MISSOURI BEHAVIORAL HEALTH COUNCIL

CEDI

November 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

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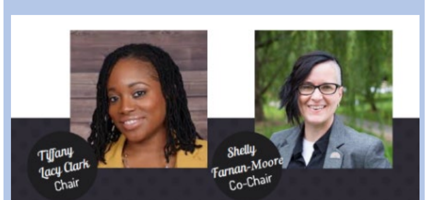


CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

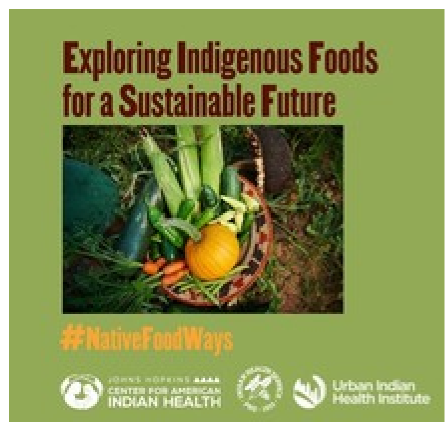
CEDI Vice-Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

CEDI Celebrates and Honors Native American Heritage Month!

This month, the HHS Office of Minority Health (OMH) celebrates the rich and diverse cultures, traditions, and history and acknowledges the important contributions of American Indians and Alaska Natives (AI/AN) in the United States, including their work in public health. In response to the U.S. Department of Health and Human Services (HHS) Action Plan to Reduce Racial and Ethnic Health Disparities, OMH will focus on promoting promising approaches from federal partners to improve health outcomes in AI/AN populations. Resources to help you honor the AI/AN population in your community:

- Native American Heritage Month - Home (hhs.gov)
- National Native American Heritage Month
- American Indian/Alaska Native Tribal Leaders Toolkit | WECANDOTHIS.HHS.GOV
- MHDD EDI Webinar: An American Indian Perspective on Mental Health, Disability, and Culture - YouTube
- Home - We R Native (for Native Youth, by Native Youth)
- Weaving Threads of Culture: Working Effectively with American Indians (AI) and Alaskan Native (AN) – SPTHB
- Tribal Behavioral Health 104: Culture is Prevention – SPTHB
- Knowledge Center OPAC (sydneyplus.com)

In honor of Native American Heritage Month, join the **Indian Health Service (IHS)**, the **Johns Hopkins Center for American Indian Health (JHCAIH)**, and the **Urban Indigenous Health Institute (UIHI)** for a Twitter chat about exploring Indigenous foods for a sustainable future. The chat will highlight Native-led programs, policies, and practices, as well as innovations led by and benefiting Native families and children. **Use #NativeFoodWays to participate. November 16, 12:00 p.m. ET**.



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Join **HHS OMH** and the **Substance Abuse and Mental Health Services Administration (SAMHSA)** for a webinar highlighting case studies and real world examples of behavioral health service providers using the National Standards for Culturally and Linguistically Appropriate Services (National CLAS Standards) and the Behavioral Health Implementation Guide. **November 16, 2:30 p.m. ET**. Register | Advancing Behavioral Health Equity: CLAS Standards in Action

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

Additional November Observances

- ✓ November 1-2 is Dia De Los Muertos | Day of the Dead (Dia De Los Muertos)
- ✓ **November 4 is Diwali**, a Hindu festival of lights | Diwali 2021: Significance, history, date, time, puja muhurat and all you need to know - Hindustan Times
- ✓ **November 13 is World Kindness Day** – *Let's make kindness the norm!* | Random Acts of Kindness | Welcome
- ✓ **November 20 is International Survivors of Suicide Day** | International Survivors of Suicide Loss Day
- ✓ **November 20 is Transgender Day of Remembrance** | Transgender Day of Remembrance | GLAAD
- ✓ **American Diabetes Month** | American Diabetes Association
- ✓ **Lung Cancer Awareness Month** | American Cancer Society
- ✓ **National Alzheimer's Disease Awareness Month** | Alzheimer's Association | Alzheimer's Disease & Dementia Help
- ✓ **National Epilepsy Awareness Month** | Epilepsy Foundation #1 trusted site for epilepsy and seizure news
- ✓ **National Family Caregivers Month** | Home | Caregiver Action Network

November 11 is Veterans Day | It is a time for us to pay respect and honor the heroism of all humans who have served our country. It is celebrated on November 11 as this day is the anniversary of the signing of the Armistice which ended World War I.

