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Immediate, Intentional, and Sustainable Change

ASAPNYS Justice Equity Diversity Inclusion Summit

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Commissioner

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Immediate, Intentional, and Sustainable Change

- **Organizational Change**
- **Cultural Competence in Treatment and Services**
- **Workforce Development and Training**
- **Data Utilization**

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Organizational Change

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Organizational Self-Reflection, Assessment, and Feedback

- **Office of Diversity and Inclusion – Chief Diversity Officer, Matt Canuteson**
- **Structural Racism Organizational Self-Assessment**

  Nathan Kline Institute's Center for Research for Cultural and Structural Equity worked with OMH to identify policies and practices that contribute to racial inequities in NY's public mental health system.
    - Broad survey for internal stakeholder input
    - Structured interviews and focus groups with Agency decision makers
- **Implicit Bias Training and Discussion with OMH Leadership**

  "Examining the Role of Bias Through Personal and Organizational Self-Reflection"
- **Mental Health Equity Summit this spring**

  Aiming to stimulate upstream policy advances to address racial inequities in the social determinants of mental health
- **Statewide Multicultural Advisory Committee**

  25-member advisory committee established in 1989

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Organizational Self-Reflection, Assessment, and Feedback

- **Increase Stakeholder Input and Collaboration**
  - ✓ **Community Engagement Feedback Sessions** related to implementation of the NYS Enacted Budget
    - Opportunity for written feedback: https://survey.alchemer.com/s3/7252317/NYS-OMH-Community-Survey

  - ✓ **Youth Listening Sessions**

  - ✓ **Several Population-specific Efforts**
    - Black Youth Suicide Prevention Workgroup
    - NYC-based Asian American Mental Health Workgroup
    - LGBTQ Youth Suicide Prevention Workgroup

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Cultural Competence in Treatment and Services

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Development of New Treatment and Services

- **Use of National CLAS Standards**
  - o   Into all funding RFPs
  - o   Use of Mental Health Equity Licensing Tool
  - o   Updating Prior Approval Review Application Process with a focus on equity
  - o   Target resources specifically to minority and underserved populations

- **Building a More Robust Equity-Focused Research Base –** Two Centers for Excellence for Culturally Competent Mental Health
  - o   The Nathan Kline Institute (NKI) Center
  - o   The New York Psychiatric Institute (NYSPI) Center

- **Inviting broad stakeholder feedback in development of new initiatives**
  - o   NYS 988 Coalition
  - o   Listening Sessions/Feedback (Enacted Budget, Youth, Mental Health Block Grant)
  - o   Inter-Office Coordinating Council (IOCC) feedback from counties on all services

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Examples of Culturally Competent Treatment and Services

- **Sawubona Healing Circle support groups** provides culturally appropriate assistance and support to individuals and families in black communities dealing with elevated levels of grief, anxiety, and trauma

- **Youth Connect/ HAVEN** working with youth in black churches

- **DBT Steps A** (Skills Training for Emotional Problem Solving for Adolescents) an evidence-based and evaluating promising Social-Emotional Learning (SEL) programs to increase protective factors (being implemented in a NYC school with high immigrant and black enrollment)

- **New Resources to expand Suicide Prevention programs for high-risk youth**
  - **Comunilife: Life is Precious** is a bilingual, bicultural suicide prevention program serving at-risk Latina adolescents. The expanded program is targeted to reach 120 Latina teens from the growing Hispanic immigrant communities in Poughkeepsie and Yonkers
  - **RISE Life Services**: The Enrichment Experience is a 12-month suicide prevention program targeted to serve 75 high-risk children, teens, and young adults in Suffolk County, particularly Black, Hispanic, Asian, and LGBTQI+ youth
  - **VNS Health**: Serving all 5 boroughs of NYC, the Safe Pathway program is targeted to provide treatment adjacent services to 300 youth and young adults who have attempted suicide or are assessed as high-risk
  - **NYC Health & Hospitals-Elmhurst**: the Suicide Prevention Program at Elmhurst Hospital is targeted to serve youth/young adults from Queens including people of color, immigrants, and LGBTQI+ communities
  - **Brooklyn Community Service:** BCS is a trusted neighborhood resource with over 150 years of providing social services in the Brooklyn community, including to youth and young adults living below the poverty level with complex needs. Their Suicide Prevention Program is targeted to reach 200 young adults who are Black, Hispanic, Asian American, and LGBTQI+

