

Virtual Learning Collaborative: Pathways to Racial Equity

February 7 & 14, 2023



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.

NATIONAL
MUSEUM of
AFRICAN
AMERICAN
HISTORY &
CULTURE

Smithsonian

AWAKEN. REVOLUTIONIZE. TESTIFY.

BLACK ART

CELEBRATING THE BRILLIANCE
OF BLACK VOICES IN THE ARTS



BLACK HISTORY MONTH

The 2024 theme is "African Americans and the Arts" spanning the many impacts Black Americans have had on visual arts, music, cultural movements, and more.

1. Maya Angelou, 1970. Photograph by G. Marshall Wilson. 2. Gordon Parks, 1993. Photograph by Fred Watkins Jr. 3. Nina Simone, ca. 1967. Photograph by Monroe Frederick II. 4. Lorraine Hansberry, 1959. Photograph by Moneta Sleet Jr. Johnson Publishing Company Archive. Courtesy J. Paul Getty Trust and Smithsonian National Museum of African American History and Culture

Learning Objectives

- Describe instances that highlight racial inequities in the system of substance use treatment access.
- Identify opportunities you have within your role at their organization to improve equity of access to substance use treatment based on race.
- Propose strategies your organization could employ to reduce racial disparities to access of substance use treatment.

Today's Speakers



Rosana Trivino-Perez, LCSW
Clinical Specialist, UCLA ISAP



Francesca Villarreal, MSW, MBA
Clinical Specialist, UCLA ISAP
Tribal Opioid Response Technology Transfer Specialist,
Opioid Response Network

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.

YOUR ROLE IN DIVERSITY, EQUITY, AND INCLUSION AND SETTING AN ACTION ROADMAP

Rosana Trivino-Perez, LCSW

Creating space for open dialogue



Active listening



Mutual respect
among
participants



Respectful
communication



Acknowledging
diverse
perspectives

DEI ROLES

Advocate

Raises awareness, speaks out and challenges status quo

Educator

Informs and upskills current and potential members with relevant information and expertise

Organizer

Brings together critical mass of around clearly articulated issue and clearly articulated request/solution

Strategist

Informs direction, tactics and solutions in support of the DEI initiative

Backer

Formal and informal resource, support ---legitimizes the initiative

Builder

Creates new policies, processes, practices to implement goals and embody new ideas

Reformer

Works within existing systems to make steady, incremental improvements to the status quo using feedback

DEI ROLE REFLECTIONS

What role(s) could you most realistically see yourself filling with the skills and resources you have at the moment?

What role(s) most excite you at the moment?

What role(s) would be most challenging for you whether or not you would be effective in them?

SETTING A COURSE



Measuring Progress

Measuring progress is critical in determining the effectiveness of diversity and inclusion initiatives.



The Importance of Setting Goals

Setting goals is essential to making meaningful progress in any area, including diversity and inclusion.

SMARTIE GOALS

- **SMARTIE** stands for:
 - **STRATEGIC:** Reflects an important dimension of what your organization seeks to accomplish (programmatic or capacity-building priorities).
 - **MEASURABLE:** Includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities).
 - **AMBITIOUS:** Challenging enough that achievement would mean significant progress—a “stretch” for the organization.
 - **REALISTIC/RELEVANT:** Not so challenging as to indicate lack of thought about resources, capacity, or execution; possible to track and worth the time and energy to do so.
 - **TIME-BOUND:** Includes a clear deadline.
 - **INCLUSIVE:** Brings traditionally marginalized people—particularly those most impacted—into processes, activities, and decision/policy-making in a way that shares power.
 - **EQUITABLE:** Seeks to address systemic injustice, inequity, or oppression.

Equity Audit



Creating Capacity



Internal Education



Creating a Workplan



Equity Audit

What is it?

- A **process** we **can utilize to assess** and analyze how fair and **equitable** an organization's **practices** are in terms of diversity, equity and inclusion,----For example **racial equity**

Questions

- Am I aware of any disparities in opportunities for treatment among our clients?
- Do I notice any patterns of exclusion or unequal treatment?
- What steps can I personally take to promote fairness and inclusion?
- Are there barriers preventing equal access to resources and treatment?

