

NNED Virtual Roundtable: Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce

We will be starting soon, thank you for joining us!



Attendees are muted, so please share comments and ask questions in the **Q&A box**




Closed captioning is available through Zoom using the **CC button**



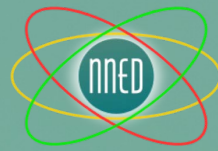
Resources and the recording will be available following the roundtable at share.nned.net



Provide us with feedback in the post-roundtable survey

A photograph of four diverse professionals in an office setting. A man on the left is shaking hands with a woman on the right. A woman in the center is looking on, and a man in the background is smiling. The image has a teal overlay.

The views, opinions, and content expressed in this presentation do not necessarily reflect the views, opinions, or policies of the Office of Behavioral Health Equity (OBHE), the Substance Abuse and Mental Health Services Administration (SAMHSA), or the U.S. Department of Health and Human Services (HHS).



National Network to Eliminate
Disparities in Behavioral Health

**Community-Based Organizations Build Pathways to
Behavioral Health Equity for Communities of Color**

PART 3

Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce

WELCOME & INTRODUCTIONS – ABOUT THE NNED



National Network to Eliminate
Disparities in Behavioral Health

A network of over **5,000 individuals**, including more than **1,200 community-based organizations** striving for behavioral health equity for for all individuals, families, and communities.



Annie Guo VanDan

Virtual Roundtable Coordinator, NNED
National Facilitation Center
Change Specialist, Change Matrix

WELCOME & INTRODUCTIONS - LOGISTICS



Share comments
and ask questions in
the **Q&A box**



Closed captioning
is available through
Zoom using the
**CC button / Full
Live Transcript**
option



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Provide us with
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survey



National Network to Eliminate
Disparities in Behavioral Health

Community-Based Organizations Build Pathways to Behavioral Health Equity for Communities of Color

PART 3

Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce

Introductions
of Panelists

Setting the
Stage

Panelist
Discussion

Resources

Final
Thoughts



National Network to Eliminate
Disparities in Behavioral Health

OBJECTIVES FOR THE DAY

- Understand the importance and impact of a racially/ethnically diverse behavioral health workforce.
- Examine how community-based organizations can create career development experiences in behavioral health such as internships and trainings for racially/ethnically diverse people.
- Identify national and regional programs for professional pathways that support racially/ethnically diverse people in behavioral health careers.
- Learn about strategies to promote the behavioral healthcare field to make it more inviting and interesting to racially/ethnically diverse young people.



WELCOME



Dr. Mary Roary

Director

Office of Behavioral Health Equity

Substance Abuse and Mental Health Services Administration



National Network to Eliminate
Disparities in Behavioral Health

SETTING THE STAGE



Thomas Clarke, PhD, MPH

Director

National Mental Health and Substance Use Policy Laboratory



National Network to Eliminate
Disparities in Behavioral Health

Behavioral Health Workforce

Thomas Clarke, Ph.D. M.P.H.

National Mental Health and Substance Use Policy Laboratory
Substance Abuse and Mental Health Services Administration

August 18, 2021

2021 NNED Virtual Roundtable Series

Part 3: Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce



SAMHSA
Substance Abuse and Mental Health
Services Administration

5 A's to Healthcare Access

Affordability: Financial costs for services

Availability: Available services to meet the volume and needs in a community (supply and demand)

Accessibility: Services are within reasonable proximity (location)

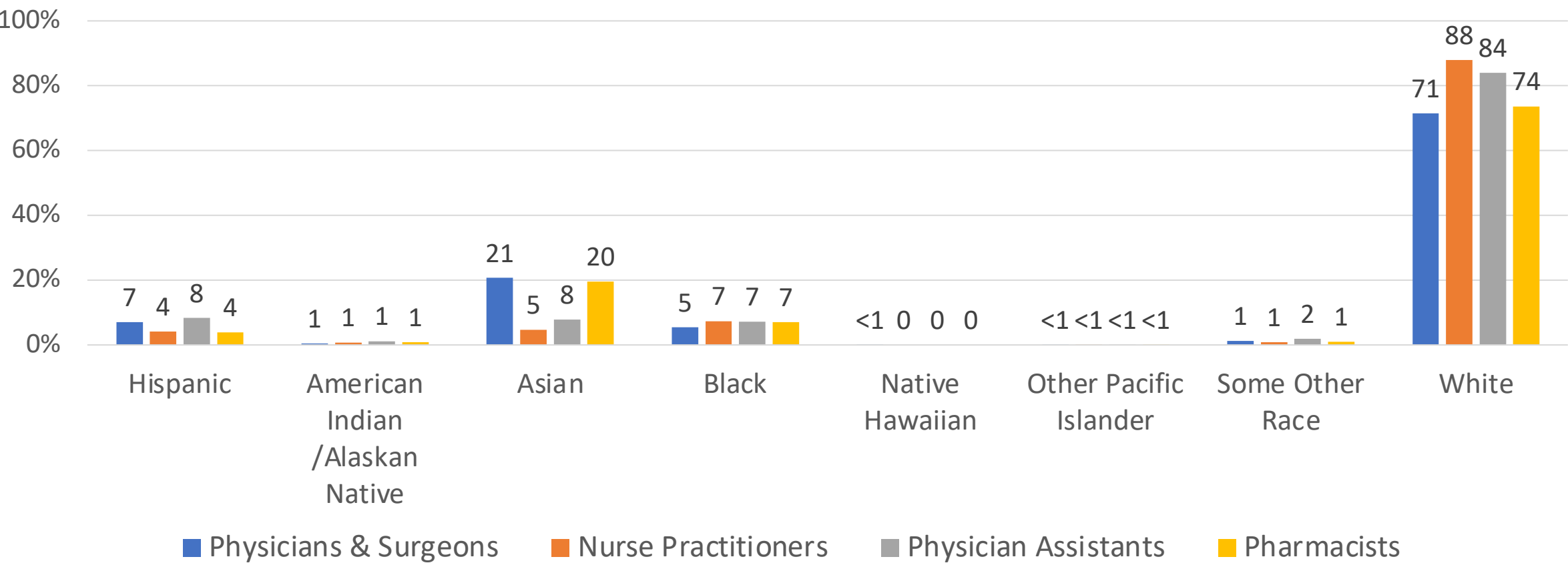
Accommodation: Providers are available when you need them (do they have appointments available beyond regular business weekday hours?)

Acceptability/culturally appropriate: Provider/service address cultural concerns

(Pechansky and Thomas, 1981)

Behavioral Health Workforce

Prescriber Profession Type By Race/Ethnicity (ACGME, 2019)



Behavioral Health Workforce

	% Female	% Male
Mental Health Counselors	72.9	27.1
Substance Abuse and Behavioral Disorder Counselors	81.3	18.7
Non-School Psychologists	80.3	19.7
Healthcare Social Workers	87.0	13.0
Social Workers, All Other	85.4	14.6

Labor Force Statistics from the Current Population Survey--- U.S. Bureau of Labor Statistics, January 2021

SAMHSA Website – Practitioner Training

U.S. Department of Health & Human Services



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Search

[Find Treatment](#) **[Practitioner Training](#)** [Grants](#) [Data](#) [Programs](#) [Newsroom](#) [About Us](#) [Publications](#)



Practitioner Training

SAMHSA's practitioner training offers tools, training, and technical assistance to practitioners in the fields of mental health and substance use disorders.



