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Meeting Packet

**Cultural and Linguistic Competency Committee
(CLCC)**

July 15, 2020

1:30 PM – 4:30 PM

Cultural and Linguistic Competency Committee (CLCC)

Agenda

July 15, 2020, 1:30 to 4:30 pm

MHSOAC: Zoom Teleconference

Link: <https://zoom.us/j/93886996784?pwd=NUwxWDArc213QTRRSkUrQytMbkhPdZ09>

Password: 384402

Call-in Number: 408-638-0968

Webinar ID: 938 8699 6784

The Commission is exploring strategies to improve its focus on racial equity and has asked the Cultural and Linguistic Competence Committee to provide input and feedback on the Commission's internal and external strategies to address disparities. This meeting will focus on two components of those efforts.

TIME	TOPIC	Agenda Item
1:30 PM	Welcome and Introductions <i>Commissioner Gladys Mitchell, Chair</i> Welcome, introductions and a review of agenda. Roll call will be taken.	
1:40 PM	Capitol Collaborative on Race and Equity (CCORE) <i>Presenters: Holly Nickel, CCORE Lead</i> <i>Lianne Dillon, CCORE Co-Lead</i> <i>Brenda Crowding, Deputy Director, CDCR</i> <i>Nolice Edwards, Chief, CDCR</i> <i>Tamu Nolfo Green, Ph.D., Consultant to the Commission</i> The Committee will hear a presentation on CCORE and the Commission's involvement in this program which is a community of state agencies seeking to instill racial equity approaches into institutional culture, policies, and practices. Dr. Nolfo Green will share the equity planning work that will be conducted with the Commission and highlight components of equity-oriented decision-making to promote health and mental health equity. <ul style="list-style-type: none"> • Public Comment 	1

Public Notice: All meeting times are approximate and subject to change. Pursuant to the Americans with Disabilities Act, individuals who, because of a disability, need special assistance to attend or participate in any Mental Health Services Oversight and Accountability Commission Meeting may request assistance at the Commission offices, 1325 J Street, Suite 1700, Sacramento, CA 95814, by calling 916-445-8696, or by emailing the MHSOAC at mhsoac@mhsoac.ca.gov. Requests should be made one week in advance whenever possible. To accommodate people with chemical sensitivity, please do not wear heavily scented products to MHSOAC meetings.

<p>3:00 PM</p>	<p>Mapping Disparities in Race and Ethnicity</p> <p>Presenters: <i>Dawnte Early Ph.D., MS, MHSOAC Chief of Research and Evaluation</i> <i>Mike Howell, MA, UC Research and Data Integration Manager</i></p> <p>The Committee will hear a presentation and provide input on the Commission’s strategy to use available data to map the racial and ethnic disparities in California’s mental health system.</p> <ul style="list-style-type: none"> • Public Comment 	<p>2</p>
<p>4:00 PM</p>	<p>Planning for Next Steps</p> <p><i>Commissioner Gladys Mitchell, Chair</i></p> <p>The Committee will plan next steps to provide feedback and input to the Commission on efforts to improve racial equity and address racial and ethnic mental health disparities.</p> <ul style="list-style-type: none"> • Public Comment 	<p>3</p>
<p>4:25 PM</p>	<p>Wrap-up and Adjourn</p> <p><i>Commissioner Gladys Mitchell, Chair</i></p>	

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Commission Efforts to Reduce Mental Health Disparities

The Mental Health Services Act calls for reducing disparities as an essential element of increasing wellbeing. The factors of wellbeing in the Act include housing, educational and employment success, reducing criminal justice involvement, keeping families intact, and reducing suicide and prolonged suffering. In each of these areas, communities of color are more significantly impacted and African Americans generally face the greatest disparities.

The Commission's Mission statement calls for working through partnerships to catalyze transformational changes across service systems so that everyone who needs mental health care has access to and receives effective and culturally competent care. Included in the Strategic Plan are the various levers of change the Commission uses to support its work. Reducing disparities is a core function of each of those levers as outlined below, including data work, stakeholder funding, local assistance funding, policy projects, and transparency initiative.

The Commission is pursuing a range of strategies to better understand and address disparities, while recognizing the need for additional efforts. These activities are intended to strengthen internal awareness regarding the causes and consequences of inequities and to integrate that knowledge and insight into our work. Today's discussion is intended to share the work underway and identify additional opportunities.

