

**Partnership with OHA's Child and Family Behavioral Health Team (CFBH)
and Children's System Advisory Council (CSAC)
Final Report: March 2021 - January 2022**

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Introduction

The UPRISE Collective (hereafter referred to as UPRISE) is dedicated to opening spaces and providing support for people with targeted identities to engage in social uplift within our own communities. One of the ways that UPRISE does this is by providing organizational training and consultation to communities that invite us to join them in their journey toward advancing equity and liberatory practices.

UPRISE had the opportunity to work with the Oregon Health Authority's (OHA's) Child and Family Behavioral Health Team (CFBH), otherwise known as Kids Team, throughout 2021. In addition to CFBH, our contract included work with one of their advising bodies, the Children's System Advisory Council (CSAC), which is comprised of family representatives, practitioners, and the Youth and Young Adult Engagement Advisory (YYEA). Our partnership grew from a separate relationship between UPRISE and another of OHA's advising bodies, the Oregon Alliance to Prevent Suicide. The CFBH team engaged with UPRISE in order to explore the following goals:

- To support CFBH in building its Five Year Plan, to be reflective of a vision paper written in response to a report published by the Oregon Secretary of State outlining gaps in children's system delivery.
- To support CSAC in aligning its work with the principles of equity and liberation, and to support CSAC in articulating the scope of its work and purpose as an advisory body.

With every community UPRISE engages with, we make it clear that we are not beginning with level 101 content; we jump right into the messiness of equity and liberation work and provide direct feedback. Over the time that we were together, UPRISE took notes, collected feedback, and made observations that we will outline in this document. Our hope is that the information continues to guide the growth to which CFBH, and by extension CSAC, has dedicated itself.

Limitations

UPRISE believes in acknowledging the limitations that always exist when engaging in equity and liberation work. We acknowledge the limitations of our identities and available body of knowledge in completing this work together. While UPRISE believes in reclaiming traditional knowledge, giving credit to where ideas and work come from, and the need for an intersectional approach, the available research, language and cultural worldview of the data, and our own identities impact how we engage with the work.

It's worth noting that our original contract with CFBH included, in addition to work specifically with YYEA, mini-workshops designed specifically for the family representatives of CSAC, and others for its practitioners. Feedback was provided that both groups lacked capacity for the trainings, and that UPRISE's time might be better spent working more closely with the group as a whole, thinking through CSAC's purpose and processes. UPRISE upholds the group's decision, and also acknowledges here that workshops supporting parents and caretakers to understand and leverage their power, and supporting practitioners to strengthen their anti-oppressive practices, would have also been a good use of our time together.

Ultimately, the work that we accomplished together was deeply important work, and UPRISE is proud of the progress that we were able to make together. The scope of work that CFBH, CSAC, and UPRISE ultimately co-created together resulted in outcomes that reflected the priorities of the community as a whole, and from UPRISE's perspective, it doesn't get any better than that.

Kids Team Part I Training: Equity in Mental Health Systems

March 31, 2021 9:00am-2:00pm

Our first experience with CFBH was a foundational training that covered the following Content Learning Objectives:

- Develop shared understanding of key equity vocabulary.
- Explore historical context of Western social services and Mental Health practices.
- Critically assess the ways in which Western Mental Health practice and its developmental methods have been centered in white communities, and grounded in narrow definitions of wellness.

We discussed theoretical perspectives such as Oppression, Anti-Oppression, Equity, Liberation, and Trauma Informed Care in the context of our work. We explored the history of Western Mental Health services as well as Social Services as a whole, and worked to articulate why we

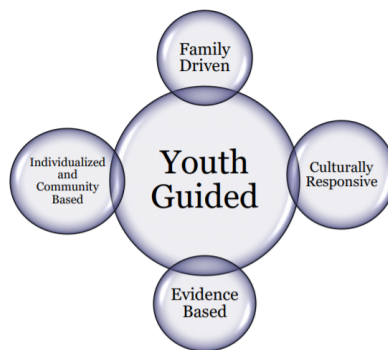
structure our work the way that we do today. We discussed the foundations of the DSM, current treatment modalities, and a history of pathologizing and enacting violence against Black, brown, queer, disabled, and poor bodies. We explored indigenized healing models, such as the Relational Worldview Model, Ubuntu, and multiple therapy models that actively counteract white supremacist, patriarchal treatment models.

Feedback following our Part I session can be found in [Appendix A](#)

Kids Team Part II Training: Applying Principles of Equity to Our Work

June 30, 2021, 9:00am-2:00pm

Part II of Equity in Mental Health Systems provided community members with opportunities to apply concepts from Part I to our work in the real world. We explored case studies to practice incorporating an indigenized worldview into our work, and learned about frameworks for interrogating the difference between Evidence Based Practice and Practice Based Evidence. Our afternoon was centered in a group exercise in which we reviewed Core Values of Kids Team and System of Care, represented in the following graphic:



We explored the meaning of these values, the extent to which we were living up to each value within CFBH's work, and opportunities for growth. We discussed strategies for interrupting systemic oppression, including Resource Mapping, building critical mass and coalitions, and Community Based Participatory Research.

Feedback from our Part II training can be found in [Appendix A](#).

Kids Team Part III: Work Plan Support

September 29, 2021 9:00am-2:00pm

Our Part III experience with CFBH was centered in using knowledge gained from Parts I and II to look critically at the group's Work Plan in response to Secretary of State report identifying gaps in children's systems. UPRISE took specific goals and subgoals from CFBH's Vision Paper, written in response to that report, to delve into how our goals and subgoals uphold (or miss the mark with regard to) the principles of equity and liberation.

Goals like "Support communities of color to engage in mental health work" represent a complex web of intersecting systems, institutions, histories, and harms that the CFBH team was endeavoring to untangle. We supported the team in drilling down: What does this mean? What are the component steps to making this happen? How do we apply principles of equity and liberation to our action steps to avoid mission drift and unintentional harm?

We asked the following questions, using specific action steps that the group generated in their paper to tether our conversations:

- Is the action tangibly rooted in anti-oppressive practice?
 - How are we actively, authentically, and continuously working to dismantle harmful power dynamics?
- Is the way we're addressing this issue grounded in equity, equality, or liberation?
 - Is it about tweaking current systems or reimagining them? Is it about us making decisions *with* or *on behalf of*? Are we working from a deficit perspective or are we thinking about the wisdom that exists within communities?
- Are we taking time to understand where the issue comes from?
 - Did our actions take into account the underlying systemic issue that has created the barrier or inequity in the first place? Have we talked to anyone who knows more than we do?
- Who will be at the table when this decision is being made? Who's missing?
 - Are we making decisions *for* or *with* community? Did we ask for the representatives we have to speak on behalf of whole communities as if they are a monolith, or to speak on behalf of communities they're not even part of?
- Are we tangibly assessing the extent to which our actions may be reflecting some of our biases?
 - Are we planning to circle back to community to check whether the actions we're taking to address the barrier reflected the stories they shared with us? Did we think of solutions that make sense to *us*, or that make sense to *them*?

- What new subgoals are emerging from the conversations we're having?

We worked together as a group on one larger goal to drill down using these criteria, and then small groups worked in a similar fashion on other goals. Feedback from this session was slightly less positive compared with Parts I and II; some attendees felt like the session was not a good use of time. UPRISE embraces process over product, and we believe strongly that spending time articulating our goals with intentionality is never wasted time.

Feedback from this session can be found in [Appendix A](#).

CSAC Equity 201: Building Shared Language

May 28, 2021, 9:30am-12:30pm

While we dedicated much of this session to building shared language around principles of equity and liberation (similarly to the Kids Team Part I training), much of this workshop was designed as a conversation. Youth, family, and practitioner volunteers participated in a fishbowl conversation in which community members spent time engaging in radical listening to hear their fellow CSAC members' thoughts on the following questions:

- Share your earliest memory of a trusted adult who made you feel affirmed and "seen."
- Think of a time when a trusted adult messed up and failed to affirm you. What advice would you have for that adult in that moment, knowing what you know now?
- What does affirmative mental health feel/look like for you?
- How can CSAC create spaces that support youth and families to experience feelings of affirmation when interacting with the systems we help to oversee?

