

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.

DIVERSITY | EQUITY | INCLUSION

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!

DIVERSITY | EQUITY | INCLUSION

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; Brenda Harris-Collins, Director, Recovery Bureau, Division, Addiction Treatment and Recovery, 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.

DIVERSITY | EQUITY | INCLUSION

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

SPEAKER BIOGRAPHIES

Michelle Van-Ess Grant, Senior Associate Dean of Students, The Centers for Student Equity, Empowerment, and Belonging, Cornell University

Michelle Van-Ess Grant has worked in higher education for more than fifteen years at public, private, and state institutions. Being the child of immigrant parents from Ghana, West Africa had shaped the student affairs practitioner she is today.

Michelle currently serves as the Senior Associate Dean of Students at Cornell University. In her role, she is responsible for the collaborative development, management, and evaluation of eight identity-based centers and offices that support and empower Cornell's undergraduate and graduate students from historically marginalized backgrounds while also providing all Cornell community members with opportunities to deepen their understanding of racial justice and equity, expand their allyship skills, engage in dialogue across differences, and be a part of the movement for positive social change.

Van-Ess Grant received her Bachelor's degree in Communications from Fairleigh Dickinson University, Metropolitan Campus; her Master's degree in Student Affairs from New York University Steinhardt School of Culture, Education, and Human Development. Michelle is currently a doctoral candidate at Northeastern University researching the Lived Experience of Black Employees at Predominately White Institutions (PWI).

Michelle has been celebrated over time for her dedication not only to the profession - but to her students as well. NYU named Van-Ess Grant the 2013 recipient of the Michael Parkes Distinguished Multicultural Alumni Award. In 2015, Michelle was the inaugural recipient of the Doris Michiko Ching Award for Excellence as a Student Affairs Professional and the NASPA Region II Mid-Level Student Affairs Professional Award. That same year, Michelle was also awarded the NASPA African American Knowledge Community (AAKC) "NIA" Award for Mid-Level Professionals. In 2021, Van-Ess Grant was awarded the SUNY Chancellor's Award for Professional Service. Lastly, NASPA Region II awarded Michelle the Fred Turner Award, which honors a member who has served in leadership roles at the state, regional, national, and/or international levels of NASPA in addition to someone who has demonstrated outstanding achievement to the student affairs professional and Region II over an extended period.

Michelle has been an active member of NASPA, Region II, and the Advisory Board for over ten years, holding various positions on the board. She currently sits on the Assistant Vice President (AVP) Committee & AVP Symposium Planning Committee. Michelle is also an active member of Zeta Phi Beta Sorority, Incorporated and a charter member of the Omega Mu Zeta Graduate chapter.

Michelle enjoys spending time with her family, husband Jamel and their two young sons, Jamel Jr. (JJ) 6 and Jalen 17 months.

Kym Laube, Executive Director, HUGS, Inc.

Kym Laube is the Executive Director of Human Understanding Growth Services, Inc., HUGS, Inc., located in Westhampton Beach, NY. In this position she brings over 33 years of substance misuse prevention knowledge and expertise. Since she took the role of Executive Director in 2002, she has been leading the organization to provide a full array of multidimensional prevention services and recovery supports, all while ensuring she is advocating for the field all along the continuum of care. Kym is a national trainer and speaker, working with notable leaders in prevention including CADCA, various state associations and corporate businesses.

Having participated in the HUGS, Inc. Teen Institute program in 1986 as a high school student, Kym understands firsthand, the profound impact, lifelong influence and workforce development the Teen Institute program provides to young people. From student leader to Executive Director in 2002, Kym's mission has been to empower others to seek their full potential and become agents of change in the world. Kym offers dynamic, passionate and interactive keynotes, trainings and workshops for large and small groups with an uncanny ability to talk with and not at people. Annually, Kym presents to over 25,000 individuals, young and old across our great country.

SPEAKER BIOGRAPHIES

Kym Laube, Executive Director, HUGS, Inc. (continued)

Kym's unwavering commitment to improving the lives of young people extends beyond her executive office and can be seen in the many leadership roles she holds. She is active on various local, state and national boards and task forces. She served on the NYS Governors Opiate Task Force creating statewide policy change in prescribing laws, increased treatment stays and policy and practice to help NY families to find hope and heal. Most notable is her personal recovery and commitment to push individuals to make the space better wherever they are. Her greatest joy is watching her two adult sons create live a life of choice as they forge their own course. She lives in Westhampton Beach with her husband, and way too many dogs.