Technology Transfer Centers (TTC) Program

The purpose of the Technology Transfer Centers (TTC) is to develop and strengthen the specialized behavioral healthcare and...



State Targeted Response Technical Assistance (STR-TA)

The State Targeted Response (STR) Technical Assistance (TA) Consortium was created to support efforts in addressing opioid use...



Providers' Clinical Support System for Medication Assisted Treatment (PCSS-MAT)

Providers' Clinical Support System for Medication Assisted Treatment (PCSS-MAT) is a national training and clinical...



Clinical Support System for Serious Mental Illness (CSS-SMI)

This initiative supports the use and implementation of evidence-based screening and treatment for serious mental illness (SMI)...



Suicide Prevention Resource Center (SPRC)

The Suicide Prevention Resource Center (SPRC) provides a virtual learning lab designed to help state- and community-level...



Rural Opioid Technical Assistance (ROTA)

The purpose of this program is to develop and disseminate training and technical assistance for rural communities on addressing...

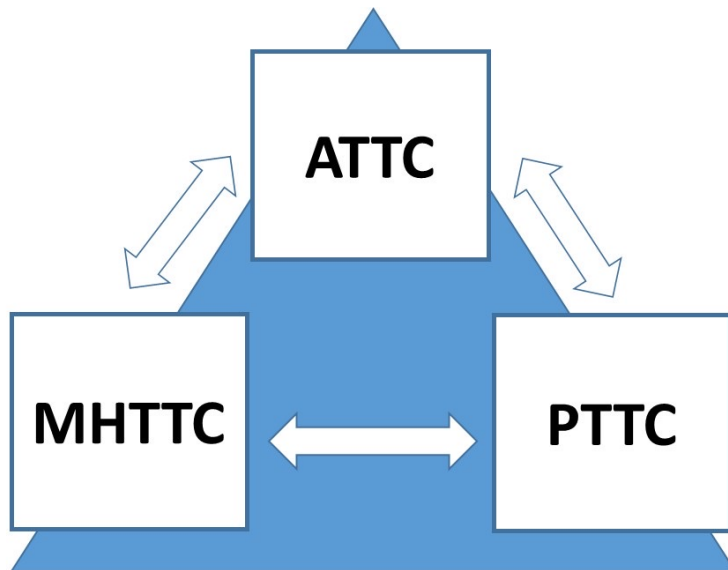
<https://www.samhsa.gov/practitioner-training>

Technology Transfer Centers - TTC

Addiction
Technology
Transfer Centers
ATTC
<https://attcnetwork.org/>

Mental Health
Technology
Transfer Centers
MHTTC
<https://mhttcnetwork.org/>

Prevention
Technology
Transfer Centers
PTTC
<https://pttcnetwork.org/>

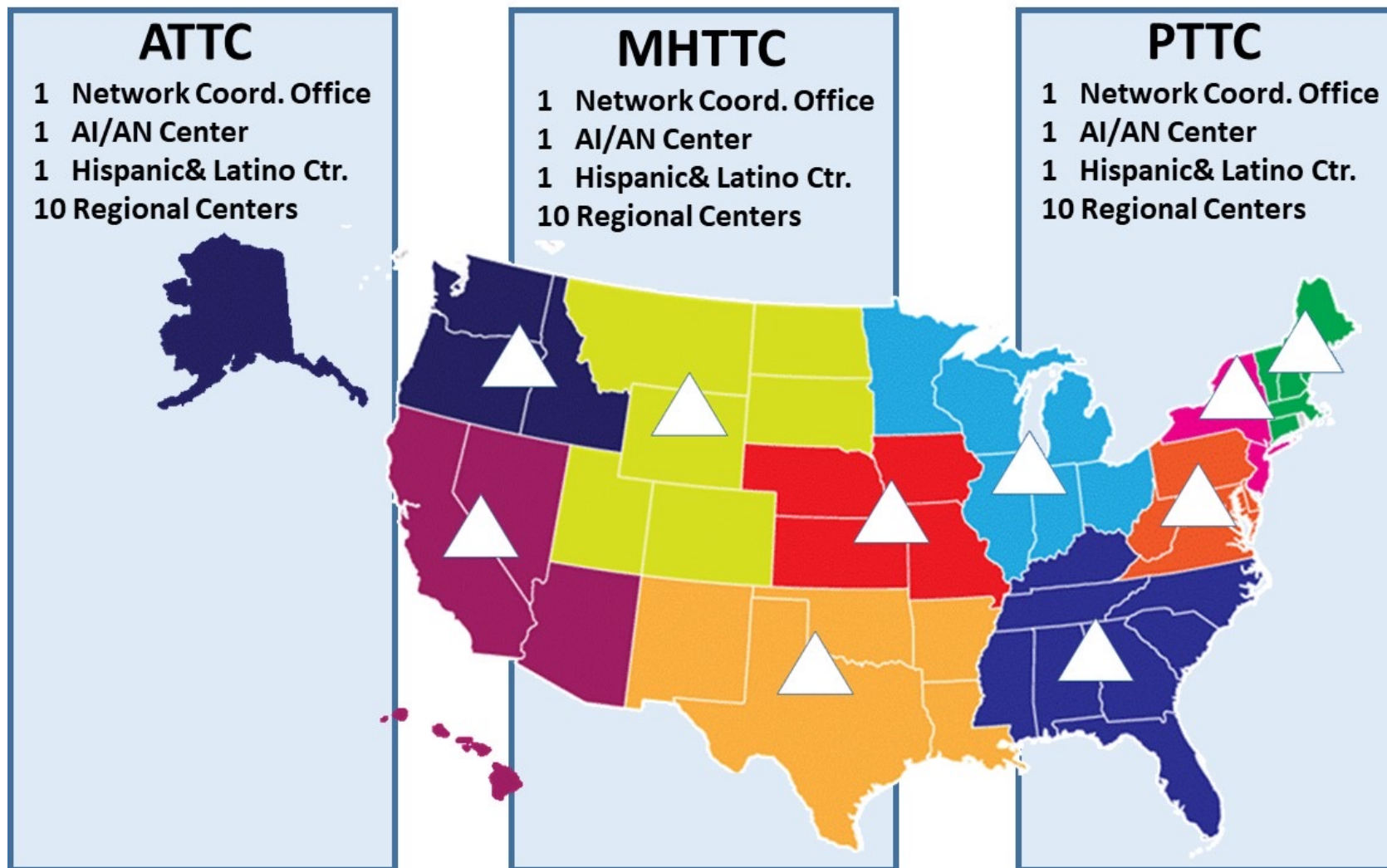


MISSION: Helping people and organizations incorporate effective practices into substance use disorder and mental health prevention, treatment and recovery services.



Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



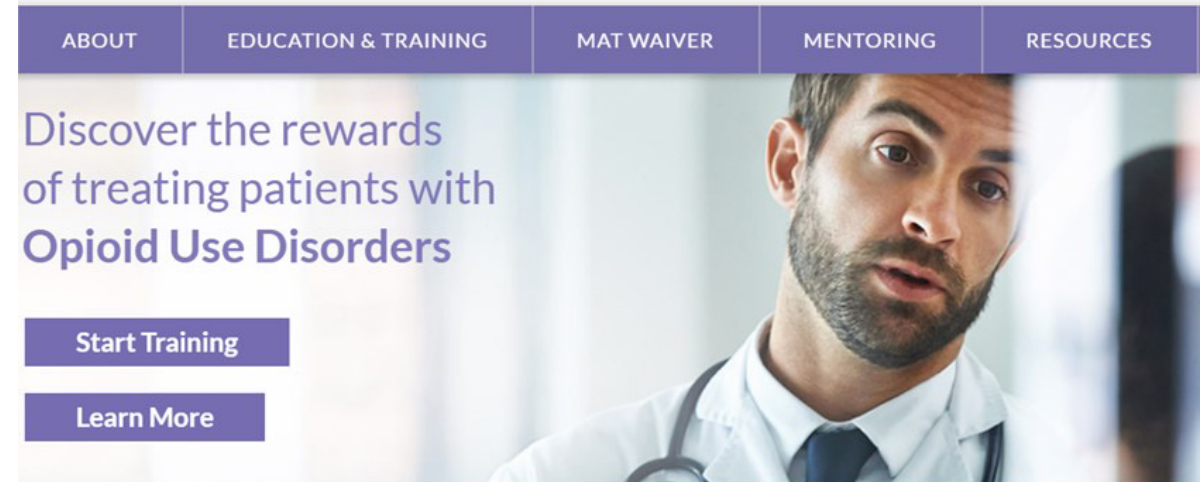
Provider's Clinical Support System –(and University) Medication Assisted Treatment (PCSS-MAT)



Providers
Clinical Support
System

<https://pcssnow.org/>

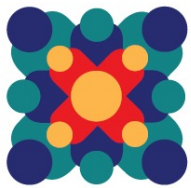
The purpose of this program is to expand the number of Drug Addiction Treatment Act (DATA) 2000 waived providers, increase understanding of the importance of medication-assisted treatment and ultimately increase access to MAT through expanded prescribing of FDA-approved medications for the treatment of opioid use disorders.



The PCSS-MAT program will continue to provide up-to-date and evidence-based information to support the training of health professionals and to address the complex issues of addiction.

Centers of Excellence for Behavioral Health Disparities

The purpose of these CoEs is to develop and disseminate training and technical assistance for healthcare practitioners on issues related to addressing behavioral health disparities. The centers will implement training and technical assistance for practitioners to address the disparities in behavioral healthcare in three key populations:



African American Behavioral Health
CENTER OF EXCELLENCE

<http://africanamericanbehavioralhealth.org/>



CENTER

Center of Excellence for
Behavioral Health Disparities in Aging

<http://e4center.org/>



CENTER of EXCELLENCE
LGBTQ+ BEHAVIORAL HEALTH EQUITY

<http://www.lgbtquequity.org/>

Homeless and Housing Resource Center - HHRC



<https://hhrctraining.org/>

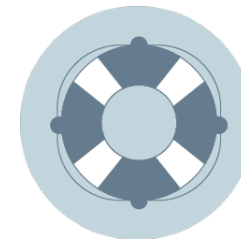
The purpose of this program is to provide training and technical assistance (TTA) to the general public and persons working with individuals who are at risk for, or are experiencing, homelessness.