The group worked to articulate their identities and explore how those identities intersect to impact how they show up in their work. The fishbowl activity allowed the group to practice with an engagement model that helps to flatten hierarchies and power dynamics within spaces; the youth volunteers were the first to share in the fishbowl, and we all listened to their answers to the above questions, with parents/caregivers sharing after, and practitioners bringing up the rear. The group was able to debrief the process and discuss opportunities to meaningfully center youth and family voice in their work moving forward.

Prior to beginning this workshop, we asked participants to fill out a pre-assessment in which they articulated their level of familiarity with the concepts of equity and liberation, and shared

what they were hoping to gain from our time together. They were given a similar version of the survey at the end of our time together to assess for growth. Pre- and Post-Assessment data can be found in [Appendix B](#).

For feedback regarding our CSAC all-group training, visit [Appendix C](#).

YYEA: History of Youth Movements

July 10, 2021 10:00am-12:00pm

Our first youth-only workshop was grounded in the idea that, often when it comes to conversations about equity and liberation, youth are considered to have limited expertise. This workshop showed us that, across history, youth have toppled regimes. We discussed organizing tactics that youth have used across time to mitigate the ageist power differentials that pervade social movements. Those tactics included:

- Leveraging media
- Coalition building
- Decentralized leadership
- Community care and mutual aid

For each tactic, we explored examples of youth movements that have used these methods historically, and movements that are using each tactic today. The purpose of this workshop was to support the youth in attendance to understand and uncover their own power.

YYEA: Leveraging Our Power

July 16, 2021 4:00pm-6:00pm

Following our History of Youth Movements conversation, we continued our work learning how to mitigate ageism with respect to our social uplift work. We discussed all the work that happens behind the scenes of movements. Youth spent time articulating their unique skills, knowledge, and abilities, and explored ways to plug into the work in ways that felt good for them. This work challenges the idea that social change is all about marching; there are many, many ways that communities have gone about effecting change, and we all belong to the work. We interrogated the ways that white supremacy conceptualizes what it means to be a “leader,” grounded in hierarchical views of community. Youth explored their power, and engaged in Resource Mapping to practice how we build communal strength using our individual skills.

YYEA: Decolonizing Care

July 26, 2021 4:00pm-6:00pm

The purpose of this workshop is to trouble the idea of “self-care” within organizations and institutions. UPRISE shared the origins of this idea and its grounding in capitalist, white supremacist norms, a stark departure from how the term was originally used in spaces occupied by Black, queer womxn.

Instead of perpetuating the idea of “care” as a solely personal responsibility, we discuss the concept of community care. Participants learn strategies to practice community care, and discuss how organizations can bear the responsibility of creating work environments that uphold both individual and community wellness.

This workshop was cancelled on the day of due to projected low attendance. UPRISE documented two attempts to reschedule with no response.

CSAC August Meeting: Asking Questions

August 27, 2021 9:30am-12:30pm

Following our initial training we spent time with the whole CSAC group during this meeting having a conversation about where they are, and where they’d like to go. We tethered our conversations to a survey that had been administered among the group regarding potential equity goals.

Group members shared feedback regarding what CSAC does well, and where there are opportunities for growth. One consistent theme was supporting the authentic centering of youth voice. Many people also expressed confusion regarding the purpose of CSAC, and requested that the group dedicate time to clarification and building shared vision.

Notes from this session can be found in [Appendix D](#).

CSAC September Meeting: Setting Intentions

September 24, 2021 9:30am-12:30pm

UPRISE's purpose during this meeting was to continue our conversation in August and to support the group in gaining clarity. The group discussed their vision for CSAC's work, and engaged with one another when individuals articulated opposing or unaligned visions. One participant shared that the group was "confused and conflicted." UPRISE supported the group by sharing how other advisory bodies go about their work, and essential questions that we can ask ourselves to support our work; in essence, we discussed creating an equity lens for CSAC. We explored the following questions:

- Who are we, what identities do we have, and what communities are we connected to?
- How are we connecting to our communities who aren't represented here?
- How is OHA communicating with us?
- What are the questions we are going to pose to OHA to support them in doing this work with intentionality?

One request that the group made was for UPRISE to propose a process for advising CFBH, to test out that process together in subsequent meetings, and to debrief in order to build a consistent process for the future that is grounded in CSAC's stated values. It was suggested that we use an upcoming OHA item, Mobile Response, to practice a new system.

CSAC October Meeting: Pilot Plan Part I

October 22, 2021 9:30am-12:30pm

This was the first part of UPRISE's proposed system for CSAC to advise OHA, using proposed developments in Mobile Response services. We began by providing feedback in Caucus Spaces: Youth Perspective, Family Perspective, and Practitioner Perspective. We created a clear separation between Family (parents, caregivers, etc.) and Practitioners. We recognize that many practitioners (including members of the UPRISE staff) are also parents and caretakers, but our advanced degrees and expertise give us a perspective that is separate from a Family Representative who does not have our training.

Each group worked in breakout rooms to provide initial thoughts, reactions, and questions following OHA's presentation for the Mobile Response project. We asked the following questions:

- What is coming up for you around this?

- What would you advise OHA to think about?
- What questions do you have?

Notes from the caucuses can be found in [Appendix E](#).

Following the caucus and debrief, we applied a modified equity lens to the steps that OHA was proposing:

- Who will be most impacted by this model?
- Will this impact communities immediately, or is it a more long-term solution? Perhaps both?
- What might be the unintended consequences of this measure? Does this work center some communities at the detriment of others? (Think: is this for able-bodied youth? Perhaps it works less well for youth with disabilities?)
- Are those most impacted represented in CSAC? Who are we missing?
- Who do we have relationships with in those communities that we can loop into this conversation? Do we have an entry point? If we don't? Is OHA getting this data from somewhere else, or is this a major gap?
- What questions came up that aren't on this list?

We then discussed who was missing at this table, and what connections we had in the community to get some of that feedback into what we submit to OHA. Following this conversation, UPRISE assigned the group homework: each community member who shared that they had a connection (with an established relationship) with someone in the community whose thoughts would be useful in this conversation, was tasked with having a conversation and bringing their colleague's thoughts and feedback to the group during the November meeting.

CSAC November Meeting: Pilot Plan Part II

During this meeting, CSAC was asked to meet on their own without UPRISE's support. The purpose of this meeting was to clarify and add nuance to feedback that came from the previous month's caucus spaces, and to report out the feedback that was gained by having conversations with the people we engaged in the community around Mobile Response. Notes from that meeting were taken in-house by CSAC leadership. We, however, received feedback that several members did take the time to elicit outside feedback, and that the conversation was rich.

CSAC January Meeting: Debrief Meeting

January 24, 2022 9:30am-12:30pm

During this meeting, we debriefed the process that UPRISE designed regarding how CSAC can advise OHA in the future (a process that is meant to happen across two monthly meetings):

- Meeting 1
 - Step 1: Project or initiative is shared with CSAC
 - Step 2: Caucus spaces - Youth, Caregiver, Agency Rep
 - Initial thoughts, questions, etc.
 - Step 3: Group Debrief
 - Step 4: Apply Equity Lens
 - Step 5: Debrief
 - Step 6: Assess who in the community we are connected to whose perspective would add nuance to the feedback we provide. Commit to making those connections prior to the next meeting.
- Meeting 2
 - Step 1: Review our notes from the previous meeting to check for clarity or add nuance.
 - Step 2: Report out -- Whom did we talk to? What feedback are we able to add?
 - Step 3: Finalize feedback and submit to OHA CFBH

CSAC members will share feedback about this process, assess for effectiveness, and explore opportunities for improvement. We also administered our Post-Assessment, in conjunction with the Pre-Assessment given to the group in May, to assess for growth in the areas of equity and liberation and to provide an opportunity for the group to share feedback regarding our work together. Both Pre- and Post- Assessments can be found in Appendix B.

CSAC Executive Council Capacity Building Training

TBD

Due to high turnover among this group, this training has been postponed until a new team can be onboarded. An updated report will be shared following the culmination of our work together.

