

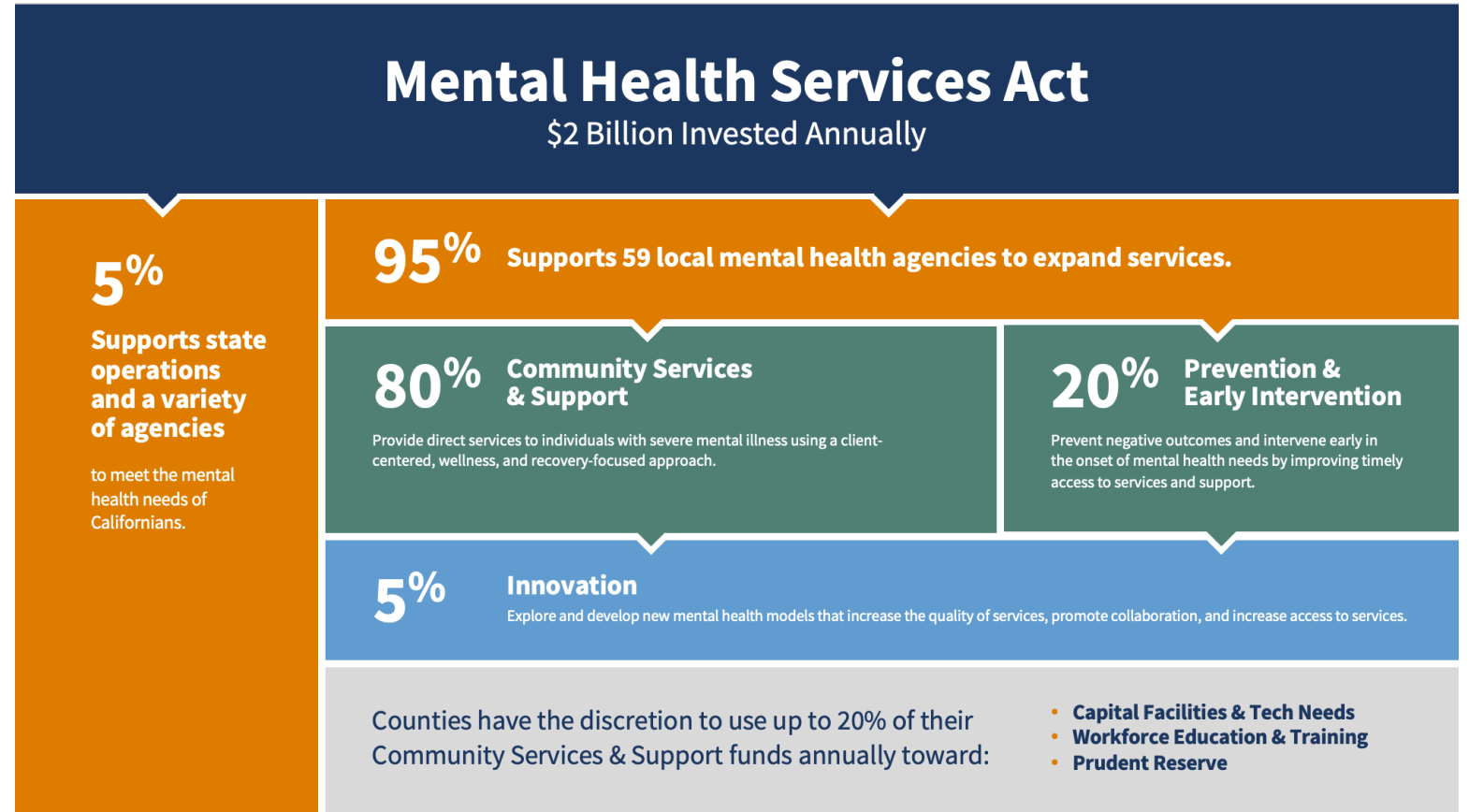
A person is seen from behind, climbing a rope structure. The person's hair is blowing in the wind. The background is a sunset over the ocean, with the sun low on the horizon, creating a bright glow and lens flare. The sky is filled with soft, golden light and some clouds. The person is wearing a dark long-sleeved shirt and dark pants. The rope structure consists of a horizontal bar and several ropes hanging from it. The person is holding onto one of the ropes.

