



Virginia Department of
Behavioral Health &
Developmental Services

Behavioral Health Equity in DBHDS' Office of Behavioral Health Wellness

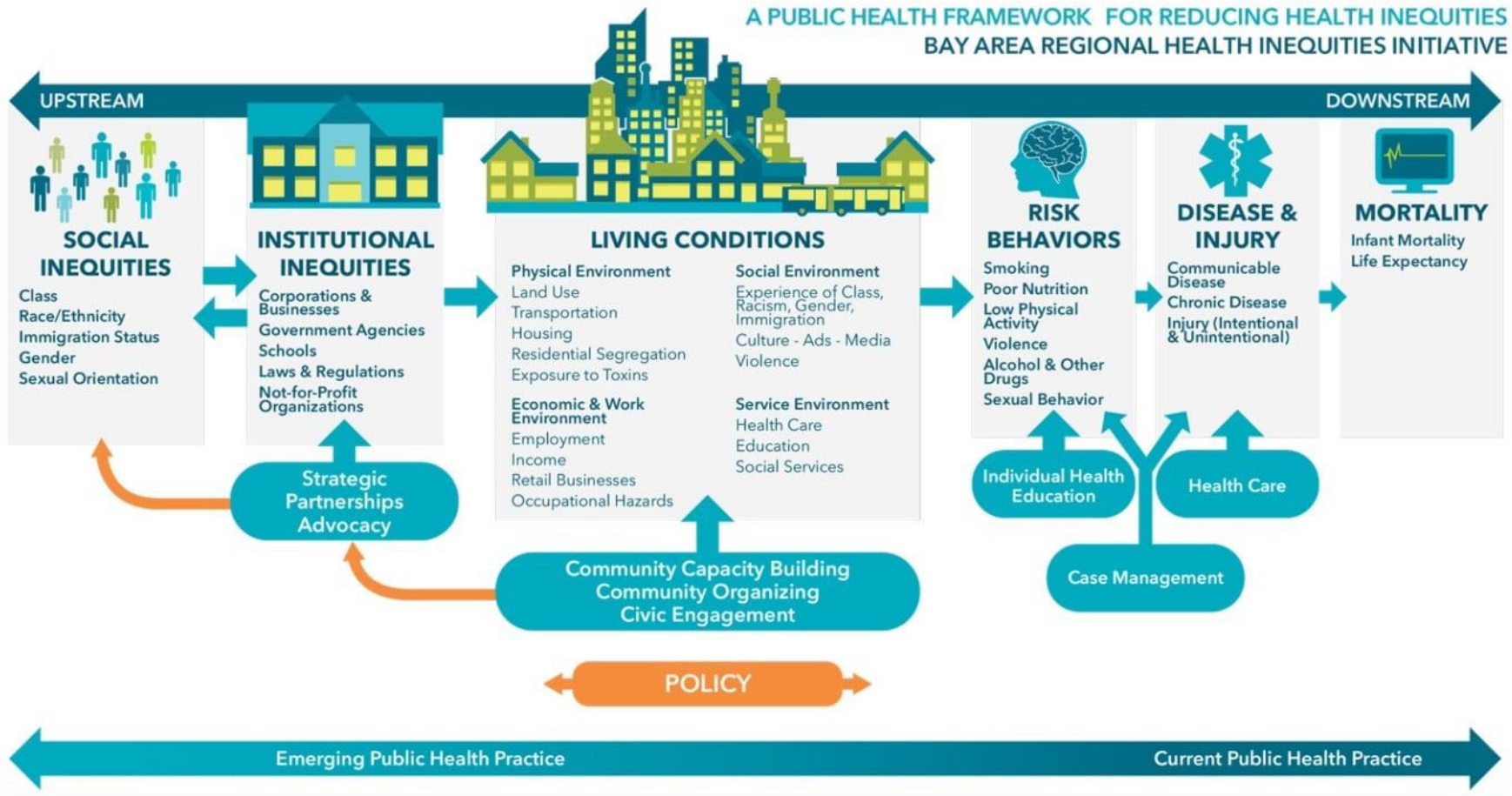
Glencora Gudger, Behavioral Health Equity
Consultant

