



Ohio SILC

Ohio Statewide Independent Living Council

Education and Outreach Committee

February 16, 2023

12:00-1:00

Embassy Suites at the Columbus Airport
2866 Airport Drive
Columbus, Ohio 43219

[Meeting Link](#)

Agenda

- Welcome and Introductions
 - Overview of Outreach Forums- Christy Carpenter, Ohio SILC
- Review of DEI training options and opportunities
- Public Comment

Committee Chairs: Katie Shelley, Nichole Davis

Committee Members: Davin Marcum, Kari, Akins, Kierra Branch, Rob Festenstein

Promoting Independence, Empowerment, and Inclusion in Ohio.

670 Morrison Road, Suite 200, Gahanna, Ohio 43230
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Ohio Statewide Independent Living Council Outreach Forums Summary

Summary

The Ohio SILC will be working on developing a resource to make outreach of IL Services more effective. To do this, we began by looking at the success and barriers that CILs could share about outreach in rural and urban settings.

Urban and Rural Outreach Forums

Offered 2 dates: Thursday January 26th and Thursday February 9th

Several mentioned grants and funding streams boost outreach for certain rural or urban communities. In particular CARES Act funds and the Vaccine work CILs have been doing led to increased reach to both rural and urban communities. COVID test outreach.

Working on Fair Housing Advocacy often reaches into the Urban and Rural Communities by word of mouth.

General Outreach Strategies Identified by both groups:

- Connecting with home delivered meal services to pass out CIL flyers with meals.
- Not running from one outreach opportunity to the next but developing real relationships with communities in your service area. Nurturing partnerships with large organizations that do similar work and ask about making introductions. Trusted person bringing another organization in. Planning outreach in detail not just checking a box.
- Story telling for effective outreach. Highlighting successful consumer relationships. Radio shows, guest appearances on news, tv, podcasts. Mentorship program- training community ambassador to take message and history of IL into the community.
- Hire and assign **staff of the community** you are trying to reach- having staff available to meet consumers in the community.
- Meet in the community where the consumers are located and in their comfort instead of expecting them to come to you.
- Meeting “gatekeepers” for specific communities and forming relationships to better reach. Knowing the areas that you serve and learning more about their culture and needs.
- Making reintroductions to organizations post COVID with staff turnover at CILs and partner organizations.

Rural Specific Outreach:

- Staff partnered with AAA agencies in rural communities.
- Sharing Story telling efforts through print materials, newspapers etc.

Urban Specific Outreach

- Sharing Story telling efforts through QR codes.

Ohio Statewide Independent Living Council Outreach Forums Summary

- Having materials translated in numerous languages. Connect with organizations that provide language translation/interpretation to offer consumers- shows the community that you care and going extra mile to make everyone included
- Reflection of CIL Organization Itself- ILRU Checklist better outreach to Urban and Minority groups. Office locations and culture- inclusive artwork, staff reflecting the community, access to bus routes, disability parking etc.
- Forming partnerships with Housing Authority, Metroparks, Health Department, EMS, United Way.

Notable Unsuccessful Outreach

- Church Organization outreach has not been successful- misunderstanding of purpose, thinking CILs are faith based, thinking CILs are looking for funds
- Ohio Hispanic Coalition- Latina Community struggle to find gatekeeper
- Cultural Challenges- Amish and Mennonite

Resources and References Identified:

- Mother to Mother and Milestones Autism Resources Video out of Cleveland
- Chart of Life Ambassador group
- <https://www.youtube.com/watch?v=XTmE9p1jh5Y>
- ABLE South Carolina Vaccine Grant Program- Guide to partnerships

SOR 2:
Four Foundational Trainings

**DESCRIPTIONS, PARTICIPANT CENTERED LEARNING
OBJECTIVES, & TIMED AGENDAS**

‘Building Cross-Cultural Competence: C.A.R.E. Method Training’

Description:

The Building Cross-Cultural Competence: C.A.R.E. Method training is ideal for participants seeking an understanding of Cross-Cultural Competence and the importance of providing Cross-Culturally competent services. During the CARE training participants will understand MACC’s approach to cultural competence, unpack culture and its influence on perceptions, and identify strategies to increase cross cultural competence within personal lives and organizations.

