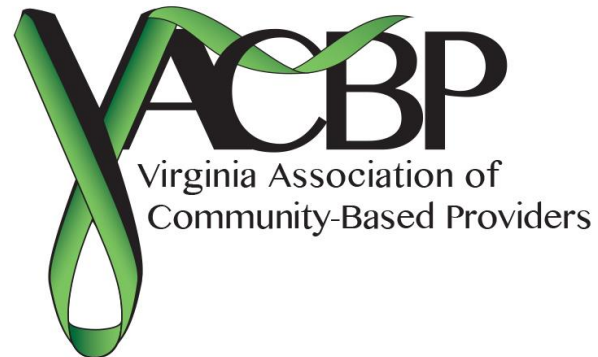


# DBHDS Behavioral Health Symposium

*OneVACBP*: Fighting Racism and Promoting  
Diversity, Equity, Inclusion and Justice

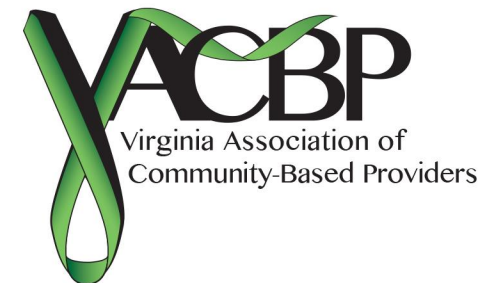
**June 9, 2021**

**Mindy Carlin, Executive Director**



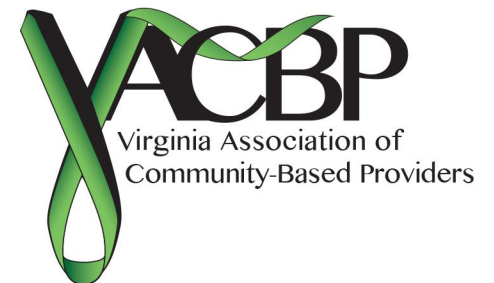
# Background on the VACBP

- ▶ An association of *private-sector* organizations that provide *community-based* behavioral health and substance use disorder treatment to Virginia's most vulnerable populations, founded in 2013.
- ▶ *Among largest associations* representing the interests of private-sector behavioral health providers in Virginia, with more than 50 agencies that have more than 160 facilities across the Commonwealth.
- ▶ Members range from providers with *less than 10 employees to more than 500*, from agencies with one location to more than 30, serving the behavioral health needs of individuals in *all regions of the Commonwealth*.



# The VACBP's Strategic Pillars

- ▶ **ADVOCATE** in support of a positive, solutions-focused regulatory and legislative environment in Virginia.
- ▶ **INFORM** our members about news and information about issues that impact their organizations.
- ▶ **COLLABORATE** with other provider and industry groups, regulators, managed care organizations, educators, and others to enable our members to be successful.



# The VACBP's Strategic Pillars

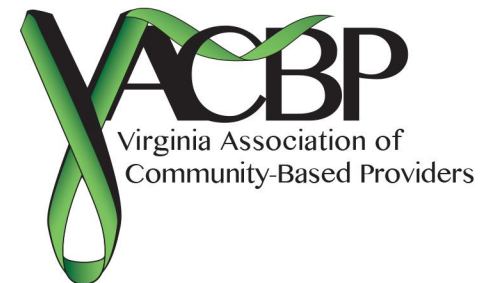
- ▶ SUPPORT our members by providing valuable resources
  - ▶ *Training, vendor relationships and discounts, referral sources, recruitment and retention support, and assistance with payment, licensure, registration and credentialing problem resolution.*
- ▶ ELEVATE our members as the “gold standard”
  - ▶ *Provide opportunities to help them implement best practices, comply with all regulations, and deliver measurable, outcome-based care while maintaining the highest in ethical conduct and standards.*

*Leverage the experience, expertise and resources of our members to advance and promote the behavioral health industry as a whole.*



