



Children and Youth Behavioral Health Initiative Equity Working Group (EWG)

January 18, 2023

3:00 pm – 5:30 pm



Agenda (1/2)

- | | |
|---|------------|
| A. Welcome: Gather, Connect, Working Agreements | 5 minutes |
| B. EWG Process: Charter, Timeline, Today's Meeting Objectives | 20 minutes |
| C. Equity Framework Development: Definition of Equity for Framework | 35 minutes |
- Presentation and discussion of Revised Definition of Equity
 - Action Item: Adopt a definition using Fist to 5 Consensus Model

Agenda (2/2)

D. Break 10 minutes

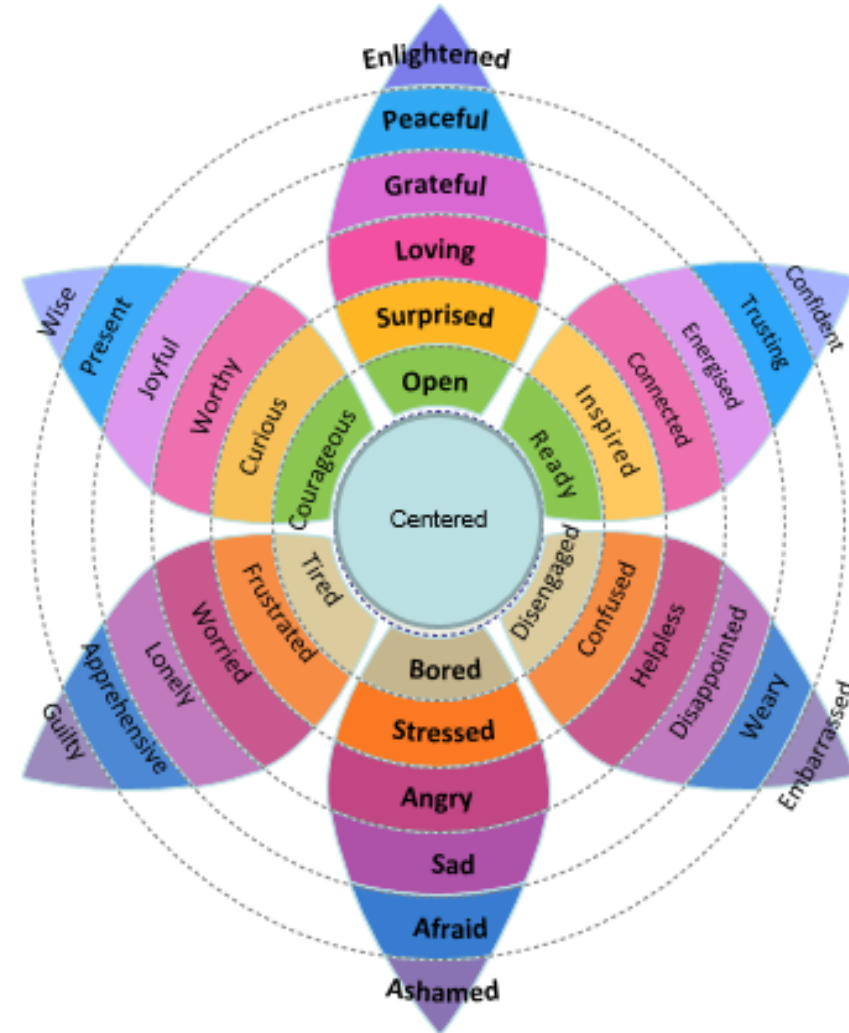
E. Equity Framework Development: Framework Pillars 70 minutes

- Presentation and Discussion of Revised Pillars for Equity Framework
- Action Item: Adopt Set of Pillars using Thumbs Up/Down model
- Breakout Groups: Equity Framework Toolkit Brainstorming

F. Next Steps & Action Items 10 minutes

How are you feeling today?

