



MISSOURI BEHAVIORAL HEALTH COUNCIL

OCTOBER 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

CEDI Survey Report | Foster Opportunities for Voice



As part of the CEDI Committee's ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work.

This month, the newsletter will focus on the second recommendation: Foster Opportunities for Voice.

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Foster Opportunities for Voice

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

Respondents identified the need to develop a culture where diverse ideas and perspectives are valued and welcomed and the importance of having more consistent and transparent communication around CEDI efforts (at the organization, departmental, and team level).

What Action Steps Can We Take?

- Create alignment by communicating the core "whys" of DEI initiatives through data, stories, and its connection to organizational goals.
Recognize the voices of marginalized groups as valuable feedback to move the organization forward.
Organizational leaders use their voice strategically to uphold DEI initiatives and uplift marginalized staff.

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!

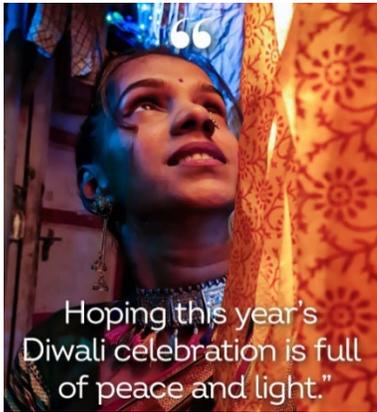


CEDI would like to extend our deepest gratitude to Dianne Asher who has courageously served the CEDI mission for many years - all while leading staff at University Health, within the KC region, and across our great state. CEDI's former - and fierce - chair, Tiffany Lacy Clark, recently shared how Dianne graciously took her under her wing as Tiffany was preparing to officially lead DEI efforts. Tiffany beamed as she recalled how Dianne and University Health had been excelling in DEI spaces for years. You can imagine the emotion that surfaced as Tiffany thanked Dianne - a mentor and advocate - as well as wished her well. Dianne, thank you! We will miss your voice, your support and your guidance while also celebrating your move and cheering you on, just a couple of states away. We aspire to be the "Dianne" to every "Tiffany" we encounter - welcoming up and coming leaders with open arms and supporting their brilliant and beautiful launch in to changing our future for the better.



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



Diwali, which is also called the Festival of Lights or Deepavali, is a joyful five-day festival celebrated by millions of Hindus, Sikhs, and Jains across the globe. It takes place in the Hindu month of Kartik, which tends to be around October and November. This year, Diwali will take place from October 23, 2022 to October 27, 2022. However, the biggest day of the celebration will be on October 24, 2022. 75 Diwali Wishes and Greetings — Happy Diwali Wishes for 2022



October is Global Diversity Awareness Month | This is a wonderful opportunity to seek out and promote diversity of thought and experience within our workplaces and communities. Download this guide from The Diversity Movement for some ideas and examples for how to create an authentic celebration of diversity at your organization: Global Diversity Awareness Month Guide.

October is LGBTQ History Month!

LGBTQ History Month celebrates the LGBTQ community's victories and accomplishments, which have safeguarded and advanced fundamental rights and freedoms.

- Home | LGBTQHistoryMonth.com
Celebrating LGBTQ History Month: How it started and why it matters - LGBTQ Nation
University recognizes LGBTQ History Month - News - Missouri State University
LGBTQ+ History Month | UMSL



What do you HONOR in October?

- Hispanic Heritage Month | September 15-October 15
Mental Illness Awareness Week | October 2-8
Indigenous People's Day | October 10
World Mental Health Day | October 10
National Coming Out Day | October 11
National Latinx AIDS Awareness Day | October 15
Intersex Awareness Day | October 26
Asexual Awareness Week (ACE Week) | October 23-29
National Domestic Violence Awareness and Prevention Month
National Bullying Prevention Awareness Month
National Health Literacy Month

The 988 Lifeline has been funded to begin a pilot program for LGBTQ+ youth and young adults (those under 25 years of age). 988 Lifeline callers, texters, and chatters will now have an option to self-select to be connected to specialized LGBTQ+ affirming counseling.