- Veterans Day History | Military.com
- Veterans-Day-Toolkit-2021-v4.pdf (justiceforvets.org)
- PsychArmor – Training a Nation
- NAMI Homefront Mental Health Resources
- Missouri Veterans Commission (mo.gov)
- Service Members, Veterans & Their Families | dmh.mo.gov

How Native are you?
To be a citizen of not one but two.
To be measured for the quantum of my blood.
To face dis-enrollment from my heritage.
To be cast out from the traditions we were taught to respect.

How Native are you?
To be judged for the color of my skin.
To be too brown or too white.
To assume I grew up in poverty or alcoholism.
To speculate I must wear a headdress.

How Native are you?
To conclude I get by with a free pass.
To be a statistic of homicide, sexual assault, or violence.
To presume I grew up on a reservation.
To survive the social stereotypes.

How Native are you?
I am a citizen of the United States and the Karuk Tribe.
I am a practitioner of my culture.
I am a mother, a daughter, and a sister.
I am a survivor.

How Native are you?
I am more than the stereotype society has set forth.
I am more than the quantum of my blood.
I am more than a statistic.
I am Native American.

Submitted by Cassidy Franklin, Compass Health Network

In honor of Veterans Day, **BHR featured a live interview with Mark Wardlow** who served in the US Army for eight years and deployed three times to Iraq during his service. Mark is now a Licensed Professional Counselor and a Mobile Outreach Clinician who is **STILL SAVING LIVES**!

THANK YOU TO ALL THE SERVICE MEMBERS, VETERANS, AND THEIR FAMILIES WHO HAVE SACRIFICED EVERYTHING TO SERVE THE UNITED STATES AND ALL WHO LIVE HERE!

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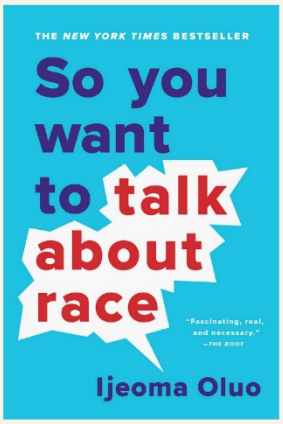
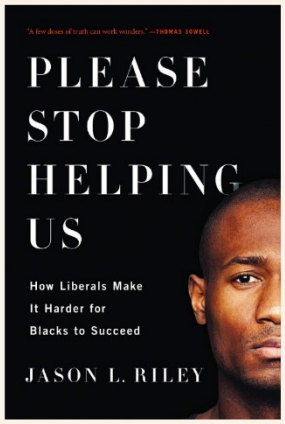
In the Spotlight

Members of the **ReDiscover** executive team have made advancing their capacity to lead the organization's **diversity, equity and inclusion** work a priority in 2021. In response to consistent feedback that employees want to engage in difficult conversations in the workplace, ReDiscover has retained Phoenix Performance Partners, a national consulting firm helping organizations create high performing cultures, to lead us in our courageous conversations work as outlined in our **Big IDEA** (Inclusion, Diversity, Equity and Action!) strategic plan. Recognizing that inclusion means being open to different points of view, participants read and discussed two books on race from opposing viewpoints, "*So You Want to Talk About Race*" by Ijeoma Oluo and "*Please Stop Helping Us: How Liberals Make it Harder for Blacks to Succeed*" by Jason L. Riley. Not only did the books spark genuine dialogue around palpable content, but this exercise also allowed members to practice having **courageous conversations** in order to lead, manage and coach others across the organization in doing the same.