Please use the annotate feature to stamp your most prominent emotion today



Source: Cristina Escallón, 2020

EWG Members (1/4)

- **Ahmadreza Bahrami**, Public Behavioral Health Division Manager/Equity Services Manager, Fresno County Department of Behavioral Health
- **Artenesha Jackson**, Program Manager, UCSF Benioff Children's Hospital Oakland
- **Brooklyn Williams**, Senior Advisor to the State Superintendent of Public Instruction, California Department of Education
- **Christian Jacobs**, Project Policy Analyst, University of California, Office of the President Graduate and Undergraduate Equity Affairs
- **Christine Blake**, Product Owner, Center of Data Insights and Innovation (CDII), California Health and Human Services Agency
- **Constance Mitchell**, DNP, CPNP-PC, Open Door Community Health Center, Sorrel Leaf Healing Center
- **Donielle Prince**, Director of State Initiatives, PACEs Connection
- **Ebony Chambers**, Chief Equity and Partnership Officer, Stanford Sierra Youth and Families
- **Dr. Erik James Escareño**, CEO, Wombat Innovations, LLC
- **Erin Cabezas**, Licensed Clinical Social Worker, Behavior Specialist, Pittsburg Unified School District

EWG Members (2/4)

- **Ellie Lian**, State President, California Association of Student Councils
- **Greg Wohlman**, Principal, Tahoe Truckee Unified School District
- **Dr. Ivan DeJesus Alvarez**, Bilingual School Psychologist, Santa Barbara County Education Office
- **Imelda Padilla-Frausto**, Research Scientist/Commissioner, UCLA Center for Health Policy Research/LA County Mental Health Department
- **Janice Rooths**, Vice President, Parents Anonymous® Inc.
- **Juan Acosta**, Mental Health Advocate
- **Judith L. Perrigo**, Assistant Professor, UCLA Luskin School of Public Affairs, Department of Social Welfare
- **Kanwarpal Dhaliwal**, Associate Director and Co-Founder, RYSE
- **Kimberly Wayne**, Chief Equity and Inclusion Officer, Seneca Family of Agencies
- **Laila Fahimuddin**, Policy Director, California State Board of Education
- **Lishaun Francis**, Director, Behavioral Health, Children Now
- **Liz Harvey**, Founder and CEO, Behavioral Health Outcomes Data Services (BHODS)
- **Marielle A. Reataza**, Executive Director, National Asian Pacific American Families Against Substance Abuse (NAPAFASA)

EWG Members (3/4)

- **Dr. Martha Dominguez-Brinkley**, Senior Health & Equity Communications Strategist for the Office of Health Equity, California Department of Public Health (CDPH)
- **Mikah Owen**, Senior Director, Clinical and Academic Programs – Health Equity, UCLA-UCSF ACEs Aware Family Resilience Network (UCAAN)
- **Nancy Lam**, Equal Justice Works Fellow, National Health Law Program
- **Dr. Nina Moreno**, Senior Consultant, Seed Collaborative
- **Pamela Riley**, Chief Health Equity Officer, Assistant Deputy Director, Quality & Population Health Management, Department of Health Care Services – California
- **Dr. Robert Byrd**, Acting Deputy Director, LA County Department of Mental Health
- **Sandra Gallardo**, Executive Director, Associated Students, Inc.
- **Sara Bachez**, Deputy Director of External and Governmental Affairs, First 5 California
- **Shirley Yee**, Senior Director of Programs, YR Media
- **Stephanie Houston**, Assistant Superintendent, Innovation & Engagement, San Bernardino County Superintendent of Schools (SBCSS)
- **Vincent Pompei**, Education Consultant
- **Venus Esparza-Whitted**, Associate Governmental Program Analyst (AGPA, California Department of Social Services (CDSS)
- **Zofia Trexler**, California Youth Empowerment Network (CAYEN) Board Member/Peer Self Advocacy Trainer CAYEN/Disability Rights California

EWG Members (4/4)

- **Amanda Chavez**, Interim Behavioral Health Director – Indian Health Council Inc, Valley Center
- **Amanda Lawrence**, Research Scientist, Program Innovation and Evaluation Division – First 5 California
- **Artanesha Jackson**, Program Manager – UCSF Benioff Children’s Hospital Oakland
- **Robert Harris**, Service Employees International Union (SEIU) California
- **Dr. Seciah Aquino**, Deputy Director – Latino Coalition for a Healthy California
- **Steve Zimmer**, Deputy Superintendent – California Department of Education

Working Agreements

BE HERE NOW

- Start on time = End on time
- Show engaged behavior on camera (e.g., nodding head)
- Turn your camera on, if possible
- Try to limit multitasking when others are speaking