The Commission is pursuing the following:

Joining California's Capitol Collaborative on Race and Equity (CCORE)

CCORE builds on the success of a 2018-2019 Government Alliance for Race and Equity Capitol Cohort pilot initiative. State agencies receive training and support to learn about, plan for, and implement activities that embed racial equity approaches into institutional culture, policies, and practices. Teams of up to 16 state employees represent their departments, participate in the curriculum, and contribute to advancing racial equity in their organizations. To support this initiative, the Commission is working with a facilitator, Tamu Nolfo Green, to guide the Commission's participation in the collaborative and support the development of a racial equity approach to our work.

Mapping Disparities through California's CSI Dataset

Under the leadership of Commissioner Itai Danovitch, Chair of the Commission's Evaluation Committee, Commission staff are analyzing data on the race/ethnicity, age, gender and language spoken of persons served in California's public mental health system. Data are drawn from the Client and Service Information system, which includes mental health clients and the services they receive at the county level, including Medi-Cal specialty mental health services and some MHSOAC-funded services. This project explores the value of these data to identify underserved populations in each county. In the coming months, Commission staff will present draft data dashboards on service disparities and demographics to

a variety of audiences to gain feedback and raise awareness about how these data can be used to shape and inform county strategic planning and the MHSA community program planning process.

As part of the Commission's broader transparency initiatives, Commission staff also have built a data visualization tool that allows users to sort through complex data to allow a range of data presentations tailored to the needs of the user. Staff have used this tool to mine and present demographic data from the Client and Service Information system. Under the leadership of Commissioner Gladys Mitchell, Chair of the Cultural and Linguistic Competency Committee, staff will share work done to date with the Committee and engage stakeholders to ensure the data are valid, reliable and relevant to public and stakeholder needs.

Engaging the Commission's Cultural and Linguistic Competency Committee (CLCC)

With direction from Commissioner Mitchell, Chair of the CLCC, Commission staff are organizing meetings of the Committee to support the Commission's role in the Capitol Collaborative on Race and Equity, to review and inform the Commission's mapping of demographic data from the Client and Service Information system, and to identify additional opportunities to reduce disparities. The Committee also will consider reviewing state and county use of the National Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care standards and the work of the California Reducing Disparities Project.

Reducing Criminal Justice Involvement

Following the 2017 release of the Commission's work on reducing criminal justice involvement, the Commission has pursued a range of projects to document criminal justice involvement, support county learning collaboratives to reduce justice involvement and increase diversion opportunities for mental health peers. Those projects include:

- System Change Project. This project is being launched in 2020 and will assess learnings across Innovation Incubator projects and related Commission efforts and develop with county leaders a framework for continuous improvement. The project contains specific elements focused on understanding and reducing disparities:
 - a. An Innovation Advisory Group will be formed and include two to three individuals with lived experience.
 - b. Key informant interviews will include culturally diverse community stakeholders and people with lived experience.
 - c. The project will explicitly assess barriers to success that are based in racism, intergenerational poverty, and engrained social inequities, and the mechanisms that counties have pursued to counteract these challenges.
 - d. The continuous improvement framework will include ways counties can better address inequities in outcomes across racial, gender, and age groups.
 - e. The contractor, Social Finance, is required to include in the project team two individuals with lived experience to support engagement with consumers from disadvantaged communities.
- Crisis Now Planning Project. Based on a nationally recognized Crisis Now model, this project focuses on improving county crisis planning and response models based on best practices and community

defined practices. The project provides presentations and individualized technical assistance to participating counties, including support and technical assistance from a California-based expert on reducing disparities. The Commission staff is working with the California Reducing Disparities Project staff to identify the appropriate expert for this work.

- **Innovation Dissemination and Replication.** The Commission Innovation Incubator efforts include the development and presentation of six webinars, with detailed follow-up briefings with interested counties on lessons learned through the Incubator projects. Each webinar focuses on the specific goal of reducing criminal justice involvement, with a dedicated webinar focused on strategies for reducing ethnic and racial disparities.