Courageous Conversations





CEDI Policy Subcommittee Corner

The CEDI Policy Subcommittee received a request from a provider to share more information about reviewing current policies and procedures to ensure inclusivity. When reviewing and/or developing a nondiscrimination policy and diversity statement with inclusive language, here are a few items to remember:

- Change will not happen overnight – have patience! Know who your ambassadors and early adopters are within the agency (it is difficult to move systems)
  - Recognize the size and resources of systems, then develop based on what you are able do
  - Be realistic with your expectations and goals
- What do you expect and/or hope for your agency's culture? You need to know what your organization is committed to and able to enforce, support, and sustain (what is your organization ready for and able to sustain?)
- Review the policies
- Develop the policies
- Online Resources | Diversity, Equity & Inclusion (shrm.org) and DEI Resource Center | McLean & Company (mcleanco.com)

Webinars and Learning Opportunities

- Join The Diversity Movement and a panel as they discuss one often overlooked topic in conversations about workplace culture: DEI for frontline professionals on **November 18 at 11:00 am (CT).** Register | Beyond the Conference Room: DEI for Frontline Professionals (thediversitymovement.com)
- Black, Indigenous and People of Color (BIPOC) public health professionals are working through the combined challenges of a public health crisis and a continuing crisis of systemic racism and biases. Join our webinar on **Wednesday, December 1 at 11:00 am (CT)** to learn about strategies to create and support safe spaces, encourage cultural humility, address microaggressions and engage in fruitful dialogue around racial equity in the workplace. Register | Strategies to Support Wellbeing and Retention of BIPOC Staff
- As organizations work to fully embed equity, diversity, and inclusion (EDI) in their values, goals, and culture, it is vital to create safe spaces for staff to learn, share, challenge ideas, and respectfully engage others—a process that also helps staff advance their own personal and professional EDI journeys. Join this webinar **December 9 at 9:00 am (CT)** | Psychological Safety and Equity, Diversity, and Inclusion: How Embracing Discomfort Leads to Growth - Social Current (social-current.org)

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Opioid Response Network Resources

Advancing Racial Equity in the Substance Use Field:

ORN is committed to supporting the integration of racial equity across substance use disorder prevention, treatment, recovery and harm reduction, and offers workshops, education, training and consultation for all your diversity and racial equity capacity building efforts. *ORN* funded racial equity trainings focused on the substance use field include**:**

1. Developing a Shared Language For Diversity, Equity and Inclusion (90 minutes)
2. Systemic Racism and Substance Use Disorder: Anti-Racist Strategies (2 hours)

These two trainings are available live (in person or online) and/or offered as a (pre-recorded) self-pace workshop you can do individually, as a team, or across your organization. **Learn more.**

Substance Use Disorders in the LGBTQ Population:

This presentation tool examines understanding of why sexual minorities are at increased risk for substance use disorders; epidemiology of substance use disorders with a focus on methamphetamine use; recommendations for substance use disorder treatment in the LGBTQ population; and more. If you would like a similar, but tailored training, for your community, staff, etc., submit a request today at **OpioidResponseNetwork.org** and your local Technology Transfer Specialist will be in touch within one business day.

CMHS will host their final Table Talk on December 2! They will feature two presenters to share their perspectives as Asian American women and Black women. Table Talk is the first Thursday of every month and is open to anyone who would like to attend. Please email Marlee Bunch mbunch@thecmhs.com for more information and to register.

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Additional Shared Resources

- Racism and Mental Health Equity: History Repeating Itself (article shared by Rosie Anderson-Harper)

- 988 and Improving Language and Cultural Competency - #CrisisTalk (crisisnow.com)

- COVID-19 Vaccine Equity for Racial and Ethnic Minority Groups (cdc.gov)

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

The CEDI Committee is very **THANKFUL** for every person in our communities and our organizations who has supported the efforts to make Missouri a state of inclusion and belonging for all!

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