Participant-Centered Learning Objectives:

1. Begin examining personal understanding of cross-cultural competence
2. Learn strategies to engage in cross-cultural competence
3. Deepen understanding of cultures influence in the workplace

Timed Agenda: 3 hours

- Welcome and Introductions - 20 mins
- Defining Diversity and Culture - 30 mins
- Defining Implicit Bias - 20mins
- Unpacking benefits of a cross culturally competent organization - 20mins
- CARE Activities: consider, accept, recognize, execute - 80mins
- Closing - 10 mins

‘Implementing National Enhanced Culturally and Linguistically Appropriate Services (CLAS) Standards’

Description:

Provides guidance on developing leadership, cultural competence and capacity in health care organizations for promoting and sustaining CLAS. This training provides recommendations to health care organizations for addressing language and cultural barriers to adequately meet the needs of a population growing in diversity, and provides a blueprint for establishing community engagement and includes recommendations on conducting community assessments

Participant Centered Learning Objectives:

1. An overview of Enhanced CLAS Standards and their application in behavioral health settings
2. Implementation strategies to promote culturally and linguistically appropriate services
3. Who should implement CLAS Standards

Timed Agenda: 3 hours

- Welcome/ Outline of Session Goals (15 min)
- CLAS Standard History and Purpose (slides 7-32) (60 min)
- Break (15 min)
- Small Group Activity - Implementation Strategies (40 min)
- Handout – One Page - CLAS Standards (front and back)
- Break into 4 Groups
- Standards 2-4
- Standards 5-8
- Standards 9-11
- Standards 12-15
- Large Group Activity - Implementation Strategies Report Out (40 min)
- Standards 2-4 (15 min)
- Standards 5-8 (15 min)
- Standards 9-11 (15 min)
- Standards 12-15 (15 min)
- Distribution of recommended strategies
- Completion of Evaluations/ Next Steps (10 min)

“Understanding Trauma and Trauma Informed Care”

Description:

Understanding Trauma at an individual and collective level is vital to providing culturally competent and culturally humble services. In this training participants will learn the definition of trauma, adverse childhood events, the principles of trauma informed care, as well as the benefits of healing centered engagement with a specific focus on opioids and concurrent diagnosis.

Participant-Centered Learning Objectives

1. Identify the principles of trauma informed care
2. Understand Trauma at an individual and collective level
3. Identify adverse childhood events
4. Understand the relationship between trauma, opioid use and mental health.

Timed Agenda: 3 hours

- Welcome and introduction 15 mins
- Defining Trauma 15mins
- Review ACES and collective trauma 30mins
- Principles of Trauma Informed and implementation Care 45mins
- Trauma, opioids, and concurrent disorders 30mins
- Healing Centered Engagement 15mins
- Action Planning 15mins
- Q&A 15mins

“Understanding Racial Equity Through Transformative Self Reflection”

Description:

MACC’s Racial Equity Framework is rooted in anti-oppressive understanding of historical policies and present-day practices. It uses social justice strategies and an afro-futuristic approach to creating an equitable future where all people can thrive. Engaging in racial equity work requires a culturally humble approach to cross-cultural engagement and willingness to engage and adopt anti-racist behaviors and beliefs.

Participant-Centered Learning Objectives

1. Develop a shared understanding of common racial equity vocabulary.
2. Gain an anti-oppressive understanding of U.S. Racial History
3. Begin developing a personal inventory of anti-racist strategies and frameworks for racial equity.