Revising PEI and Innovation data reporting regulations and strengthening demographic reporting

In 2015, the Commission adopted regulations for MHSA Prevention and Early Intervention and Innovation programs. Those regulations include a requirement for counties to report detailed demographic information on persons served, including race, ethnicity, gender identify, sexual orientation, age, disability status, language spoken, and veteran status. The Commission requires more demographic detail than other programs to help the Commission understand who is served, who is not, and how the existing service delivery system is reducing or contributing to disparities. Implementing the reporting requirements are challenging for counties and provider networks. The regulations also were drafted in a way that limits the utility of the data. The Commission should consider revising those regulations to strengthen its ability to report on access to care and outcomes based on demographic variables. As part of this work, the Commission has urged the Department of Health Care Services to require similar demographic reporting to support a more detailed understanding of who receives care and the outcomes associated with that care.

Supporting Youth Innovation

The Commission's Youth Innovation Committee has asked the Commission to release a statement on racial equity. Youth Committee members have highlighted opportunities to improve school climate and school mental health strategies to improve access to care and outcomes for youth. During the December 2019 Youth Idea Lab, youth identified racial inequity, lack of cultural diversity among teachers and counselors, feelings of racial segregation and financial inequities among schools based on neighborhoods, as contributing to mental health challenges. The Youth Committee's work focuses on developing youth-led mental health strategies, including youth-led conversations and strategies on racial equity. The Committee's ongoing engagement will include discussions of racial equity and how inequities contribute to mental health challenges for youth and young adults.

Initiating Tribal Youth Innovation Convening

In coordination with tribal leaders in Humboldt and surrounding counties, the Commission has offered to support a Tribal Youth Innovation Convening with tribes and county behavioral health leaders modeled after the Commission's youth innovation work. These discussions were paused because of COVID-19 and will be restarted as communities reopen.

Implementing Striving for Zero, Suicide Prevention Strategy

Striving for Zero: California's Strategic Plan for Suicide Prevention, developed by the Commission, acknowledges that youth of color may experience disproportionate rates of suicidal behavior,

particularly suicide attempts by Latina youth and suicide deaths by Native youth. Despite these racial/ethnic differences, the State has little data and research to support effective interventions that prevent injury and death. The Commission is working to strengthen statewide data collection and reporting systems so more effective interventions can be developed and deployed in these communities. In the meantime, the State's plan emphasizes a public health approach be used to develop effective interventions and supports that are unique to individual communities.

Supporting Stakeholder Advocacy on Reducing Disparities and serving Immigrants and Refugees

The Commission recently signed a contract with the California Pan-Ethnic Health Network to strengthen outreach, education and training, and advocacy on behalf of racial and ethnic communities with mental health needs. This work builds upon the prior contract for similar work that was held by NAMI California.

The Commission also provides financial support for outreach, education and training and advocacy on behalf of the mental health needs of immigrant and refugee communities. In 2018 the Commission conducted a series of listening sessions to better understand the mental health needs of California's immigrant and refugee communities. The listening sessions were designed to hear first-person accounts of individuals and families and their challenges in accessing mental health services and supports.

In November 2019 the Commission held a Community Forum in San Diego to learn more about the well-being of refugees and asylum seekers arriving in San Diego county. The purpose of the Forum was to better understand risk and protective factors of migration-related experiences among children and young adults and identify policy and action steps to build resilience at individual, family, and community levels.

Communicating the Imperative to Reduce Disparities

The Commission's communications initiatives include several investments focused on communities of color and improved understanding of culture and disparities in mental health systems. In 2019 the Commission co-sponsored mini-grants through Voices with Impact, a project of Art with Impact, focused on sexual violence and mental health and mental health in indigenous and Native American Communities. This year, the Commission's investment in mini-grants supported films on the culture of masculinity and LGBTQ+ communities and mental health.

The Commission also provides financial support to Crossings TV, which reaches a range of Asian American communities through locally-oriented, produced and marketed television programming. The core viewership of Crossings TV are Chinese (Mandarin, Cantonese), Filipino (Tagalog), Hmong, South Asian (Hindi, Punjabi), Russian and Vietnamese populations. The MHSA funds Public Service Announcements that air on Crossings TV in each of those languages. The PSAs received more than 1.5 million impressions from viewers every month.

Capitol Collaborative on Race & Equity (CCORE)



Information Sheet

What is the Capitol Collaborative on Race & Equity (CCORE)?