GET CLEAR – BE CLEAR

- Establish understanding use layman's terms, not clinical or jargon
- Avoid acronyms, use the full name of departments, research, and other shorthand
- Name the elephant in the room and explain your take on it
- Ask for clarification when concerns, disagreements, and tensions arise
- Connect ideas by restating or paraphrasing previous statement when adding comment
- Submit one comment or question at a time

MAKE SPACE – HOLD SPACE

- If you are someone who takes up a lot of space, allow or encourage others to take space
- Allow others to finish speaking before speaking/Don't interrupt someone who is speaking
- Use 'hand raise' feature whenever possible

GIVE GRACE

- Approach each interaction with the spirit of understanding and flexibility
- Give what you can while you're in the room
- Offer reminders and refreshers
- Everyone in the room is choosing to be a part of this body
- Everyone here is committed to this work and will demonstrate their commitment in a variety of ways

Purpose of EWG

- CYBHI Equity Working Group will advise CalHHS and its Departments on an equity framework for the initiative and make recommendations for applying the framework to embed equity into the processes, design, planning and implementation of the overall approach to the Initiative and the individual workstreams
- The equity framework will provide strategic direction to build a behavioral health system for children and youth that addresses current inequities
- CYBHI Equity Working Group will advise, guide, develop practical applications and recommendations, and help hold accountable and build capacity of the CYBHI in its effort to center and advance equity in the development and implementation of a reimagined behavioral health ecosystem for children and youth ages 0-25
- The Equity Working Group will particularly focus on children, youth and families that face the greatest systemic barriers to wellness and are disproportionately impacted by behavioral health issues, including children and youth of color, LGBTQ+ youth, low-income families, and children and youth from underserved communities

[Purpose and Description CYBHI Equity Working Group June 2022 \(ca.gov\)](#)

2022 Key Markers

Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov/Dec 2022
- EWG Announcement and Application process	- Selection of EWG Members - Pre-Meeting Survey on key elements of equity	- EWG #1	- Formation of Working Committees	- <i>Definition Committee</i> begins developing draft Equity Definition - <i>Framework Committee</i> begins developing key Framework Pillars - EWG #2	- <i>Definition Committee</i> develops final draft of Equity Definition - <i>Framework Committee</i> develops final draft of proposed Framework Pillars - <i>Synthesis Council</i> meets to develop agenda for EWG #3 ; generate ideas for <i>Data Committee</i> key objectives - Potential <i>Thought Partnership Committee</i> first meeting

2023 Key Markers

Jan 2023	Feb 2023	Mar 2023	Apr 2023	May/June 2023	Jul/Aug 2023
- <i>Framework Committee</i> begins work on developing ideas/elements for Toolkit - EWG #3 - <i>Data Committee</i> Meeting #1 - <i>Definition Committee</i> work completes; sunset work once EWG adopts Equity Definition	- <i>Framework Committee</i> develops proposed Toolkit for discussion/adoption at EWG #4 - <i>Data Committee</i> Meeting - <i>Synthesis Council Meeting</i> to connect dots, help plan agenda for EWG #4 , provide guidance/support to chairs and committees as useful	- EWG #4 - <i>Framework Committee</i> Meeting to finalize Framework and Toolkit ; sunset work once EWG adopts Framework and Toolkit - <i>Data Committee</i> Meeting - <i>Thought Partnership Committee</i> Meeting	- <i>Thought Partnership Committee</i> meeting with departments, application of Framework and Toolkit - <i>Data Committee</i> meeting - <i>Synthesis Council</i> meeting(s) to debrief on EWG #4 , connect dots across committee work; reflect on progress, accomplishments, process of EWG; ideas for next phase of engagement in equity work; development of agenda for EWG #5	- <i>Thought Partnership Committee</i> meeting – issues from Departments part of CYBHI, application of Framework and Toolkit - <i>Data Committee</i> meeting - EWG #5	- CalHHS/CYBHI reflection, assessment, planning time for next phase of work with partners to embed and advance equity in CYBHI

CYBHI Progress Report



CYBHI
Children and Youth
Behavioral Health Initiative

**January 2023
Progress Report**



Master Plan for
Kids' Mental Health



CalHHS
California Health & Human Services Agency

[CYBHI 2023 Progress Report](#)

Agenda Item C.