DBHDS Vision: A life of possibilities for all Virginians

Behavioral Health Equity at OBHW

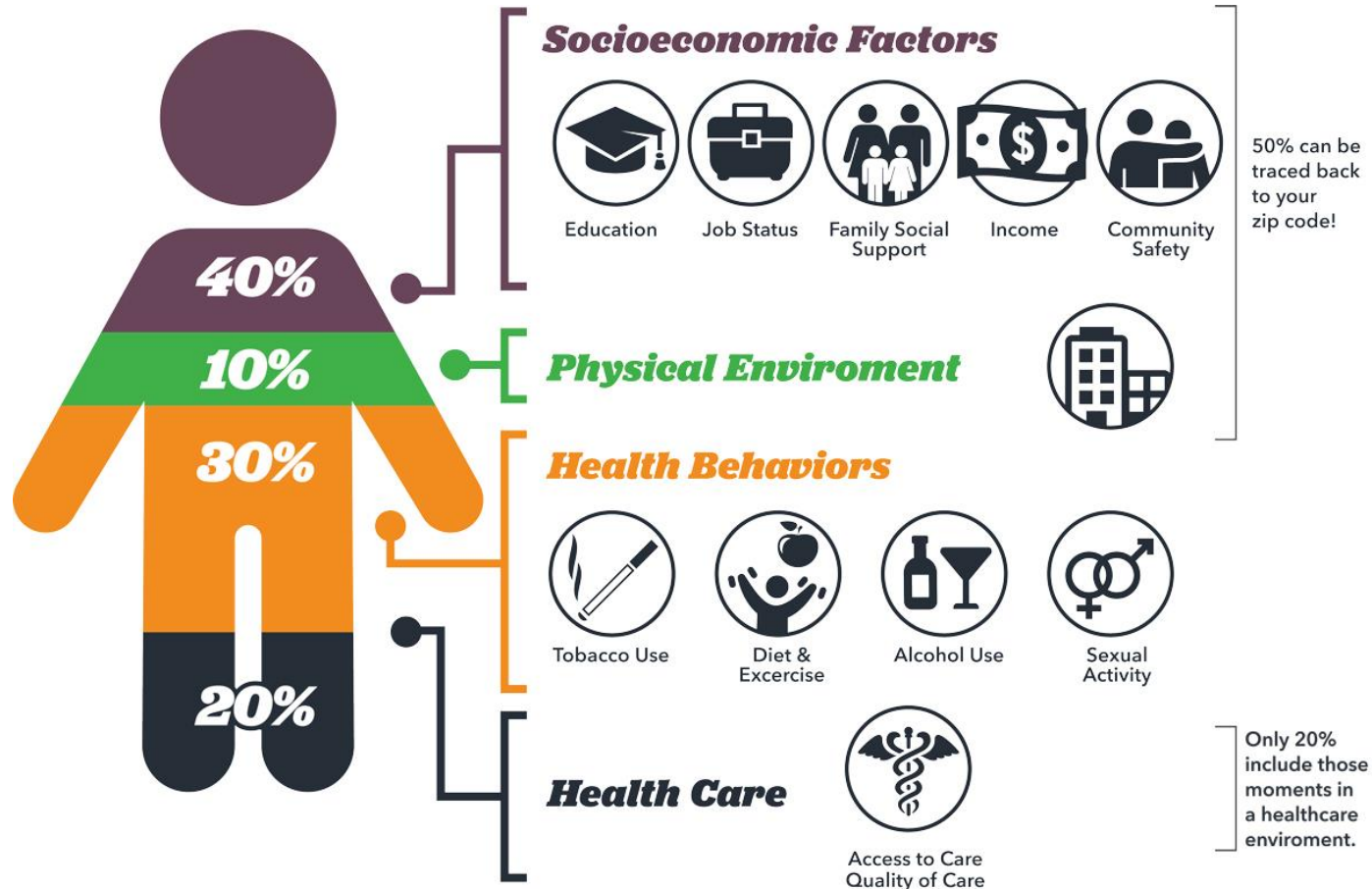
- Health Equity and its role in behavioral health wellness
- Key initiatives I support and how they may relate to your work.
 - data collection & analysis
 - workforce & community education
 - grants & programing
- How to connect with me and get involved with behavioral health equity programs with OBHW.

Social Determinants of Health



[Image: Lets Get Healthy CA](#)

Health Equity

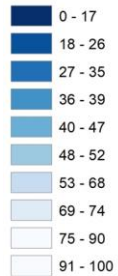


Source: Institute for Clinical Systems Improvement, Going Beyond Clinical Walls: Solving Complex Problems (October 2014)

