transparency" (cvent.com)



DEI Updates from Burrell Behavioral Health

- Burrell DEI staff will host an Inclusion Hour on Be Well to discuss suicide and suicide prevention for BIPOC communities.
Staff attended the MBHC Conference and met some of the CEDI family in person!
They will continue to offer leadership and team training regarding the "Why Behind DEI" and will be part of the Burrell Speaker Series to offer training about systemic racism.
DEI team member Marlee Bunch had her dissertation study and collaborative art curation (which looks at the historic oral histories of how racism and integration impacted the lives of Black, female educators) exhibited at HAW Contemporary Gallery in Kansas City. The "Unlearning the Hush" exhibit runs until September 24, 2022. http://www.hawcontemporary.com/exhibitions

HISPANIC HERITAGE MONTH

Every year, Hispanic Heritage Month is observed from September 15 to October 15. The theme for this year's observance is Unidos: Inclusivity for a Stronger Nation.



Throughout the month, the HHS Office of Minority Health (OMH) will partner with other federal offices and stakeholders to share bilingual education messages about disease prevention and health promotion to help build healthier and stronger Latino communities. Visit the OMH Hispanic Heritage Month website to find resources, social media messages and graphics, and other materials.

September is Sickle Cell Awareness Month | A time to recognize the perseverance of patients living with sickle cell disease (SCD) and to recommit ourselves to improving the quality of life and health outcomes for all individuals living with SCD: Sickle Cell Disease Awareness - Office of Minority Health (hhs.gov). According to the Centers for Disease Control and Prevention (CDC):

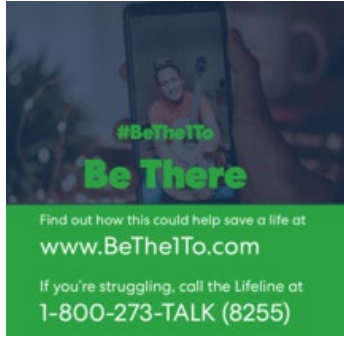
- One out of every 365 Black people is born with sickle cell disease.
One out of every 16,300 Latino people is born with sickle cell disease.
About one in thirteen Black babies are born with sickle cell trait.

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

Let's Talk: Creating Space Through Togetherness and Transparency
FRIDAY, OCTOBER 21, 2022
Unity Village Hotel & Conference Center
1901 NW Blue Pkwy. Lee's Summit, MO 64065
Keynote Presentation By NYT Bestselling Author: Christie Tate



### National Suicide Prevention Awareness Month



**September is National Suicide Prevention Month.** According to the [CDC](#), people of any age, race, ethnicity, or sex can experience suicide risk, but certain groups have substantially higher rates of suicide. These include veterans, sexual and gender minorities, and [American Indian or Alaska Native \(AI/AN\) people](#). Suicide rates among AI/AN people is 68.4 per 100,000 for males ages 15-34, 36.0 per 100,000 for males ages 35-64, and 33.0 per 100,000 for youth ages 10-24.

[#BeThe1To](#), an initiative of the [988 Suicide & Crisis Lifeline](#), has identified [five evidence-based steps](#) (also available in [Spanish](#)) that can help you support someone in crisis:

- **Ask** the question, "Are you thinking about suicide?" and listen to their answer without judgment.
- **Be there**, whether in-person, on the phone, or through social media. Help them feel connected and explore their reasons for living.
- **Keep them safe**. Put time and distance between the person in crisis and any self-harm or lethal methods.
- **Help them connect** to mental health services and other sources of support.
- **Follow up**. Visit, leave a message, send a text, or give them a call.



**There is hope. If you or someone you know is in crisis, call 988 to speak with a skilled, trained crisis worker. 988, la línea de prevención del suicidio y crisis, está disponible [en español](#).**

The Bureau of Justice Assistance (BJA) and law enforcement agencies around the U.S. are establishing and expanding on safety and wellness programming to address the physical and mental health issues that impact our officers: [Law Enforcement Officer Safety and Wellness | Preventing Suicide Among Officers | Bureau of Justice Assistance \(ojp.gov\)](#)

The Substance Abuse and Mental Health Services Administration (SAMHSA) continues to update the [988 Partner Toolkit](#) at [samhsa.gov/988](#) with several new [social media shareables](#) that we encourage you to use throughout the remainder of Suicide Prevention Month and beyond.