- **Community Mental Health Promotion & Support Teams (COMHPS)**
  - Transition from **New York Project Hope** Crisis Counseling Teams

Workforce Development

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Workforce Development

- Development of a recruitment pipeline with SUNY and CUNY including scholarships for recruiting a diverse workforce
  - Direct financial assistance to encourage racially, ethnically, multilingual students to enter mental health specific degree programs
- Expanding workforce training and support for Evidence Based Practices
- Continuing 2-year $104M investment in residential services
- Continuing Rate increases in ambulatory and inpatient services
- 4% COLA this year; 5.4% COLA last year
- Expansion of OMH Mental Health Loan Repayment ($5M) for mental health professions in addition to the 9 million for physicians and nurse practitioners already being distributed

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Workforce Development - Expanding Trainings

Strategies for Behavioral Health Equity Webinar Series – utilizing a host of experts within OMH and partner organizations and have included the following trainings:

- o Towards Inclusion & Anti-Oppression - "The Challenge for Leadership" with Tracy Whitaker, DSW - Howard University School of Social Work
- o Practices/Approaches for Continuous Quality Improvement to Reduce Disparities for Marginalized Populations
- o The Role Inclusive Workplaces Play in Enhancing Equity in Behavioral Health Organizations
- o Prioritizing Equity for Limited English Proficient and Deaf/HOH Individuals Receiving Behavioral Health Services
- o What's Next? How Do We Intentionally Move Forward? Leading "Bold Change" at your Workplace
- o LGBTQIA+ Community and Intersectionality: Lens of Intersectionality in Racial Equity Work
- o Impact of Structural Racism on Children and Families
- o Becoming an Anti-Racist Organization: Breaking Down Structural Racism from Within
- o Racism in Mental Health in NYC: The Journey from Data to Anti-Racist Action at DOHMH
- o Racism: A Public Mental Health Crisis
- o Providing Affirming Care to Trans/Non-Binary Individuals

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Data Utilization

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Data is Critical!

Data helps us see the full picture:

- Loss of life by suicide appeared unchanged - or decreasing prior to the pandemic, but if looked at by age, race, and ethnicity, there was a significant increase in loss of life by suicide for black youth under 12 and increase in suicide attempts for Latina girls under 21.

- Loss of life during the pandemic was 2-3 times higher in marginalized and black/brown communities

- Higher percentage of black and Hispanic individuals are admitted to psychiatric hospitals, our state hospital system, and are in the AOT program.

- Maternal mortality is higher in black women than white women in New York State.

Using Data to Measure Performance

- Vital Signs Dashboard

- Satisfaction surveys – include questions on discrimination

- Always ask for data by race and ethnicity

- Data on workforce diversity

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Select Disparity Population
Race/Ethnicity

Select to View Chart/Table
Chart

OMH State PC Network - Main Street Psychiatric Center Clinic/IOP Disparities by Race/Ethnicity (2020)
Hover over points on graph to see rates.

■ White   ■ Multiracial   ▲ Higher than Statewide Clinic/IOP Average Rate*
■ Black   ■ Unknown   ◆ Not Different from Statewide Clinic/IOP Average Rate*
■ Hispanic   ■ Total   ▼ Lower than Statewide Clinic/IOP Average Rate*
■ Asian/PI   ● Statewide Clinic/IOP Average Rate

Domain	Measure	Program Type
Access	Proportion of Individuals Eligible for HH+ that Received HH+	Clinic/IOP
Treatment Outcome	Adherence to Antipsychotic for Individuals w/ Schizophrenia	Clinic/IOP
	Antidepressant Med Management - Acute Phase	Clinic/IOP
	Antidepressant Med Management – Continuation Phase	Clinic/IOP
	Readmission 30 Day Any Hospital MH-MH (Lower Number Indicates Better Performance)	Clinic/IOP
Quality	Clozapine Utilization among Potential Clozapine Candidates with Schizophrenia	Clinic/IOP
	Comprehensive Diabetes Care: Eye Exam	Clinic/IOP
	Comprehensive Diabetes Care: Hemoglobin	Clinic/IOP
	Comprehensive Diabetes Care: Nephropathy	Clinic/IOP
	Diabetes Screening for Individuals w/ Schizophrenia/Bipolar Prescribed Antipsycho..	Clinic/IOP
	Follow-Up After Hospitalization for Mental Illness, 7 Day	Clinic/IOP
	Follow-Up After Hospitalization for Mental Illness, 30 Day	Clinic/IOP

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

OMH Vital Signs Dashboard (VSD) - Trends Over Time

The OMH Vital Signs Dashboard (VSD) visualizes the public mental health system's performance in select mental health programs and focuses on disparities in access, quality, and treatment outcomes among Medicaid individuals with mental health needs.