Behavioral Health



Homelessness



Recovery Support



**Consumers and
Family Members**

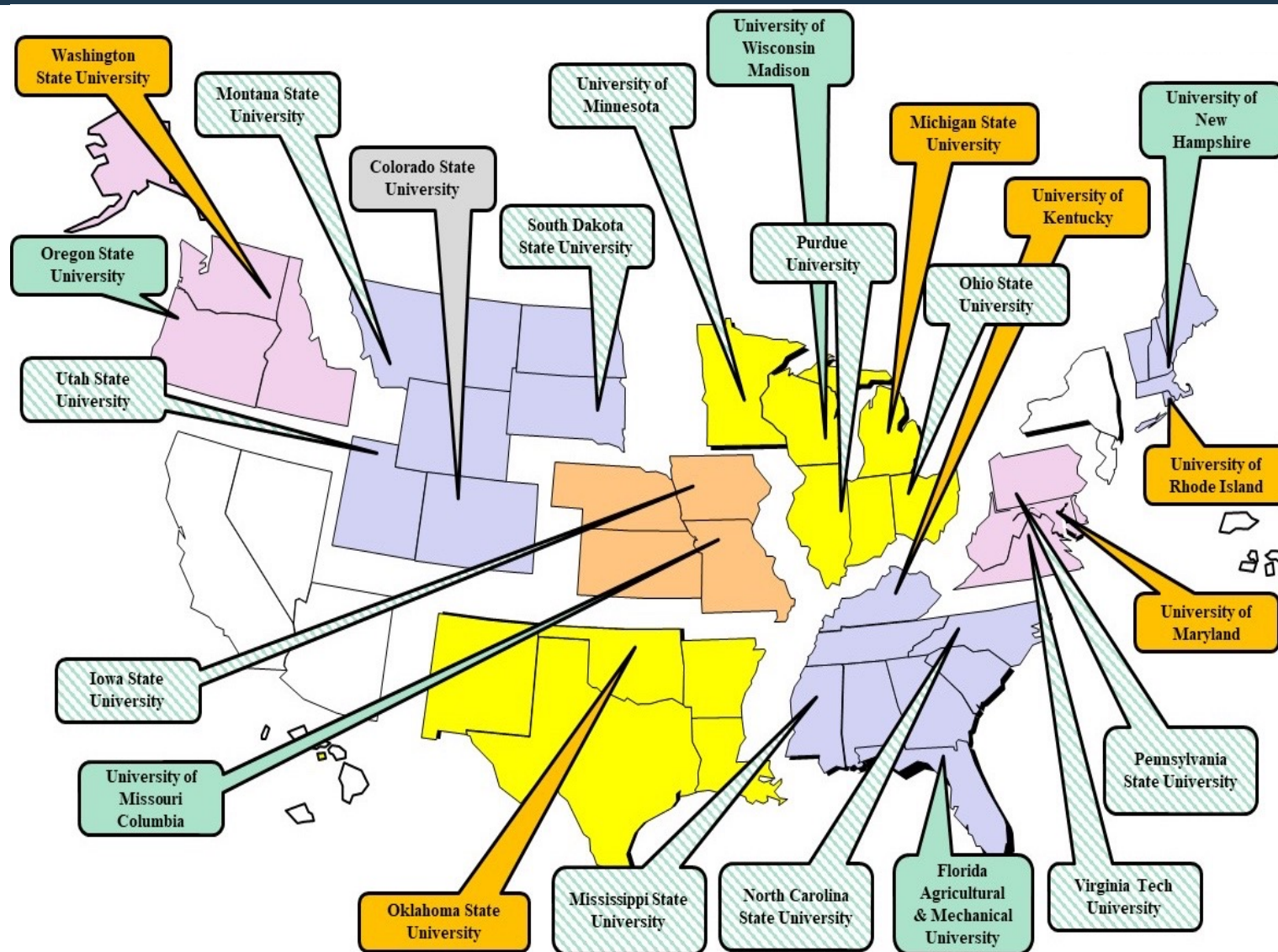
ROTA

Rural Opioid Technical Assistance Program

Collaboration between SAMHSA and USDA

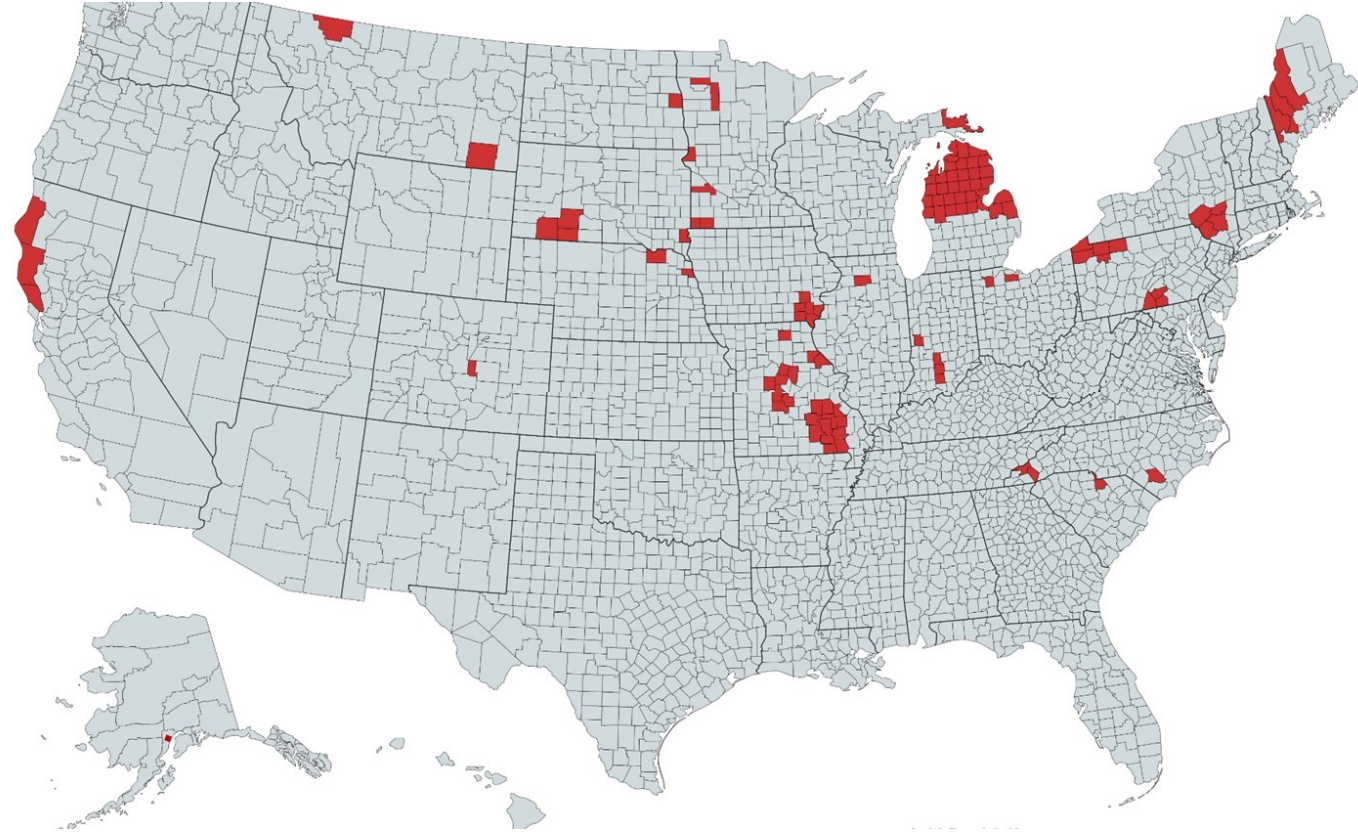
MISSION: To develop and disseminate training and TA for rural communities addressing opioid and stimulants issues affecting their communities.

The ROTA grantees facilitate the identification of model programs, develop and update materials related to the prevention, treatment, and recovery activities for opioid use disorder (OUD), and provides high-quality training.



Rural Emergency Medical Services Training- EMS Training

The purpose of this program is to recruit and train emergency medical services (EMS) personnel in rural areas.



SAMHSA recognizes the great need for emergency services in rural areas and the critical role EMS personnel serve across the country.

Evidence-based Practices Resource Center (EBPRC)

Resource Center

www.samhsa.gov/ebp-resource-center

- Repository of EBP guidance for prevention, treatment, recovery, and behavioral/mental health
- Guidance put forth by expert consensus from federal partners for practitioners
- Focus on practical implementation tools
- Not costly; easy to implement and evaluate in community and clinical settings

The screenshot shows the SAMHSA Evidence-Based Practices Resource Center website. At the top is the SAMHSA logo and navigation links (Home, Site Map, Contact Us). Below is a search bar and a menu with links like Find Treatment, Practitioner Training, etc. The main heading is "Evidence-Based Practices Resource Center". A paragraph describes SAMHSA's commitment to improving prevention, treatment, and recovery support services. Below this is a search bar labeled "Search Our Resources". On the left, there are filter sections for "Resource Topic" (listing Substance Use Treatment, Mental Disorders, etc.) and "Substances" (listing Opioids, Alcohol, etc.). On the right, under "Resources", two featured guides are shown: "Telehealth for the Treatment of Serious Mental Illness and Substance Use Disorders" (June 2021) and "Substance Use Disorders Recovery with a Focus on Employment and Education" (March 2021). Each resource includes a thumbnail image, title, publication date, and a brief description.