#### Resources and Learning Opportunities

- [Creating Safer Spaces in Schools for LGBTQ Youth – The Trevor Project](#)
- [BIPOC Mental Health Guide: Reclaim Your Roots - The Mental Health Coalition](#)
- **Thursday, Sept. 22, 2:00 pm CT** | [The Influence of Immigration Status on Substance Use Disorders and Treatment](#)
- **Monday, Sept. 26, 12:00 pm CT** | [Suicide Prevention within the LGBTQ+ Community](#)
- **Wednesday, Sept. 28, 2:00 pm CT** | [Substance Use and Mental Illness Among BIPOC: Bridging Gaps in Equity](#)
- **Wednesday, Sept. 28, 2:00 pm CT** | [CoE-IHS Webinar: CLAS Part 1 – History and Purpose of the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Thursday, Sept. 29, 1:00 pm CT** | [Decreasing Disparities and Improving Outcomes: A Closer Look at Standardization Tools Around Service Intensity](#)
- **Thursday, Oct. 20, 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 2 – Introduction to the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Tuesday, Nov. 15, 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 3 – Implementing the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)

All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity...](#) ([mobhc.org](#))



## 2022 Missouri Behavioral Health Conference

The CEDI Committee was well represented at the 2022 Missouri Behavioral Health Conference in St. Louis on September 8 and 9! There were several CEDI Committee members and leaders providing presentations on important CEDI topics.



→ *Culturally Responsive Techniques & Strategies for Treatment* with Janice Ruesler and Nic Barna, Gibson Center for Behavioral Change

→ *A Seat at the Table* with Astra Garner, ReDiscover, Dr. Shelly Farnan, Burrell Behavioral Health, and Tiffany Lacy Clark, Behavioral Health Response

→ *Cultivating and Implementing LGBTQIA+ Inclusion* with Dr. Shelly Farnan and Keke Rover with Burrell Behavioral Health

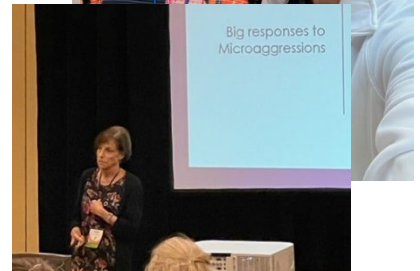
→ *Oops I Said It Again...A discussion on microaggressions & how to move forward in respectful discourse* with Dianne Asher, University Health, and Tiffany Lacy Clark, Behavioral Health Response

→ *Inclusive Leadership* with Darla Young, Compass Health Network

→ *MBHC CEDI Data* with Darrie Matthew Burrage, Integrated Work

→ *Creating Human-First Organizations* with Darrie Matthew Burrage, Integrated Work

→ *Cultural Competence Development for Individuals and Organizations* with David Kingsbury, DMH



Everyone enjoyed being together and sharing the experience! Looking forward to next year's conference, September 20-22, 2023, at the Westin Crown Center in Kansas City, Missouri!





MISSOURI BEHAVIORAL HEALTH COUNCIL

## OCTOBER 2022 NEWSLETTER

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

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**CEDI Chair** | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health

### CEDI Survey Report | Foster Opportunities for Voice



As part of the CEDI Committee’s ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work.

This month, the newsletter will focus on the second recommendation: **Foster Opportunities for Voice**.

# 02



### Foster Opportunities for Voice

- Align through “why”
- Honor the voices that signal and speak progress
- Leverage positional power to elevate your staff

Respondents identified the need to develop a culture where diverse ideas and perspectives are valued and welcomed and the importance of having more consistent and transparent communication around CEDI efforts (at the organization, departmental, and team level).

#### What Action Steps Can We Take?

- Create alignment by communicating the core “whys” of DEI initiatives through data, stories, and its connection to organizational goals.
- Recognize the voices of marginalized groups as valuable feedback to move the organization forward.
- Organizational leaders use their voice strategically to uphold DEI initiatives and uplift marginalized staff.

In future newsletters, we will take a closer look at each of the five recommendations and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!