Final Observations and Recommendations

This section is a chance for UPRISE to highlight opportunities for CFBH and CSAC to continue the work they've started and a few recommendations to move forward. Although there is a lot of data represented in this report, there are a significant amount of solid ideas within the activities we did together that can support OHA in moving equity and liberation work forward.

Becoming Anti-Racist Is A Journey. Keep Going. Consider community agreements, an equity lens through which you make decisions, recruit more community members with identities that aren't represented on the Advisory Board and within Staff and Leadership, and all of the other wonderful ideas that this group came up with during our time together. But more, liberation work should be embedded in everything we do. [You can start here.](#)

Developing Relationships for Partner Opportunities UPRISE encourages you to focus on relationship building, rather than extracting labor from communities who can do something for you in your growth. Communities of color often are overburdened by having to provide emotional labor and cultural education to their white "ally" community partners. Remember that a lot of behavioral health work started out in communities; some of those networks are still in operation today. Be sure that when you're engaging in this work, you're building relationships, not trying to achieve a goal or check a box. Your team showed that you've been engaging in this work in and outside of OHA and CSAC, and building on those skills and opportunities is a great place to start.

Finalize your Work Plan Strategic Plans can focus on internal organizational practices, or forward facing practices with participants, or both. A typical plan centers on measurable, achievable goals and covers about 3-5 years of time, with individual Work Plans that span the upcoming year. Keep "drilling down" to create something realistic, and grounded in your identities and knowledge (work on staying in your "lane"). The plan should also include accountability measures, including regular reporting obligations to the community and CSAC, to support efficacy. Consider developing a consulting partnership in which OHA receives guidance on operationalizing organizational equity, including strategies for incorporating equity outcomes into performance assessments, policies and procedures, staffing, and supervision goals. Having an outside consultant helps keep folks on track and can be a cost effective strategy to avoid mission drift.

Training OHA would benefit from continued trainings in Equity, Nonviolence in Social Services, Cultural Humility in Healthcare, Indigenizing Care, and focused work on flattening hierarchy and community based work in communities of people who don't look, live, or love like us. Organizations who are committed to advancing liberatory practices do focused work to dismantle and reimagine the way that they engage in care in order to better subscribe to the credo "do no harm."

Building Shared Language Continue to educate each other, but to do so in a way that upholds our individual personhood and right to exist. OHA and CSAC team members had multiple opportunities to share where they found power and how they can actualize it within the community. Hold each other accountable and build on the strengths that you each hold by sharing your strengths with each other. Building shared language and documenting it can help keep you all moving in the same direction. You've already done a lot of work on this - and UPRISE encourages you to continue those conversations with the larger OHA community and community partners. Having something on paper helps us with accountability, particularly when turnover arises. However, we all have our limitations so it is also important to remember that these are living documents (language, group agreements, plans and strategies) that should be influenced by the relationships that are within OHA and those that OHA builds with outside partners.

Conclusion

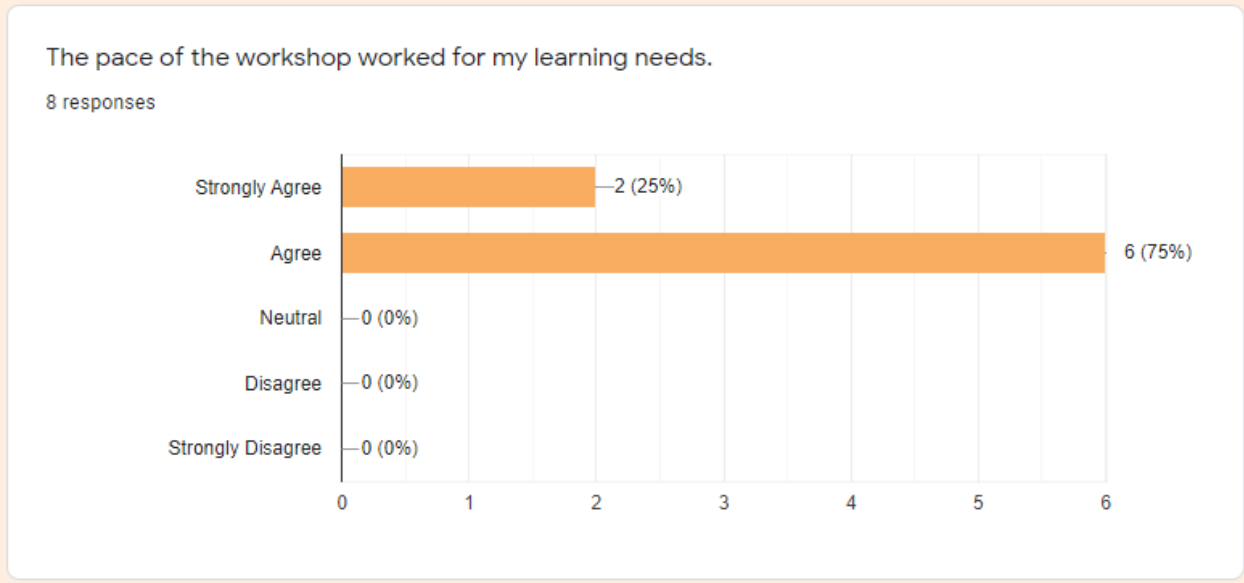
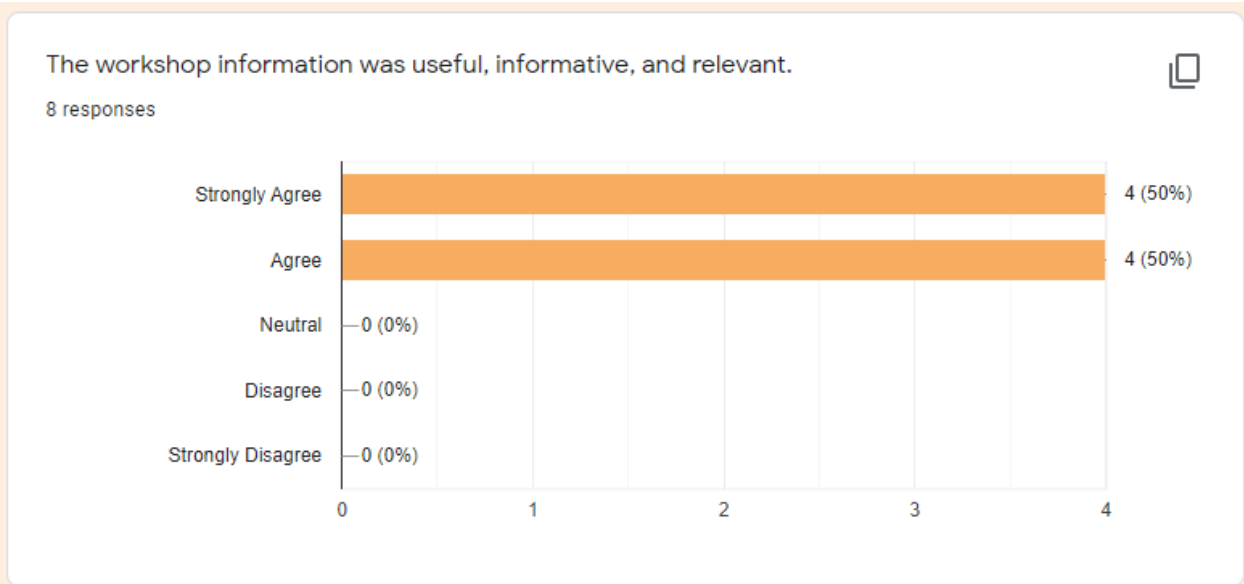
We want to take this opportunity to thank you. Thank you for trusting us to engage with your community on a very vulnerable growth journey. Thank you for showing up and being vulnerable in grappling with difficult topics. We hope that you got out of our work together what you had hoped for. Additionally, we hope that we left you with the gift of questioning - question everything. You are well on your way to organizational change with strong leadership who want to address equity while staying centered in compassion for one another. Equity cannot happen in a day, a training, an assessment, or within a committee - it's an unending practice and it's a deep commitment to institutional shift in flattening hierarchical structures, addressing systemic oppression, and choosing to be vulnerable. We look forward to seeing all you accomplish together as you continue the work toward liberation.