# OneVACBP History

- ▶ Initiative focused on fighting racism and promoting diversity, equity, inclusion and justice.
- ▶ VACBP Board of Directors adopted a resolution to create *OneVACBP*. (June 2020)
- ▶ *OneVACBP* structure and goals were unanimously approved. (September 2020)
- ▶ Workgroups were established to focus on the following:
  - ▶ *Individual, Structural and Systemic Racism*
  - ▶ *Diversity, Equity and Inclusion*



# Prioritize Being Anti-Racist

## OneVACBP Goals:

- ▶ *Acknowledge and strongly support the statement: Black lives matter.*
- ▶ *Acknowledge racism is a social determinant of health and identify strategies to change this.*
- ▶ *Reduce the negative impact of racism on other social determinants of health.*

## Efforts to Date:

- ▶ Ensured the topic of “racism” wasn’t last on a long list of goals/agenda items.
- ▶ Committed to being an ANTI-RACIST ORGANIZATION and called on our members to do the same.
- ▶ Provided a space for members to report on *agency action* and discuss how to get leadership buy-in to do more.



# Create a Safe Space for Discussion, Sharing and Learning

## OneVACBP Goals:

- ▶ Increase awareness of systemic barriers and unconscious bias that disadvantage the black community.

## Efforts to Date:

- ▶ Provide a safe place for providers to share and learn
- ▶ Identify credible sources for education/information
- ▶ Create and maintain a resource list
- ▶ To launch *OneVACBP Teach-Talk-Take-Away* education series

## THE GROUNDWATER APPROACH:

building a practical understanding  
of structural racism



# OneVACBP Teach-Talk-Take-Away Education Series

- ▶ Focus will be on topics that are relevant to our members to ensure we are continuing to provide valuable and timely information
- ▶ Incorporate specific suggestions/"take-aways" for action – how to take the lesson and implement it in our everyday life in some way, big or small.

June 14, 2021, 12:00 p.m. – 12:45 p.m.

## The History of Juneteenth and Loving Day

*Featuring Dr. A'Tasha Christian (Guided Paths)*

### Other topics:

- How to be an anti-racist organization
- Brief History of Redlining and Other Racist Housing Policies
- Microaggressions
- The ABCs of how and where to apply an equity lens within your agency
- "Tips for getting Leadership Buy-In" for making organizational changes
- History of Black Wall Street



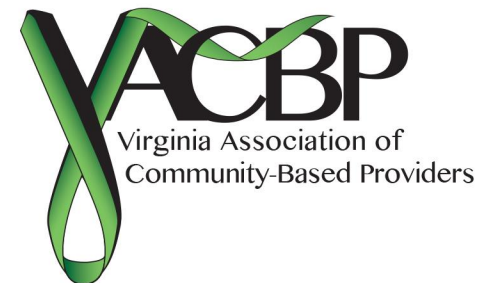
# Promote Diversity, Equity and Inclusion

## OneVACBP Goals:

- ▶ *Promote diversity, equity and inclusion within the VACBP and within VACBP member agencies.*
- ▶ *Increase diversity in VACBP membership and leadership, including among BIPOC-owned and BIPOC-operated agencies.*

## Efforts to Date:

- ▶ Assessed diversity of current VACBP members and leadership, identified gaps and developing strategies to increase diversity.

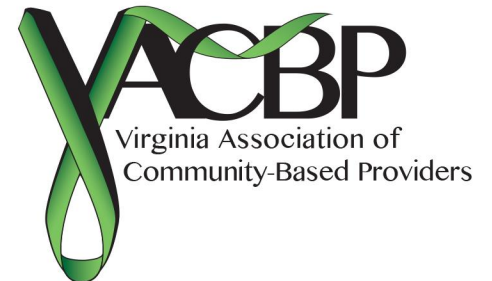


# Assessing the Diversity of the VACBP

**WHAT** question should we ask and **WHO** should we ask?

**HOW** do we define the responses?

How do we explain **WHY** we're asking?



