CEDI

MISSOURI BEHAVIORAL HEALTH COUNCIL

AUGUST 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

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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

integrated WORK

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:

01

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 Foster Opportunities for Voice

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

03 Build a Culture of Inclusion

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

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

05 Take Action

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

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.

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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!

Please email 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)

CEDI
Culture, Equity, Diversity, and Inclusion Committee

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)

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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)

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.