# Racial Equity Action Plan

February 2022

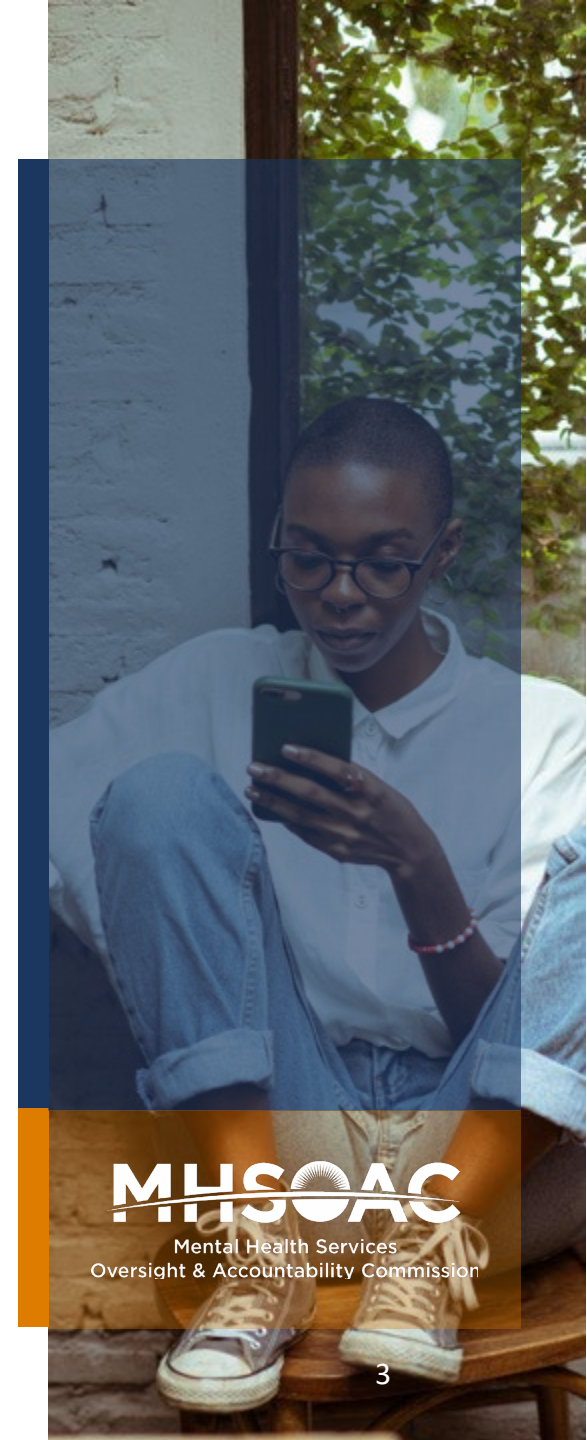
# Mental Health Services Act (MHSA) in Action

- The MHSA invests billions into behavioral health services for all Californians.
- MHSA values: Cultural humility, PEI, wellness and recovery, & community engagement.
- Opportunity and obligation to advance behavioral health equity.



# The Commission's Commitment to Transformational Change in Mental Health

*The Commission works 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.*



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# The Commission pursues transformational change

...through these core functions and projects

- Set Direction and Establish Priorities
  - Policy projects
  - Legislative positions
  - Incentive funding
  - Research and data analysis
- Implement Priorities and Drive Change
  - Regulations for PEI and innovation
  - Technical assistance
  - Stakeholder contracts
  - Triage grants for crisis intervention
  - Early Psychosis Plus
  - Workplace mental health standards
- Monitor and Evaluate What Works
  - Transparency projects (fiscal, services, outcomes)
  - Mental health metrics
  - Evaluation
- Disseminate, Communicate, and Support
  - Clear and widespread communication

...to impact the access, quality, and appropriateness of care in three areas

- Public Mental Health System
  - Counties will continually improve access, quality, and outcomes
  - Scaling up of effective strategies across the state
  - Policy, funding, and regulatory barriers are addressed
- Private Sector
  - Private insurance market will change the way it supports mental health
  - Employer standards and policies support mental health
- Schools, Communities, and Employers
  - Public will support mental health as an essential part of overall health and well-being

so that...



# Supporting Public Accountability

We evaluate and improve the impact of The Act by...