**CEDI would like to extend our deepest gratitude to Dianne Asher** who has courageously served the CEDI mission for many years – all while leading staff at University Health, within the KC region, and across our great state. CEDI’s former – and fierce – chair, Tiffany Lacy Clark, recently shared how Dianne graciously took her under her wing as Tiffany was preparing to officially lead DEI efforts. Tiffany beamed as she recalled how Dianne and University Health had been excelling in DEI spaces for years. You can imagine the emotion that surfaced as Tiffany thanked Dianne – **a mentor and advocate** – as well as wished her well. **Dianne, thank you!** We will miss your voice, your support and your guidance while also celebrating your move and cheering you on, just a couple of states away. We aspire to be the “Dianne” to every “Tiffany” we encounter – welcoming up and coming leaders with open arms and supporting their brilliant and beautiful launch in to changing our future for the better.



MISSOURI BEHAVIORAL HEALTH COUNCIL

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



Diwali, which is also called the Festival of Lights or Deepavali, is a joyful five-day festival celebrated by millions of Hindus, Sikhs, and Jains across the globe. It takes place in the Hindu month of Kartik, which tends to be around October and November. This year, Diwali will take place from October 23, 2022 to October 27, 2022. However, the biggest day of the celebration will be on October 24, 2022. 75 Diwali Wishes and Greetings — Happy Diwali Wishes for 2022



October is Global Diversity Awareness Month | This is a wonderful opportunity to seek out and promote diversity of thought and experience within our workplaces and communities. Download this guide from The Diversity Movement for some ideas and examples for how to create an authentic celebration of diversity at your organization: Global Diversity Awareness Month Guide.

October is LGBTQ History Month!

LGBTQ History Month celebrates the LGBTQ community's victories and accomplishments, which have safeguarded and advanced fundamental rights and freedoms.

- Home | LGBTQHistoryMonth.com
Celebrating LGBTQ History Month: How it started and why it matters - LGBTQ Nation
University recognizes LGBTQ History Month - News - Missouri State University
LGBTQ+ History Month | UMSL



What do you HONOR in October?

- Hispanic Heritage Month | September 15-October 15
Mental Illness Awareness Week | October 2-8
Indigenous People's Day | October 10
World Mental Health Day | October 10
National Coming Out Day | October 11
National Latinx AIDS Awareness Day | October 15
Intersex Awareness Day | October 26
Asexual Awareness Week (ACE Week) | October 23-29
National Domestic Violence Awareness and Prevention Month
National Bullying Prevention Awareness Month
National Health Literacy Month

The 988 Lifeline has been funded to begin a pilot program for LGBTQ+ youth and young adults (those under 25 years of age). 988 Lifeline callers, texters, and chatters will now have an option to self-select to be connected to specialized LGBTQ+ affirming counseling.

Beginning on Thursday, September 29, 2022, at 9am ET, callers wishing to access this specialized crisis counseling will be connected to the subcontracted service provider by pressing 3 during the IVR introduction to the 988 Lifeline. This is a similar process for callers connecting to the Spanish subnetwork or the Veterans Crisis Line. Beginning, September 28, 2022, from 3pm ET - 2am ET, chatters and texters will have the opportunity to self-select for this service before being connected to a counselor. Upon the pilot's launch, callers will have 24/7 access to this specialized counseling, and chatters/texters will have daily access from 3pm ET to 2am ET.

Click on picture to the right for more mental health resources from the World Health Organization!





### Justice Reinvestment | Reducing the School to Prison Pipeline

Did you know students in the juvenile justice system have fewer opportunities for success in school and employment? Fortunately, there are other options! When diversion programs are used, students are 45% less likely to commit another offense. In the Reducing the School to Prison Pipeline video series, you will hear from members of several disciplines about their roles and responsibilities, and how we all can respond to youth misbehavior more effectively with proven methods that put students on the path to success. To access the video series, click on the registration link below. Once you have completed registration, you will receive instructions to access the training. There is no cost to access the training! [Justice Reinvestment: Reducing the School to Prison Pipeline - MSBA \(mosba.org\)](https://www.mosba.org)



Interested in learning more about workforce innovations in integrated care settings? Check out the recording from the [first session](#) in National Council's new Office Hour series. Read more from one of the learning collaborative participants in an [Integration Success Story](#).