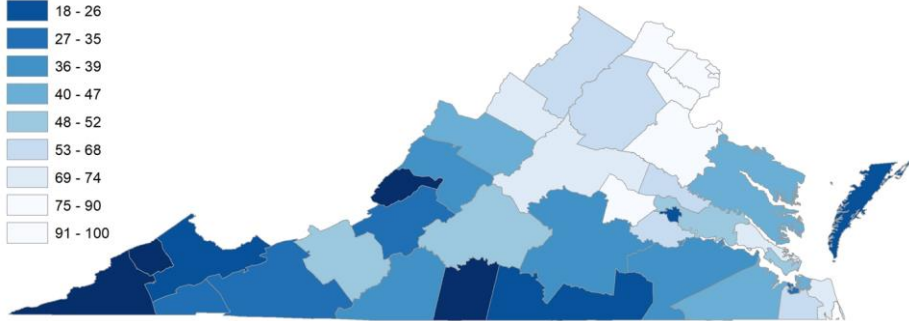
[Image: NOAH](#)

Data Collection & Analysis: Behavioral Health Index

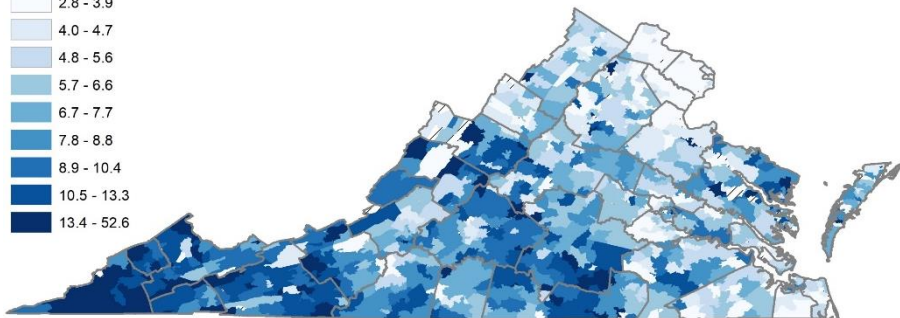
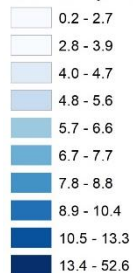
SUD - BHI Score
0 (worst) - 100 (best)



SUD



SUD Rate per 1,000



- Partnered with VCU Society and Health to create a “behavioral health index” to improve determine the prevalence of SMI, SED & SUD across the state, using the All Payer Claims Database.
- To enhance data literacy, we are currently building an interactive website with data visualizations, with narratives around the social determinants of health.

Data Collection & Analysis: Focus Groups

- Statewide Focus Groups:
 - Experiences of Behavioral Healthcare Professionals of Color
 - Spanish Speaking residents Access to and Use of Mental Health and Substance Abuse Services
 - In development – LGBTQ+ Virginians

Recommendations for DBHDS on Increasing the Use of Mental Health and Substance Abuse Services Among the Spanish-Speaking Community

1. PROVIDE A VARIETY OF EDUCATIONAL AND INFORMATIONAL PRINT AND VIDEO MATERIAL.
2. IMPLEMENT PROFESSIONAL DEVELOPMENT SESSIONS TO EDUCATE PROVIDERS ABOUT LINGUISTIC AND CULTURAL KNOWLEDGE AND APPROPRIATENESS.
3. EVERY AGENCY NEEDS TO HAVE AN ADVOCATE AVAILABLE WHO CAN EXPLAIN CLIENTS' RIGHTS TO THEM.
4. IT IS FREQUENTLY NECESSARY TO PROVIDE SERVICES FOR FAMILY MEMBERS, RATHER THAN JUST FOR THE CLIENT.
5. THERE NEEDS TO BE A SLIDING SCALE FOR PAYMENT SO THAT A LACK OF FUNDS DOES NOT KEEP PEOPLE FROM SEEKING PROFESSIONAL HELP.
6. COMMUNITY ORGANIZATIONS, SUCH AS SCHOOLS AND CHURCHES NEED TO BE REGARDED AS PARTNERS IN DISSEMINATING INFORMATION TO PARENTS.

Recommendations from Spanish Speaking Residents Focus Groups

THEMES & SUBTHEMES

RETENTION BARRIERS

- Non-Competitive Salaries
- Racial Disparities in Pay
- Failure to Invest in Employee Development
- Lack of DEI Accountability and Policies

CULTURAL RELATED BARRIERS

- Race-Based Glass Ceiling & Promotion Discrimination
- Unfair Workload and Work Expectations
- Excessive-Performance Monitoring
- Racial Microaggressions
- Race Evasiveness
- Tokenism
- Lack of Critical Consciousness among Leadership and Co-workers
- Racially Illiterate Colleagues
- Invisible Wounds of Racial Trauma

