

BEHAVIORAL HEALTH RACIAL EQUITY COLLABORATIVE (BHREC)

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Presenters

Adèle James, CEO, Certified Professional Coach, Adèle James Consulting, Consultant to CIBHS, (she/her/hers)

Leslie Napper, Advocacy and Community Engagement Peer Advocate, Disability Rights California; BHREC Steering Committee member, (she/her/hers)

Mary Nakamura, Cultural Competence/Ethnic Services Manager & Workforce Education and Training Health Program Manager, Sacramento County Behavioral Health Services, (she/her/hers)



Learning Objectives



- ▶ Participants will be able to explain four principles of using a targeted universalism approach to improve behavioral health outcomes.
- ▶ Participants will be able to identify at least three principles of community engagement that support transformational vs transactional relationships.
- ▶ Participants will be able to explain about the role of leadership in advancing behavioral health equity.

Need For Services *Created By The Community*

2018

Cultural Competence
Committee Ad Hoc
Workgroup formed

- Goal to develop
community-defined
plan

2019

Began Community Listening
Sessions

- Listening Sessions
birthed Trauma
Informed Wellness
Program

for us
by us



Disconnect Between Community Defined Services And County Contracting Policies & Procedures

- ▶ Competitive Selection process damaged community trust
- ▶ Key elements from community listening sessions around eligibility to apply were absent in the request for application
- ▶ Black-led service providers, due to minimum budget size requirements, were excluded from bidding due to contracting policies/procedures (structural issues)



The Challenge

- ▶ Culmination of confronting 3 crises in 2020:
 - ❖ racial reckoning
 - ❖ pandemic
 - ❖ political violence



Why Focus On African American/Black/of African Descent Communities

- ▶ Lack of trust by community of the Sacramento County Behavioral Health
- ▶ Heightened and local anti-Black racism
- ▶ Community lives with racial trauma on a day-to-day basis, and the root cause of racism is not addressed or assessed in the data
- ▶ Racial trauma symptoms show up in health systems but the impact of those symptoms on behavioral health does not immediately get addressed



*You don't have to like me
but believe my reality*

-Black trans key informant interviewee (2021)

Targeted Universalism Principles

1. Inclusive of the needs of both dominant and marginal groups.
2. Pays particular attention to the situation of the marginal group.
3. Rejects a blanket universal which is likely to be indifferent to the reality that different groups are situated differently, relative to the institutions and resources of society.
4. Argues against claims of formal equality that would treat all people the same as a way of denying difference.



BHREC Vision Statement

The Sacramento County Division of Behavioral Health Services (BHS), in collaboration with communities of people who identify as African American/Black/of African Descent, strive for a Sacramento County where Black behavioral health matters and race no longer predicts wellbeing and life outcomes.

We envision a Sacramento County where:

- ▶ Communities of people who identify as African American/Black/of African Descent have equitable opportunity for emotional health and wellness,
- ▶ Communities of people who identify as African American/Black/of African Descent are supported to prosper to their fullest potential,
- ▶ Sacramento Division of Behavioral Health Services fully integrates a racial equity lens in organizational hiring and other practices,
- ▶ Sacramento Division of Behavioral Health Services and the community work together to ensure equity through continued examination of the systems that shape service provision, and in the collection and disaggregation of data to define goals and evaluate outcomes,
- ▶ Community led strategies, as well as transparency and accountability in decision making are prioritized.

BHREC Values

- Follow through
- Accountability
- Honesty
- Transparency
- Community Centered/Defined
- Timely Implementation
- Relationship Building
- Bold/Vulnerable Communication
- Continuous Quality Improvement

Building A Transformational Relationship with the Community

- ▶ Behavioral Health leadership buy-in was a must
- ▶ Embracing the overall vision for the making of a collaborative that is a community/system partnership
- ▶ Behavioral Health funded a racial equity strategy prior to the County Board of Supervisors' declaration of racism as a public health crisis
- ▶ Key county leadership participation
- ▶ Behavioral Health staff at all levels participation

Transformational Relationship Building

Transparency is Critical!

- ▶ Clarifying for the community the decision-making process for all BHREC decisions
- ▶ Clarifying for the community what Behavioral Health can influence
- ▶ Engaging County Human Resources in the Sacramento Behavioral Health Services Racial Equity Action Plan Team

STEERING COMMITTEE



The Making of the Steering Committee

- ▶ Intentionally partner with representatives from a spectrum of the African American/Black/of African Descent (AA/B/AD) community across age, gender identity, and sexual orientation
- ▶ Intentionally partner with AA/B/AD leadership from diverse stakeholder groups including faith, education, law enforcement, LGBTQIA+, after school programming, and domestic violence advocates
- ▶ Intersectional representation on the Steering Committee

Setting The Tone

- ▶ Cultural Openers
- ▶ Facilitators must demonstrate cultural humility
- ▶ Reviewing ground rules (focus on intentionality)
 - ❖ Ensuring facilitators abide by the ground rules
- ▶ Honoring individuals' experiences

Creating A Safe & Brave Space

- ▶ The structure of the small groups addressed the historic roles and barriers to communication
- ▶ Small discussion groups allowed providers and county staff who are primarily White to share what they were feeling.
- ▶ Small groups discussion created more of an equitable relationship
 - ❖ Participants were taught how to listen

Challenges

- ▶ Not enough time
- ▶ White fragility and the concern that Black participants are responsible for educating
- ▶ Overcoming vulnerability
- ▶ Gender normative language
- ▶ Representation and generational differences in approaches to self-identity/addressing inequities
- ▶ Complexity of the BIPOC and other Communities of Color acronyms

Overcoming Challenges

- ▶ Setting the tone
- ▶ Ground Rules/Comfort Agreements
- ▶ Addressing concerns in real time
- ▶ Acknowledging one's own implicit biases
- ▶ Commitment to the process
- ▶ Skillful facilitation
- ▶ Transparency

Responsive & Engaged Leadership

- ▶ Behavioral Health Services Director support
- ▶ County Behavioral Health Directors Association (CBHDA) focus on Equity, Justice and Healing
- ▶ County Board of Supervisors Resolution
- ▶ Behavioral Health Racial Equity Collaboration Steering Committee membership
- ▶ Vision and Values Exercise
- ▶ Department of Personnel Services

Results

- ▶ Funding for two-year Implementation Collaborative
- ▶ Initiating change in program planning and competitive selection processes will lead to changes in the contracting process
- ▶ Impact of this targeted universalism approach
- ▶ Initial changes in workforce recruitment process



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adele@adelejamesconsulting.com

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nakamuram@saccounty.net

Leslie Napper, Advocacy and Community Engagement Peer Advocate, Disability Rights California; BHREC Steering Committee Member, (she/her/hers)

Leslie.Napper@disabilityrightsca.org

Thank You!