



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



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!

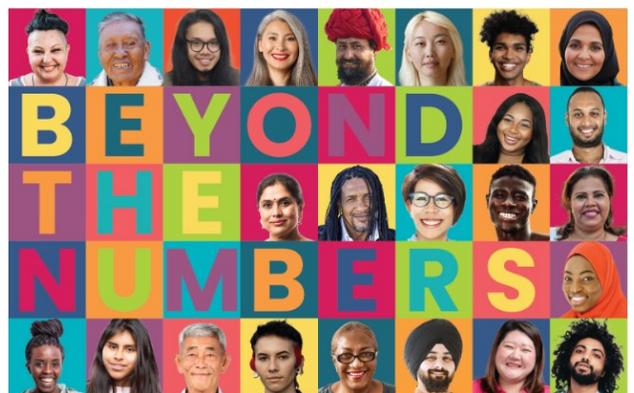
July is Minority Mental Health Awareness Month



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)



MISSOURI BEHAVIORAL HEALTH COUNCIL

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.



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

988 LAUNCHES IN JULY!

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](#)

Advancement in Missouri's Crisis Services by Crisis Episode



988

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



call text chat

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

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.



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

377,000

 contacts

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	FREE	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

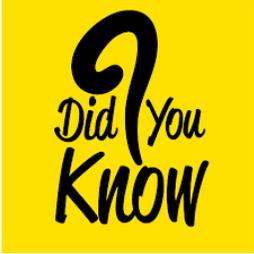


consumers to learn more about diversity and inclusion through celebrating the new federal holiday of Juneteenth. Clients were encouraged to take part in various sports and arts and crafts activities.



→ **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

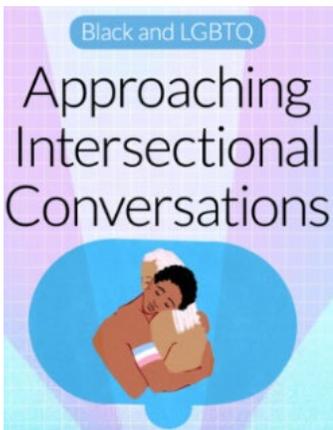
Does your organization recognize Juneteenth as a holiday? An important step in creating inclusive spaces is to **consider Holiday Policies and Practices**. This month, the Policy Subcommittee encourages you to get curious about the policies and practices within your organization regarding official holidays.

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 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 \(thetrevorproject.org\)](#)