RECRUITMENT BARRIERS

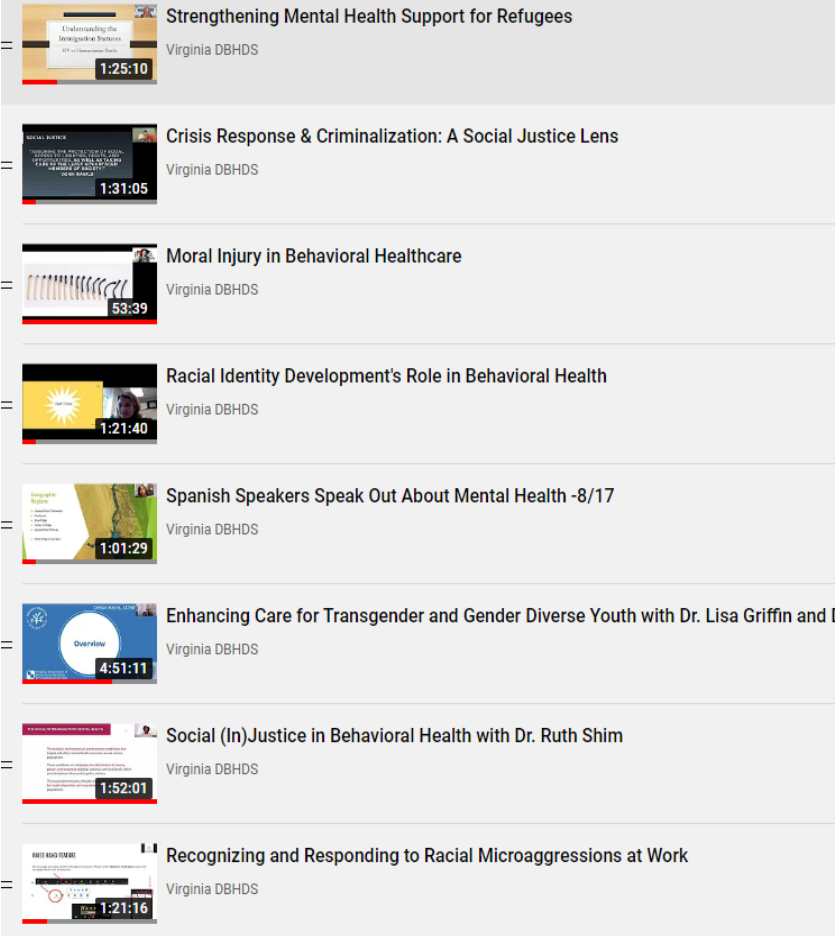
- Bias in the Hiring Process
- Agency Reputation
- Unintentional Outreach Efforts



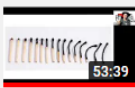
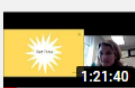

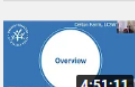


Themes from BH Professionals of Color Focus Groups

Slide 7

Workforce & Community Education

- Host an annual Behavioral Health Equity Summit
- Provide an variety of engaging webinars on topics pertinent to behavioral health equity
- Offer support, technical assistance and educational opportunities to CSBs, community organizations and the public at large



	Strengthening Mental Health Support for Refugees Virginia DBHDS
	Crisis Response & Criminalization: A Social Justice Lens Virginia DBHDS
	Moral Injury in Behavioral Healthcare Virginia DBHDS
	Racial Identity Development's Role in Behavioral Health Virginia DBHDS
	Spanish Speakers Speak Out About Mental Health -8/17 Virginia DBHDS
	Enhancing Care for Transgender and Gender Diverse Youth with Dr. Lisa Griffin and I Virginia DBHDS
	Social (In)Justice in Behavioral Health with Dr. Ruth Shim Virginia DBHDS
	Recognizing and Responding to Racial Microaggressions at Work Virginia DBHDS

Many of the webinars are uploaded on DBHDS' YouTube. Look for the Behavioral Health Equity playlist.

Grants & Programing

- Yearly Behavioral Health Equity Grants are awarded to CSBs, DBHDS Facilities and community organizations to develop and implement equity-oriented programing.
- Funds can be used in innovative ways to meet the professional development and community needs of socially and economically marginalized populations. Examples of current and past grants include:
 - Resiliency Groups for Spanish speakers
 - External DEI audits of Community Services Boards
 - Support groups for LGBTQ+ youth
 - Civic engagement summer programs for Black/AA youth
 - Wraparound mental health services for Afghan refugees
 - Mental health skill building for adults with developmental disabilities
 - Expansion of OBHW programs to Vietnamese speakers

Let's Collaborate!

- Email me – Glencora.gudger@dbhds.Virginia.gov
- Join my email list:
<https://lp.constantcontactpages.com/su/Yd2RbfR/DBHDSequity>
- Contact me to set up a time to talk about your interests and vision for behavioral health equity in your community. Always looking to support and collaborate.