- **Thursday, Nov. 3 at 2:00 pm** | [Diversity, Equity and Belonging-focused Solutions to Recruit and Retain the Workforce](#)
- **Thursday, Dec. 8 at 1:00 pm CT** | [Growing the Workforce Pipeline Through Strategic Community Partnerships](#)

Using the CLAS framework can improve health literacy, reduce health disparities, advance health equity and improve the overall wellbeing of your patients and clients. Check out the [recording](#) from the first session in National Council's webinar series to learn more! And mark your calendars for upcoming sessions:

- **Thursday, Oct. 20 at 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 2 – Introduction to the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Tuesday, Nov. 15 at 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 3 – Implementing the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Thursday, Nov. 17 at 12:00 pm CT** | [CLAS Series Office Hour](#)



### Resources and Learning Opportunities

- » [Adapting Evidence-Based Practices for Under-Resourced Populations \(samhsa.gov\)](#)
- » Friday, October 28 at 11:00 am CT | [Understanding Colorism and Addressing Implicit Biases with Latino Families and Communities](#)
- » The National Council for Mental Wellbeing is partnering with Seneca Family of Agencies to recruit experienced mental health providers to participate in their **Todo Por Mi Familia (TPMF) program** supporting families who were separated at the U.S. border under the Zero Tolerance Policy. Learn more by joining an information session on October 25 at 2:00 pm CT | [Webinar Registration - Zoom](#)
- » The Trevor Project launched 24/7 crisis services in Mexico on October 11! [The Trevor Project México on Instagram: "En el marco del #DíaDeSalirDelClóset lanzamos nuestros servicios de atención en crisis y prevención de suicidio para juventudes LGBTQ+..."](#)
- » National Council's new video series, **Conversations on Diversity, Equity and Inclusion** with the Medical Director Institute (MDI), features members of the MDI at the National Council for Mental Wellbeing engaging in meaningful discussions with other leading experts in the mental health and substance use field about their personal and professional journeys in the DEI space. This quarterly series will highlight diverse perspectives on topics from equity in our health care system to the impacts of racism on people's wellbeing. The first episode in the series features Frank Clark, M.D., and Sara Coffey, D.O., discussing historical trauma, mass violence and healing through a lens of self-reflection and discovery: [Historical Trauma, Mass Violence and Healing: Conversations on DEI](#)
- » **Mental Health Resources in Spanish** | [Recursos De Salud Mental - The Mental Health Coalition](#)

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







MISSOURI BEHAVIORAL HEALTH COUNCIL

## NOVEMBER 2022 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**.  
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**CEDI Chair** | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health  
**All previous CEDI Newsletters may be accessed at** [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](https://www.missouri-behavioral-health-council.org/culture-equity-diversity...)

**A special message to our CEDI friends from our CEDI Committee Members** | We are holding the LGBTQIA+ community, BIPOC community, Students, Educators, Parents and Communities close in our thoughts in light of the violence in Colorado Springs, CO, at University of Virginia, and the Central Visual and Performing Arts High School in St. Louis. As the Missouri Behavioral Health Council, we are committed to the safety, inclusion, and wellbeing of all Missourians. CEDI encourages each of us to check in our:

- LGBTQIA+ loved ones, co-workers and clients,
- BIPOC loved ones, co-workers and clients,
- Students and Educators as well as
- Every human we are in relationship with and come into contact with

### CEDI Survey Report | Foster Opportunities for Voice



As part of the CEDI Committee's ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work. This month, the newsletter will focus on the third recommendation: **Build a Culture of Inclusion**.



### Build a Culture of Inclusion

- Mirror our clients
- Recognize the value of a healthy staff
- Develop internal and inclusive pathways

Respondents identified the need for greater focus on recruiting and retaining diverse talent and leadership (POCs, LGBTQIA+ folks, and disabled individuals), promoting human-first expectations of staff, and a reconsideration of wages and pay parity.

### What Action Steps Can We Take?

- Being "professional" is about the quality of work produced, not one's manner of dress or bodily adornment. Encouraging a broader range of self-expression connects us more deeply with the communities we serve.
- Reward and recognize staff who model work-life balance and respect the boundaries they set to promote collective well-being.
- Provide deliberate coaching and mentorship of staff from marginalized groups for their career advancement.



In future newsletters, we will take a closer look at each of the five recommendations and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!