## Documenting Programs & Services

- Successful features of activities funded by the MHSA
- 5 key areas



## Measuring Outcomes & Impact

- Evaluation projects
- MHSA program impact
- 7 key outcomes



## Ensuring Fiscal Accountability

- Spending
- Reversion
- Program ROI
- Cost-offsets
- Value-based outcomes



## Providing Increased Access to Data

- Transparency suite
- Planning tools
- Cross-linking
- County reporting



## Enhancing Commission Effectiveness

- Strategic Plan
- Results framework
- RFP processes
- External audits



## Strengthening Community Voice

- Committees
- Commissioner makeup
- Outreach and community events
- Focus groups
- Surveys

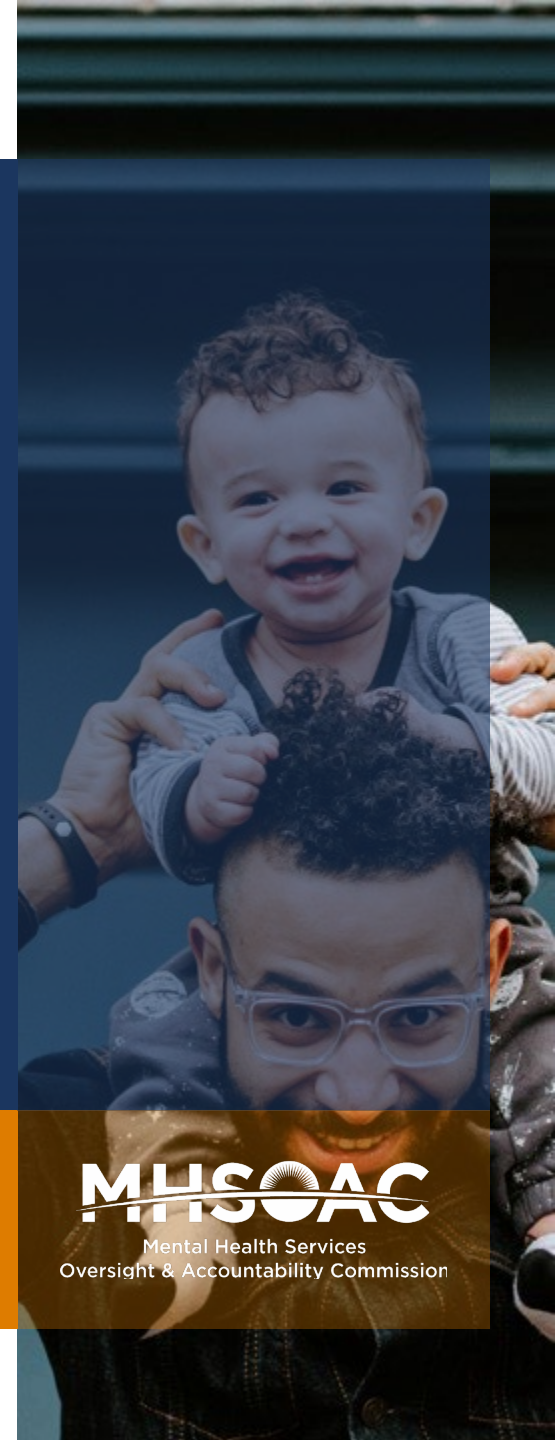
# Why Lead with RACE

# California's Capitol Collaborative on Race & Equity (CCORE)

- CCORE is a racial equity capacity-building program for California State employees.
- 16 Commission staff participated in the most recent CCORE 2020-21 program along with 19 other State agencies.
- CCORE participants were provided with foundational and technical lessons and experiential learning through multiple sessions.

# CCORE's Anticipated Outcomes For State Government Entities:

- Establish Racial Equity Action Plans and organizational leadership structures to implement the plans.
- Increase transparency around racial equity commitments and progress.
- Pursue proposals for resources to advance racial equity.
- State employees and leaders grow in personal and interpersonal learnings about racial equity, strengthening capacity and implementation efficacy of institutional-level change strategies.
- Executives across the State enterprise are informed about progress and cultivate a policy environment receptive to action for racial equity.





# Why Lead with Race

- Social determinants of health (SDoH)-the conditions into which people are born, live, learn, play, work, and age-account for about 70% of health outcomes<sup>1</sup>
- Structural racism negatively impacts many SDoH, including education, basic needs, housing, and even temperature and air pollution in neighborhoods.
- We lead *explicitly* with race because racial inequities persist in every system across the country.
- We recognize intersectionality.

