



Building a Better Pathway: Incorporating Racial Equity Strategies in Substance Use Treatment

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UCLA Integrated Substance Abuse Programs

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Indigenous Land Acknowledgement

- We respectfully acknowledge that we live and work in territories where Indigenous nations and Tribal groups are traditional stewards of the land.
- Please join us in supporting efforts to affirm Tribal sovereignty across what is now known as California and in displaying respect, honor and gratitude for all Indigenous people.

Whose land are you on?

Option 1: Text your zip code to 1-855-917-5263

Option 2: Enter your location at <https://native-land.ca>

Option 3: Access Native Land website via QR Code:





WHAT WE SAY AND HOW WE SAY IT INSPIRES THE
HOPE AND BELIEF THAT RECOVERY IS POSSIBLE FOR
EVERYONE.

AFFIRMING, RESPECTFUL, AND CULTURALLY-
INFORMED LANGUAGE PROMOTES EVIDENCE-BASED
CARE.

PEOPLE FIRST

Language Matters
*in treatment, in conversation, in
connection.*



20 **KINGHOLIDAY**

24 JANUARY 4TH - JANUARY 15TH

IT STARTS WITH ME:

SHIFTING THE CULTURAL CLIMATE THROUGH
THE STUDY AND PRACTICE OF KINGIAN NONVIOLENCE



NATIONAL
**HUMAN
TRAFFICKING**

PREVENTION MONTH



The U.S. Department of Health and Human Services' theme for Human Trafficking Prevention Month 2024 is **Activate Connections to Prevent Human Trafficking**. The theme will focus on activating connections to build individual, family and community resilience to human trafficking.

Disclosures

None of the presenters, planners, or others in control of content for this educational activity have relevant financial relationships to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

Agenda

- + Training Overview
- + Access to Care & Antiracism
- + Roadmap to antiracist programs and policies
- + Reflection and dialogue

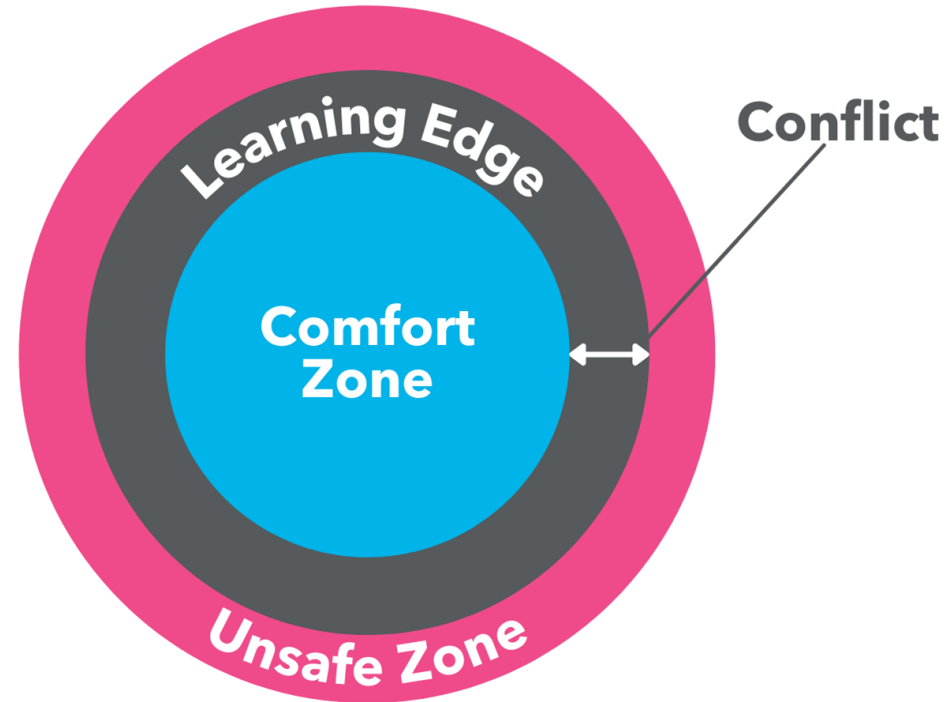
Conversation Agreements

- + Take Space, Make Space
- + “I” Statements
- + Duke's Down
- + Say it Rough

Establishing a Brave Space for Dialogue

“Learning necessarily involves not merely risk, but the pain of giving up a former condition in favor of a new way of seeing things.”