Equity Framework Development: Definition of Equity for Framework

Equity Definition Committee Members

- **Marielle A. Reataza**, Executive Director, National Asian Pacific American Families Against Substance Abuse (NAPAFASA)
- **Ellie Lian**, State President, California Association of Student Councils
- **Sara Bachez**, Deputy Director of External and Governmental Affairs, First 5 California
- **Amanda Lawrence**, Research Scientist, Program Innovation and Evaluation Division – First 5 California
- **Dr. Ivan DeJesus Alvarez**, Bilingual School Psychologist, Santa Barbara County Education Office
- **Imelda Padilla-Frausto**, Research Scientist/Commissioner, UCLA Center for Health Policy Research/LA County Mental Health Department
- **Juan Acosta**, Mental Health Advocate
- **Venus Esparza-Whitted**, Associate Governmental Program Analyst (AGPA, California Department of Social Services (CDSS)
- **Vincent Pompei**, Education Consultant

Equity Definition Update – Marielle

- Notes from full EWG discussion to Definition Committee following EWG October meeting
- Definition committee met on 12/2
- Feedback from Framework and Synthesis Committees provided to Definition Committee
- Committee work via email/shared document for comments and edits
- Development of final draft definition sent to full EWG

Working Definition of Equity

Equity in Behavioral Health

Equity is achieved when the dimensions of our identity (e.g., sex, gender identity and expression, cultural identity, ethnicity, disability, national origin, age, language, family structure, religion/faith, immigration status, or sexual orientation) and other dimensions of difference defined by social, economic, demographic, and/or geographic characteristics are no longer predictive of unjust and cycles of harm and oppression across generations are stopped.

We envision a society in which all of the unique dimensions of our identity are equally valued, and all people are able to achieve the life they desire and can do so with dignity, respect, and collective support. We must acknowledge that some groups of people have historically benefitted and currently benefit from various systems that exploit, harm, oppress and marginalize others.

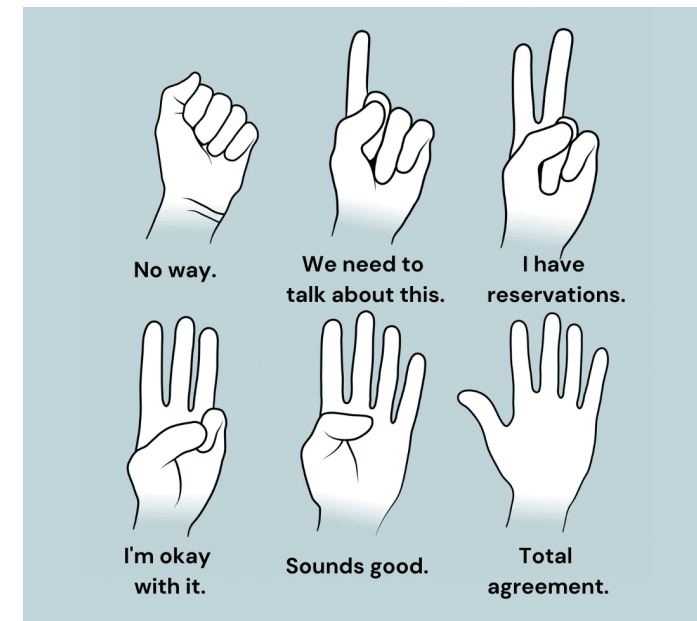
Therefore, Equity is the process of producing policies and practices that critically evaluate and uproot the determinants that have allowed for the exploitation and harm of the most vulnerable groups.

Equity strives to remove the obstacles that prevent people from having full and complete access to all opportunities and actively works to provide targeted investments in those who have been impeded and harmed by systemic oppression.

Equity rebalances power to groups that experience inequality and promotes a spirit of healing, justice, and reconciliation.

Voting on the Equity Definition: Fist-to-Five

- POLL: Please provide your level of agreement toward the definition of Equity.
 - Respond with Fist-to-Five choices in the poll
 - Majority vote



10-minute stretch break!

Agenda Item E.