Solomon, L. S., & Kanter, M. H. (2018). Health care steps up to social determinants of health: Current context. The Permanente Journal, 22. doi: 10.7812/TPP/18-139



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# Why Lead with Race

- As local and State government deepens its ability to eliminate racial inequity, it will be better equipped to transform systems and institutions impacting other marginalized groups.
- California is one of the most racially diverse states in the country.
- March 2021-County Leaders (including CBHDA) across California declared racism a public health crisis.
- Governor Newsom recently proposed \$7.6 million in the 2022-23 budget for CalHR to build a workforce that reflects California's diversity.

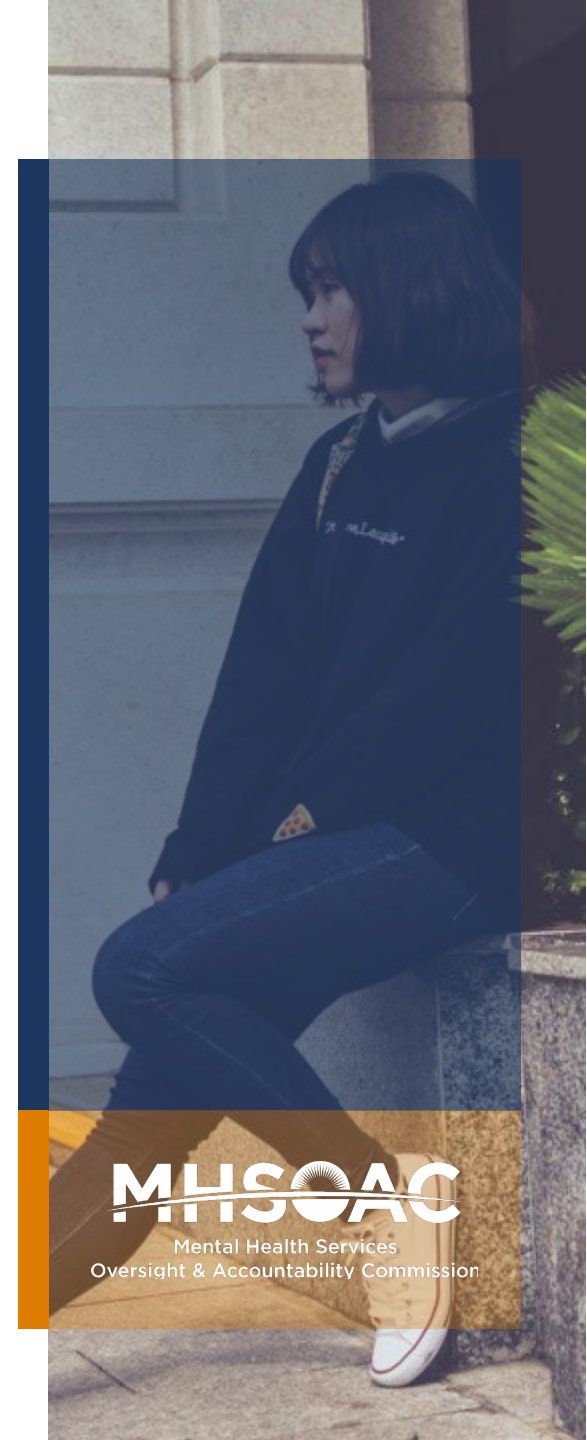
# Racial Equity Action Plan (Draft)

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# Racial Equity Action Plan

- Build Commission's understanding of the problem.
- Fortify Commission staff using DEI best practices.
- Formal acknowledgement of racism and impact on mental health.
- Opportunity to leverage Commission's strategies to transform mental health to address racial equity.
- Continually monitor progress and troubleshoot.