# Defining the Responses: Words Matter

*Please consider the options below and check all that apply to your agency ownership/leadership. If you believe your agency's ownership/leadership is not represented by the options provided below, you may self identify by selecting the option "additional ownership/leadership not listed." Response options are listed in alphabetical order.*

- African American/Black Owned/Led
- Asian American Owned/Led
- Disabled Owned/Led
- Female Owned/Led
- Hispanic Owned/Led
- LGBTQ+ Owned/Led
- Male Owned/Led
- Native American Owned/Led
- Non-Binary Owned/Led
- Service-Disabled Veteran Owned/Led
- Veteran Owned/Led
- White Owned/Led



# Defining the Responses: Words Matter

## Race

- ❑ *American Indian or Alaska Native* – A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.
- ❑ *Asian* – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- ❑ *Black or African American* – A person having origins in any of the **Black racial groups of Africa**.
- ❑ *Native Hawaiian or Pacific Islander* – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ❑ *White* – A person having origins in any of the original peoples of Europe, **the Middle East, or North Africa**.
- ❑ *Option to self-identify with more than one race* – A person who identifies with more than one race may choose to provide multiple races in response to this question.
- ❑ *I'd rather not answer*
- ❑ *Additional race not listed*



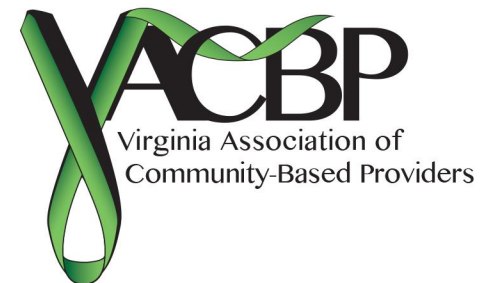
# Defining the Responses: Words Matter

## Gender Identity

- Female
- Male
- Non-Binary
- I'd rather not answer
- Additional gender identify not listed

## Sexual Orientation

- Bisexual
- Gay or Lesbian
- Straight/Heterosexual
- I'd rather not answer
- Additional sexual orientation not listed



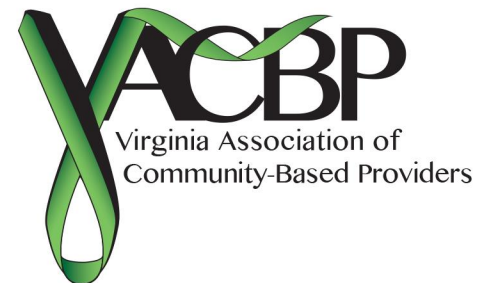
# Develop and Practice Applying an Equity Lens in Decision Making

## OneVACBP Goal:

- ▶ *Apply an equity lens to all aspects of our work, including governance, commitment, value alignment, policy, practice and service.*

## Efforts to Date:

- ▶ Developed and practiced applying customized VACBP “VISION” Equity Lens tool



# VISION: A Customized Equity Lens Tool

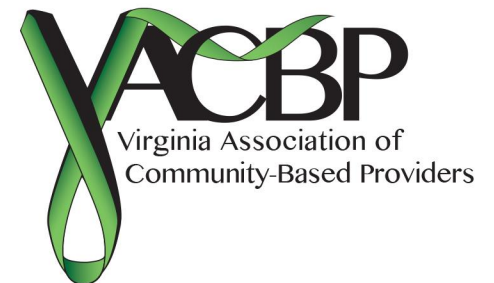
- *Make decisions in a deliberately inclusive way.*
- *Introduce a set of questions into the decision to ensure a focus on equity in both the process and outcomes.*
- *Be explicit in drawing attention to how the decision holds potential to affect marginalized groups.*
- *Consider equity dimensions of involvement, process, values and assumptions.*
- *Highlight how practices can shift power toward inclusion and equity.*

- ▶ **V** **VALUES** - What values, beliefs and assumptions (some of which will be cultural) guide how the topic is being considered?
- ▶ **I** **INVITATION** - Who's invited? What informs their thinking on the issue? Who is most affected? How can they be included?
- ▶ **S** **STRUCTURES**- What participatory structure can be created to ensure inclusion, and what decision-making models are most representative and productive (voting vs. consensus)?
- ▶ **I** **IMPACT**- What is the likely impact? Does the decision help, worsen, or is it neutral to existing disparities? Does the decision result in systemic change that addresses institutional inequity?
- ▶ **O** **ORGANIZATION**- How are members who are important to the organization potentially impacted (i.e., intentionally or unintentionally)?
- ▶ **N** **ANTI-RACIST** - Do the possible revisions/recommendations promote equity and demonstrate a commitment to justice?