Equity Framework Development: Framework Pillars

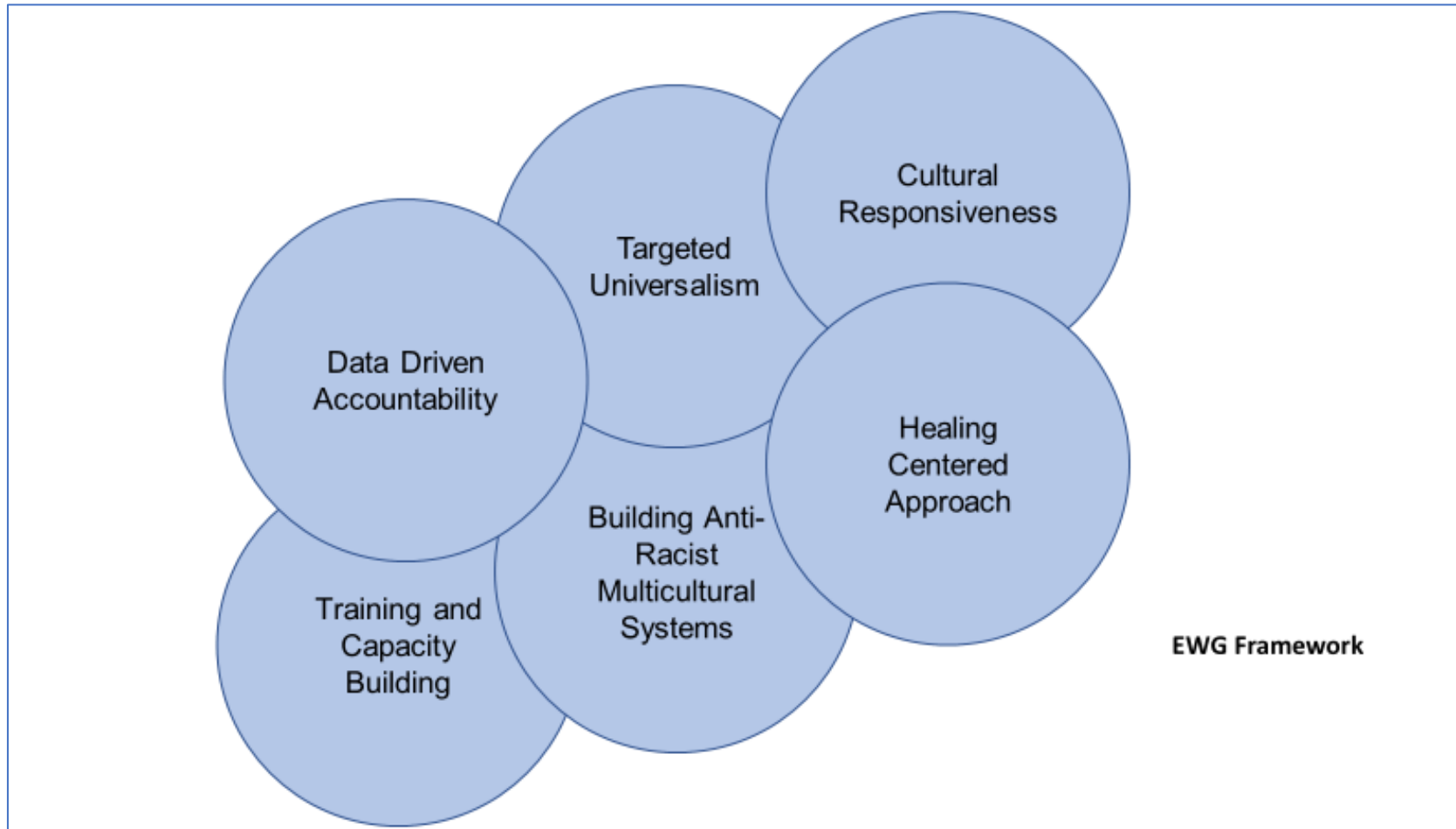
Equity Framework Committee Members

- **Janice Rooths**, Vice President, Parents Anonymous® Inc.
- **Constance Mitchell**, DNP, CPNP-PC, Open Door Community Health Center, Sorrel Leaf Healing Center
- **Sara Bachez**, Deputy Director of External and Governmental Affairs, First 5 California
- **Amanda Lawrence**, Research Scientist, Program Innovation and Evaluation Division – First 5 California
- **Erin Cabezas**, Licensed Clinical Social Worker, Behavior Specialist, Pittsburg Unified School District
- **Zofia Trexler**, California Youth Empowerment Network (CAYEN) Board Member/Peer Self Advocacy Trainer CAYEN/Disability Rights California
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- **Ellie Lian**, State President, California Association of Student Councils
- **Stephanie Houston**, Assistant Superintendent, Innovation & Engagement, San Bernardino County Superintendent of Schools (SBCSS)