Select Age Group / Measure	Select Region, County, Network, or Agency	Select Population	
Adult / Colorectal cancer screening ▾	STATEWIDE ▾	Full MH Population ▾	⟳ Reset

STATEWIDE Full MH Population Over Time Trend: Colorectal cancer screening (Adult, October 2021 - July 2022)

Colorectal cancer screening: The percentage of members 50–75 years of age who had appropriate screening for colorectal cancer. Full list of measure definitions in 'Definitions' tab. All measures leverage Medicaid data.
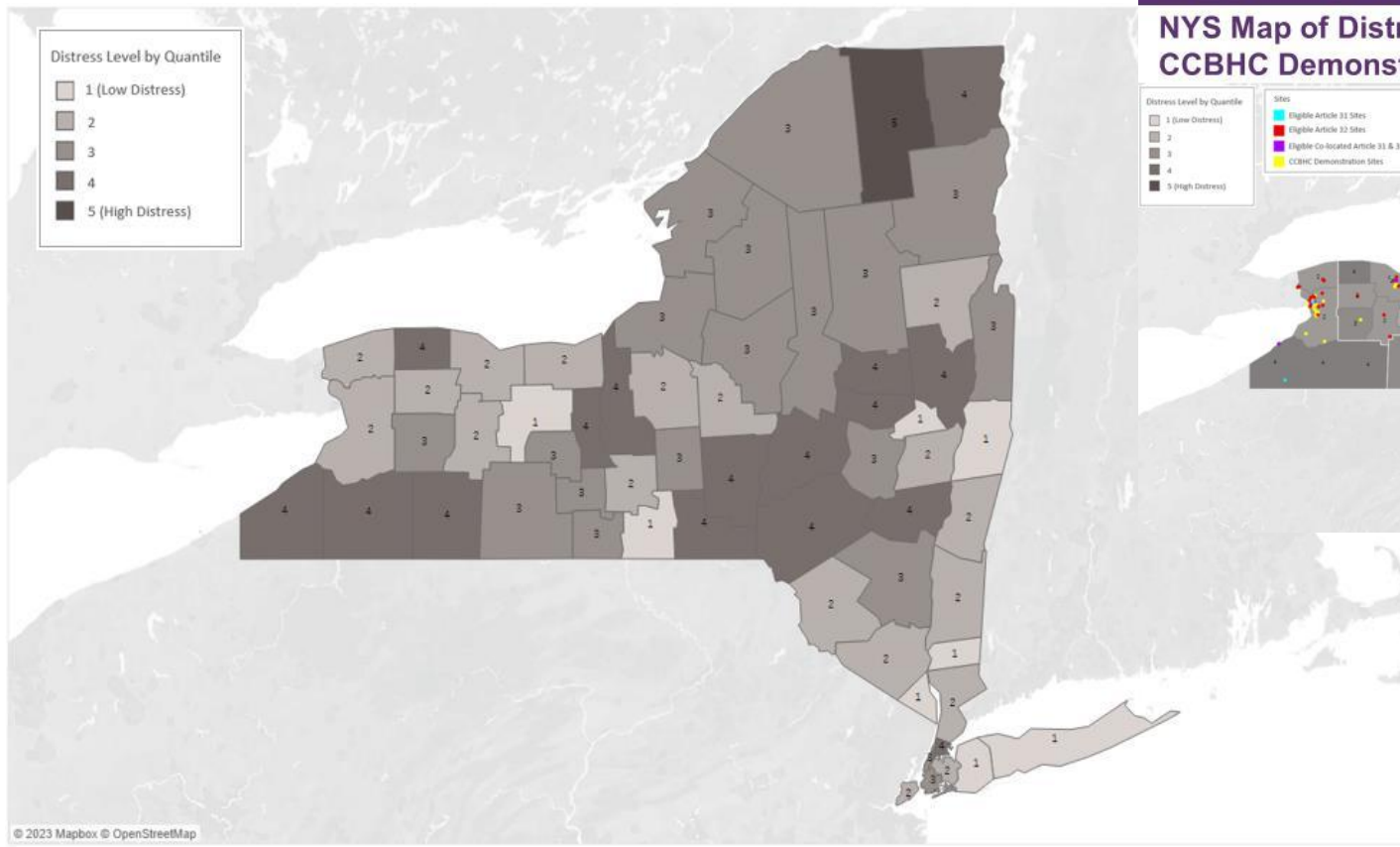
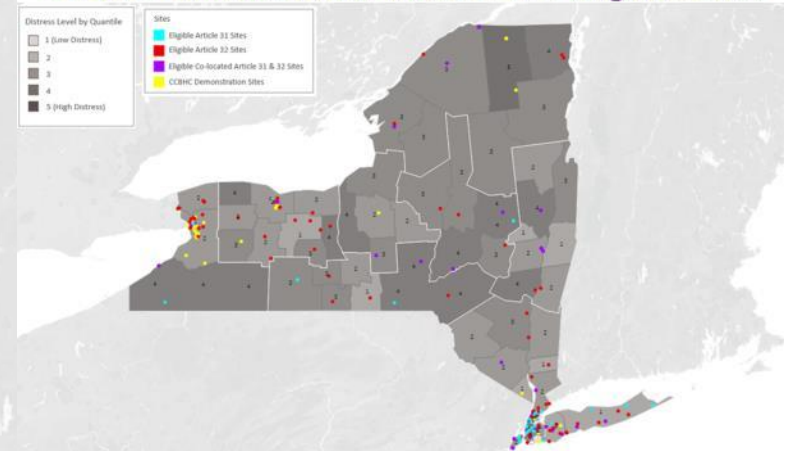Hover over line chart to view numerator and denominator.