Timed Agenda: 3 hours

- Welcome and Introductions - 15 mins
- Develop a shared language – 20 mins
- Conceptualizing Racial Equity – 20 mins
- Shifting the narrative – 45 mins
- Striving for Cross Cultural Competence - 30 mins
- Applying Knowledge – 30 mins
- Questions and Answers – 20 mins

Eight Specialty Trainings

**DESCRIPTIONS, PARTICIPANT CENTERED LEARNING
OBJECTIVES, & TIMED AGENDAS**

"Gendered Deaths of Despair: Men & the Opioid Crisis in Ohio"

Jewel Woods

Description:

The opioid crisis has negatively impacted families and communities throughout the state of Ohio. Yet, not enough attention has been given to the disproportionate rates of opioid abuse, addiction, and death among men during this epidemic. Men, for example, accounted for twice as many opioid deaths in the state of Ohio in 2019 compared to women. This data was consistent with the national rates where men accounted for twice the rate of overdose deaths from opioids compared to women in the US. In Franklin County, males accounted for an astonishing 75% of opioid deaths according to the Franklin County Coroner's office. Why do men have such high rates of opioid abuse and deaths compared to women? More importantly, how can behavioral health specialists effectively intervene to reduce the disproportionate rates of opioid abuse and death among this high-risk population? Join Male Behavioral Health for this important workshop to discuss "Gendered Deaths of Despair": Men & the Opioid Crisis in Ohio.

Participant Centered Learning Objectives

1. Examine gender differences in rates of opioid abuse, addiction, and deaths between men and women.
2. Explore treatment methods that may be effective for intervening with males suffering from opioid use, abuse, and addiction.
3. Highlight coordinated community engagement models for prevention

Timed Agenda: 1 hour

20 Minutes – "Men & Pain": Focus on Addiction

20 Minutes - "Men & Addiction": Focus on Treatment

20 Minutes - "Men & Recovery": Focus on Coordinated Community Prevention Models

“The Importance of Culturally Competent Care for the Latinx Community -- A Response to the Opioid Crisis”

Guadalupe Velasquez

Description:

In this workshop, we will explore the daily challenges that the Latinx community encounters, including the continuous threat that opioid addiction poses to the well-being of the community and its members. We will discuss the that affect how the Latinx community is regarded and treated, as well as how these stereotypes create barriers in accessing healthcare services.

Finally, we will examine the role that these specific barriers play in the ongoing opioid crisis. Workshop participants will learn methods of effective communication based on a culturally competent perspective, and how to create a workplace of belonging for personnel, colleagues, and clients.

Participant Centered Learning Objectives:

1. Participants will be presented with the demographic and statistical structures of the Latinx community in Ohio, including the richness of its diversity.
2. Participants will become aware of the positive social, cultural and economic impact the Latinx community continues to have on the Ohio economy.
3. Participants will learn of the devastating impact that opioids have had on the Latinx community.
4. Participants will be presented with best practices in serving the Latinx community. They will gain an awareness of what a “place-based community of belonging” means to them, and how to create this type of community in their workplace and with their clients.

Timed Agenda: 1 hour

- Opening Exercise & Check-In (5 Min)
- Understanding the Demographics & Cultural Values Structure of the Latinx Community (15 Min)
 - High Level Overview: Demographics
 - Labels & Stereotypes
- Devastating Impact of the Opioid Crisis (10 Min)
- Barriers that Affect Access to Health Services (15 Min)
 - Identify Barriers for the Latinx Community
 - Language Access & Proper Protocol
 - Access to Services
- Culturally Competent Approaches, Action Items: Resources & Solutions (15 Min)

“LGBTQ+ 101”

Terry ‘TJ’ Brown

Description:

This workshop will serve as a high-level introduction regarding the LGBTQ+ Community. It will take participants through an introduction of some of the terms within the Community. Next it will highlight why members of the LGBTQ+ Community differ from other minorities because of how they come to become a part of their community. Finally, the workshop will discuss strategies for connecting with the members of the community through providing a welcoming environment.

Participant Centered Learning Objectives:

1. Provide a baseline understanding about the LGBTQ+ Community.
2. Familiarize participants with information about individual development within the cultural framework.
3. Provide tools so that individuals and organizations can create a welcoming environment for members of the LGBTQ+ community.