For more information, questions, or to invite us into your community again, please contact us anytime.

In Community & Solidarity, The Team at The UPRISE Collective

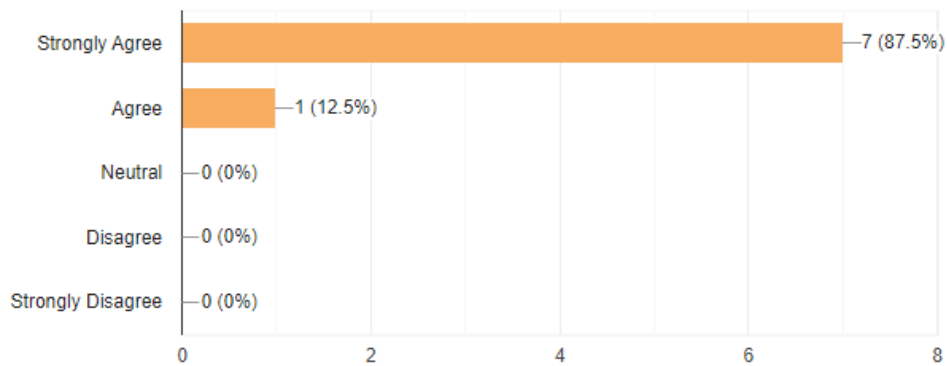
Appendix A: CFBH Training Feedback

Part I - March 2021



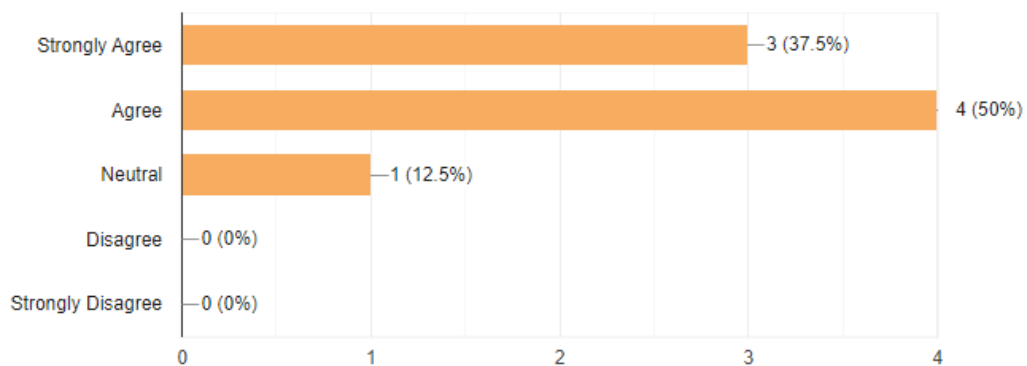
The presenters appeared knowledgeable and were able to answer questions.

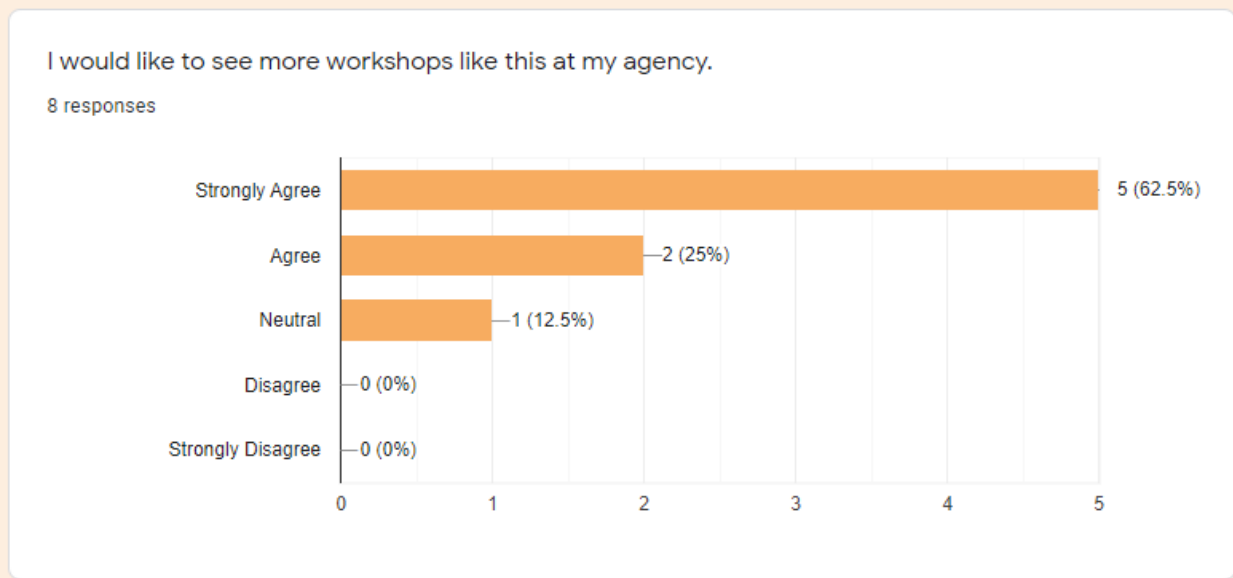
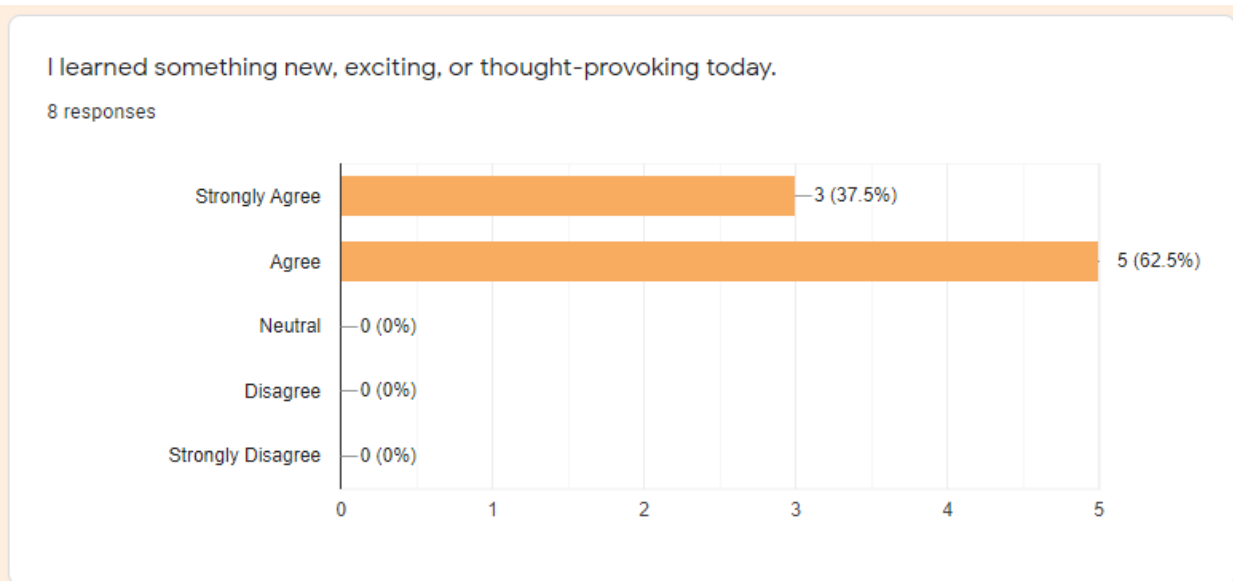
8 responses



I felt valued and affirmed in the space.

8 responses





What did you like about this workshop? 8 responses

gender conversation

i like the breakout rooms, the general conversations, the resources and historical perspectives. Appreciate the efforts to make everyone feel accepted. Overall a thought provoking training, I really appreciate it

I liked the variation of the style and energy of the presenters.

The balance of cognitive and emotive discussions

discussions and level of engagement and having experts facilitating

The variety of ways of interacting

Engaging, safe space.

space to reflect on racism

What could have been different? 6 responses

in person

not your fault necessarily, but sometimes I wanted to share but it took so long to get through everyone, and we had moved on from a particular slide so it seemed like the moment passed

A bit more about the institutionalization and intersectionality of of racism, economic status and sexism

long day for the computer

Honestly can't think of anything.