Equity Framework Update – Janice

- Notes from EWG October meeting small group discussions on draft pillars provided to Framework Committee
- Framework committee met on 12/9 to continue revising pillars
- Framework committee met on 1/4 to agree on and finalize pillars

Visual Representation of Pillars



Equity Framework: Context and Considerations

- The system was built to benefit those with power.
- Individuals, families, and communities are experts in their own needs and experiences and understanding that health and healing can take many forms.
- The effects of racism and white supremacy have created and perpetuated unjust systems that benefit a few and harm vulnerable communities.

Equity Framework Voting: Thumbs Up/Down

- Voting will take place one by one after considering each pillar
 - When prompted, respond by voting thumbs up/down using choices in the poll

Draft Framework Pillars (1/5)

Pillar	Description
Targeted Universalism	<ul style="list-style-type: none">• Strategies developed to achieve universal goals are targeted based upon how different groups of children and youth are situated within structures, cultures, and geographies to obtain the universal goal• Services are available, safe, high quality, and accessible, in a timely manner, regardless of means, location, resources, or affiliation for all, including using specific approaches for specific groups as needed to achieve the universal goal• Working to break down silos that undermine effective service coordination and provision in a way that takes into account that some groups face more or different systemic and structural barriers

Draft Framework Pillars (2/5)

Pillar	Description
<p>Cultural Responsiveness</p>	<ul style="list-style-type: none"> • Promotion, prevention, and intervention services and their providers are culturally, linguistically, and developmentally responsive. • Centering the direct needs, strengths, and lived experiences of children, youth, and marginalized groups and communities in their own words • Align goals for CYBHI processes, design, planning, and implementation with the priorities articulated by the individuals, families, and communities most affected by inequities in mental, emotional, and behavioral health • Recognize the importance of racial equity as a critical component of developing an inclusive and healing-centered system that promotes and supports inclusion of diverse services, programs, and providers that best meets the needs of every community

Draft Framework Pillars (3/5)

Pillar	Description
Building Anti-Racist Multicultural Institutions/Systems	<ul style="list-style-type: none">• Ground the work in the reality of recognizing the effects of racism and white supremacy in creating and perpetuating unjust systems that benefit a few and harm vulnerable communities• Center co-creation, co-leadership, and consensus decision making around goals and services• Work to eliminate systemic, structural, and institutional inequities that impact access to and infrastructure for resources, services, and programs• Recognize and correct historical and persistent wrongdoings to end the long-term harm that is perpetuated by a system built to benefit those with power

Draft Framework Pillars (4/5)

Pillar	Description
<p>Data Driven Accountability</p>	<ul style="list-style-type: none"> • Develop baselines, goals, and outcomes in partnership with communities through use of meaningful, actionable data • Develop an accountability model with a continuous improvement structure to ensure that the state is providing coverage in the gaps in our current behavioral health ecosystem, with a focus on addressing the urgency to provide critical services and programs to communities with inequities of access/support • Ensure: <ul style="list-style-type: none"> ○ shared language around and within data systems is built ○ data can be disaggregated in ways that are meaningful to the centered communities ○ efficient, low-burden, and thorough data collection and reporting ○ data collection regarding service providers, those developing implemented activities, interventions, and programs, and vendors ○ collection of data and monitoring of progress over time ○ use of data to make evidence-based recommendations

Draft Framework Pillars (5/5)

Pillar	Description
Training and Capacity Building	<ul style="list-style-type: none"> • Support training and capacity building of local, regional, and state government institutions to build a stronger foundational understanding of the history of racial inequities and how to address these inequities with justice • System-side participants engaged in systems change should have common knowledge and common language on systemic barriers, oppression, and racism in order to inform problem understanding and solution development • Increase capacity of local and state system-side participants to break down silos that undermine effective service coordination and provision
Healing Centered Approach	<ul style="list-style-type: none"> • Leverage strengths and modes of healing that individuals bring and are valued within their culture and their experiences to support healing i.e. “What’s right with you?” • Services recognize and incorporate the expertise and lived experience of individuals, families, and communities in concern to their own healing and health • Services understand and acknowledge historical and current harms caused within BIPOC/marginalized communities by behavioral health and other systems and work to create the least harmful treatment and more community-centered approaches where the goal is to provide healing, not punishment or harm.