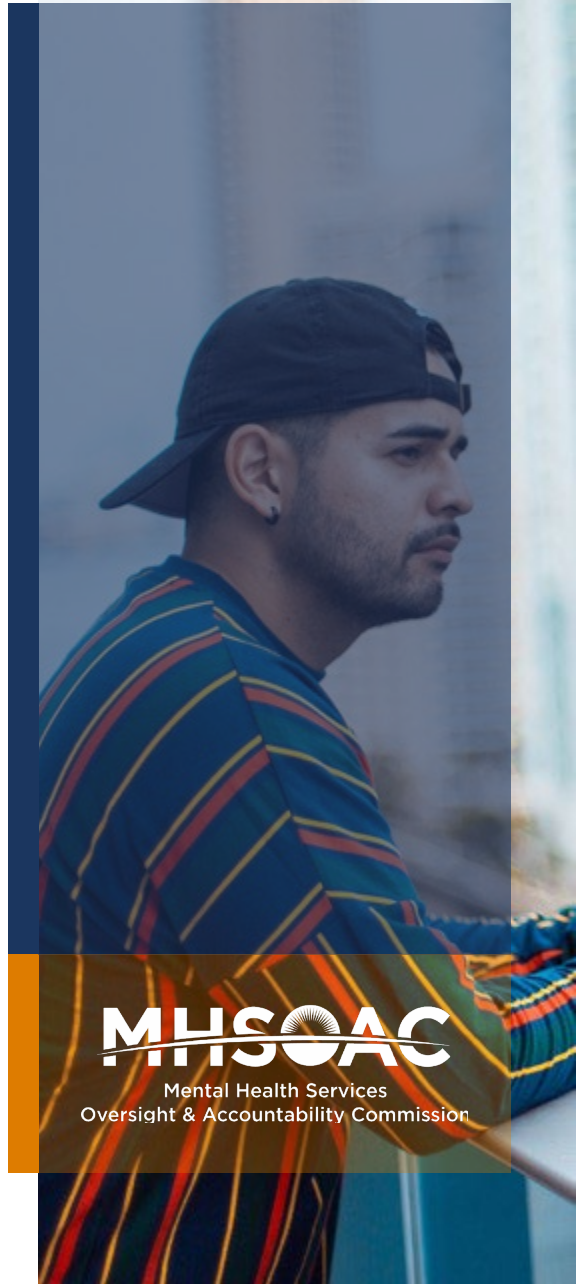


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# Racial Equity Declaration (Draft)

The Commission acknowledges that racism, discrimination, and bias have negatively impacted mental health outcomes in California both historically and persistently. As part of its mission to transform the public mental health system in California, the Commission recognizes that racism, discrimination, and bias have created and perpetuated harm to marginalized individuals, families, and communities, and commits to working in collaboration with these communities to remedy this harm. The Commission is further committed to working alongside stakeholders to improve equity in all its internal functions as well.

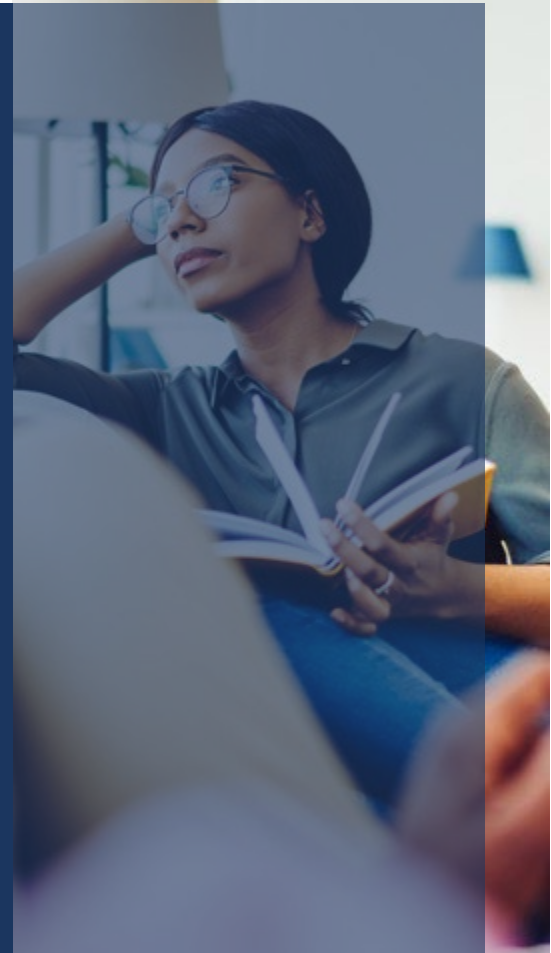


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## Racial Equity Vision (Draft)

The Commission is a value-driven organization committed to creating and supporting individual and organizational excellence. The Commission infuses equity into all aspects of its work within the organization and with stakeholders so that all people in California feel a sense of wellbeing and experience a valued connection to community.



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# Proposal: Elevate the Commission's Voice on Racial Equity

- Begin each public meeting with a land acknowledgement reflecting the tribal location of the meeting.
- Enhance relationships with native tribes.
- When important issues arise (such as BLM) use the Commission's voice to acknowledge social justice.
- Other strategies?