-(RB Rom 1998)



What does true



“Access to Care” look like?

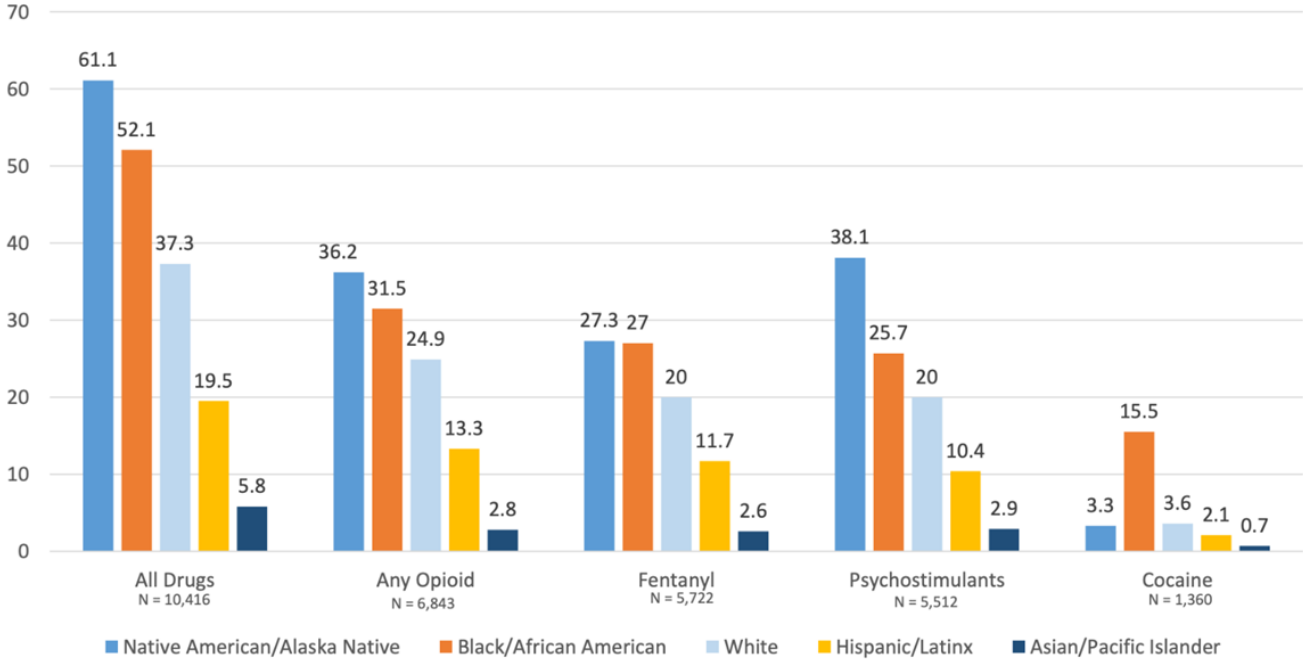
Accessibility in Health Care

“...the opportunity to identify healthcare needs, to seek healthcare services, to reach, to obtain or use health care services, and to actually need services fulfilled.”

Levesque, J.-F. et al.(2013).