MISSOURI BEHAVIORAL HEALTH COUNCIL

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

**Celebrate Native American Heritage Month in November!**

November is [Native American Heritage Month](#), a time to celebrate the rich and diverse cultures, traditions, and histories of American Indians and Alaska Natives (AI/AN). You can participate in the observance by checking out the following resources:



- [Native American Heritage Month - Home \(hhs.gov\)](#)
- [Native American Heritage Month - Resources \(hhs.gov\)](#)
- [Tribal Justice | Bureau of Justice Assistance \(ojp.gov\)](#)
- [A Proclamation on National Native American Heritage Month, 2022 | The White House](#)
- [In Focus: Tribal Youth Initiatives \(ojp.gov\)](#) and [What we do - Tribal Youth Resource Center](#)
- [November 2022 Featured Resources | Office for Victims of Crime \(ojp.gov\)](#)



**November 13-19 is Transgender Awareness Week** | We see you, we celebrate you, and we're here for you unconditionally! To learn more about being an ally: [Guide to Being an Ally to Transgender and Nonbinary Young People](#) | [The Trevor Project](#)



**On November 20, we honor those whose lives were lost in acts of anti-transgender violence.**

[Transgender Day of Remembrance | GLAAD](#)

[November 2022 Featured Resources | Office for Victims of Crime \(ojp.gov\)](#)

Every LGBTQ young person deserves to feel accepted and loved. Unfortunately, not all of them do. That's why The Trevor Project is here. We know that having one accepting adult can reduce the likelihood of LGBTQ youth attempting suicide by 40%. [Learn more about how Trevor supports Every Single One >>](#)



Read the [latest blog](#) from Bureau of Justice Assistance (BJA) making an impact on the criminal justice system and how BJA enforcement and prosecutors in their investigation and rights violations through the Emmett Till Cold Case Investigations and Prosecution Program. [The Historical Figures Behind Bureau of Justice Assistance Programs: The Legacy of Emmett Till | Bureau of Justice Assistance \(ojp.gov\)](#)



to learn more about how Emmett Till's legacy is provides support to state, local, and tribal law prosecution of cold case murders associated with civil

**Resources and Learning Opportunities**

- » **Monday, November 28 at 12:00 pm CT** | [Health Equity Workshop Series Part 2: Practical Steps for Application](#)
- » **Tuesday, December 6 at 12:00 pm CT** | [Mental Health and SUD Treatment for the Transgender Population | HMP Webinars \(hmp1.com\)](#)
- » **Advancing Health Equity And Reducing Health Disparities For People With Disabilities In The United States** | [Learn More](#)
- » **LGBTQ Youth with Parents in the Military Report Higher Rates of Mental Health Challenges** | [Mental Health Among LGBTQ Youth with a Parent in the Military | The Trevor Project](#)
- » **U.S. Surgeon General's Framework for Mental Health & Well-Being in the Workplace** | [Workplace Mental Health & Well-Being — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](#)

- November 11 is Veterans Day | [This Veterans Day, Invest in Veterans - The Diversity Movement](#)
- November 16 is International Day of Tolerance | [International Day for Tolerance: 16 November | United Nations](#)
- November 17 is National Rural Health Day | [Home - Power of Rural](#)
- November 24 is Thanksgiving | [Holiday Headaches: Dealing with Relatives Who Just Don't Get It - The Diversity Movement](#)
- November is National Diabetes Month | [National Diabetes Month 2022 | NIDDK \(nih.gov\)](#)



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### CEDI Survey Report | Foster Opportunities for Voice



As part of the CEDI Committee’s ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work. This month, the newsletter will focus on the fourth recommendation: **Provide Meaningful Training**.

04



#### Provide Meaningful Training

- Allow for all staff to see themselves in the trainings you offer
- Prepare your people now for the future we collectively desire
- Invest in your staff’s potential to impact others

Respondents identified a need for more high-quality training and education, supported conversations that address the role of faith and religion within the workplace, and topics that center cultural awareness, mental health stigma and lived experiences.

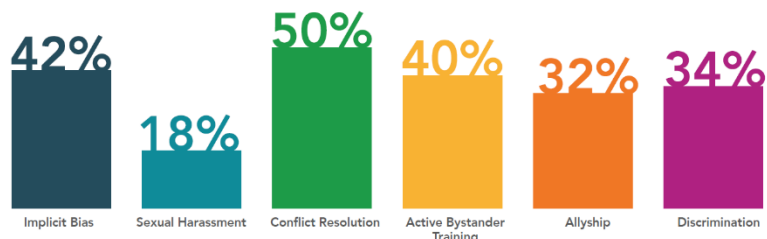
#### What Action Steps Can We Take?

