



CEDI Celebrates Women's History Month

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

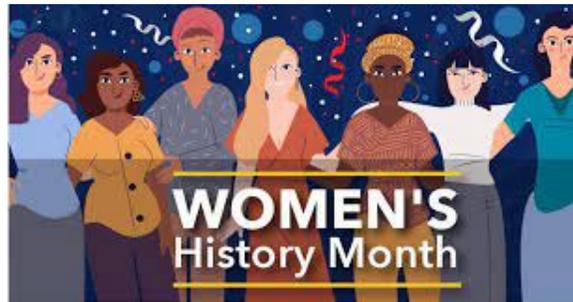
Better known as CEDI!

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



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

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



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](#)





MISSOURI BEHAVIORAL
HEALTH COUNCIL

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 or visit their website at 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



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.

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](#)