# Develop and Practice Applying an Equity Lens in Decision Making

## Efforts to Date:

- ▶ Provided two workshops on how to apply an equity lens
- ▶ Governance Committee applying an equity lens to VACBP bylaws, policies, processes, etc.





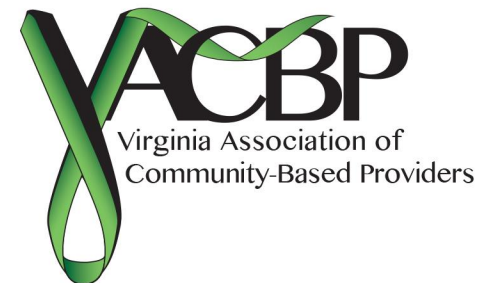
# Identify the Malignant Roots and Solutions

## OneVACBP Goals:

- ▶ *Utilize data to achieve racial equity within our state and advance opportunity for all*
- ▶ *Increase access to medical and behavioral healthcare for all Virginia residents, particularly for black, indigenous and people of color (BIPOC) who experience disparate healthcare access based on race, ethnicity, national origin, English language proficiency, gender, gender identity, sexual orientation, religion, age, differing abilities and income.*
- ▶ *Acknowledge racism is a social determinant of health and identify strategies to change this.*
- ▶ *Reduce the negative impact of racism on other social determinants of health.*

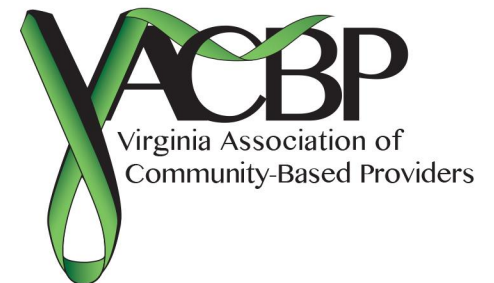
## Efforts to Date:

- ▶ Prepare to launch the Equity, Inclusion and Justice Collaborative



# Equity, Inclusion and Justice Collaborative

- ▶ Intent is to identify the “hot roots,” dismantle the malignant portions of the root system, and implement change that is within our locus of control.
  - ▶ *Disproportionate impact of COVID-19 on BIPOC individuals and communities*
  - ▶ *Barriers to behavioral health supports and treatment*
  - ▶ *Lack of workforce equity in the behavioral health profession*
  - ▶ *Lack of equity in housing*
  - ▶ *Safety and justice inequities*



For more information: [www.vacbp.org](http://www.vacbp.org)

*Mindy Carlin, Executive Director*  
[mindy.carlin@accesspointpa.com](mailto:mindy.carlin@accesspointpa.com)

**#onevacbp**  
**#onevirginia**  
**#diversitywins**

# APPENDIX: *OneVACBP* Initiative Goals

- ▶ Acknowledge and strongly support the statement: Black lives matter
- ▶ Increase awareness of systemic barriers and unconscious bias that disadvantage the black community
- ▶ Acknowledge racism is a social determinant of health and identify strategies to change this
- ▶ Reduce the negative impact of racism on other social determinants of health
- ▶ Utilize data to achieve racial equity within our state and advance opportunity for all
- ▶ Increase access to medical and behavioral healthcare for all Virginia residents, particularly for black, indigenous and people of color (BIPOC) who experience disparate healthcare access based on race, ethnicity, national origin, English language proficiency, gender, gender identity, sexual orientation, religion, age, differing abilities and income
- ▶ Promote diversity, equity and inclusion within the VACBP and within VACBP member agencies
- ▶ Increase diversity in VACBP membership and leadership, including among BIPOC-owned and BIPOC-operated agencies
- ▶ Apply an equity lens to all aspects of our work, including governance, commitment, value alignment, policy, practice and service
- ▶ Advocate for policies that advance and promote anti-racism and social justice

