



MACC

Multiethnic Advocates for Cultural Competence

focus

FOR THE FRIENDS AND ADVOCATES OF CULTURAL COMPETENCE

Fall 2007 Edition

The Road to Cultural Competence MACC Statewide Conference

By Linda Gable,
Annual Conference
Planning Committee Chair



Debbie Nixon-Hughes and Charletta B. Tavares
presenting Sen. Ray Miller with the "Enlightened
Kaleidoscope" Award

On September 20 & 21, 2007, the Multiethnic Advocates for Cultural Competence, (MACC), held their 4th Statewide Training Conference & Annual Meeting in Columbus, Ohio. This event was held at the Center for Workforce Development at Columbus State Community College. The event was attended by well over 170 individuals ranging from a myriad of staff members from various county mental health, adult and juvenile corrections, regional rehabilitation services, county prevention, public safety and alcohol and drug addiction service agencies.

In attendance also were a significant number of residents who are themselves consumers of the various helping agencies and services throughout the state of Ohio. The conference touted various presenters on topics such as "cultural competence within an agency setting," "Sexually Reactive & Abusive Adolescents," "A Place at the Table-Adolescents' view of cultural issues," and a session "Working with Disabled Clients," just to name a few.

The first day keynote speaker was Tim Wise, a motivational speaker who has published several books on the privileges of white Americans. Mr. Wise speaks from his experience as a privileged white male and how America appears willing to be more open to the cultural melting pot if only minorities would simply learn to assimilate into the mainstream. He challenges this perspective and also shared excerpts from his new book, "White Like Me."

The "Enlightened Kaleidoscope" Award was presented to Senator Ray Miller for his many accomplishments in the field of helping the disenfranchised consumer obtain services and opportunities in the state of Ohio. Senator Miller has been serving as a member of the Ohio Senate since January 2003. Prior to his service in the Ohio Senate he served for sixteen years as a mem-

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691 N. High Street
Suite 304
Columbus, Ohio 43215
(614) 221-7841
www.maccinc.net

United Way of Central Ohio and MACC Launch Training Partnership



The United Way of Central Ohio CARE Columbus, an initiative led and supported by the United Way of Central Ohio, is proud to partner with Multiethnic Advocates for Cultural Competence (MACC) to offer training and education opportunities to health and behavioral healthcare providers that will help them increase their cross-cultural competency skills and professional practices.

MACC and the CARE staff worked together to modify the training developed in 1999 for health care professionals by conducting trainings with behavioral health professionals who served as a focus group to give input and direction on how best to adjust the training to meet their needs. The focus group provided valuable insight and information that was incorporated into the training curriculum for behavioral health.

MACC would like to thank Liz Adamshick, Program Director CARE Columbus, Kelly McLennan, Administrative Assistant and their Advisory Board: Chris Kloth, Chair, Dr. Leon McDougle, Cassandra Rae Chronos, Wanda Dillard, Debbie Freece, Kathryn Haller, Isi Ikharebha, John Tolbert, Gail Ukockis and Julie Waldo for their support and partnership.

We owe a debt of gratitude to the behavioral health professionals and administrators who served as our sounding board and focus group: Don Wood, North Central Mental Health, Janie Bailey, Columbus Area, Tom Ramseyer, House of Hope, Hillary Pope, Netcare, Tom Fuller, Netcare and Mary Kirkman Powell, Columbus Area.

CARE Columbus and MACC staffs are currently working on developing Level II cultural competence training for behavioral and health professionals.

CARE Columbus 2007-2008 Training Schedule:

11-30-07	12-14-07	1-25-08
2-22-08	3-28-08	4-18-08
5-30-08	6-27-08	

Strategic Plan Adopted



MACC Board and staff, Sen. Ray Miller, Gayle Johnson and Angela Cornelius.

The Board of Directors of MACC met on Friday, November 30, 2007, at their regularly scheduled Board meeting, to review and adopt their 5-year Strategic Horizon and 18-month Action Plan. The organizations' goals were developed by the Board during their Strategic Planning Retreat in January. Five subcommittees of the Board then established objectives and tasks under each goal which were compiled and developed into a plan prepared by Don Anthony of the Warrior Group. The five goal areas:

- ♦ **FUNDING:** Make MACC strong and independent (diversify product line) and measure progress and metrics based on Ohio performance collaboration;

- ♦ **MARKETING:** Develop elevator speech and other mechanisms to share who we are and what we do (clear message to market, clear definition of cultural competence and definition we can all recite);

- ♦ **COLLABORATION:** Work with other systems, departments, agencies and organizations to infuse cultural and linguistic competence into their

care and service models. (Example: Cultural Competence Content Work Group Lead with the Transformation State Incentive Grant);

- ♦ **EMPOWERMENT:** Educate consumers, clients, customers and patients on the significance of and the need for their voice and input in the design of culturally and linguistically appropriate services and care in their outcomes and recovery and;

- ♦ **ACCREDITATION:** Certification, training and licensing standards and research to ensure appropriateness and skill development in the area of cultural competence.