# Incentivize Racial Equity in Grants

- **Incentivize** stronger participation among racially diverse organizations in grant opportunities
- **Create awareness** of effective practice to enhance community engagement in community funding opportunities
- Request applicants to **identify disparities** related to the grant program goals and provide a plan to address identified disparities
- **Develop strategies** to measure and monitor the extent that fiscal strategies support racial equity.



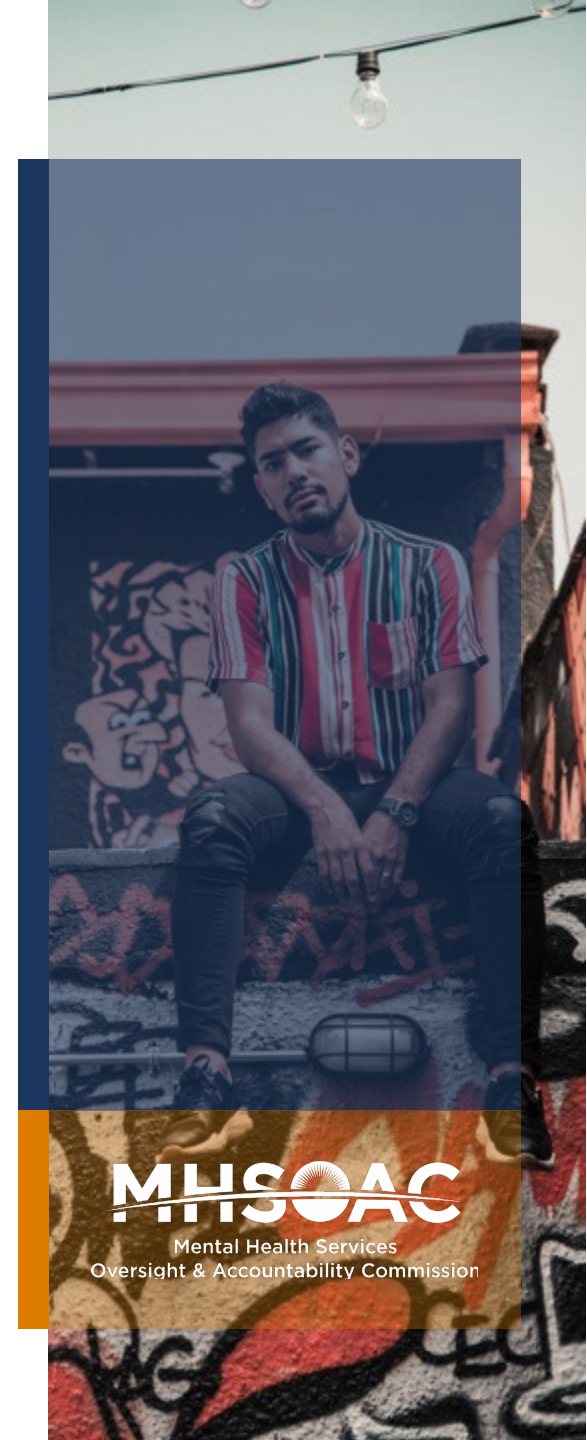
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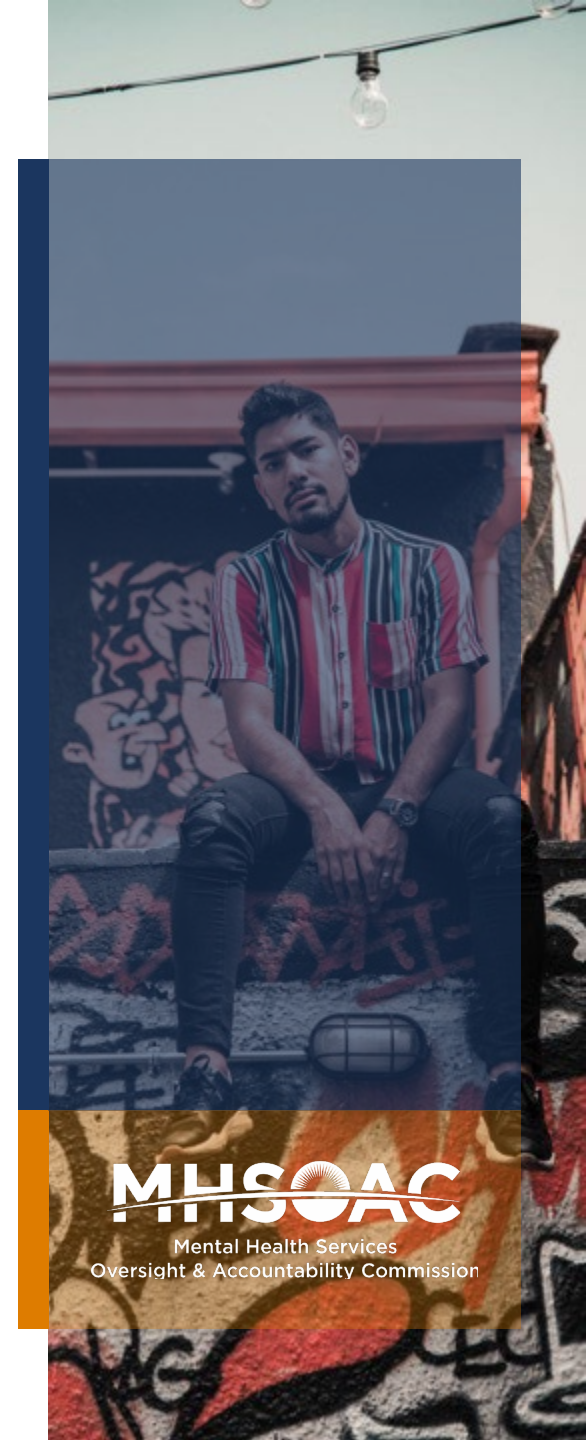
# Innovation

