

THE COLLECTIVE VOICE FOR ADDICTION & MENTAL HEALTH IN NY

INUNITY
ALLIANCE



DIVERSITY | EQUITY | INCLUSION

SUMMIT

DEI: MOVING FORWARD

September 24, 2024

Embassy Suites Saratoga Springs

86 Congress Street

Saratoga Springs, New York 12866

Formerly
ASAP's
JEDI
Summit

InUnity Alliance is pleased to invite you to attend the Annual DEI Summit "Moving Forward" which will be held Tuesday, September 24, 2024 at Embassy Suites Saratoga Springs, 86 Congress Street, Saratoga Springs, NY 12866.

This event will be an excellent opportunity for us to continue discussions about Diversity, Equity and Inclusion to reflect on our own beliefs and behavior, and to better understand how we can individually and collectively make changes that help to address racism and injustice in behavioral health settings.

This event will create an excellent opportunity for us to continue to work on important issues impacting substance use disorders prevention, treatment, mental health and recovery support service providers. This summit as a catalyst for ongoing cross-systems work to address DEI issues that contribute to disparities in health status and access to needed services.

Online registration will close September 19, 2024. If you miss the deadline to register online, you will be able to register onsite the day of the Summit.

STAY CONNECTED!

VISIT US AT:



ABOUT US

InUnity Alliance, formed by the merger of two long-standing organizations, The Coalition for Behavioral Health and Alcoholism and Substance Abuse Providers of New York State (ASAP), will be a catalyst for strengthening addiction and mental health services in New York State as rates of overdose and suicide and barriers to accessing services continue to escalate. We offer advocacy, training, education and work collaboratively with a robust network of diverse partners, including our membership of more than 200 addiction and mental health care providers statewide. This work is rooted in justice, diversity, equity and inclusion. Together, we are a driving force that strengthens the continuum of care and advances the health and well-being of communities across New York State.

InUnity Alliance offers a comprehensive portfolio of services statewide through three specialized centers:

- InUnity Alliance Policy Center, the cornerstone of our organization, advances strategic addiction and mental health advocacy and policy initiatives across NYS and nationally;
- InUnity Alliance Center for Workforce Support provides vital services and support to bolster the addiction and mental health services workforce through the New York Certification Board, Center for Rehabilitation and Recovery, and the planned Equity Executive Leadership Institute; and
- InUnity Alliance Business Center strengthens business practices and promotes innovation within organizations that provide addiction and mental health services. We partner with organizations like Open Minds to deliver training and technical assistance, helping members achieve financial stability, deliver the highest quality care, and adapt to the rapidly changing care environment. This fosters growth and ensures long-term sustainability for these vital services. InUnity Alliance's Business Center will launch in the near future.

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AGENDA-AT-A-GLANCE

8:45 AM—9:05 AM

Welcome and Opening Remarks

9:05 AM—10:05 AM

Opening Keynote Presentation: Bridging the Gap: Prioritizing Mental Health in DEI Strategies
Michelle Van-Ess Grant, Senior Associate Dean of Students, The Centers for Student Equity, Empowerment, and Belonging, Cornell University

As Diversity, Equity, and Inclusion (DEI) initiatives evolve, integrating mental health into these efforts is critical to fostering genuinely inclusive environments. This presentation will explore the intersection of DEI and mental health, highlighting the unique challenges faced by marginalized communities and the systemic inequities that impact mental health outcomes. Participants will gain insights into current gaps, strategic initiatives, and practical solutions for improving mental health support within their DEI frameworks. Attendees will leave with actionable steps to create equitable access to mental health resources, reduce stigma, and enhance well-being across diverse populations.

10:05 AM—10:20 AM

BREAK

10:20 AM—11:20 AM

AM PRESENTATION 1: Youth Engagement in DEI Work: Youth Should Be Seen and HEARD!

Kym Laube, Executive Director, HUGS, Inc.

Sometimes when well meaning adults think of youth they do not think of their power and capability, especially when it comes to working together towards solutions. The answers lie within our youth and they must be engaged, empowered and included in DEI work! Effective community work requires the involvement of youth at all levels, from leadership to strategy implementation. However, we live in a society that has consistently marginalized and disenfranchised young people. How can we find and engage young people to lead and participate effectively in our work? How do we keep them involved? Our shared challenge today is to learn ways to engage young people that honor and respect their unique gifts and perspectives while still operating strategically and effectively. It can be done. In this training, we will explore not only how to bring youth to the table but also how to redesign the table so that youth have a place of true equity.

Outcomes:

By the end of the workshop, participants will:

- ♦ Have a deepened understanding of Hart's Ladder of Youth Engagement
- ♦ Create safe environments for youth to explore leadership
- ♦ Feel empowered to engage youth in diversity, equity, and inclusion in all areas of their lives.
- ♦ Leave with concrete steps to continue their DEI work and move up one 'rung' of Hart's Ladder.

Join us for a transformative experience that will empower youth to be a changemaker in the world of DEI!

