

**Racial Equity and Disparities Workgroup**  
**Technical Assistance Tools and Resources Subcommittee**  
11/23/20

**Attending:**

Iruma Bello, OnTrackNY  
Marielle Demarais, EPI-MINN  
Chandria Jones, Westat  
Vanessa Klodnick, EPINET-TX  
Jill Marsteller, Connection LHS  
Hong Ngo, OnTrackNY  
Tiana Sepahpour, Connection LHS  
Stephen Smith, OnTrackNY

**Additional members:**

Melanie Bennett, Connection LHS

**Questions for Discussion**

**What are our goals and objectives?**

- Make sure EPINET centers across the country are exposed to information about current concerns around structural racism, institutional racism, and interpersonal racism, as well as, providing highest quality of care and equity to patients
  - Make sure that we're touching as many people as possible in being aware of the problem and equipping them with tools to be able to address equity issues in practice
- Create tools that are directly useful in the EPINET project and are more broadly applicable to other clinicians and providers that work with people across the country
  - Complementary public education components to educate the community to access care more efficiently
- Help clinicians talk to each other about the issues and engage in racial equity material for themselves (i.e. discuss concepts with their teams)
  - Provide TA to help clinicians have a framework for conversations among themselves and develop tools to use with their clients
  - Example: OnTrackNY Three-Tiered System of Addressing Structural Competence (This is an example of getting information, processing information, and using that information to develop tools.)
    - Understanding the history of racism, how it impacts the mental health field (specifically in the area of psychosis)
    - Have consciousness raising (i.e. having conversations around white privilege, positionality)
    - Develop tools
- Create a systems level approach to this work that tackles the issue of racial equity at different levels (e.g. individuals, teams, healthcare system)
  - Support the role of supervisors and program managers in helping team members process information and go implement change.

- Tools or processes for people who have roles of power and privilege (e.g. middle level managers) within their organization and helping them to be champions for change to provide more equitable care
- Create opportunities for people to discuss and reflect
  - Conversation time, boosters shots for revisiting information, journaling

**What are our potential activities?**

Subcommittee	Example Potential Activity
Technical Assistance Tools & Resources	<ul style="list-style-type: none"> <li>• Worksheets related to racial equity, microaggressions for use during in-service trainings</li> <li>• Videos or vignettes related to client experience of racism</li> </ul>

- Develop of educational materials that give information
- Develop tools to help establish new processes
- Curate existing materials related to anti-racism and structural racism
- Create spaces for people to discuss and post things as part of a learning activity (needs to be facilitated to be successful)
- Create a process for getting input from others
  - Reach out to networks
  - Connection with other subcommittees, such as the CAB and Research, to reflect the racial equity work in clinical work

**Next Steps:**

- Send objectives via email and map activities to the objectives
- Next meeting 3 weeks from now
  - Brainstorming activities under each of the objectives

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