Minority Fellowship Program (MFP) and Historically Black Colleges and Universities (HBCU)

Minority Fellowship Programs (MFP)

- The MFP seeks to train and better prepare behavioral health practitioners to more effectively treat and serve people of different cultural and ethnic backgrounds
- MFP fellowships are open to people pursuing master's or doctoral degrees in various fields of behavioral health through [seven national behavioral health organizations](#) selected by Congress to administer the program
- Approximately 200 MFP fellows are awarded educational scholarships and receive training each year under the program

Historically Black Colleges and Universities (HBCU) Center for Excellence in Behavioral Health

- The purpose of this program is to recruit students to careers in the behavioral health field to address mental and substance use disorders, provide training that can lead to careers in the behavioral health field, and/or prepare students for obtaining advanced degrees in the behavioral health field

NNED Key Resources

WHAT WE DO



<https://nned.net>

Interactive website with relevant hot topics, news items, calendar events, funding opportunities, professional development, discussion forums, interactive tools, and other resources



E-newsletter with relevant news, partnership opportunities, and announcements of timely federal and foundation funding



Collaborative space on NNED website to share resources and intervention efforts to improve the delivery of behavioral health interventions in diverse populations, and learn about resources and innovative community efforts



Professional development opportunity for NNED members to receive training in evidence-supported and culturally appropriate mental illness and substance use prevention and treatment practices and to support practice implementation

PARTNER  CENTRAL

Interactive searchable database of NNED partner organizations, including opportunity to filter and message organization contacts

Thank You

SAMHSA's mission is to reduce the impact of substance misuse and mental illness on America's communities.

Thomas Clarke

Thomas.Clarke@samhsa.hhs.gov

240-276-0493

www.samhsa.gov

1-877-SAMHSA-7 (1-877-726-4727) • 1-800-487-4889 (TDD)

ROUNDTABLE PANELISTS



Fred Sandoval, MPA

Executive Director
National Latino Behavioral Health
Association (NLBHA)



Leonissa Johnson, PhD

Director
HBCU C.A.R.E.S. (Career, Awareness,
Recruitment, and Engagement
Services)

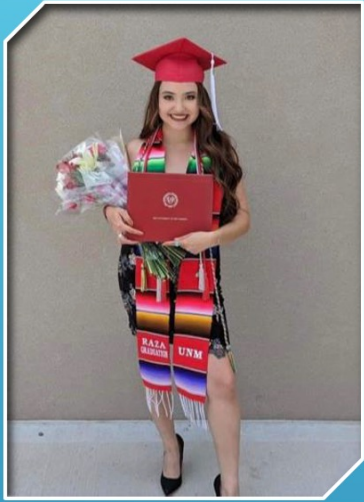


Michael Awad, PhD

Founder/Co-Chair
Ethnic Diversity Task Force Scholars
Program



National Network to Eliminate
Disparities in Behavioral Health



National Latino Behavioral Health Association NLBHA



2021 LATINO BEHAVIORAL HEALTH CONFERENCE

ENVISIONING LATINO BEHAVIORAL HEALTH EQUITY IN THE NEXT DECADE

JOIN OUR FREE JUNTOS NETWORK AT WWW.NLBHA.ORG

NLBHA WAS ESTABLISHED IN 2002 AS A RESULT OF THE NATIONAL HISPANIC MENTAL HEALTH CONGRESS IN 2002 UNDER THE CLINTON ADMINISTRATION AND THE SAMHSA ADMINISTRATOR NELBA CHAVEZ.

NLBHA OPERATES SEVERAL PROGRAMS INCLUDING THE BEHAVIORAL HEALTH INTERPRETER TRAINING PROGRAM, PROMOTORES DE BIENESTAR TRAINING, JTR SCHOLARSHIP PROGRAM AND OPERATES THE NATIONAL HISPANIC/LATINO ADDICTIONS AND PREVENTION TECHNOLOGY & TRANSFER CENTERS.

NLBHA IS HOSTING THE NATIONAL BEHAVIORAL HEALTH CONFERENCE ON SEPTEMBER 16-17 FOR MORE INFORMATION REACH OUT TO <https://nlbhconference2021.com/>



JOSIE T. ROMERO SCHOLARSHIP PROGRAM

"GROWING OUR OWN AND NARROWING THE LATINO SCHOLASTIC ACHIEVEMENT GAP"

97% SUCCESS RATE: 100 LATINO STUDENTS HAVE GRADUATED FROM COLLEGE WITH A BEHAVIORAL HEALTH DEGREE AND ARE WORKING IN THE FIELD OF BEHAVIORAL HEALTH.

OUTCOMES:

- REDUCE STUDENT LOAN DEBT
- REDUCE WORK HOURS
- INCREASE ACADEMIC STUDY TIME

EDUCATIONAL ASSISTANCE:

- SCHOLARSHIP
- INTERNSHIP
- MENTORSHIP

**Increased mental
health and
addiction related
needs**



**Behavioral Health
Practitioner
Shortages**



**Diverse
Practitioner
Shortages**



**Historically Black
Colleges &
Universities**



**Recruitment &
Retention =
Education,
Mentoring &
Exposure**



**HBCU Career,
Awareness,
Recruitment and
Engagement
Services**





HBCU

C.A.R.E.S.

The HBCU Center for Excellence in Behavioral Health

Advisory Council

- 7 members
- 5 HBCU's
- Behavioral Health Fields

Digital Platforms

- myhbcucares.org (Over 13,000 visits)
- Social Media (Instagram; YouTube)
- Newsletter (Quarterly)

Behavioral Health Ambassadors

- Deliver Presentations, Career Chats to undergraduates
- Receive Stipend, Conference, Mentoring, Training

“I believe that education is the fundamental method of social progress and reform” – John Dewey



Teaching Psychology
in Middle Schools



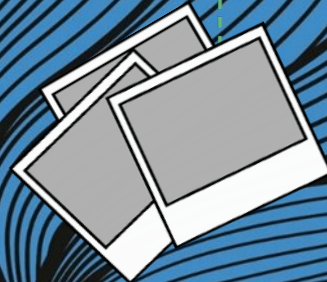
Experiential
Activities in
High Schools



Advisement for
Undergrads



Mentoring and
Support for Grad
Students





**Ethnic Diversity
Task Force**

Scholars Program

Program Components:

- 1. Professional Network & Community**
- 2. Mentoring Advisory Board**
- 3. Awards & Grants**
- 4. Monthly Leadership Development Workshops**
- 5. Predoctoral Internship Preparation**
- 6. Policy Course**
- 7. Group Capstone Project**
- 8. Resource Repository**

What are the biggest challenges or barriers to joining the behavioral health field among the students you work with or that you have faced in your own career?



Facilitated by

Annie Guo VanDan, MBA



Fred Sandoval, MPA



Leonissa Johnson, PhD



Michael Awad, PhD, MPH



National Network to Eliminate
Disparities in Behavioral Health

In what ways has your program been successful?

And how can it be improved?



Fred Sandoval, MPA



Leonissa Johnson, PhD



Michael Awad, PhD, MPH



Facilitated by

Annie Guo VanDan, MBA



National Network to Eliminate
Disparities in Behavioral Health

What suggestions do you have for community-based organizations who want to strengthen pathways into behavioral health for their communities?