- **Facilitate opportunities** for Counties to join the Multi-County Innovation Collaborative on Race Equity in Mental Health (in process)
- **Provide technical assistance** for Counties to consider disparities and racial equity in the Innovation Recommended Summary Template (under review)
- What else?



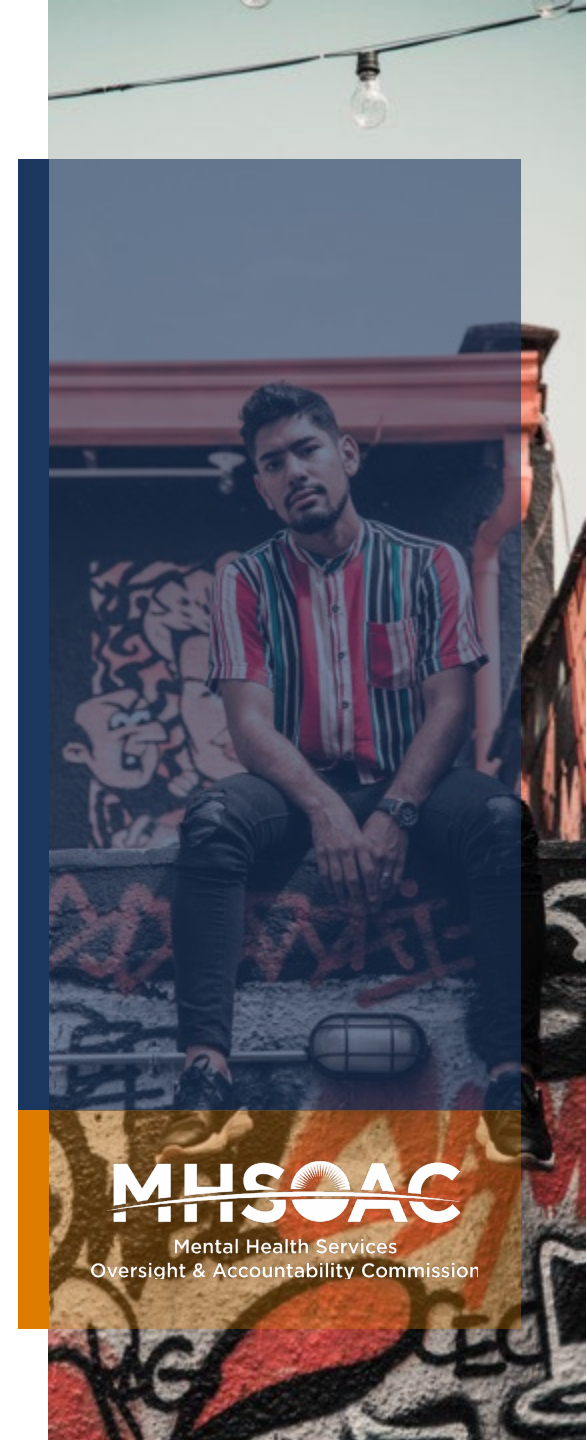
# Research and Data Transparency

- **Ensure** that diverse voices are at the table and heard as we prioritize racial equity our research and data visualization (including dashboards)
- **Prioritize needs** of diverse communities (*including root causes; recognizing intersectionality*) in deploying work while ensuring that research and transparency products resonate with those needs
- **Review and revise** our work as we learn more from the public