Capacity Building

Training and Education:

- Promotes fostering understanding and awareness around DEI issues—For example Health disparities.

Skill Development:

- Enhances skills related to cultural competence, communication, and inclusion,

Cultural Transformation:

- Promotes a culture of inclusion by developing the capacity of employees to recognize and challenge biases, creating a more **inclusive** environment.

Policy and Process Improvement:

- Strengthens the capacity to review and revise policies and processes, identifying and removing barriers to diversity and equity.

Community Engagement:

- Empowers the organization to engage with diverse communities, fostering partnerships and understanding.

Internal Education

Focus on a GROWTH MINDSET

- Enhances willingness to take on new challenges

Leadership participate as learners

- Sets the Tone
- Cultural Alignment
- Modeling Behavior
- Informed Decision-Making

Create a Workplan



Assessment

Identify current DEI strengths and areas for improvement



Leadership Involvement

Ensure leadership commitment and participation in DEI efforts



Goal Setting

Define clear and measurable goals



Metrics and Evaluation

Establish a way to measure progress and regularly evaluate the initiatives effectiveness

Creating Action to Address Health Inequities

Observation

Data Collection & Review

Proposed Solution

Identify/Engage Stakeholders

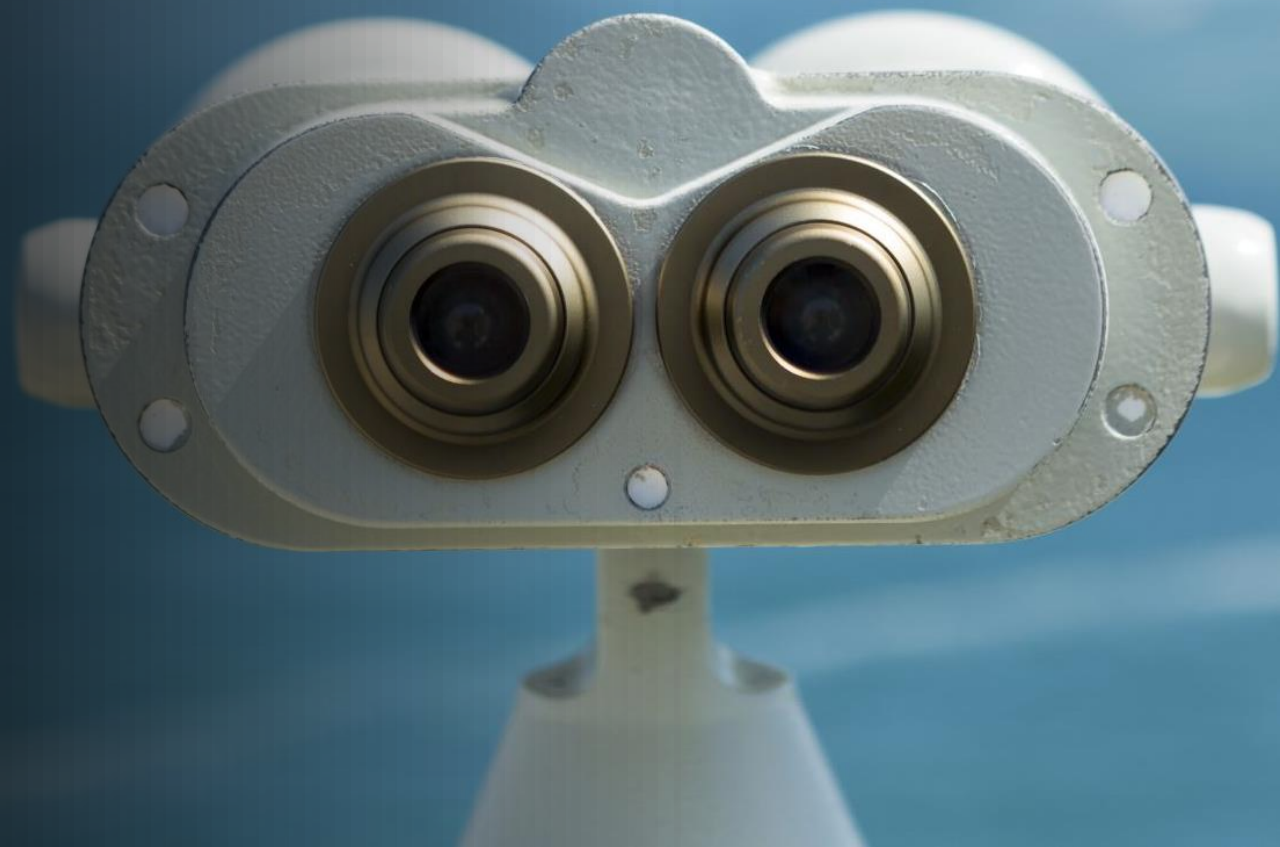
Plan Formulation

Implementation

Evaluation



OBSERVATION

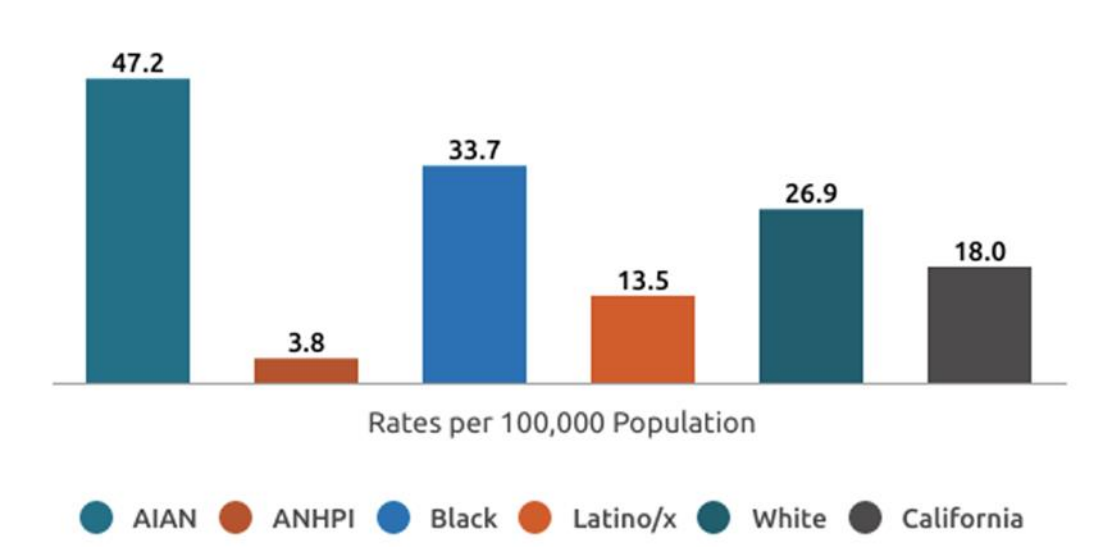




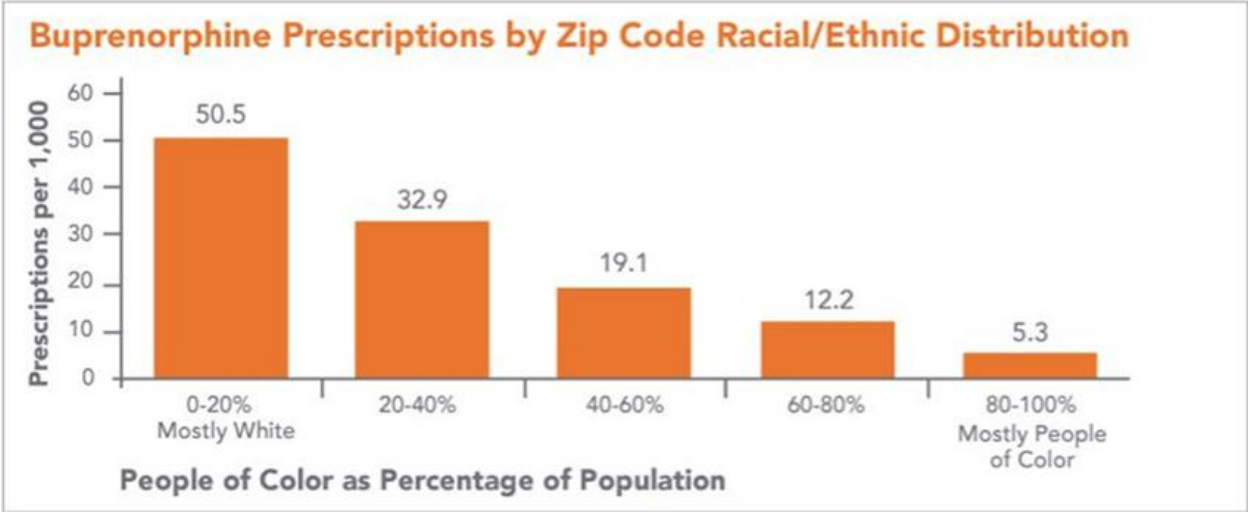
Data Collection & Review



California Opioid Overdose Deaths by Race/Ethnicity, 2021



Racial Disparity in Buprenorphine Prescriptions, 2017-2020



Zip Code	Race Distribution (White Only)	Buprenorphine Prescription per 1,000 residents
91761	15.77%	5.672
91762	15.91%	6.296
91764	11.92%	7.953
91766	7.42%	6.348
92301	10.36%	7.14
92335	8.66%	9.18
92337	9.43%	6.307
92376	7.34%	7.6
92377	16.27%	8.787
92410	9.74%	8.488
92411	4.30%	5.344

Ethnic Distribution of San Bernardino County

Hispanic: 56.2%
 White: 24.1%
 Asian: 8.2%
 Black: 7.3%
 AI/AN: 0.2%
 NHOPI: 0.3%