CCORE (formerly the GARE Capitol Cohort) is a community of California State government entities working together since 2018, to learn about, plan for, and implement activities that embed racial equity approaches into institutional culture, policies, and practices. CCORE implements a commitment by the Health in All Policies Task Force to increase the capacity of State government to advance health and racial equity. The California Strategic Growth Council (SGC) and the California Department of Public Health (CDPH) convene the HiAP Task Force. In addition to the community of practice, CCORE offers two capacity building components: 1) a training program for State government entities, and 2) a staff team that provides technical assistance and support to the CCORE community.

Who convenes CCORE?

The [Public Health Institute](#) (PHI) works in collaboration with a number of State, philanthropic, and training partners to offer CCORE. PHI is a non-profit, non-governmental organization, with significant capacity and expertise convening and training governmental partners to advance equity and facilitates cross-sectoral initiatives. PHI is grateful to the many supporting organizations including: Race Forward, SGC, The California Endowment, The California Wellness Foundation, and CDPH, which provides leadership and staffing support throughout the initiative.

What are CCORE's anticipated outcomes?

1. State government entities establish Racial Equity Action Plans and organizational leadership structures to implement their plans.
2. State government increases transparency around racial equity commitments and progress.
3. State government pursues proposals for resources to advance racial equity.
4. State employees and leaders grow in their personal and interpersonal learnings about racial equity, strengthening their capacity and the implementation efficacy of institutional-level change strategies.
5. Executives across the State enterprise are informed about progress and cultivate a policy environment receptive to action for racial equity.

To learn more about CCORE, email CCORE@phi.org

Capitol Collaborative on Race & Equity (CCORE)

What are CCORE's key features?

KEY FEATURE #1: Training cohorts provide CCORE participants with foundational and technical lessons and experiential learning.

The curriculum is grounded in a goal-oriented change management framework that guides individual and organizational change. This developmental approach builds on previous learnings and revisits foundational content to support retention.

- CCORE Learning Cohort (August 2020 through October 2021) is designed for State entities that have not previously participated in CCORE, and do not yet have Racial Equity Action Plans. Training includes racial equity concepts, history, language, practices, policies, and tools, including the use of Racial Equity Tools and development of customized Racial Equity Action Plans.
- CCORE Advanced Implementation Cohort (2020 through 2021) is designed for State entities that participated in the 2018 and 2019 pilot initiative. Training modules include an expanded framework for addressing institutional & structural racism, and understanding individual power and privilege to catalyze organizational change. Participants will build technical skills for leveraging State processes to advance Racial Equity Action Plan implementation.

KEY FEATURE #2: CCORE entities receive support to make lasting systems change, tailored to their unique needs and opportunities.

Participating organizations receive:

- Coaching and technical assistance, using Health in All Policies methods, to implement racial equity policy and programmatic commitments.
- Peer mentorship from government innovators and movement builders across the nation.
- Transformational and adaptive leadership skills support a policy environment receptive to innovative racial equity policy and practice.

KEY FEATURE #3: Cross-agency networking and enterprise-wide executive engagement amplify racial equity progress to the highest levels of State government.

Participating organizations benefit from:

- Amplification of messages and strategies through executive briefings (i.e., Cabinet members) and reports, convenings, and other mechanisms.
- A State government network that collectively elevates racial equity values, collaborates on strategy, models leadership for racial equity, and supports transformational governance.



Capitol Collaborative on Race & Equity

Cultural & Linguistic Competence Committee Mental Health Services Oversight & Accountability Commission

Holly Nickel & Lianne Dillon
July 15, 2020

CALIFORNIA
HEALTH
IN ALL POLICIES
TASK FORCE





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What is Capitol Collaborative on Race & Equity?

- CCORE is a community of California State government entities learning about, planning for, and implementing activities that embed racial equity approaches into institutional culture, policies, and practices.
- CCORE implements a commitment by the Health in All Policies Task Force to increase the capacity of State government to advance health and racial equity.
- In addition to the community of practice, CCORE offers two capacity building components: 1) a training program for State government entities, and 2) a staff team that provides technical assistance and support to the CCORE community
- Guidance, input, support, and coordination enterprise-wide