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AGENDA-AT-A-GLANCE

11:20 AM—12:20 PM

AM Presentation 2: Moving Forward: Government Actions to Sustain and Advance Our Work

Carmelita Cruz, Director, Office of Health Equity & Policy, AIDS Institute, NYS Department of Health; Robert Charles Wright, LMSW, Master CASAC, Associate Director of Training, New York State Office of Addiction Services and Supports and Talia Santiago, Chief Diversity Officer, NYS Office of Mental Health

This panel will include representatives from the Office of Addiction Services and Supports (OASAS), the Office of Mental Health (OMH), and the Department of Health (DOH) who will engage in an interactive discussion on the initiatives forthcoming from their respective agencies as well as the tools and resources they utilize to sustain their efforts. Opportunity will be available for questions from the audience and each agency will share publicly available tools and resources.

12:20 PM—1:05 PM

LUNCH

1:05 PM—2:05 PM

PM Presentation 1: Countering Bias and Stigma with Cultural Humility

Diana Padilla, MCPC, CARC, CASAC-T, Research Project Manager, SBIRT Training, Technical Assistance and Implementation Specialist, Division of Substance Use Disorders / New York State Psychiatric Institute, Columbia University Medical Center

The elusiveness of implicit bias underscores provider perceptions, unwitting use of stigmatic language, and instigates assumptions and microaggressions affecting a person's capacity to respond to care, which is especially prevalent amongst racial, ethnic and trans and gender diverse individuals. Providers who practice cultural humility are better able to tailor care to meet the unique needs of traditionally underserved populations.

This interactive presentation will review practical approaches to identify and diffuse personal bias and intersecting dynamics of culture, substance use and mental health. Discussion will further inform on how to facilitate cultural humility to effect culturally responsive strategies to support recovery and wellness for diverse communities.

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AGENDA-AT-A-GLANCE

2:05 PM—2:55 PM

PM Presentation 2: Equity Executive Leadership Institute (EELI)

Keith Little, Principle and President of Kemili Solutions, LLC

Racial disparities in behavioral health outcomes represent a complex and deeply rooted issue with far-reaching implications. InUnity Alliance's Equity Executive Leadership Institute (EELI) envisions a future where leadership within the behavioral health sector mirrors the rich diversity of the communities we serve. The EELI will offer leadership development programming designed to dismantle system barriers, foster inclusive practices, and promote the authentic representation of racial and ethnic diversity at the highest levels of the organization.

Additionally, this workshop will explore the three key aspects of leadership development: the Fellow/Enrollee; the CEO; and the Board of Directors.

2:55 pm—3:05 pm

BREAK

3:10 PM—4:10 PM

CLOSING PRESENTATION: Changing Hearts and Minds: Applying Motivation Science and Lessons Learned in Addiction Treatment to DEI Work

Liliane Drago, MA, CASAC Master Counselor, MAC, Vice President, Director of Training, Outreach Development Corporation

While people may comply with DEI policies, genuine shifts in attitudes and behaviors often lag behind. In fact, many well-intentioned discussions aimed at addressing bias can backfire, deepening divisions and reinforcing biased beliefs. In this session, we will explore insights from addiction treatment and motivation science to discover how we can more effectively inspire meaningful changes in attitudes and behaviors that support DEI initiatives.

4:10 PM—4:20 PM

CLOSING REMARKS

Education and Training Clock Hours

OASAS:

On behalf of InUnity Alliance, ASAP has submitted for approval to OASAS and the final number of approved clock hours will be announced. Alcoholism and Substance Abuse Providers of New York State, Inc. (ASAP) is recognized by New York State Office of Addiction Services and Supports (OASAS) Education and Training Provider Certification Number 0709 for all or part of the CASAC/CPP/CPS education and training requirements.

Social Work:

InUnity Alliance's Diversity, Equity, and Inclusion Summit "Moving Forward" has submitted to Alcoholism and Substance Abuse Providers of New York State for approval of clock hours for Social Workers and the final number of approved clock hours will be announced. Alcoholism and Substance Abuse Providers of New York State, Inc. (ASAP) is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers #SW-0396.

LMHC:

InUnity Alliance's Diversity, Equity, and Inclusion Summit "Moving Forward" has submitted to Outreach Development Corporation for approval of clock hours for mental health counselors. Outreach Development Corporation is recognized by the New York State Education Department's State Board for Mental Health Counselors as an approved provider of continuing education for licensed mental health counselors #MHC -0087. InUnity Alliance's DEI Summit "Moving Forward" has been approved for 5.50 clock hours for Mental Health Counselors.

LMFT:

InUnity Alliance's Diversity, Equity, and Inclusion Summit "Moving Forward" has submitted to Outreach Development Corporation for approval of clock hours for marriage and family therapists. Outreach Development Corporation is recognized by the New York State Education Department's State Board for Marriage and Family Therapist as an approved provider of continuing education for licensed marriage and family therapists #MFT-006. InUnity Alliance's DEI Summit "Moving Forward" has been approved for 5.50 clock hours for Marriage and Family Therapists.

SAVE THE DATES!

Annual Veterans Summit

"Celebrating our Veterans and Caregivers Through Inspiration and Empowerment 2.0"

November 17, 2024

The Saratoga Hilton & City Center, 534 Broadway, Saratoga Springs, NY 12866

For more information, please visit: <https://www.iuany.org/upcoming-events/>

Inaugural Annual Conference

"Beyond Barriers: Building a Unified Approach to Care"

November 17-20, 2024

The Saratoga Hilton & City Center, 534 Broadway, Saratoga Springs, NY 12866

For more information, please visit our conference website: <https://www.iuanyconference.org>

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