Zip Codes w/"White Only" Distribution ABOVE 20%

15.710

Zip Codes w/"White Only" Distribution BELOW 20%

6.802

Buprenorphine Prescriptions

California Average: 18.668
 San Bernardino County Average: 11.404



Proposed Solution



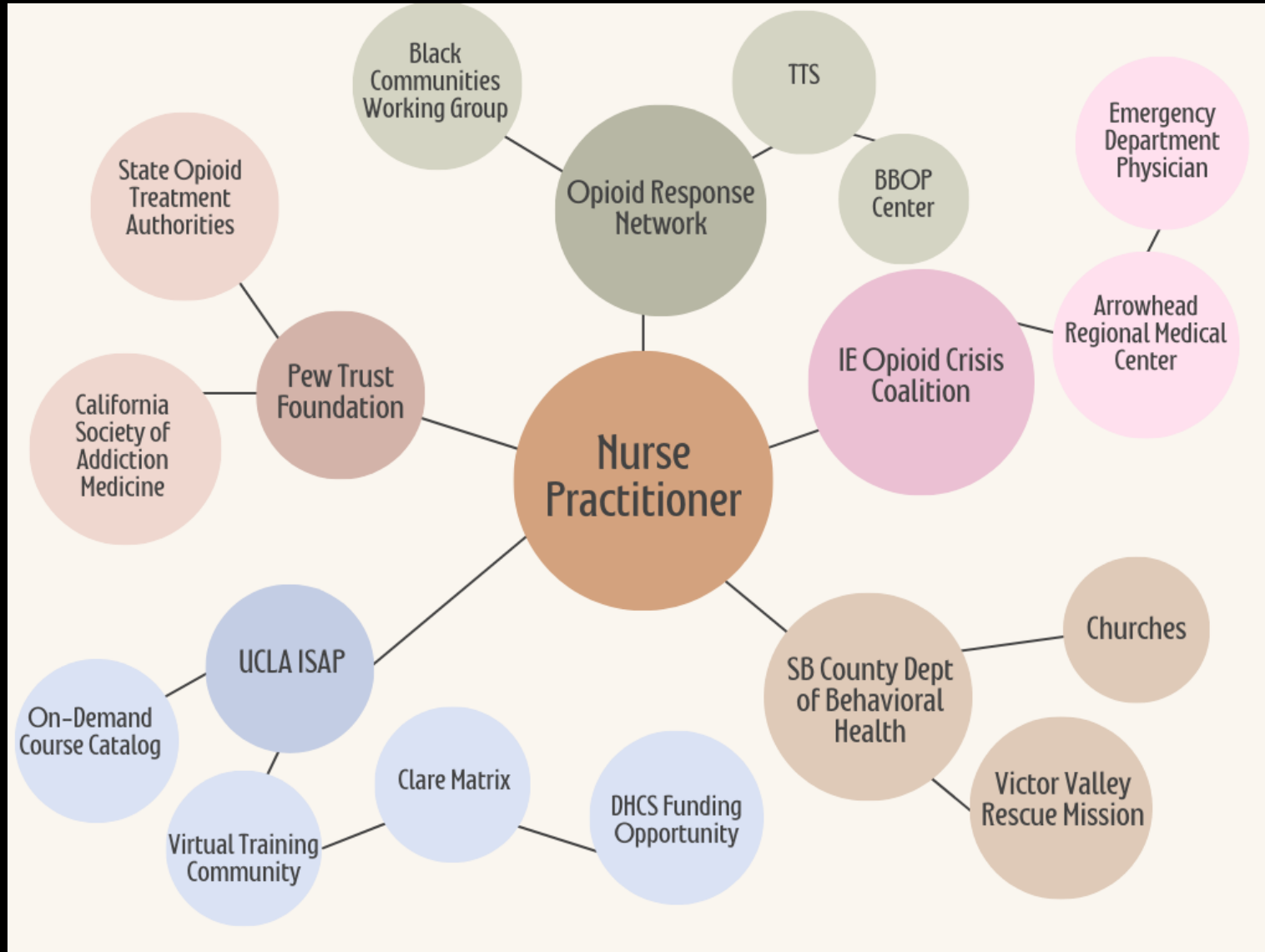


Proposed Solution

Mobile Buprenorphine Services in San Bernardino County

- 
- Identify/Engage Stakeholders

Identifying & Engaging Stakeholders



“How can I help with your project?”

“This is amazing!”

“We need this!”

“Let me connect you to this resource.”

Handwritten mathematical notes on a chalkboard:

- $D(x) = 2 + 3 + 4.31447$
- $\sqrt{a^2 + b^2} = x^2$