CCORE Program Partners



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Equity & Results, LLC



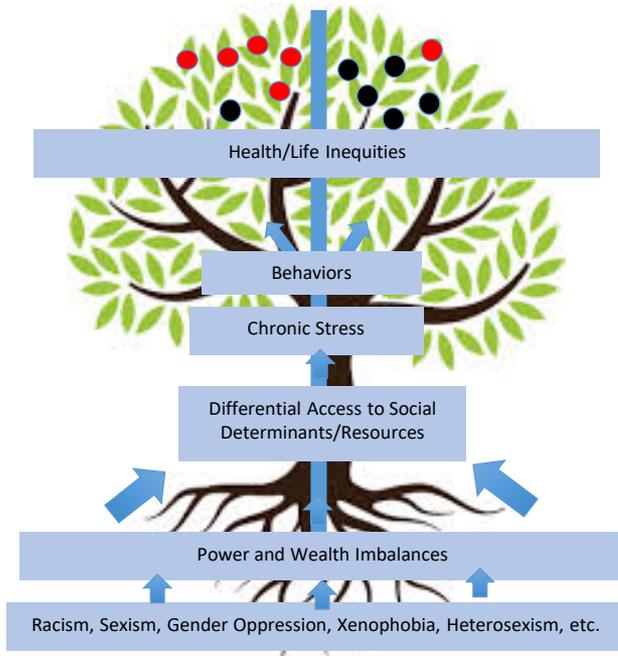
Othering
& Belonging
Institute



Why lead with race?

- Across any measure of success (mental health, physical health, income, housing, education, criminal justice, utilities, etc.) there are deep and persistent differences in outcomes based on social, political, and economic experiences across race.
- Racialized anxiety is on the rise – if it doesn't get explicitly called out it will go unaddressed
- Specificity matters to achieve success - strategies to achieve racial equity differ from those to achieve equity in other areas
- Learning an institutional and structural approach to dismantle racism will help us tackle other areas of inequities (health inequities, gender, ability inequities)

We found [Governor Newsom's June 1st update on demonstrations across the state](#) particularly relevant and were pleased to see such close alignment with our CCORE work. Here are a few excerpts:



- *“We don’t systemically, foundationally address the root of these issues - we prune. We don’t tear out the institutional racism from all of our institutions large and small. We don’t. We know that. The community knows that. You’re seeing that manifested out in the streets. The last five days. They know that. The question is do we?...”*
- *“The Black community is not responsible for what’s happening in this country right now. We are... Our institutions are responsible. We are accountable to this moment... We have a unique responsibility to the Black community in this country and we’ve been paying lip service to that for generations...”*
- *“Are we prepared to do something differently about that? ...What are we going to do differently – fundamentally, foundationally – not in the short run, but in the long run to do justice to this moment?”*

Existing CCORE Members 2018-2019

1. Air Resources Board
2. Arts Council
3. Coastal Commission
4. Community Services and Development (2018)
5. Corrections and Rehabilitation
6. Education
7. Housing and Community Development
8. Public Health
9. Transportation
10. Social Services
11. Strategic Growth Council
12. State Lands Commission
13. CA Environmental Protection Agency
 - CalRecycle
 - Pesticide Regulation
 - Toxic Substances Control
 - Office of Environmental Health Hazard Assessment
 - Water Resources Control Board



CCORE Learning Cohort: 2020-2021

Have enrolled:

- Aging
- CalFire
- Conservation
- Fisheries & Wildlife
- Food & Agriculture
- Housing Finance Agency
- Office of Planning & Research
- Public Utilities Commission
- Transportation Commission
- Water Resources
- Mental Health Services Oversight & Accountability Commission

May enroll:

- Ocean Protection Council
- Parks & Recreation
- CalSTA



CCORE – Learning Cohort Overview

Goal	Services
<p>Strategies and capacity building to normalize conversations about race, operationalize new policies and institutional culture, and organize to achieve racial equity.</p>	<p>~50 hours of training and workshops per year</p> <ul style="list-style-type: none">• Racial equity concepts, history, language, practices, policies, and tools, including training on Race Forward’s Racial Equity Tool.• Training on structures to institutionalize equity within your organization.• Sample policies and practices for communicating about racial equity and how it is connected to your organization’s mission and policy goals.• Skill building, strategy development, and peer-to-peer networking.

SGC Racial Equity Vision and Action Plan

Vision: All people in California live in healthy, thriving, and resilient communities regardless of race.

