

COALITION

Culture, Equity, Diversity, & Inclusion Committee

JANUARY 2021

Welcome to the inaugural newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**. **Better known as CEDI!**

Speaking during the 2020 Missouri Behavioral Health Conference, Bruce Franks, Jr. declared we should be having “intentional and honest conversations” about racism and social injustice. And this is exactly what CEDI intends to do: **Be at the FRONT END OF CHANGE!**

We want to use this newsletter to share what the committee is working on, upcoming events, resources, and tools your agency can use in your journey to heal racial and social inequities and provide a more diverse and inclusive space at work AND within your communities.



“Missouri will not be known as the last to free people but the first to recognize the humanity in everyone!” Tiffany Lacy Clark, CEDI Chair



Who is CEDI?

CEDI Chair | Tiffany Lacy Clark, Chief Operating Officer Behavioral Health Response

CEDI Vice-Chair | Dr. Shelly Farnan-Moore, System Director of Diversity and Inclusion, Burrell Behavioral Health

Agencies represented on the committee | BHR, Burrell, Gibson Recovery Center, Truman Medical Center, Resilience Builders, Swope Health Services, Compass, Preferred Family Healthcare, BJC Behavioral Health, FCC Behavioral Health, Places for People, ReDiscover, Gibson Recovery Center, Queen of Peace, Tri-County Mental Health Services, Heartland Center for Behavioral Change, and Comprehensive Health Services.

We understand organizations are of different sizes, located within unique geographic regions and with unique demographic makeup, and with various types and levels of resources. CEDI is the Coalition’s way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every Coalition agency and region of Missouri represented. If you would like to join the CEDI Committee, please email KC Rafferty (krafferty@mocoalition.org).

What is CEDI up to?

In October, CEDI and the Coalition distributed books to all the agencies to be used as tools for conversation starters and meet people where they are on the path to healing: **White Fragility** by Robin DiAngelo and **My Grandmother’s Hands** by Resmaa Menakem.

The CEDI Committee hopes you and your staff have been able to use these resources to share, talk, and exchange ideas! **We would love to hear from you about how your teams have engaged with these resources.** As we move forward, there will be more resources the committee will share with you to utilize.



CEDI on the Move!

“Tri-County Mental Health is hosting an internal book study on the *White Fragility* book through January. Will be doing one on *Grandmother’s Hands* next. Thank you for the resources.”

Tom Petrizzo, CEO at Tri-County Mental Health

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CEDI Subcommittees to Address Specific Needs

Starting in January 2021, the CEDI Committee Members have formed two subcommittees to dedicate efforts:

- **Policy Group** – to develop a mission statement, best practices, and sample policies which will be shared statewide to use at our own organizations, as well as tips and guidance of how to embed inclusion within existing policies.
- **Support for Organizational Leadership and Staff/CEDI Toolkit** – to develop best practices, training, education, and review/update Toolkit.

Both subcommittees will continue to meet each month prior to the regular CEDI Committee which meets at 12:30 pm the second Wednesday of every month (right after the MO Coalition Board Meeting).



CEDI on the Move!

[New St. Louis program to divert mental health calls away from 911](#): BHR collaboration with city and police aims to relieve police and EMS workers from responding to many mental health crises and help people obtain needed behavioral health services!

COVID-19 Vaccine

The topic of the COVID-19 vaccine may be cause for individuals to question or even refuse the opportunity to receive a vaccine. In an effort to provide the most accurate information to you and your clients, the following resources may be helpful in guiding staff and clients in these conversations about the vaccine.

- [Vaccines | CDC](#)
- [Covid Vaccine \(mo.gov\)](#)
- [COVID-19 Vaccine Update-- Questions and Answers with DMH - YouTube](#)

Online Resources

- [Addressing Health Equity and Racial Justice](#) | The National Council for Behavioral Health has developed a website with numerous webinars and resources to assist organizations in improving diversity, equity, and inclusion.
- [SAMHSA Tip 59](#) | This guide helps professional care providers and administrators understand the role of culture in the delivery of mental health and substance use services. It describes cultural competence and discusses racial, ethnic, and cultural considerations.
- [SAMHSA Behavioral Health Equity Resources](#) | Find resources including data on health disparities and health care quality among diverse populations, and information about health policy, cultural and linguistic competency, health literacy, and more.
- [NAMI Identity and Cultural Dimensions](#) | Resources from the National Alliance on Mental Illness to assist with providing services in diverse communities.

Resources are collected through various state and national partners. The views, opinions, and content expressed on external websites and publications do not necessarily reflect the views, opinions, or policies of the Missouri Coalition for Community Behavioral Healthcare or member agencies and is shared for informational purposes only.



Tiffany Lacy Clark
Chair



Shelly Farnan-Moore
Co-Chair

We appreciate everything you are doing, and will do, in this effort!