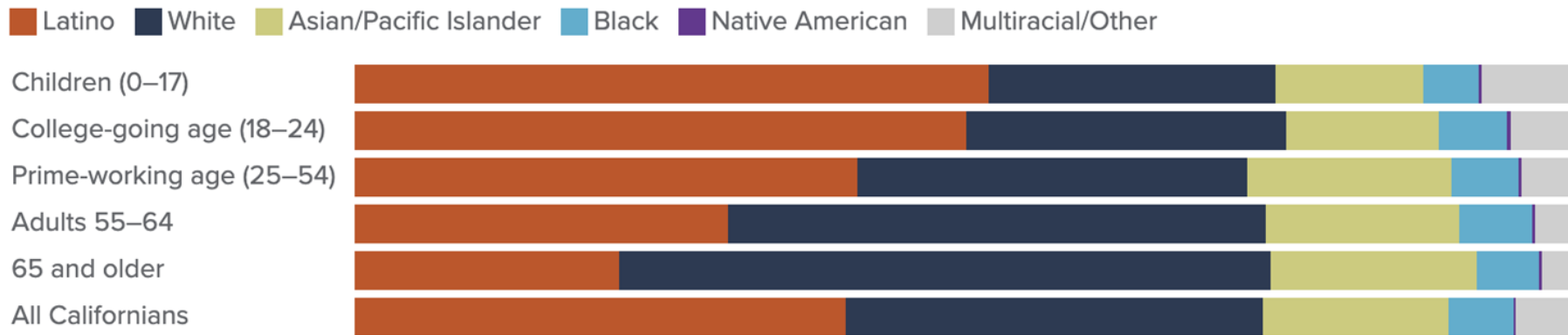
Overdose Death Rates by Race/Ethnicity

2021 crude rates per 100,000 residents



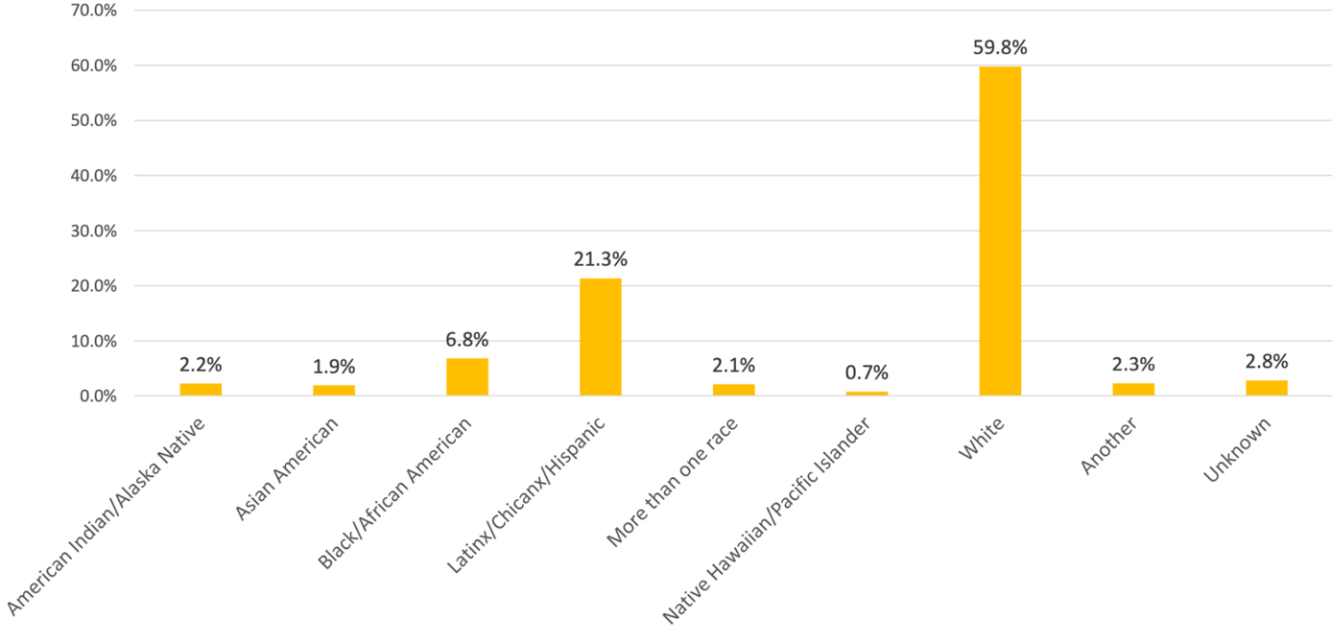
Data Source: California Department of Public Health (CDPH) Safe and Active Communities Branch (2022). California Opioid Surveillance Dashboard. Available at: <https://skylab.cdph.ca.gov/ODdash/>