- $x^2 + y^2 = ab + 4c$
- $A_1 \sim B_1$
- $A = B$
- $Cx \sim 2b + 1$
- $men = 384 + u^{20}$
- $x = 9.20$
- $\sum_{x=2}^{u=14} N_{50-x} - \frac{1}{2} [984 + x^2 + y^2]$
- $x \leq 549$
- $\beta = 9 + x^2 + y^2$
- Diagrams: A grid with shaded cells, a coordinate system with a curve, and a graph with a bell-shaped curve.



Plan Formulation

Plan Formulation Questions





Implementation





Evaluation

Thank You!



**It
Takes
A
Village**

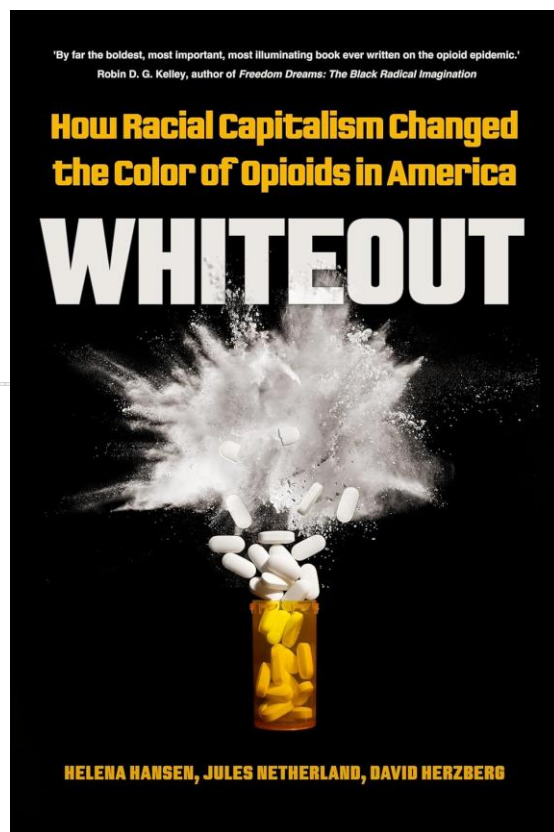
Breakout Activity

What needs to be addressed in your organization to increase equitable access to care? What does your data show?