Beginning on Thursday, September 29, 2022, at 9am ET, callers wishing to access this specialized crisis counseling will be connected to the subcontracted service provider by pressing 3 during the IVR introduction to the 988 Lifeline. This is a similar process for callers connecting to the Spanish subnetwork or the Veterans Crisis Line. Beginning, September 28, 2022, from 3pm ET - 2am ET, chatters and texters will have the opportunity to self-select for this service before being connected to a counselor. Upon the pilot's launch, callers will have 24/7 access to this specialized counseling, and chatters/texters will have daily access from 3pm ET to 2am ET.

Click on picture to the right for more mental health resources from the World Health Organization!





Justice Reinvestment | Reducing the School to Prison Pipeline

Did you know students in the juvenile justice system have fewer opportunities for success in school and employment? Fortunately, there are other options! When diversion programs are used, students are 45% less likely to commit another offense. In the Reducing the School to Prison Pipeline video series, you will hear from members of several disciplines about their roles and responsibilities, and how we all can respond to youth misbehavior more effectively with proven methods that put students on the path to success. To access the video series, click on the registration link below. Once you have completed registration, you will receive instructions to access the training. There is no cost to access the training! [Justice Reinvestment: Reducing the School to Prison Pipeline - MSBA \(mosba.org\)](https://www.mosba.org)



Interested in learning more about workforce innovations in integrated care settings? Check out the recording from the [first session](#) in National Council's new Office Hour series. Read more from one of the learning collaborative participants in an [Integration Success Story](#).

- **Thursday, Nov. 3 at 2:00 pm** | [Diversity, Equity and Belonging-focused Solutions to Recruit and Retain the Workforce](#)
- **Thursday, Dec. 8 at 1:00 pm CT** | [Growing the Workforce Pipeline Through Strategic Community Partnerships](#)

Using the CLAS framework can improve health literacy, reduce health disparities, advance health equity and improve the overall wellbeing of your patients and clients. Check out the [recording](#) from the first session in National Council's webinar series to learn more! And mark your calendars for upcoming sessions:



- **Thursday, Oct. 20 at 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 2 – Introduction to the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Tuesday, Nov. 15 at 1:00 pm CT** | [CoE-IHS Webinar: CLAS Part 3 – Implementing the Culturally and Linguistically Appropriate Standards \(CLAS\)](#)
- **Thursday, Nov. 17 at 12:00 pm CT** | [CLAS Series Office Hour](#)

Resources and Learning Opportunities

- » [Adapting Evidence-Based Practices for Under-Resourced Populations \(samhsa.gov\)](#)
- » Friday, October 28 at 11:00 am CT | [Understanding Colorism and Addressing Implicit Biases with Latino Families and Communities](#)
- » The National Council for Mental Wellbeing is partnering with Seneca Family of Agencies to recruit experienced mental health providers to participate in their **Todo Por Mi Familia (TPMF) program** supporting families who were separated at the U.S. border under the Zero Tolerance Policy. Learn more by joining an information session on October 25 at 2:00 pm CT | [Webinar Registration - Zoom](#)
- » The Trevor Project launched 24/7 crisis services in Mexico on October 11! [The Trevor Project México on Instagram: "En el marco del #DíaDeSalirDelClóset lanzamos nuestros servicios de atención en crisis y prevención de suicidio para juventudes LGBTQ+..."](#)
- » National Council's new video series, **Conversations on Diversity, Equity and Inclusion** with the Medical Director Institute (MDI), features members of the MDI at the National Council for Mental Wellbeing engaging in meaningful discussions with other leading experts in the mental health and substance use field about their personal and professional journeys in the DEI space. This quarterly series will highlight diverse perspectives on topics from equity in our health care system to the impacts of racism on people's wellbeing. The first episode in the series features Frank Clark, M.D., and Sara Coffey, D.O., discussing historical trauma, mass violence and healing through a lens of self-reflection and discovery: [Historical Trauma, Mass Violence and Healing: Conversations on DEI](#)
- » **Mental Health Resources in Spanish** | [Recursos De Salud Mental - The Mental Health Coalition](#)

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