Facilitated by

Annie Guo VanDan, MBA



Fred Sandoval, MPA

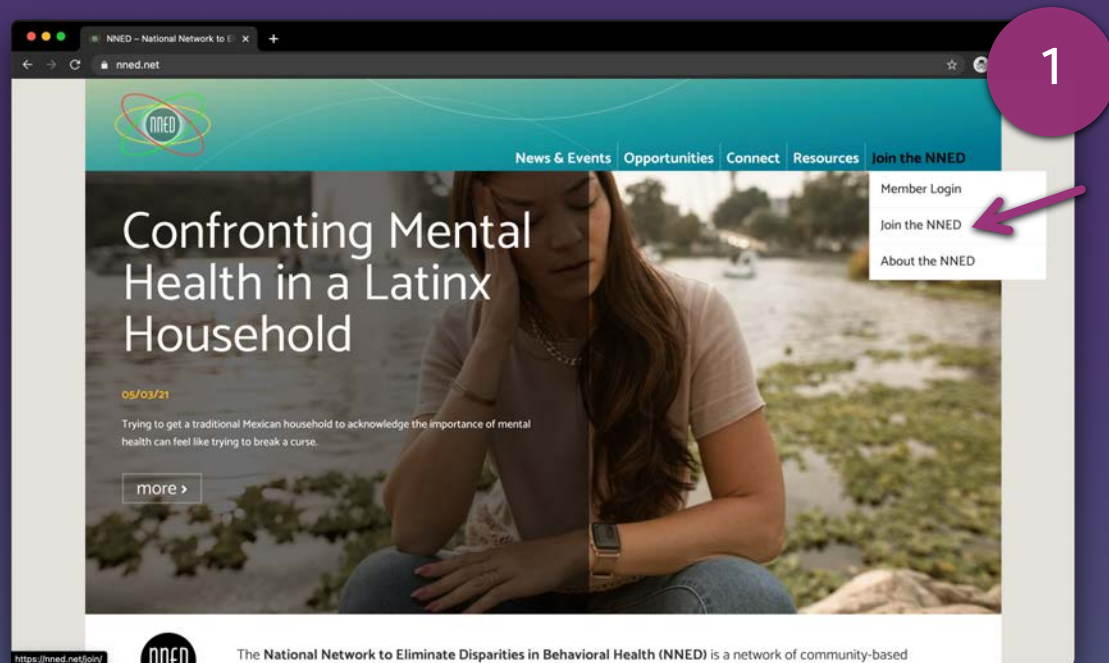


Leonissa Johnson, PhD



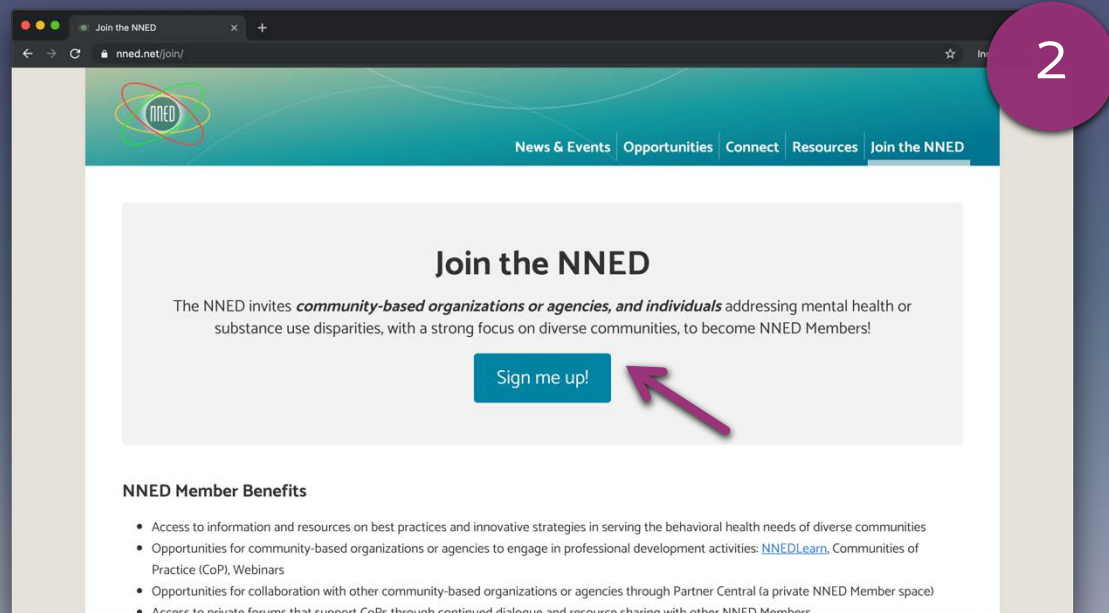
Michael Awad, PhD, MPH





RESOURCES – BECOME A MEMBER

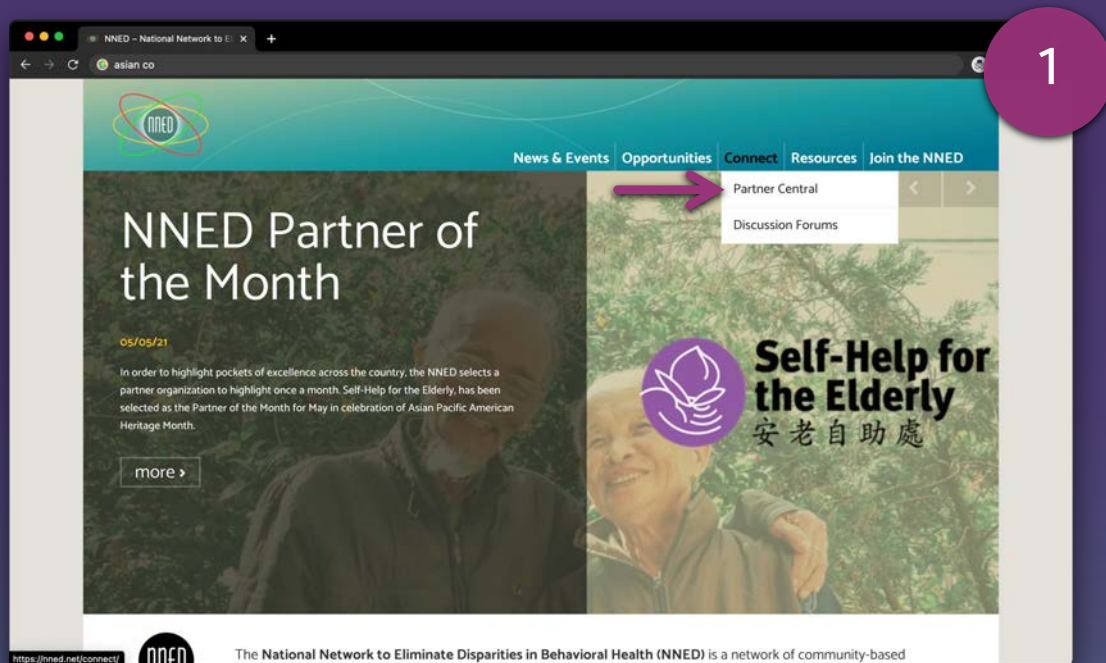
Join the Network!
<https://nned.net/join>