Timed Agenda: 1 hour

5 Minutes – Introduction

15 Minutes – Alphabet Soup: What do all these letters mean?

15 Minutes – Delayed Cultural Knowledge and Acceptance Within the LGBTQ+ Community

15 Minutes – Connecting with the LGBTQ+ Community.

10 Minutes – Q&A/Conclusion

“LGBTQIA+ 201”

Terry ‘TJ’ Brown

Description:

Building upon the LGBTQIA+ 101 workshop this training will begin with a more in-depth examination of the LGBTQIA+ Community. It will also provide participants with the opportunity to evaluate their own biases regarding LGBTQ+ issues and an open discussion forum for participants to ask questions in a welcoming environment. The primary goal of this workshop is to prepare participants with an in-depth knowledge about the LGBTQ+ community and to better prepare them for interactions with the community. At the conclusion of the workshop participants will have a better understanding of the LGBTQIA+ community, be prepared to evaluate their own biases toward the community and feel comfortable asking questions about issues they may encounter as they work with members of the LGBTQIA+ community.

Participant Centered Learning Objectives:

1. Provide participants with an understanding of the communities that exist within the LGBTQ+ community.
2. Familiarize participants with any hidden biases they may have that they would encounter in interactions with the LGBTQ+ community.
3. Provide participants with the opportunity to ask questions in an open and nonjudgmental environment.

Timed Agenda – 1 hour

10 Minutes – Introduction/101 Review

15 Minutes – LGBT Community Differences (Communities within the Community)

15 Minutes – Evaluating Personal Biases

15 Minutes – Open Discussion

5 Minutes – Conclusion

“The Opiate Crisis/Epidemic: How does it Impact Mothers and Babies?”

Allison Kelly

Description:

The opiate crisis has not only affected the generations of teens and adults with substance use disorders, but the next generation born to these folks. We will discuss the current state of the opiate crisis, impacts on the mother/father and what we can do to lessen the burden on these families and the healthcare systems.

Participant Centered Learning Objectives:

- Participants will have an understanding of the complexities of caring for the mother/infant dyad when a substance use disorder is involved
- Understand the need for early intervention and follow-up for these babies
- Appreciate the importance of early maternal bonding

Timed Agenda: 1 hour

15 min: History and current status of the opiate crisis

15 min: Neonatal Abstinence Syndrome/impact on babies by the numbers

15 min: Maternal issues with a substance use disorder in pregnancy

15 min: How can we help these families?

“The Missing Element- A Restorative Approach to Behavioral Health in Reentry”

Crystal Bryant

Description:

Substance abuse and mental health have often been determined to be leading factors in the commission of crimes. While it is factual that behavioral health plays a large part in non-violent offenses the types of persons being arrested for such crimes have largely reflected a disparity in our criminal justice system.

According to The Sentencing Project, the number of people in state prisons for drug offenses is eight times (8x) higher than in 1980. Latinx and African Americans constitute 50% of people in prisons for a drug offense, and 1 in 3 black men born in 2000 can expect to go to prison in their lifetime.

With a national 2/3 recidivism rate the myth of what causes a person to commit crimes and what stops a person from committing future crimes have yet to be solved. While evidenced based approaches to drug use and crime such as drug courts, MAT, and harm reduction have exploded in the behavioral health system over the last 15 years they were generally created in response to an increase in the use of illicit drugs and overdoses in white suburban communities.

Until the harm of racism can be realized for the brute it is and its institutional effects in every American system including behavioral health, a positive outcome for those underrepresented populations are far less likely.

This one-hour training will explore the connection between reentry and racial disparities, the ways in which racial disparities have contributed to the lack of care and support for minority communities in the fight against substance abuse and explore what strategies should be used to effectively address the social determinants of behavioral health for returning citizens.

Participant Centered Learning Objectives

- Increase the understanding of the intersectionality of racial disparities and the impact it has on returning citizens.
- To provide attendees with tools to disrupt systemic barriers such as bias and prejudice within the behavioral health system.
- To increase understanding of methods used to incorporate emerging racial equity trends in the field of behavioral health as it relates to implementation strategies for existing programs and initiatives through reflection on current best practices.