Carmelita Cruz, Director, Office of Health Equity & Policy, AIDS Institute, Department of Health

Carmelita Cruz, Esq. currently serves as the Director of the Office of Health Equity and Policy Initiatives at the Department of Health AIDS Institute. She was previously the inaugural Executive Equity Officer at the Office of Addiction Services and Supports and the Director of New York Advocacy and Community Organizing at Housing Works, Inc. Carmelita has advanced equity centered public policy and program initiatives throughout her career. She lives in Upstate New York with her husband, two beautiful children (Declan and Magdalena) and their chihuahua, Peanut.

Brenda Harris-Collins, Director, Recovery Bureau, Division, Addiction Treatment and Recovery, New York State Office of Addiction Services and Supports (OASAS)

Brenda Harris-Collins works in the Division of Addiction Treatment and Recovery (ATAR) for New York State Office of Addiction Services and Supports (OASAS). Brenda is the Director of the Recovery Bureau where she oversees New York States Recovery Community Outreach Centers (RCOC's), Peer Integration, Peer Engagement Specialist services, the proposed regulation for the voluntary certification of Recovery Residences, Recovery Ready Workplace development and the overall NYS recovery agenda. She is working diligently in her position to assure that Recovery Oriented Systems of Care (ROSC) and Recovery Support Services continue to flourish in the State of New York. Brenda is a Trauma Informed Care Champion and, on the Justice, Equity, Diversity, and Inclusion Council at NYS OASAS promoting the transformation of OASAS and the provider system. Brenda brings to the Recovery Bureau 37 plus years in the field of Addiction, 16 years focusing on ROSC and being a Recovery Coach for approximately 14 years. Brenda is a family member in recovery and is passionate about recovery services for women and faith as a pathway to recovery.

Talia Santiago-Bonds, Chief Diversity Officer, NYS Office of Mental Health

Talia Santiago-Bonds was appointed to the position of Chief Diversity Officer at the New York State Office of Mental Health (OMH) earlier this year. She served as the Deputy Director of the Office of Diversity & Inclusion for the past year, demonstrating a steadfast commitment to Diversity, Equity, Inclusion, and Belonging. Her efforts have driven systemic change, enhancing access and treatment outcomes for underserved and marginalized communities.

Talia oversees and implements comprehensive strategies to eliminate disparities and combat racism in mental healthcare across New York State. Her leadership skills are crucial in addressing implicit biases that influence organizational policies and practices. The Office of Diversity & Inclusion coordinates data-driven policy changes and provides essential educational guidance and support to improve access, quality, and treatment outcomes for marginalized populations, including people of color, LGBTQ+ individuals, older adults, rural residents, veterans, individuals with disabilities, and immigrants.

SPEAKER BIOGRAPHIES

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

Diana Padilla, MCPC, CARC, CASAC-T has worked in the behavioral health field for more than 25 years. She is the Screening, Brief Intervention and Referral to Treatment, (SBIRT) Technical Assistance and Implementation Specialist for the Northeast & Caribbean ATTC, and the chair for the National ATTC Behavioral Health, Equity & Inclusion committee. Using a cultural and inclusive recovery-oriented perspective, Ms. Padilla instructs on how to enhance practice strategies and interventions to best meet the substance use and trauma related needs of communities of color, LGBTQ+ people, and other traditionally underserved populations.

Keith M. Little, Executive Leader

Keith M. Little is a hands-on leader with over 40 years of experience at State, City, local government organizations and in the nonprofit human services sector, Mr. Little brings considerable expertise in the provision services to children, families, and adults via his work in mental health, health care, early childhood education, child welfare, substance abuse, intellectually and developmentally disabled, and juvenile justice programming.

In his most recent position, Mr. Little is the Founder and Principle for Kemili Solutions. In this role, he has served as the Interim Executive Director of the Children's Law Center, where he successfully led the organization through the recruitment of a new Executive Director; served as the liaison to the Board of Directors; ensured organizational stability; led Executive Team in implementing a development strategy to advance fundraising efforts; prioritized financial monitoring and viability; played a key role in union negotiations which led to a contractual agreement. He is also an Executive Coach for new executive leaders; and the Director of the InUnity Alliance Leadership Development Program for BIPOC professionals.

Mr. Little served as the President & CEO of SCO Family of Services, where he was responsible for oversight of the agency's extensive continuum of residential and community-based child welfare, early childhood, youth development, family support, special needs, and homeless services.

He has held senior organizational and program leadership positions at the New York State Office of Mental Health. He served as Associate Commissioner and Deputy Director at NYS Office of Mental Health, where he was responsible for the oversight of State Operations for children's services.