You made an assumption that we are all therapists / have clinical backgrounds - I do not, nor do at 3 others.

Is there anything that you'd like for us to share anonymously with your colleagues? 4

responses

No

our work is more than sharing information its invitation to the table when policy and program development

Let's actually create a routine mechanism for sharing BEFORE making policy/funding decisions about a program to ensure that all voices/lens have contributed

Anything else you'd like to share? 5 responses

appreciate you and perspective, really enjoyed the polls and opportunities to share after

I share some of the concerns others expressed about being authentic and working through the learning without there being repercussions

I'd love to explore less structural ways of identifying culture. How does a person who is genetically of western European decent, who grew up heavily embedded in Mexican culture, with Indigenous influence and a circle of black family of choice find place without looking like a co-opter?

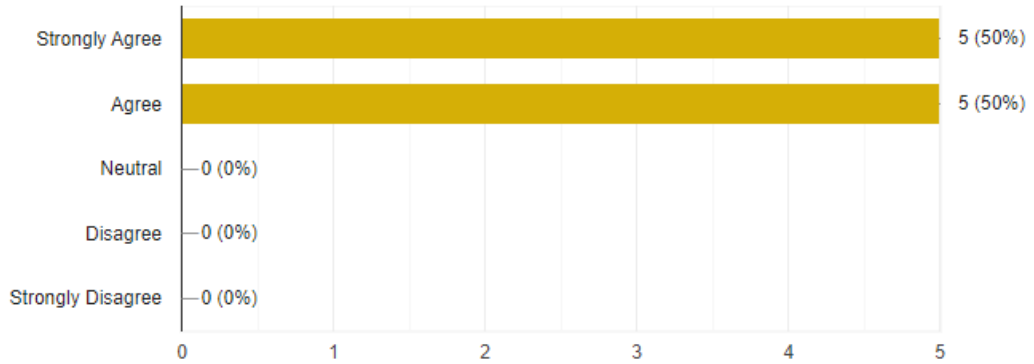
I especially enjoyed to encapsulating & verbal skill of Stephanie when she recapped ideas.

Thank you. It was a good use of the time.

Part II - July 2021

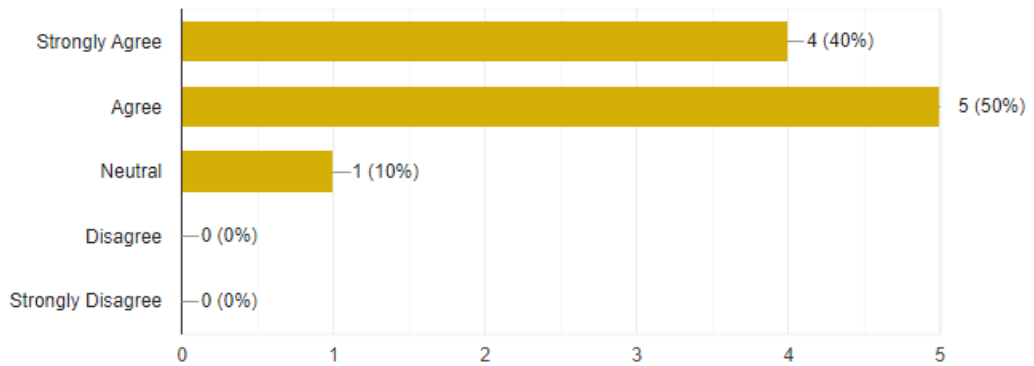
The workshop information was useful, informative, and relevant.

10 responses



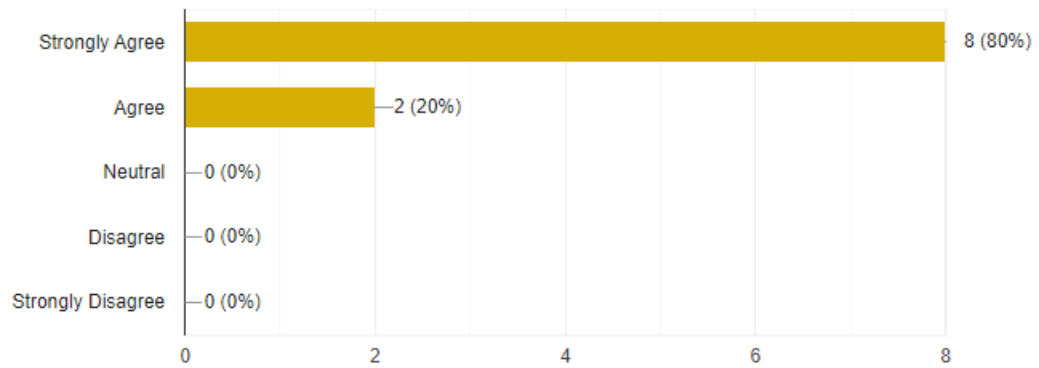
The pace of the workshop worked for my learning needs.

10 responses



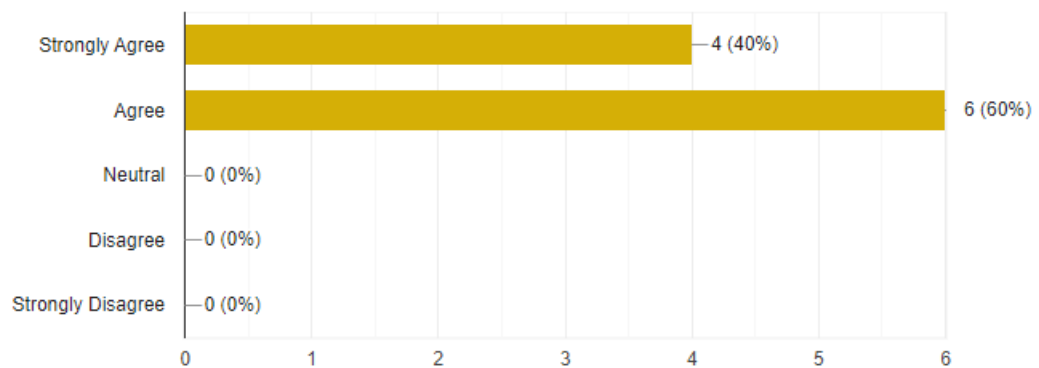
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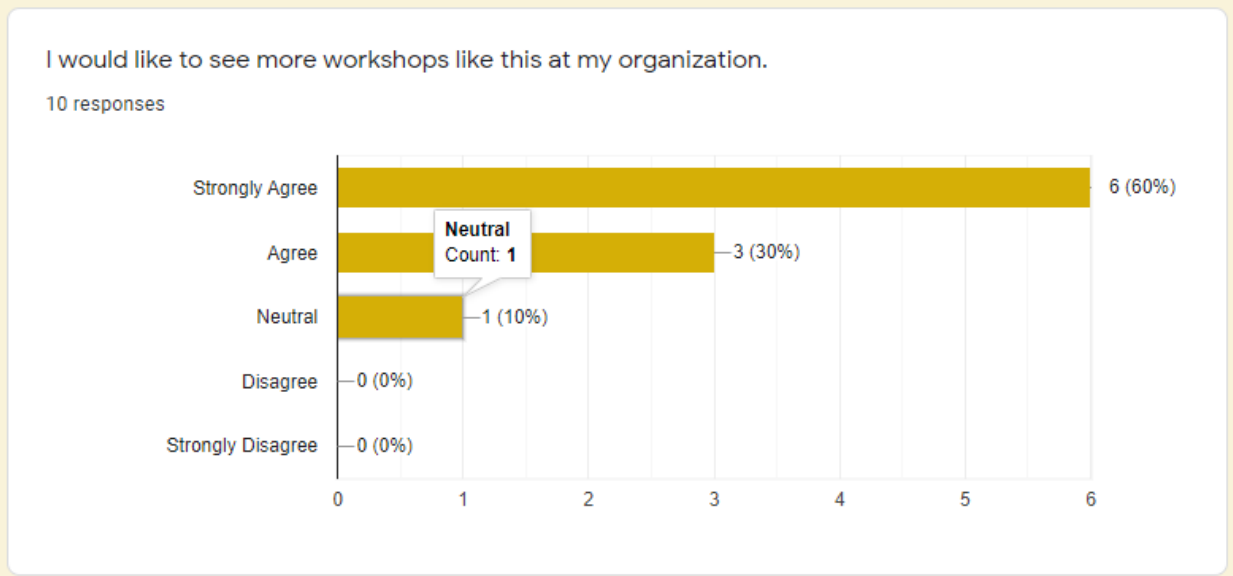
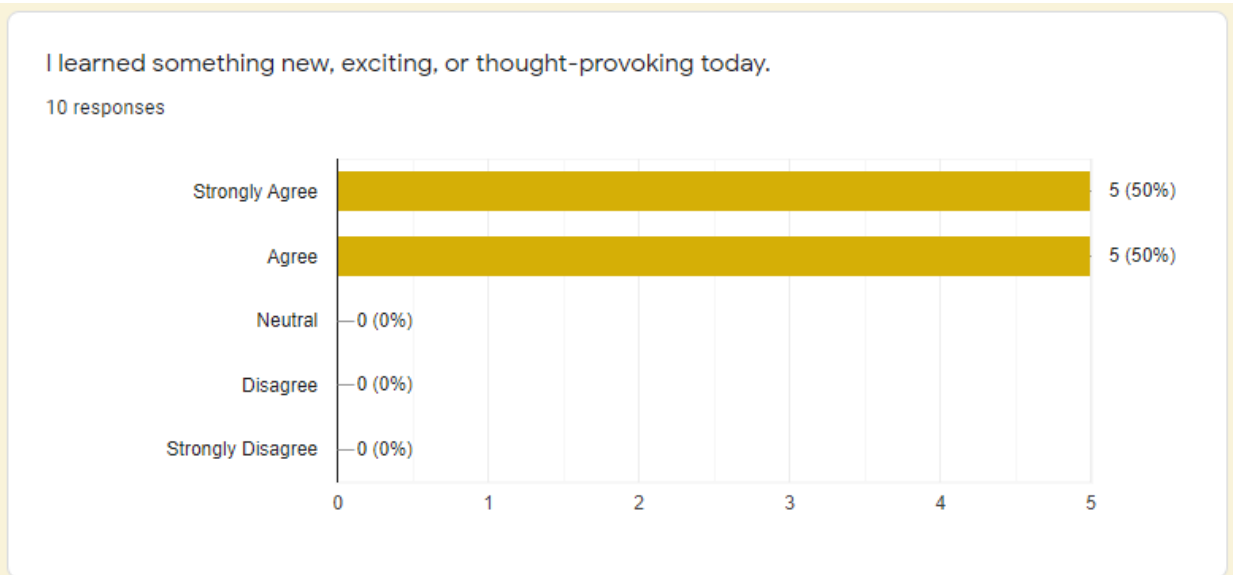
10 responses