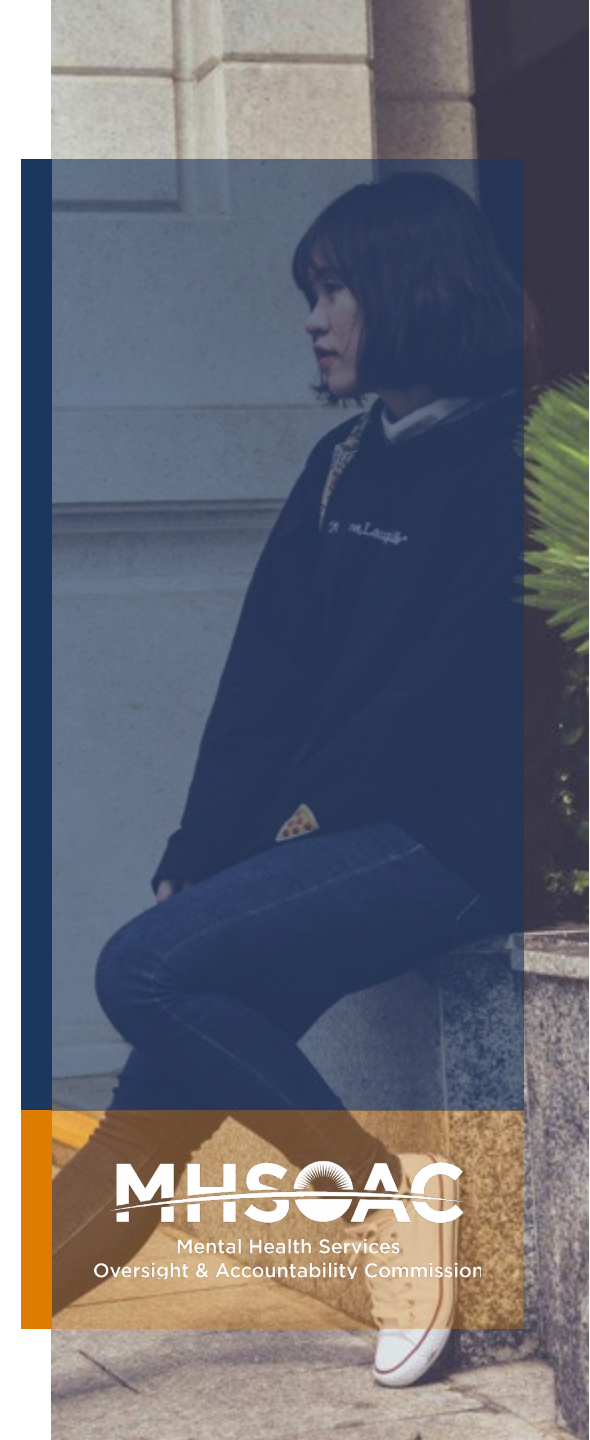
# Policy Research Projects

- As part of learning process-**engage** subject matter experts, cultural brokers, diverse communities, and others
- Describe **policy challenges and solutions** within the **context** of historical and current racial/ethnic mental health disparities in service access, utilization, and outcomes
- **Emphasize solutions** with the potential to reduce disparities and negative outcomes among diverse racial/ethnic groups when formulating policy recommendations.



# Diversity, Equity, and Inclusion in Commission Staffing

- **Widen applicant pool** and engage and attract a broader audience.
- Consider **retention and promotional** opportunities including staff access to mentors to help shape career path.
- **Review and implement** best practices in DEI, such as UCB Toolkit and CLAS, among others, to research what opportunities fit well with Commission operations and civil service laws and regulations.
- **Measure and monitor** recruitment strategies, retention, and promotion.



# Accountability and Next Steps



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# Accountability and Next Steps

- Enhance communication on strategies to address racial disparities
- Explore options for staffing or consultation to support implementation of the REAP
- Report back to stakeholders on progress and to troubleshoot unforeseen barriers
- What else?



# Thank You

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