Targeted Universalism

- Strategies developed to achieve universal goals are targeted based upon how different groups of children and youth are situated within structures, cultures, and geographies to obtain the universal goal
- Services are available, safe, high quality, and accessible, in a timely manner, regardless of means, location, resources, or affiliation for all, including using specific approaches for specific groups as needed to achieve the universal goal
- Working to break down silos that undermine effective service coordination and provision in a way that takes into account that some groups face more or different systemic and structural barriers

Cultural Responsiveness

- Promotion, prevention, and intervention services and their providers are culturally, linguistically, and developmentally responsive.
- Centering the direct needs, strengths, and lived experiences of children, youth, and marginalized groups and communities in their own words
- Align goals for CYBHI processes, design, planning, and implementation with the priorities articulated by the individuals, families, and communities most affected by inequities in mental, emotional, and behavioral health
- Recognize the importance of racial equity as a critical component of developing an inclusive and healing-centered system that promotes and supports inclusion of diverse services, programs, and providers that best meets the needs of every community

Building Anti-Racist Multicultural Institutions/ Systems

- Ground the work in the reality of recognizing the effects of racism and white supremacy in creating and perpetuating unjust systems that benefit a few and harm vulnerable communities
- Center co-creation, co-leadership, and consensus decision making around goals and services
- Work to eliminate systemic, structural, and institutional inequities that impact access to and infrastructure for resources, services, and programs
- Recognize and correct historical and persistent wrongdoings to end the long-term harm that is perpetuated by a system built to benefit those with power

Data Driven Accountability

- Develop baselines, goals, and outcomes in partnership with communities through use of meaningful, actionable data
- Develop an accountability model with a continuous improvement structure to ensure that the state is providing coverage in the gaps in our current behavioral health ecosystem, with a focus on addressing the urgency to provide critical services and programs to communities with inequities of access/support
- Ensure:
 - shared language around and within data systems is built
 - data can be disaggregated in ways that are meaningful to the centered communities
 - efficient, low-burden, and thorough data collection and reporting
 - data collection regarding service providers, those developing implemented activities, interventions, and programs, and vendors
 - collection of data and monitoring of progress over time
 - use of data to make evidence-based recommendations

Training and Capacity Building

- Support training and capacity building of local, regional, and state government institutions to build a stronger foundational understanding of the history of racial inequities and how to address these inequities with justice
- System-side participants engaged in systems change should have common knowledge and common language on systemic barriers, oppression, and racism in order to inform problem understanding and solution development
- Increase capacity of local and state system-side participants to break down silos that undermine effective service coordination and provision

Healing Centered Approach

- Leverage strengths and modes of healing that individuals bring and are valued within their culture and their experiences to support healing i.e. "What's right with you?"
- Services recognize and incorporate the expertise and lived experience of individuals, families, and communities in concern to their own healing and health
- Services understand and acknowledge historical and current harms caused within BIPOC/marginalized communities by behavioral health and other systems and work to create the least harmful treatment and more community-centered approaches where the goal is to provide healing, not punishment or harm.

Breakout Groups: Framework Toolkit Brainstorming (1/2)

- Approach to toolkit development
- Breakout group brainstorming of potential key questions for toolkit
- Consider both universal and pillar specific questions

Breakout Groups: Framework Toolkit Brainstorming (2/2)

- EWG Members will self-select a breakout room
- Use [IdeaBoardz](#) to capture ideas during breakouts
 - Link in chat
- Begin breakout rooms (15 minutes)
 - Equity Framework Toolkit Brainstorming

Breakout Rooms in Session

Next Steps & Action Items

- [CYBHI Quarterly Public Webinar](#): February 1, 2023, 2:00pm-4:00pm PST
- Framework Committee: Toolkit Development
- Next meeting of Thought Partnership Committee
- First meeting of Data Committee: January 23, 2023
- Next EWG meeting: March 15, 2023, 3:00pm-5:30pm PST