I felt valued and affirmed in the space.

10 responses





What did you like about this workshop? 9 responses

Beginning discussion about how to apply the principles
 normalizing and still challenging us all to be uncomfortable
 time to talk and process information

Shilo did an amazing job in the white caucus group. That was not an easy conversation, and she handled it like a boss.

the flexibility of the presenters to go where we needed to go as a team

important topic, authentic conversation, good discussion mix of big ideas and tangible situations

I appreciated that we had the same folks in our breakout groups. I appreciated the pivot and allowing for a deeper dive into the invisible labor that folks of color and queer people provide to the kids team, and the caucus groups to further unpack the work that's necessary for white folks.

the break out group time

Stephanie & Shilo: you are amazing at what you do. I want to do better after these sessions. Thank you for keeping things moving and engaging, so important for a training that is almost all day!

What could have been different? 8 responses

not separating "BIPOC" from other oppressed groups

More "how to"

In person. Please?

5 continuous zoom hours is a lot, even with 30 min break

Would like to get more into concrete steps for our unit

some more breaks! 9-2 with a 30 min break felt challenging.

nothing, it was a good balance of big group and break out group and appreciated the flexibility to go where the conversation took us

I wouldn't change anything, honestly.

Is there anything in particular that you would like us to focus on for Part III? 4 responses

The vision policy paper into action (i.e. Plan)

how do we structure the conversations in the future so we talk realistically about applying family/youth driven goals and inclusion in planning. How to develop more of a leadership role within HOA and in the community rather than being reactive.

Any practical pieces on how to have conversations with people. When / how to engage.

I like that we will talk about doing and how to make change (I think?)

Anything else you'd like to share? 4 responses

This team still is heavily influenced by the idea that symptoms must be "cured" rather than families and youth supported to develop their skills in self-care is aligned with their own "cultural" values.

FYI - Sharing about someone turned out to be a big issue in my group - ended up with aging pet stories and loneliness written big . It was very hard to bounce back from that. Not sure what question would have been better but it set a hard tone for the day.

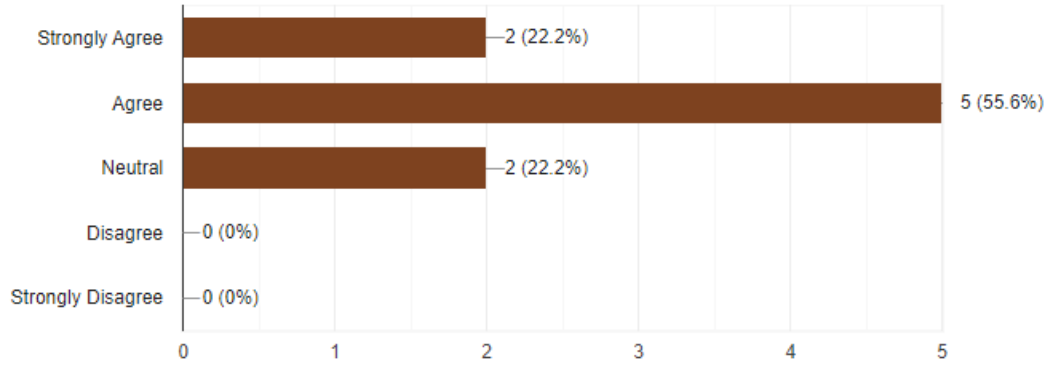
I just keep thinking about the tension between wanting to move this work forward with the reality that change happens incrementally.

you both are awesome and respectful, much appreciated

Part III - September 2021

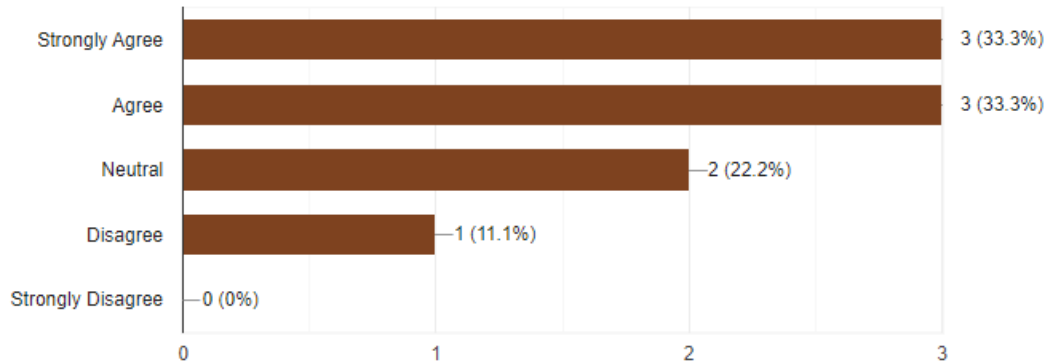
The workshop information was useful, informative, and relevant.