Shared by
Alina Taniuchi



National Network to Eliminate
Disparities in Behavioral Health

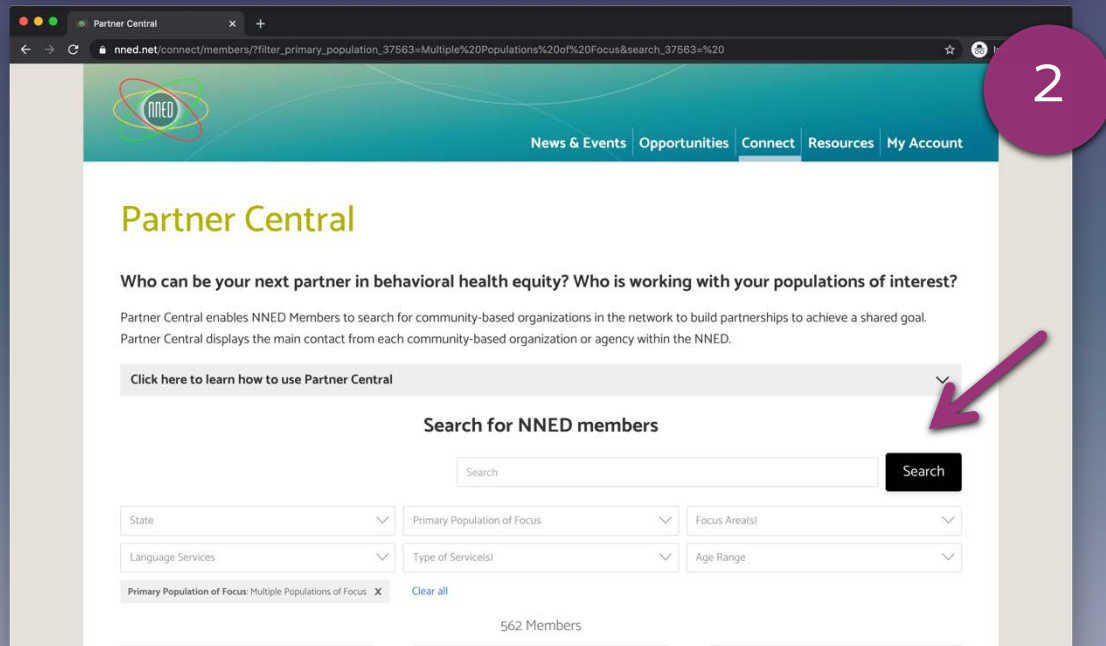


RESOURCES – PARTNER CENTRAL

Connect with Community-Based Organizations in Partner Central*

<https://nned.net/members>

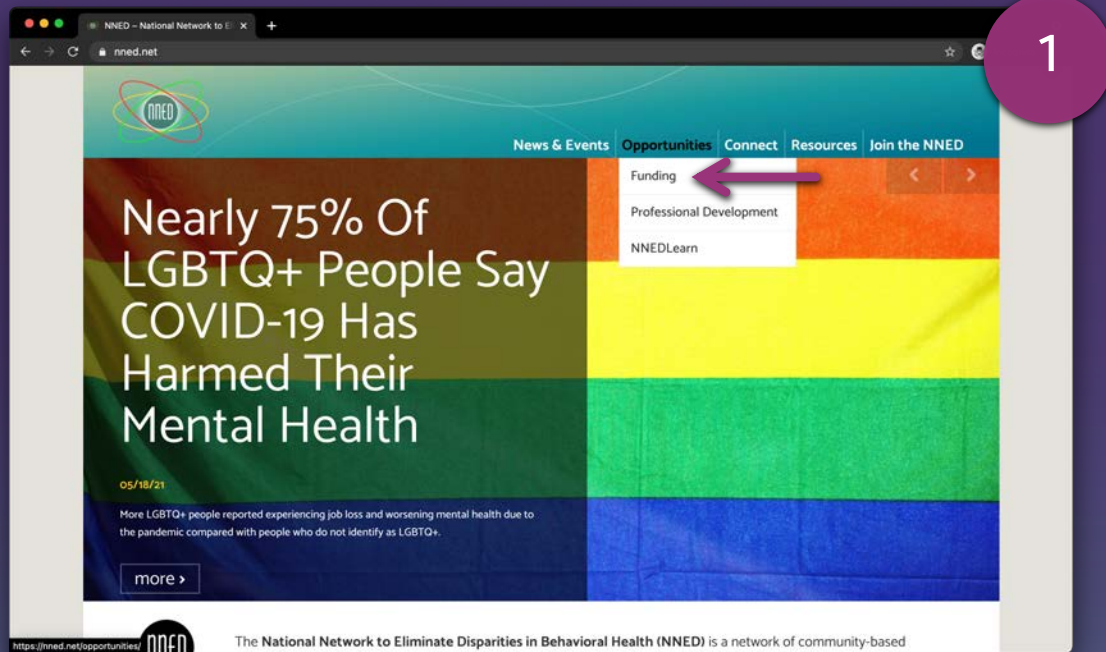
*NOTE: You must be a logged-in NNED member to access Partner Central



Shared by
Alina Taniuchi



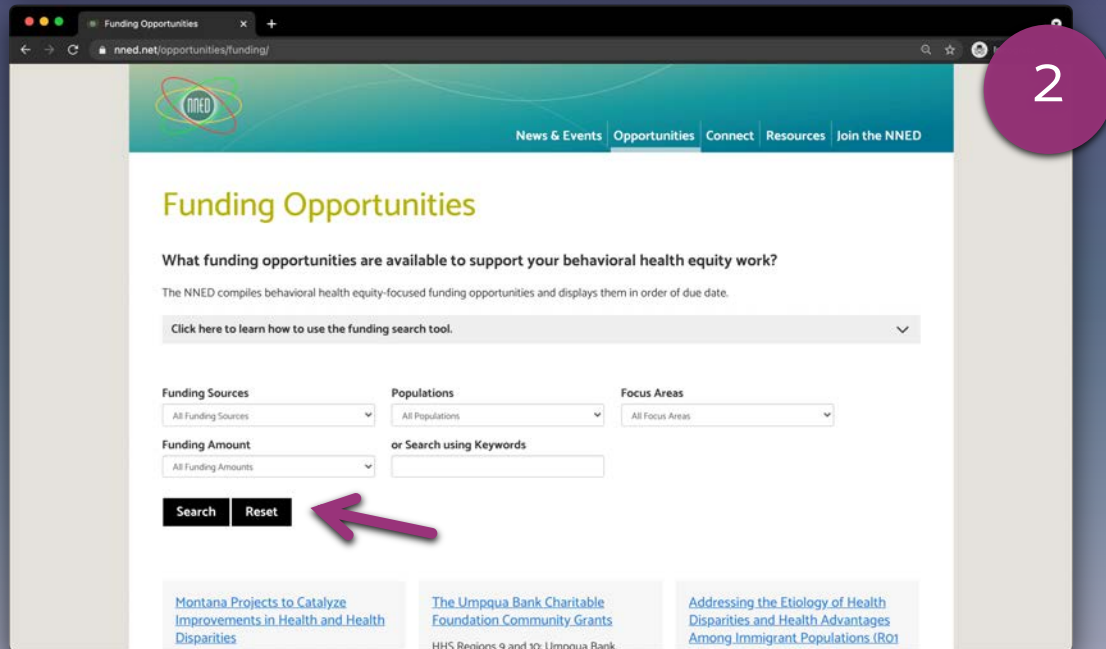
National Network to Eliminate
Disparities in Behavioral Health