Where do you see yourself having the most impact in increasing equitable access to care in your organization?

Name one step you will take in the coming quarter to increase equitable access to care.

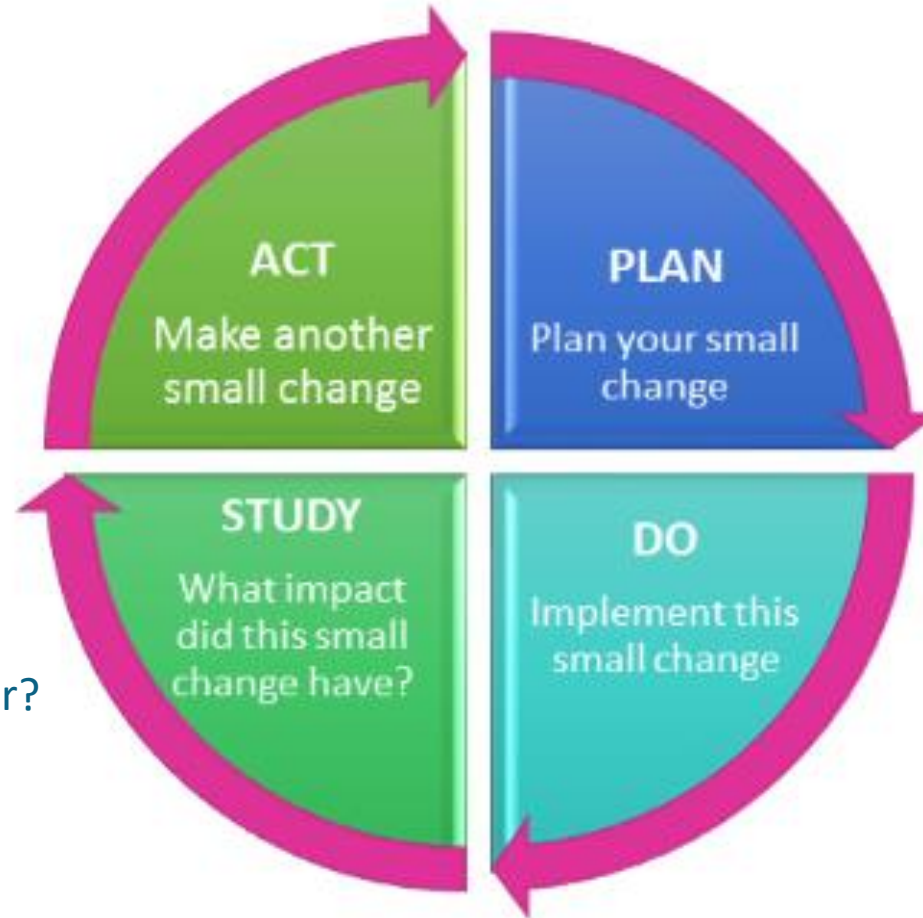
Recommended Reading



Revisit *Plan Do Study Act* Cycles

Now what?
Adopt, adapt, or abandon

Review results
What did you learn?
Is a change in strategy called for?



Pick one specific change
Who will implement?
How will you measure?

Pick start date
How long will you test?
How will you assess progress?
What other improvements?

Training and Technical Assistance



2024 Making a Transformation (MAT) Conference

Save the Dates: May 8th – May 9th, 2024
Tentatively from 9:00 am – 1:30 pm PST

The 2024 MAT Conference will be a completely virtual event. It is a mandatory event to attend, please have one staff member from each site to attend both days of the conference. We highly recommend more than one staff member attend, preferably staff from the MAT team.

The conference will include exciting keynote speakers, breakout rooms, and Continuing Education will be provided by UCLA ISAP.

Additional agenda information and registration information will be sent in the coming weeks.



Case-Based Learning

Tribal MAT ECHO Clinic – 3rd Tuesday 12-1

MAT ECHO Clinic – 4th Monday 12-1

Offer clinical questions for discussion

Send new prescribers for additional support

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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