



# GOALS

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- 1. Recognize the accomplishments of the community members for their guidance in the BHREC process.**
- 2. Share about the relaunch of the BHREC as an Ad Hoc Committee to the BHS Cultural Competency Committee**

# AGENDA

TIME	AGENDA ITEM	FACILITATOR
9:00 – 9:15 a.m.	Welcome, Agenda Review Land Acknowledgement Libations	Mary Nakamura, Sacramento BHS Leslie Napper, Disability Rights CA
9:15-9:35	The Story of BHREC The Journey The Impacts of BHREC on Sacramento County	Mary Nakamura & Alondra Thompson, Sacramento BHS
9:35 - 9:40 a.m.	Thank You to Steering Committee	Dr. Ryan Quist, Sacramento BHS
9:40 – 10:00am	Recognition of Steering Committee Members	Mary Nakamura, Sacramento BHS
10:00– 10:15 a.m.	BHREC as Ad Hoc Committee to BHS CC Committee & Questions	Alondra Thompson, Sacramento BHS
10:15 – 10:30 a.m.	Reflections on BHREC	Adèle James, AJC Inc.

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# LAND ACKNOWLEDGEMENT



# *LIBATIONS*



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# *THE STORY: WHERE BHREC STARTED*

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- Disconnect between community defined services and county contracting policies & procedures
- Competitive Selection process damaged community trust
- Black-led service providers, due to minimum budget size requirements, were excluded from bidding due to contracting policies/procedures (structural issues)
- Heightened and local anti-Black racism
- Community lives with racial trauma on a day-to-day basis, and the root cause of racism is not addressed or assessed in the data

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# *THE JOURNEY: BHREC OVERARCHING GOALS*



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- Increase trust and authentic partnership between BHS and the AA/B/AD community.
- Identify community-defined goals to promote behavioral health equity across BHS.
- Support all BHREC participants, including the BHS and eight providers to create Behavioral Health Racial Equity Action Plans (REAPs).

# BHREC COLLECTIVE IMPACT MEASURES



African  
American/Black/African  
Descent (AA/B/AD)  
Individuals Employed  
and in Leadership Roles



Community  
Engagement Activities  
that Influence Decision-  
Making



Retention Rates of  
Individuals Identifying  
as AA/B/AD from Intake  
to the Next Treatment  
Service



Unsuccessful Discharges



# *BHREC VISION STATEMENT*

The Sacramento County Division of Behavioral Health Services (BHS), in collaboration with communities of people who identify as African American/Black/of African Descent, strive for a Sacramento County where Black behavioral health matters and race no longer predicts wellbeing and life outcomes.

# *WE ENVISION A SACRAMENTO COUNTY WHERE:*

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- Communities of people who identify as African American/Black/of African Descent have equitable opportunity for emotional health and wellness,
- Communities of people who identify as African American/Black/of African Descent are supported to prosper to their fullest potential,
- Sacramento Division of Behavioral Health Services fully integrates a racial equity lens in organizational hiring and other practices,
- Sacramento Division of Behavioral Health Services and the community work together to ensure equity through continued examination of the systems that shape service provision, and in the collection and disaggregation of data to define goals and evaluate outcomes,
- Community led strategies, as well as transparency and accountability in decision making are prioritized.

# *BHREC VALUES*

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- Follow through
- Accountability
- Honesty
- Transparency
- Community Centered/Defined
- Timely Implementation
- Relationship Building
- Bold/Vulnerable Communication
- Continuous Quality Improvement

# *TRANSFORMATIONAL RELATIONSHIP BUILDING*

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Transparency is Critical!