The Board and staff have developed specific short and long-term goals, objectives and tasks to be implemented over the next 5-years. The staff and Board will now refine the timelines, roles and responsibilities for each objective and task to be implemented in their 18-month Action Plan. The 5-year Horizon will be reviewed annually for appropriateness and refinement based on an environmental scan and the organizational development of MACC.

All sessions are offered on Fridays from 9:00 a.m. to Noon at United Way of Central Ohio 360 South 3rd Street 43215. To register for one of the ses-

sions, please contact Kelly McLennan, CARE Administrative Assistant, at (614) 241-3066.

Policy and Legislative Updates

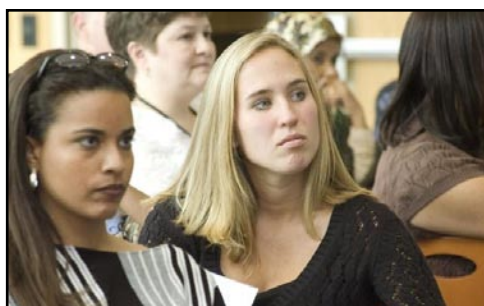
MACC joined the **Coalition for Healthy Communities (CHC)** in 2006 to work collaboratively with other statewide organizations in advocating for quality Mental Health and Substance Abuse Services. The Coalition has worked during the years to educate policymakers and administrators on the needs of behavioral health consumers, providers and board authorities. MACC is uniquely positioned as the only statewide organization focused on ensuring that services and care to consumers, clients, patients and customers are culturally and linguistically appropriate to meet their needs for recovery, resiliency and best outcomes.

House Bill 384 Comprehensive Behavioral Health Parity: At a recent meeting of CHC, State Representative Ted Celeste provided an overview of his parity legislation, House Bill 384, which would include alcohol and other drug treatment and preventative

services in insurance policies. The bill has been referred to the House Insurance Committee, chaired by Representative William Batchelder. Rep. Celeste indicated that he will be meeting with the Ohio Chamber of Commerce and the National Federation of Independent Businesses (NFIB) to discuss the impact on attracting, retaining employees, reducing absenteeism, injury and health care costs. Updates were also shared on Federal Parity legislation and its implications on Ohio legislation.

Access to Medication Crisis Coalition: MACC endorsed and provided guidance on the language in a letter that was published in the Columbus Dispatch on December 11 (view on MACC website). CHC will have representatives provide testimony in the Health, Human Services and Aging Committee on Wednesday, December 12, 2007 at 9:30a.m.

Statewide Conference continued from page 1



ber of the Ohio House of Representatives. During his service in the legislature he has championed some of the most significant behavioral health legislation in our state's history including; the creation of the Ohio Department of Alcohol and Drug Addiction Services; establishment of the first statewide office to focus on disparities in minority health in the United States (the Ohio Commission on Minority Health) and; the Mental Health Reform Act, 1988. He recently sponsored legislation, Senate Bill 160, which would require medical schools to include cultural competence training in their curriculum. He has been distinguished with earning more than 400 national, state and local awards

and honors for his accomplishments and service to the people of Ohio.

The keynote speaker on the second day of the conference was Angela Cornelius, director of the Ohio Department of Alcohol & Drug Addiction Services. Ms. Cornelius gave a dynamic and heartfelt reminder to those of us serving in the field that we are service providers and as such we should honor this important role to the community. The conference was a huge success and the work has already begun to bring together another dynamic and resourceful conference event to MACC members, consumers and advocates at large next year.

MACC Board Member Spotlight



Rejeana Haynes is Program Director of Outpatient Family Services, Medication Management, and Latino Services at St. Vincent Family Centers, a private

non profit behavioral healthcare organization. She is responsible for managing St. Vincent's Franklinton Office. She has the responsibility of providing oversight of treatment planning and service delivery for children and families. Rejeana also has the responsibility of providing staff development trainings for clinical staff. She manages the budget for each of the programs that she oversees.

Rejeana has worked in the behavioral health care field for the last 17 years. She has dedicated much of her career advocating for culturally competent service delivery in the behavioral healthcare field. She is currently serving as a member and officer (Secretary) of the Board of Directors for the Multiethnic Advocates for Cultural Competence (MACC). She has been a board member of MACC since its inception, 2003. Rejeana wrote one of the original grants that were funded by the Ohio Department of Mental Health as a pilot project to provide mental health services to Hispanic/Latino youth in Franklin County.

Rejeana has continued to advocate for culturally competent services by sitting on special interest committees that advance the concept of cultural competency in behavioral healthcare. She serves as the educational coordinator for student interns at St. Vincent Family Centers. This position has required major coordination efforts with the College of Social Work at The Ohio State University. She also serves on the Advisory Board for the Ohio Hispanic Coalition.