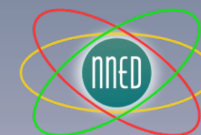
RESOURCES – FUNDING OPPORTUNITIES

Find Behavioral Health Funding Opportunities

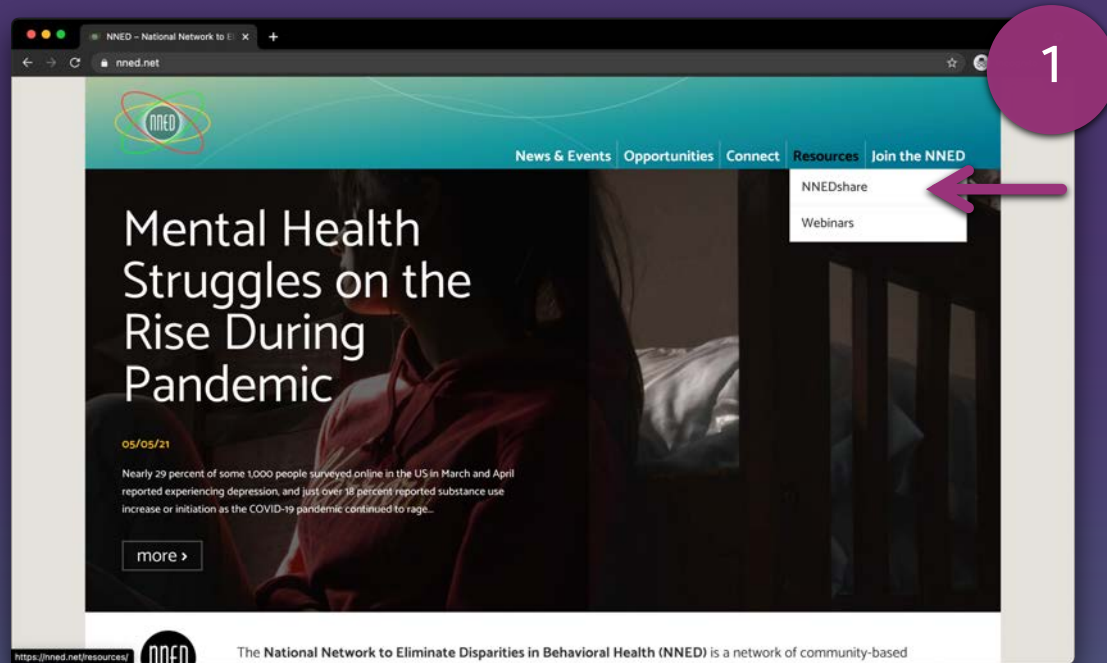
<https://nned.net/funding>



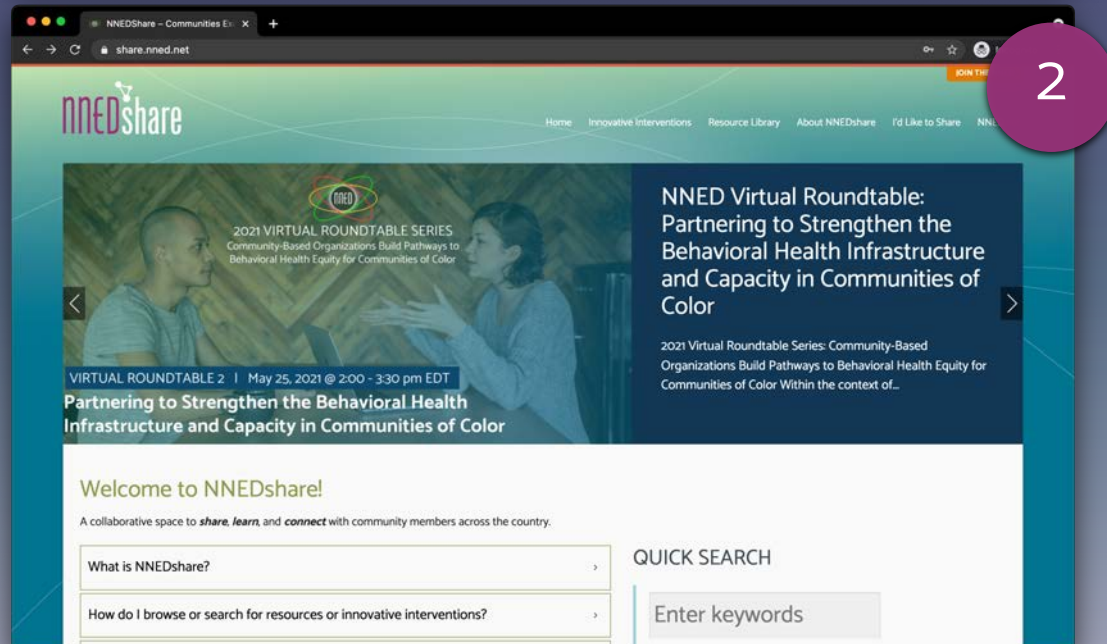
Shared by
Alina Taniuchi



National Network to Eliminate Disparities in Behavioral Health



Explore NNEDshare!
<https://share.nned.net>



Shared by
Alina Taniuchi



National Network to Eliminate
Disparities in Behavioral Health

Can you share a success story or anecdote that shows the importance of your work?



Facilitated by

Annie Guo VanDan, MBA



Fred Sandoval, MPA



Leonissa Johnson, PhD



Michael Awad, PhD, MPH



National Network to Eliminate
Disparities in Behavioral Health

FINAL THOUGHTS

THANK YOU FOR JOINING US TODAY!



To view resources related to this webinar and the recording, visit share.nned.net



Questions? Email connect@nned.net



Join the NNED to join us for future learning opportunities: nned.net/join



Please provide your feedback in the survey!

PLEASE PROVIDE FEEDBACK
<http://bit.ly/VR3Feedback>