- Host trainings on topics that capture a wide breadth of diversity so that all staff feel seen.
- Design trainings to support comprehensive growth (skill, knowledge, and character) and connect them to the organizational values and strategic direction.
- Invite staff to collaborate on ideating, designing, marketing, and facilitating trainings.



### Data Snapshot: Provide Meaningful Training

Percentage of survey respondents who would like to see the following topics covered in their organization:



In future newsletters, we will take a closer look at each of the five recommendations and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!



MISSOURI BEHAVIORAL  
HEALTH COUNCIL

## What is happening in December?

**December 1 is World AIDS Day** | A day to unite with others worldwide to prevent HIV, support people living with HIV, and remember those who have lost their lives to an HIV-related illness. The **HHS Office of Minority Health (OMH)** reaffirms its commitment to addressing the [health disparities that disproportionately affect racial and ethnic minorities](#), particularly Black, Latino, and LGBTQ+ individuals living with HIV. This year's theme, [Putting Ourselves to the Test: Achieving Equity to End HIV](#), emphasizes accountability and action and echoes the Administration's dedication to ending HIV/AIDS as a public health threat worldwide by addressing health disparities in communities disproportionately affected by COVID-19 and mpox. The theme also highlights the importance of [HIV testing](#).



**December 1 is Rosa Parks Day** | Rosa Parks Day is celebrated in the U.S. on December 1 to honor Rosa Parks, the brave civil rights activist. Her contributions have been most impactful to the movement, but her most famous incident is her refusal to give up her seat on a bus she was commuting on. Her headstrong persona is an inspiration to all, and the day promotes civil rights, equal rights, and opportunities for all communities across the country. The event is marked by events and activities arranged by organizations, government leaders, and church figures.

**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 - Pearl Harbor National Memorial \(U.S. National Park Service\) \(nps.gov\)](#)

**Human Rights Day is observed on December 10** | It commemorates the day in 1948 the United Nations General Assembly adopted the [Universal Declaration of Human Rights](#). The formal inception of Human Rights Day dates from 1950, after the Assembly passed resolution 423 (V) inviting all States and interested organizations to adopt December 10 of each year as Human Rights Day. This year marks the 75<sup>th</sup> anniversary of the Universal Declaration of Human Rights!

**This year's Human Rights Day slogan is "Dignity, Freedom, and Justice for All" and the call to action is #StandUp4HumanRights.**



**Hanukkah is celebrated December 18 – 26, 2022** | 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: [Hanukkah - Chanukah 2022 - Menorah, Dreidels, Latkes, Recipes, Games and more \(chabad.org\)](#)

The **Winter Solstice is on December 21** here, but there are many celebrations and traditions around the world! [13 Interesting Winter Solstice Traditions Across the Globe \(rd.com\)](#)

**Christmas is December 25** | 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](#). Find some fun and unique ways to celebrate: [Christmas around the world: Lessons and activities | Education World](#). Learn about Santa Claus: [Santa Claus: Real Origins & Legend - HISTORY](#)





**AULD LANG SYNE  
New Year's Eve is December 31**

Find out more about the history of New Year's Eve and New Year's Day: [New Year's History Facts - HISTORY](#)

New Year's Eve Traditions and Facts: [New Year's - Traditions, Resolutions & Date - HISTORY](#) and [New Year festival | Definition, History, Traditions, & Facts | Britannica](#)



**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 6<sup>th</sup> day. Learn more about Kwanzaa and its history: [Official Kwanzaa Website](#)



**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: [Boxing Day | Definition, Meaning, Traditions, Activities, & Facts | Britannica](#)



**UNITE** was established to identify and address structural racism within the NIH-supported and the greater scientific community. With representation from across the NIH Institutes and Centers, the UNITE Initiative aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce. From December 1, 2021, through February 1, 2022, UNITE hosted 14 listening sessions with external stakeholders who work and serve in diverse settings. The insights shared provided valuable information on the full range of issues and challenges facing diverse talent and will help develop UNITE priorities and an action plan. For more information: [NIH UNITE | National Institutes of Health \(NIH\)](#)