SGC will advance racial equity by:

- ✓ Council Leadership and Staff Training
- ✓ Promoting fair access in hiring, greater opportunity in contracting, and targeted outreach and engagement
- ✓ Distributing funding and resources
- ✓ Providing technical assistance and capacity-building opportunities
- ✓ Leveraging inter-agency partnerships

SGC Website:

- ✓ www.sgc.ca.gov



CALIFORNIA
STRATEGIC
GROWTH
COUNCIL



CCORE Webpage:

<http://sgc.ca.gov/programs/hiap/racial-equity/>

Building Racial Equity from the Inside Out

Tamu Nolfo Green, PhD, Consultant to the Commission

A Little About Me

California native

Sociology B.A., Human Development
Ph.D.

Launched my consulting firm in 1996

Non-profits, government agencies,
philanthropy, some for-profits

Qualitative evaluation, strategic
planning, coalition development,
community engagement, training

Cultural and linguistic competence,
implicit bias, health and racial
equity, anti-racism

Mental health ally





PORTRAIT OF PROMISE:

The California Statewide Plan to Promote Health and Mental Health Equity

Report to the Legislature and the People of California
by the Office of Health Equity,
California Department of Public Health,
August 2015

YOUR VOICE MATTERS

CALIFORNIA ARTS COUNCIL

2020 | STRATEGIC FRAMEWORK

ARTS.CA.GOV





CREATIVE IMPACT

The Arts &
The California Challenge
Strategic Framework: 2020–2027

www.arts.ca.gov

On behalf of the entire staff and appointed members of the California Arts Council, we extend our deepest gratitude to the project's principal consultant, Dr. Tamu Nolfo Green, for her thoughtful leadership and partnership. We thank Governor Gavin Newsom for his vision of a California for all that respects our unique cultural identities and expression. And we thank all who contributed their knowledge and perspectives to this framework.

Join us in working toward our vision of a California where all people flourish with universal access to and participation in the arts.

Respectfully,



Nashormeh Lindo
Council Chair



Anne Bown-Crawford
Executive Director

DECISION SUPPORT TOOL

The Decision Support Tool is a series of questions that will be valuable to ask when considering proposed actions, including but not limited to new or existing programs, policies, or practices.

This is a methodical process that occurs at every decision point. It will take time to adhere to the process – specifically, the work of the CAC will slow down intentionally. Implicit bias research indicates that when we slow down and take the time to walk through a guided tool or series of standard questions, we are less likely to revert to the kind of thinking that activates our biases.³ By fully embracing this Decision Support Tool, the CAC is developing an organizational culture that acknowledges and addresses the downsides of moving too quickly. This Tool will allow the staff and Council to feel confident in their decision-making and to validate those fully vetted decisions.

1

TIER 1: BASIC CAPACITY

2

TIER 2: PUBLIC INPUT AND IMPACT

3

TIER 3: EQUITY ALIGNMENT

4

TIER 4: COUNCIL PROCESS

5

TIER 5: POST-DECISION CONSIDERATIONS

³ Casey, Pamela M.; Warren, Roger K.; Cheesman, Fred L.; and Elek, Jennifer K., “Addressing Implicit Bias in the Courts” (2013). Court Review: The Journal of the American Judges Association. 442.

What is Racial Equity?

As an **outcome**, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

As a **process**, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

When we achieve racial equity:

- ▶ People, including people of color, are owners, planners, and decision-makers in the systems that govern their lives.
- ▶ We acknowledge and account for past and current inequities, and provide all people, particularly those most impacted by racial inequities, the infrastructure needed to thrive.
- ▶ Everyone benefits from a more just, equitable system.

Supporting the Commission Through December 2021

- ▶ Meet with the CCORE team to process/de-brief their monthly training session and support dissemination/uptake of CCORE learnings throughout the MHSOAC
- ▶ Conduct customized training to the MHSOAC staff
- ▶ Provide reading and other assignments between CCORE sessions to support diversity, equity, inclusion, and racial equity goals as they emerge
- ▶ Provide guidance on the development and implementation of an internal racial equity plan; ensure alignment with the MHSOAC strategic plan
- ▶ Design and implement engagement strategy as warranted to provide two-way communication on the racial equity plan between the MHSOAC and its stakeholders
- ▶ Identify opportunities to build racial equity evaluation outcomes into MHSOAC planning and service delivery