9 responses



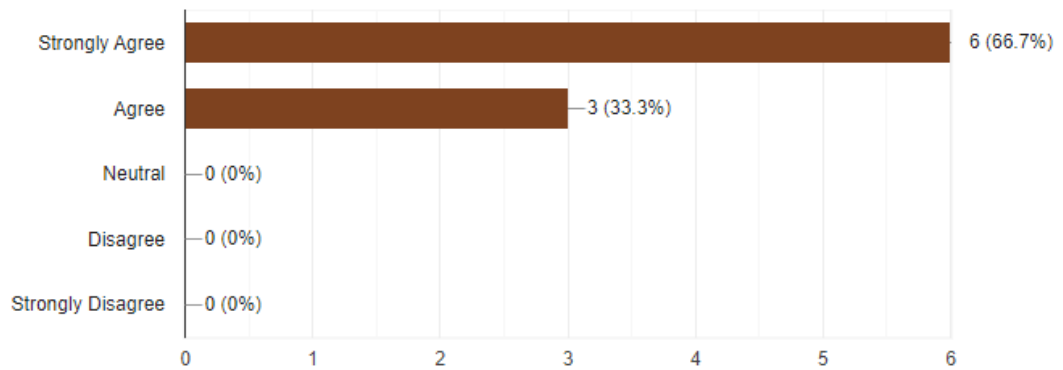
The pace of the workshop worked for my learning needs.

9 responses



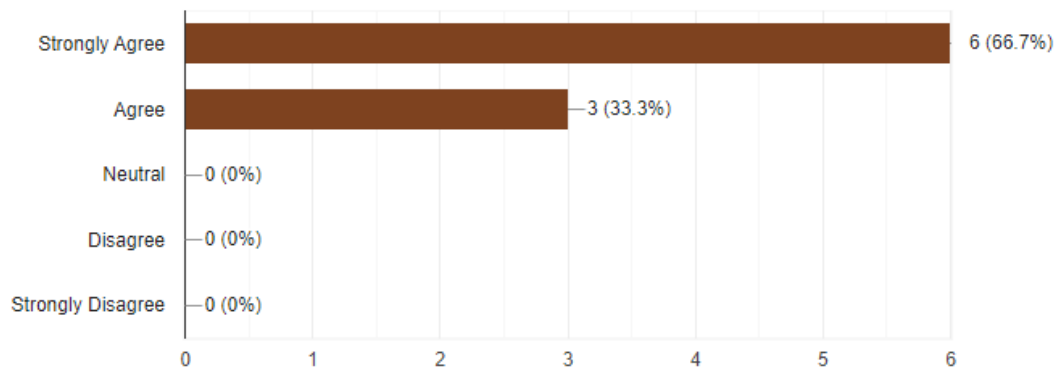
The presenters appeared knowledgeable and were able to answer questions.

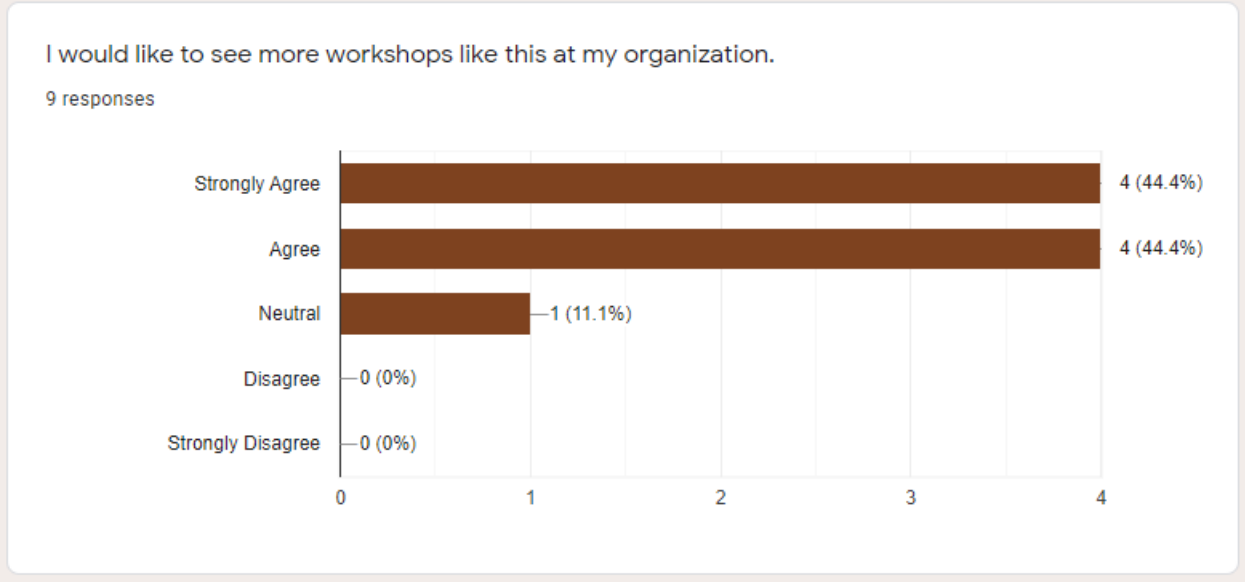
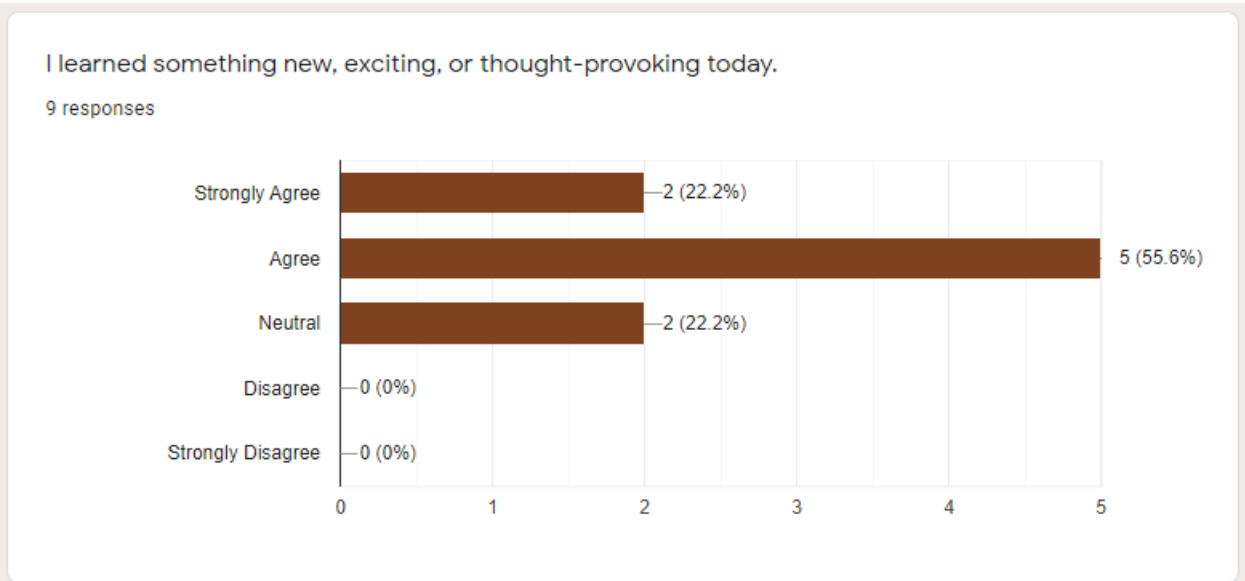
9 responses



I felt valued and affirmed in the space.

9 responses





What did you like about this workshop? 8 responses

the opportunity to learn and grow- holding space for all voices and perspectives with such kindness and grace

Honest discussion, holding space for emotions but also pushing forward to action

I love the energy that Shilo & Stephanie bring to these workshops. I love how affirming & safe they make the space.

We started working on concrete steps to change how we do things to improve equity.

Format, Dialogues and the Caring

ability to explore safely

when we could apply the information/values to our day to day work

limited but helpful structure

What could have been different? 7 responses

nothing.

nothing to identify

Having the smart sheet form and the power analysis form sent ahead in email, in a format that we could easily access and use/edit.

I thought it all went well.

suggesting each group work on one issue/goal/task so we could practice applying gains made in the general discussion

more time in breakouts

more tangible product. Are you sharing the resources?

Anything else you'd like to share? 7 responses

thank you for supporting this team with such important work.

I don't think this unit is as cohesive and close as management would like it to be. I think, even prior to teleworking, just given our siloed roles and work, there hasn't been much emphasis placed on connecting/collaborating with each other in terms of how our work crosses over. Hoping that changes in the future.

Thank you for facilitating.!

appreciate you both so much!