- Clarifying for the community the decision-making process for all BHREC decisions
- Clarifying for the community what Behavioral Health can influence
- Engaging County Human Resources in the Sacramento Behavioral Health Services Racial Equity Action Plan Team

# STEERING COMMITTEE



# *THE MAKING OF THE STEERING COMMITTEE*

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- Intentionally partner with representatives from a spectrum of the African American/Black/of African Descent (AA/B/AD) community across age, gender identity, and sexual orientation
- Intentionally partner with AA/B/AD leadership from diverse stakeholder groups including faith, education, law enforcement, LGBTQIA+, after school programming, and domestic violence advocates
- Intersectional representation on the Steering Committee, including BHS Cultural Competence Committee



# *CREATING A SAFE & BRAVE SPACE*

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- The structure of the small groups addressed the historic roles and barriers to communication
- Small discussion groups allowed providers and county staff who are primarily White to share what they were feeling.
- Small groups discussion created more of an equitable relationship
- Participants were taught how to listen

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***WHERE WE ARE NOW:  
THE IMPACTS OF BHREC ON  
SACRAMENTO COUNTY***

# *BHREC PROVIDER QUALITY IMPROVEMENTS*

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- Diversified their staff in both clinical and leadership roles
- Increased focus on creating anti-racist workplace cultures
- Increased and deepened their relationships and bonds with community organizations with long and trusted relationships with AA/B/AD communities
- Broadened innovative strategies to recruit more people who are AA/B/AD;
- Improved ease of access by partnering with community hubs
- Created safe spaces among leadership and across organizations to discuss and mitigate white supremacy values
- Created Diversity, Equity, and Inclusion leadership roles and Councils; and offered training and mentorship to reduce implicit bias.

# *SACRAMENTO COUNTY BHS*

## *PRIORITIZATION OF RACIAL EQUITY*

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- Continuation of BHREC as an Ad Hoc Committee to BHS Cultural Competence Committee
- Recognition of importance of transformational relationships
- Expansion of County Work Group to support implementation of Racial Equity Action Plans
- BHREC as a standing agenda item for County BHS management meetings
- BHREC-related agenda item added to Methamphetamine Coalition meetings, Alcohol and Drug Services Board meetings, MH Providers meetings, and many more
- Juneteenth added as an official County Holiday

A group of people in a meeting or conference setting, with many hands raised in the air, suggesting applause or agreement. The image is overlaid with a semi-transparent blue filter.

***THANK YOU  
BHREC  
STEERING COMMITTEE***

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# *RECOGNITION OF COMMUNITY MEMBERS*

# **Sacramento County Behavioral Health Racial Equity Collaborative (BHREC)**

**Implementation Phase (2021-2022)**

As a respected member of the BHREC Steering Committee

## **Add Name**

has help guide the Sacramento County BHREC providers in their implementation of the Racial Equity Action Plans (REAPs) developed in 2020.

Their support and guidance includes the following tasks:

- Reviewed and assisted in the analysis of data that informs the goals and measures of success of the BHREC REAPs;
- Helped to identify strategies to increase meaningful relationships between the BHREC participating organizations and the African American/Black and of African Descent communities; and
- Created institutional accountability and urgency for change that promotes racial equity and equitable behavioral health services access, quality, and outcomes for the African American/Black and of African Descent communities

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**SACRAMENTO**  
C O U N T Y



**BHREC  
Steering  
Committee  
Community  
Members**



**Representation from:**

- ❖ Disability
- ❖ Faith-based
- ❖ Law Enforcement
- ❖ LGBTQIA+
- ❖ Education
- ❖ Domestic Violence





**BHREC  
Steering  
Committee  
BHS Staff  
Members**



*Not pictured:  
Jane Ann  
Zakhary*

# NEXT STEPS

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## 1. Continue Support for BHREC Provider Organizations:

- Train and Mentor all BHS Contract Monitors in application of QI Tools Using a Racial Equity Lens so they can promote use of these tools with BHS Providers

## 2. BHREC Steering Committee Support:

- BHREC Steering Committee becomes an Ad Hoc Committee of the Cultural Competence Committee
- Meets Quarterly
- Includes same membership; current SC members determine whether to also invite past African American/Black CCC Ad Hoc Workgroup members
- Potential role: Identify needed areas for consultation/input for BHS from the Ad Hoc BHREC Committee on issues impacting the AA/B/AD community. Assist BHS in creating relationships with smaller organizations that have trusted relationships with the AA/B/AD communities but are not currently part of the BHS system of care

# *NEXT STEPS*

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- Questions?

# *REFLECTIONS ON BHREC*

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- Reflections on participation in BHREC