**Brave Safe Space** is an empowering, non-biased, and nonjudgmental space shared with people who not only look alike, but also share some of the same experiences and frustrations. It is a space where African Americans in the behavioral health field can come together to: take care of mental and emotional well-being; feel empowered; celebrate shared heritage; understand shortcomings; feel each other's pain; connect energies; relax; and enjoy the ambience of the space through art, games, and therapeutic exercises. You can join Brave Safe Space on the **second Thursday of each month from 6:30 pm – 8:00 pm CT** via this Zoom link: <https://us02web.zoom.us/j/89190741128> Meeting ID: 891 9074 1128



***CEDI Policy Subcommittee Corner***

The CEDI Policy Subcommittee would like to share some resources you can utilize to help ensure your agency's policies are equitable. **Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.**

- <https://www.traumainformedcare.chcs.org/wp-content/uploads/hrpolicyguidancetraumainformed.pdf>
- [Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce | The White House](#)



MISSOURI BEHAVIORAL HEALTH COUNCIL

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

### Resources and Learning Opportunities

- Registration for the Third Annual Engagement in the Black Community Summit Has Opened! NAADAC's third annual [Engagement in the Black Community: A Virtual NAADAC Summit](#) will take place in three months on Thursday, February 9, and Friday, February 10, 2023. This [free two-day event](#) will feature prominent industry professionals speaking on critical issues in the Black community relevant to treatment and recovery. Open to all professionals, this free summit seeks to foster diversity, openness, and inclusion within the recovery community, and highlight some of the unique needs and traits of this identified group. [Register now!](#) Summit topics include:
  - Addiction Treatment for Members of the Black LGBTQ+ Community
  - Music Therapy
  - Domestic Violence and Human Trafficking
  - Alignment with Spiritual Leaders within the Black Community
  - Decriminalization of Cannabis as a Racial Justice Issue

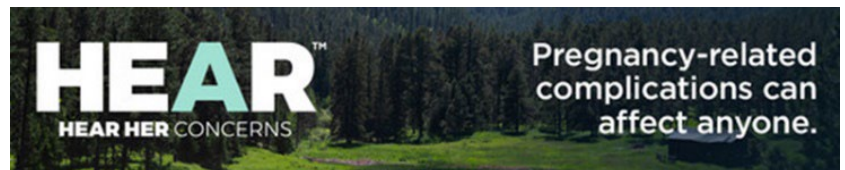


- [Mental Health: Risks and Protective Factors for LGBTQ Youth - #CrisisTalk \(crisisnow.com\)](#)
- [Racial Justice Resource Center | National Center for State Courts](#)
- [GAINS Webinar: Approaches to Support Justice-Involved Tribal Members - YouTube](#)
- [Healing Old and New Wounds: Indigenous Mental Health, Culturally Responsive Treatment, and the Criminal Justice System - Policy Research Associates \(prainc.com\)](#)



**ReDiscover recently held two Diversity Dialogues** | ReDiscover's Diversity and Inclusion team hosted two incredible speakers to close out the calendar year. On November 30, the team welcomed Tori Gleason, DC, (she/her) with Lawrence Memorial Hospital to honor Trans Day of Remembrance. This storytelling session was facilitated by someone with lived experience as a healthcare provider, governance board member, and patient navigating socially and medically transitioning in a rural community. It was an opportunity for ReDiscover's team to discuss patient care gaps and opportunities moving forward. On December 8, the team hosted Thamara Subramanina (she/her) with The Winters Group for an educational presentation, "Inclusion in Action: Reimagining Our Community Well-Being". From the individual, interpersonal, organizational, and societal level, they explored opportunities for reimagining well-being and mental health service with an inclusive lens.

### HHS Launches New Maternal Health Resources for American Indian and Alaska Native Communities



The U.S. Department of Health and Human Services (HHS) [Centers for Disease Control and Prevention \(CDC\)](#) and the [HHS Office of Minority Health \(OMH\)](#) are announcing a [new Hear Her campaign segment](#) that focuses on improving maternal health outcomes for American Indian and Alaska Native (AI/AN) women. Launched in 2020, the [Hear Her campaign](#) seeks to prevent pregnancy-related deaths by sharing potentially life-saving messages about urgent warning signs. Disparities are noticeably high for AI/AN women, who are [twice as likely to die of complications related to pregnancy](#). These adverse maternal health outcomes are because AI/AN women are more likely than white women to experience high levels of poverty, live in hazardous conditions, experience food insecurity, and lack access to health insurance.

