



## August 2021 NEWSLETTER

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

**Better known as CEDI!**

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

### A MESSAGE FROM CEDI COMMITTEE CHAIRS AND MEMBERS |

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



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



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

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

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



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

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

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

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

**SUGGESTED READING FROM CEDI MEMBERS**

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

*August is*  
**BLACK BUSINESS MONTH**

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

**African-American Businesses Funded by SmartBiz Marketplace Banks**

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

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

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

smartbiz

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



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



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

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





**National Minority Donor Awareness Month**

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

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

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



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

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



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



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

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

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





MISSOURI BEHAVIORAL  
HEALTH COUNCIL

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

### **CEDI Policy Subcommittee Corner**

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

#### **Questions to consider:**

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

Helpful  
Tips

### **RESOURCES AND WEBINARS TO SHARE!**

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



MISSOURI BEHAVIORAL  
HEALTH COUNCIL

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



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

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

### ReDiscover's Big IDEA Events

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

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

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

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