His experience includes posts at the Jewish Board, Edwin Gould Service for Children and Families, the New York City Department of Health, and the Nassau County Youth Board.

Mr. Little earned an MPA from Baruch College, City University of New York, and a bachelor's degree from University of Bridgeport. He sits on the Boards of Directors of Good Shepherd Services; the Black Agency Executives; CASES; Mercy First; and Brownsville Partnership.

SPEAKER BIOGRAPHIES

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

Liliane Drago serves as Assistant Vice President of the Outreach Training Institute (OTI), the largest provider of CASAC training in New York State. She is a member of the CASAC teaching faculty, facilitates trainings in the Institute's professional development program and conducts workshops internally and at professional conferences.

Prior to Outreach, Ms. Drago was the Vice President and National Training Director for Phoenix House where she oversaw training and staff development and facilitated the adoption of evidence-based programs into the clinical programs. While at Phoenix House, she also directed the Riverside Center, a treatment program for employed adults with substance use disorders and their families and was the Director of Ambulatory Programs with oversight for adolescent outpatient services.

Liliane Drago is CASAC-certified and is a NAADAC-certified Master Addiction Counselor (MAC). She is a member of the Motivational Interviewing Network of Trainers (MINT), a certified trainer on the Addiction Severity Index (ASI), and a training associate in Seeking Safety Therapy for Post-Traumatic Stress Disorder. Ms. Drago is also an OASAS-certified trainer in SBIRT and is certified in crisis prevention and de-escalation as well as cognitive mapping.

A published author, Ms. Drago co-authored the second edition of *The Therapeutic Community for Drug Abuse Treatment: A Journey Yet Unfolding in the Recovery Movement in Addiction Medicine: Science and Practice* (2010, 2017, in press), with David Deitch, PhD.

Ms. Drago holds a Master of Arts in Community Psychology from New York University, and a Bachelor of Arts in Psychology from Adelphi University. Additionally, she has served as an Adjunct Professor in Behavioral Sciences at Mercy College and the Substance Abuse Counseling Program at Kingsborough Community College.

THANK YOU TO OUR SPONSORS

PLATINUM SPONSOR:



EXHIBITOR:



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/PPP/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. 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. InUnity Alliance's DEI Summit "Moving Forward" has been approved for up to 4.00 clock hours for Social Workers.

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 up to 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 up to 5.50 clock hours for Marriage and Family Therapists.

NYCB:

Pending NYCB approval for peer recovery continuing education (CARC and CRPA).

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>

JUSTICE | EQUITY | DIVERSITY | INCLUSION

COMMITTEE MEMBERS

Deirdre Rice-Reese, MPA, CASAC
ASAP DEI Committee Co-Chair
Assistant Vice President of Residential Treatment
Samaritan Daytop Village

Quetcy Alexander-Young, MSP, Master CASAC
Program Director
Samaritan Daytop Village

Christine Cavallucci, LCSW, CPP
Executive Director
ADAPP

Tammy Chandler
Administrative Assistant
Samaritan Daytop Village

Liliane Drago, MA, CASAC, Master Counselor, MAC
Assistant Vice President
Outreach Training Institute

John J. Gordon, Jr., LADC, MAC, Master CASAC
Associate Executive Director
Center for Recovery and Wellness
The Educational Alliance

Shacarah Henry, LMHC
Director of Health/Equity Impact
Horizon Health Services

Katrina M. Jones, MS, PHR, SHRM-CP
Senior Vice President of Human Resources
& Talent Management
Acacia Network

Norwood Keaton, CASAC-MC, CPP, CARC, CRPA, SAP
Executive Director
Program for the Development of Human Potential
Department of Education, Diocese of Brooklyn

Beth Covelli, LCSW-R
ASAP DEI Committee Co-Chair
Executive Director
New York Counseling for Change, LLC

Sherry LaFountain
Director of Events Management & Marketing
InUnity Alliance, Inc.

Liz Perulli, CASAC-A
Program Director
Samaritan Daytop Village

Dina Pizzingrillo, CRC, LMHC
Director, Education, Employment & Career Service
Samaritan Daytop Village

Aisha Silla, LMHC Assistant Vice President
Senior Director for Residential and Recovery Services
ACMH, Inc.

Joseph R. Turner, JD
President and CEO
Exponents, Inc.

Jenny Varese, LCSW
Director of Residential Services
Phoenix House NY|LI

Dawn Wilkin
Assistant Director of Prevention Service
Catholic Charities of Orange, Sullivan & Ulster

InUnity Alliance, Inc.
194 Washington Avenue, Suite 300
Albany, New York 12210
(518) 426-3122
www.iuany.org