Rejeana completed the L2000+ Leadership Academy through The John Glen Institute for Public Service and Public Policy at The Ohio State University, June 2006 and completed the United Way Project Diversity Program. She holds a Masters degree in Social Work from The Ohio State University.

MACC Welcomes New Members (April - September 2007)

INDIVIDUAL MEMEBRS

Amy Diane Ayers

Louise Crume

Steve Hedge

Christina Kilty

Jesse Hemphill

Miriam Keith

Judy Lydic Davis

Sara Neikirk

Barbara Scott- Johnson

Janet Shaw

Angela Stewart

Francesca Thompson

Dr. Julie van Putten

Carl Walters

ORGANIZATIONAL MEMBERS

Butler County Mental Health Board

Center for Vocational Alternatives

Firstlink

Miller Public Relations, LLC

Mental Health & Recovery Bd.

Wayne-Holmes Counties

Mental Health America
of Franklin County

The Metrohealth System

Ohio Department of Mental Health

Ohio Department of Mental Health,
Office of Forensic Services

Ohio Department of Public Safety

Ohio Psychological Association

Ohio Suicide Prevention Foundation

Syntaxis Youth Homes, Inc.

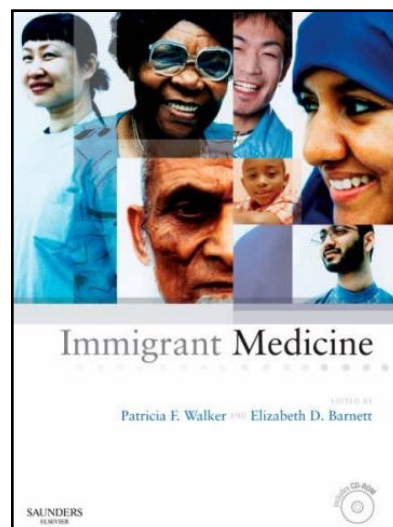
Washington Co. Mental Health
& Addiction Recovery Board

FEATURED RESOURCES

Immigrant Medicine: Text with CD-ROM (Book & CD Rom)

by Patricia Frye Walker (Editor),
Elizabeth Day Barnett (Editor)

Immigrant Medicine is the first comprehensive guide to caring for immigrant and refugee patient populations. Edited by two of the best-known contributors to the growing canon of information about immigrant medicine, and written by a geographically diverse collection of experts, this book synthesizes the most practical and clinically relevant information and presents it in an easy-to-access format. An invaluable resource for front-line clinicians and other healthcare professionals, public health officials, and policy makers, Immigrant Medicine is destined to become the benchmark reference in this emerging field.



Strategies for Reducing Racial and Ethnic Disparities in Health Care Database

On October 11th a team of researchers from the Robert Wood Johnson Foundation's "Finding Answers: Disparities Research for Change" initiative held a Webcast on how health care organizations, providers and payers can reduce racial and ethnic health disparities in their own organizations.

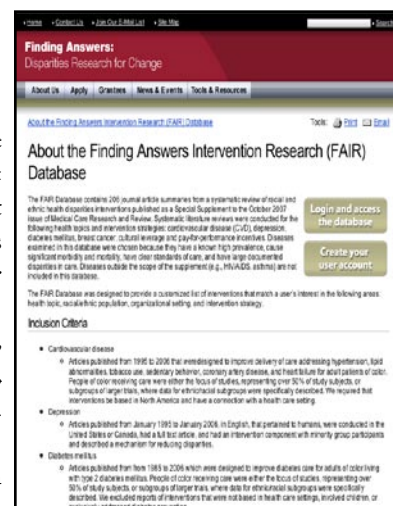
They also launched a publicly available, interactive, online tool that allows users to search for interventions. The database can be found at www.SolvingDisparities.org/fair_database.

The recommendations and database are based on findings from a review of more than 200 interventions in the areas of cardiovascular disease, diabetes, depression, breast cancer, cultural leverage and pay-for-performance incentives.

Articles outlining the findings and recommendations appear as a special supplement in the October 2007 edition of Medical Care Research and Review. Health disparities in minority populations exist regardless of socioeconomic status. During the briefing, several promising intervention strategies were identified to help bridge the gap.

Recommendations to health care leaders include developing interventions with multiple components, culturally tailoring quality improvement approaches, and allowing nurses to take the lead in patient-centered programs.

The FAIR Database was designed to provide a customized list of interventions that match a user's interest in the following areas: health topic, racial/ethnic population, organizational setting, and intervention strategy.



SAVE THE DATE
MACC QUARTERLY CULTURAL COMPETENCE LECTURE
January 31, 2008
Northcoast Behavioral Healthcare
930 S. Detroit Ave • Toledo, Ohio