Race/Ethnicity

Race/Ethnicity
- Asian/PI
- Black
- Hispanic
- Multiracial
- Native American
- Unknown
- White

Select Groups to View
- ☑ Asian/PI
- ☑ Black
- ☑ Hispanic
- ☑ Multiracial
- ☑ Native American
- ☑ Unknown
- ☑ White

■ Statewide Full MH Population Average Rate.
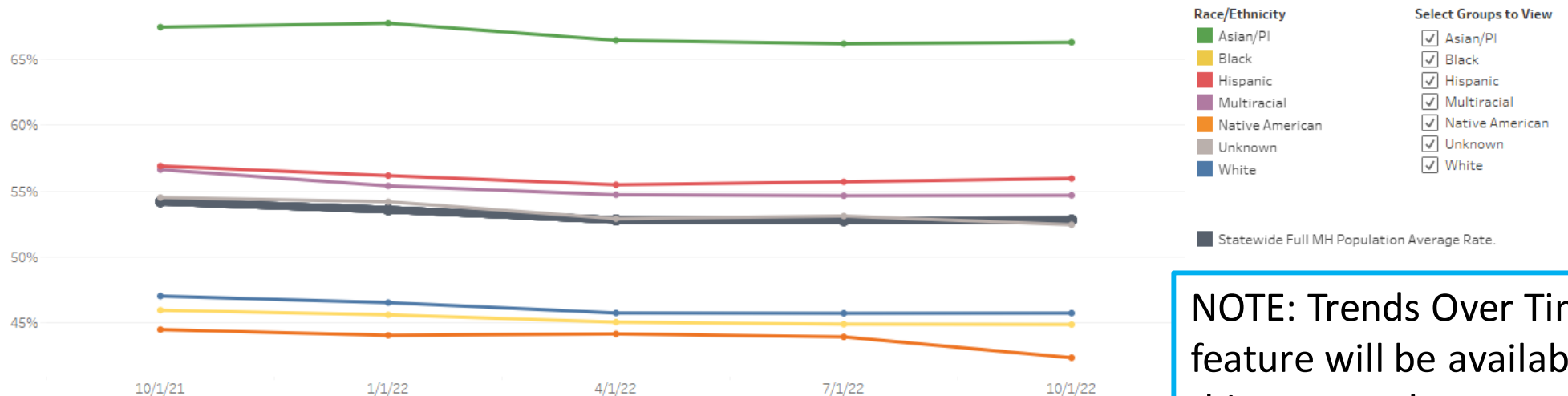
NOTE: Trends Over Time feature will be available this summer!

NYS Map of Distressed Counties

Thank You!