Percent in each race/ethnicity by age group



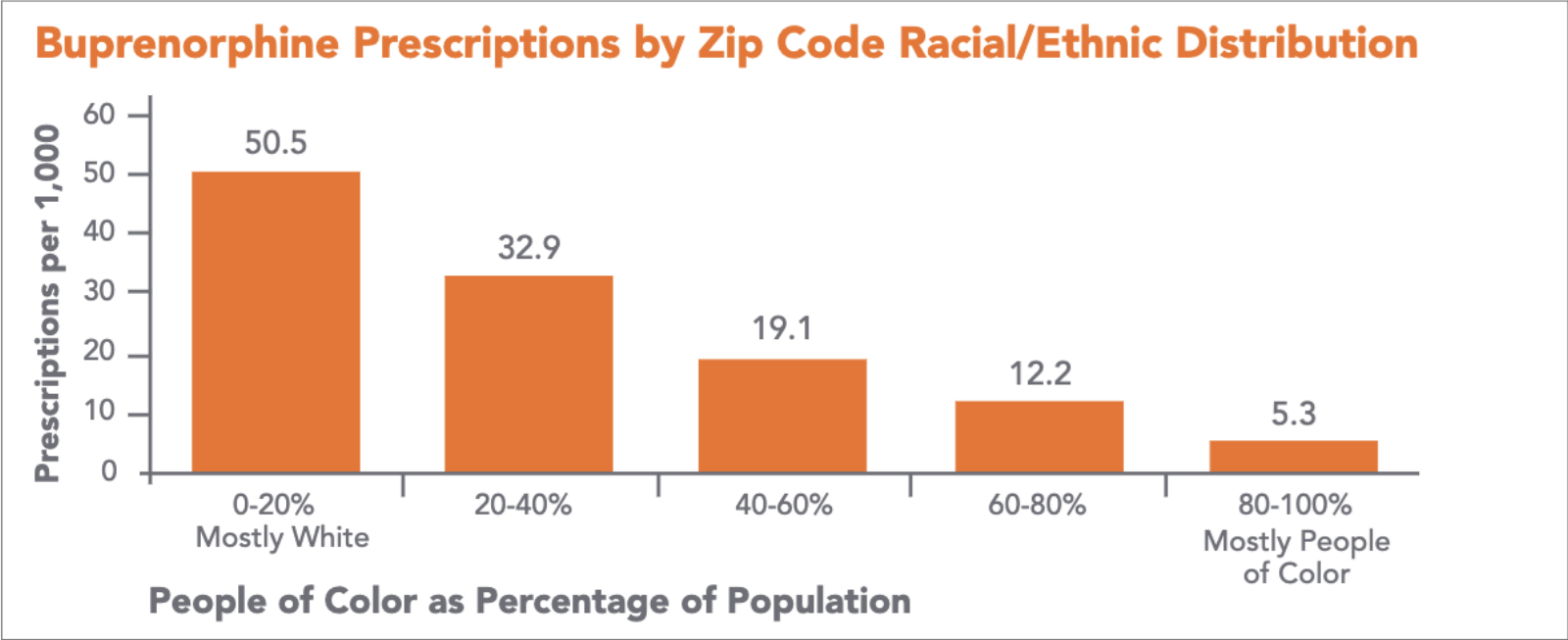
SOURCE: American Community Survey 1-year estimates, 2021.

Race/Ethnicity of New MAT Patients



Source: DHCS Hub and Spoke SOR II Reporting, March 8th, 2023

Areas with more POC have fewer Buprenorphine Rx



Source: CA Bridge Racial Disparities in Access to Medication for Addiction Treatment, 2022

Racial Equity

In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race. This would be a reality in which a person is no more or less likely to experience society's benefits or burdens just because of the color of their skin..



Institute Staff. (2021, February 10). *11 terms you should know to better understand structural racism*. The Aspen Institute. Retrieved August 19, 2022.

Foundations of Racial Equity

Our world is steeped in racism

Dismantling racism is everyone's work

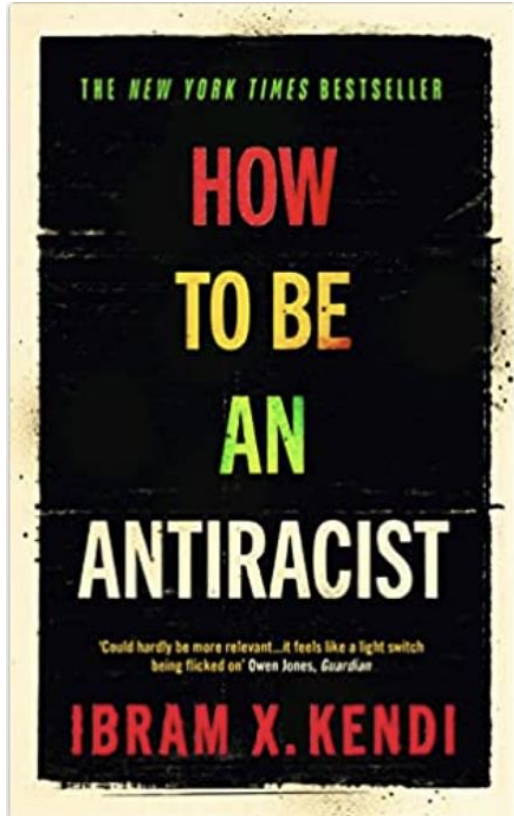
We have been socialized not to talk about social injustice