Timed Agenda: 1 hour

1. Welcome & Introduction of speaker (10 minutes)

- Introduction of self & qualifications
- Rules of engagement & platform instructions
- Introduction of self via chat function

2. Structural Racism and its manifestation in the criminal justice & behavioral health systems (15 minutes)

- Understanding root casus of structural racism

- Understanding who you are serving
- Diving into racism's current manifestation of criminal justice & behavioral health systems:
Discussion of implicit bias and disparate impact
- Participants check in

3. Exploration of micro and macro responses to the Opioid crisis for the returning citizen (15 minutes)

- Revisiting who the returning citizen is in data & in community
- Exploring culturally competent micro responses to substance and opioid abuse
- Exploring culturally competent macro responses to substance and opioid abuse

4. Revisiting current evidenced based practices (10 minutes)

- Understanding "urban empathy"
- Re-imagining individualized care
- Equitable distribution of resources

5. Participant Questions or Feedback (10 minutes)

“Words Matter: A cross-cultural approach to Understanding Unconscious Bias Through Media”

Preshuslee Thompson

Description: 3 hours

The Words Matter training provides a foundational understanding of unconscious bias and cultural competence through the lens of media. In this training participants will understand the role media plays in influencing our implicit biases, stereotypes, as well as behaviors. This training is ideal for agencies committed to mitigating bias during interpersonal interactions as well as marketing campaigns.

Participant Centered Learning Objectives

1. Increase understanding of unconscious bias
2. Identify strategies to mitigate unconscious bias
3. Analyze the impact that media messages have on biases
4. Consider how a multicultural media messaging campaign can be implemented at your agency

Timed Agenda:

Welcome and Introductions - 20 mins

Defining Unconscious Bias - 30 mins

Biased Media Messaging and Representation - 60 mins

Mitigating Implicit Bias - 10mins

Multicultural Marketing Strategies - 15mins

Small Group Activity - 35 mins

Key Take Aways - 10mins

“Cultural Competency in Service Organizations”

Jessie Tudor-Tangeman, MBA, MSW, PhD

Eric Hutchison, MBA, PhD

Description:

The National Standards for Culturally and Linguistically Appropriate Services (CLAS) will serve as the framework for this presentation and will guide a discussion on how culture/ethnicity impacts health beliefs and practices, health disparities, access to care and service delivery. Additionally, this presentation will provide suggested strategies that can be implemented to foster a culturally competent agency and improve client outcomes. The primary goal of this workshop is to demonstrate the importance of cultural competencies in service organizations.

General Workshop Objectives:

1. Discuss how culture/ethnicity impacts health beliefs and practices, health disparities, access to care and service delivery.
2. Discuss the importance of creating a culturally competent agency.
3. Provide strategies that can be implemented to foster a culturally competent agency and improve client outcomes.

Participant Centered Learning Objectives:

1. Discern between the Major and Sub-cultures in Ohio (demographics, social determinants, and cultural/ethnic considerations that impact health)
2. Identify and understand some of the health disparities by Major and Sub-cultures
3. Understand the strategies and importance for building a Culturally Competent Agency

Timed Agenda: 1 hour

10 Minutes: Introduction of Terminology

10 Minutes: Review of Major and Sub-cultures in Ohio

a. Demographics

b. Cultural/Ethnic Considerations that Impact Health

10 Minutes: Health Disparities by Major and Sub-Cultures

a. Inclusion of discussion regarding the extent to which COVID-19 and The Opioid Crisis has presented and impacted the health of specific groups

20 minutes: Creating a Culturally Competent Agency

a. Reasons

1. Health Impacts and Significance
2. Legal Obligations
3. Ethical Obligations

4. Financial Benefits
5. Organizational Benefits

b. Characteristics of a Culturally Competent Agency

c. Recommended Actions to Promote a Culturally Competent Agency

10 minutes: Questions from Participants