The problem (and solution) is in policies, not people

Complex emotions (guilt, shame, anger, resentment, defensiveness, denial)

Health professionals have not been taught about the connection between injustice, oppression, and health

Antiracism



A system in which we create **policies, practices, and procedures to promote racial equity.** It generates anti-racist ideas which **uplift the innate humanity and individuality of Black, Indigenous, and People of Color (BIPOC).** It forces us to analyze the role of systems and institutions in the racial inequities we see, rather than blaming people.

National League of Cities. (2022, August 10). *What does it mean to be an anti-racist?* National League of Cities. Retrieved August 19, 2022,

How do you see antiracism fitting into the goal of **advancing care** for people who use drugs?

Equity Audit



Creating Capacity



Internal Education



Creating a Workplan



Equity Audit

- + Helps Identify Strengths and Weaknesses
- + Questions
 - + Who is accessing our services? How does that compare to the population in our area?
 - + How are the people not accessing our services DIFFERENT than those that are?
 - + What do people say and think about our services and program?
- + Tools
 - + Data Collection
 - + Results Based Accountability

Creating Capacity

- + Who are the people tasked with advancing equity work?
 - + Is it falling on one person? How are they empowered to complete this work?
- + Equity Managers/directors can manage the projects, but everyone should have a hand in completing the work
 - + This includes leadership and support staff, not just direct service

How do you see antiracism fitting
into **your role** at your organization?

Internal Education

- + Leverage internal expertise and external resources to learn more
- + Focus on EXPANSION of thought, instead of CORRECTION of problems
- + Leadership should be actively involved as learners, not just frontline staff

Create a Workplan

- + Build into current strategic plan documentation for the “10,000 foot view”
- + Add an equity piece to team and individual workplans
- + Create space for Equity report backs and “wins”

Incorporating Equity into SUD Treatment

- + Frontline workers offer services, but leadership and back offices build them
- + Create room for multi-directional feedback – EVERYONE has expertise
- + This work can be complex and challenging, but the wins are worth it

Exploratory Qs When Creating Workplan

- + What are your opportunities to incorporate equity into tasks already on your workplan? (*Improve & Initiate*)
- + What are some areas you are already working on equity that you could explicitly highlight? (*Sustain & Build*)
- + What was your “equity update” this year? What could it be next year? (*Advance & Expand*)
- + How could equity work look within your role?

Example: Communications Team

Improve & Initiate

“Integrate DEI priorities into new resources during the planning process for new clinical resource development starting in fall 2022, considered for each item.”

- STRATEGIC
- MEASURABLE
- AMBITIOUS
- REALISTIC
- TIME-BOUND
- **INCLUSIVE**
- **EQUITABLE**

How can you center racial equity in
your workflow?

What is **challenging** about
incorporating racial equity
into your work?

What is one practice you can
implement to incorporate equity
into your role?

Thank You!

Charles Hawthorne

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Self-Paced Learning Opportunities

Individualized Learning Plan: MATE ACT

Medication Access and Training Expansion (MATE) Act
Trainings to meet the 8-hour DEA requirement

- **The Intersection of DEA & MAT** (1.5 credit hours)
- **Addressing Fentanyl Use In Primary Care** (1.0 credit hour)
- **Structural Competency: Medicine for the Inequalities that are Making Us Sick** (1.0 credit hour)
- **Advancing Equity in Substance Use Disorder Treatment** (1.0 credit hour)
- **Addressing Stimulant Use in Primary Care Settings** (1.0 credit hour)
- **Methamphetamine Use and Affective Disorders** (1.0 credit hour)
- **Trauma-Informed Care** (1.0 credit hour)
- **Homelessness and Substance Use Disorder in Veterans** (1.0 credit hour)



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