This session was too "50,000 foot level" and would have been more useful to us if we had taken up a couple of everyday tasks...current RFP v a new method, POP, consumer /provider engagement,

thanks for naming the messiness of the work

Felt like cotton wool and needed more substance for me.

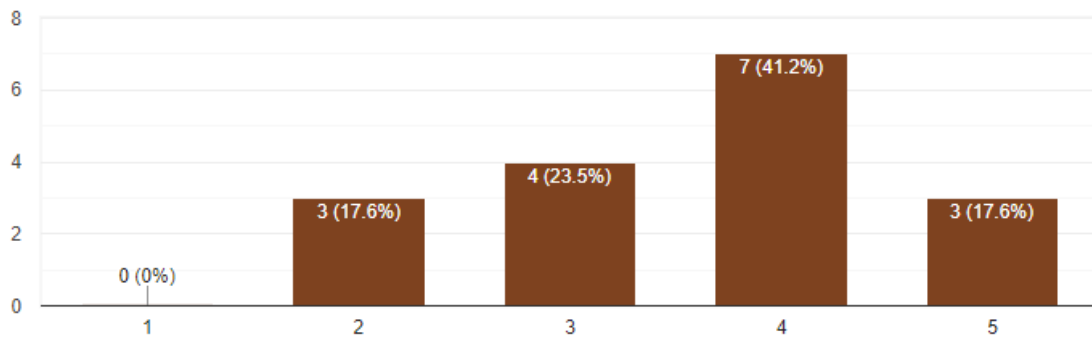
Appendix B: CSAC Pre- and Post-Assessments

Pre-Assessment - May 2021

Please rate your familiarity with the following concepts

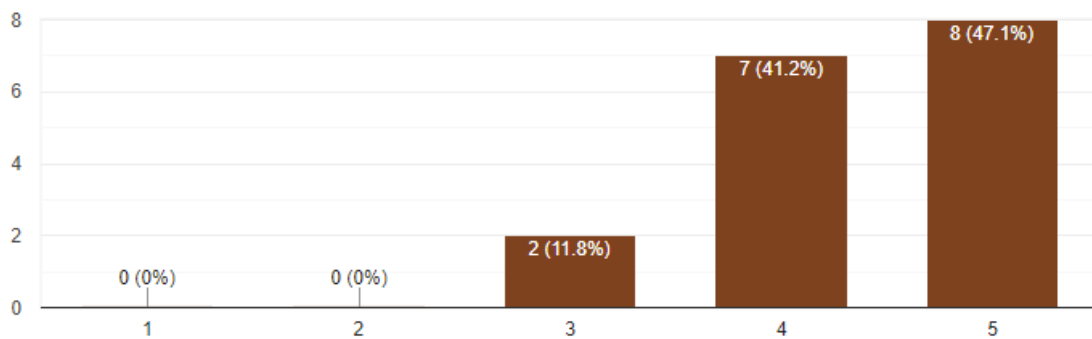
Organizational Equity

17 responses



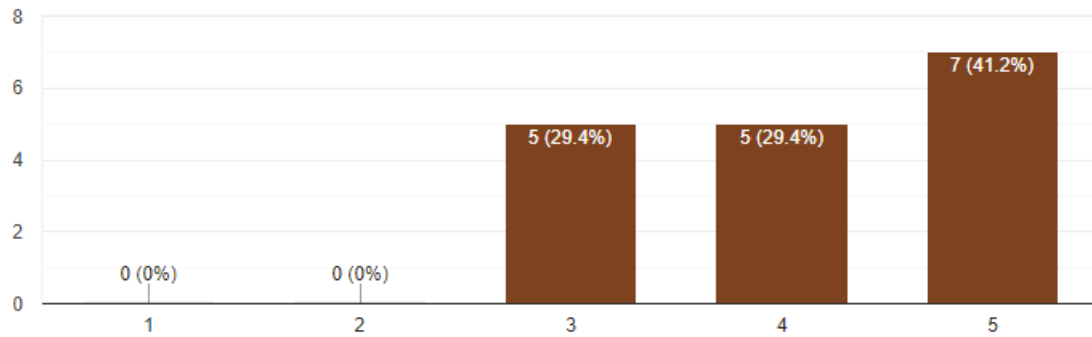
Privilege, Power, and Difference

17 responses



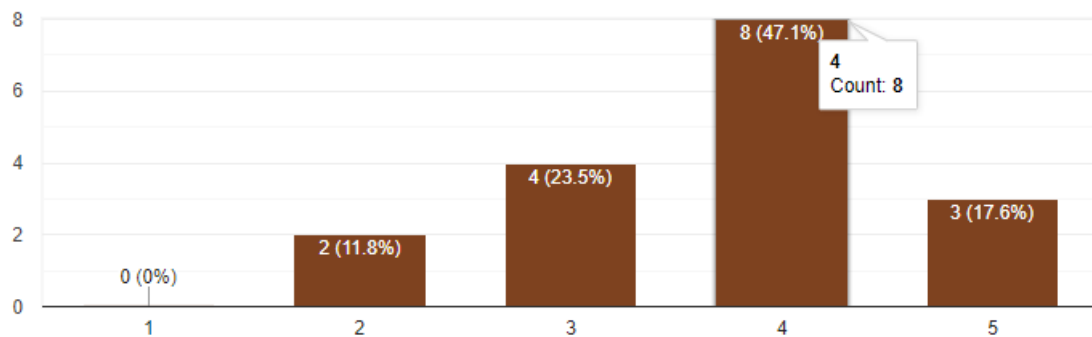
Intersectionality

17 responses



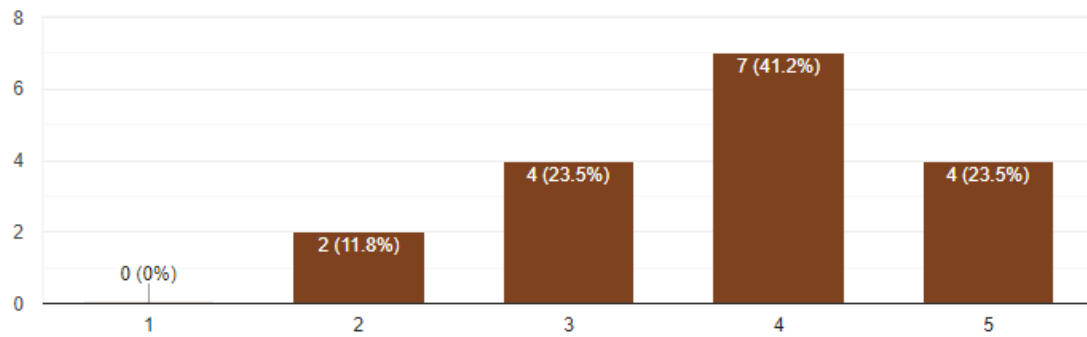
Cultural Humility in Practice

17 responses



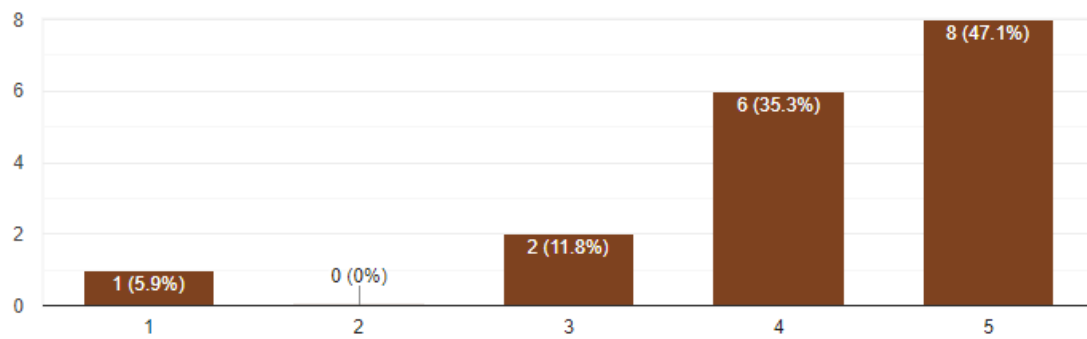
Power Relationships: Policies, Laws, Institutions

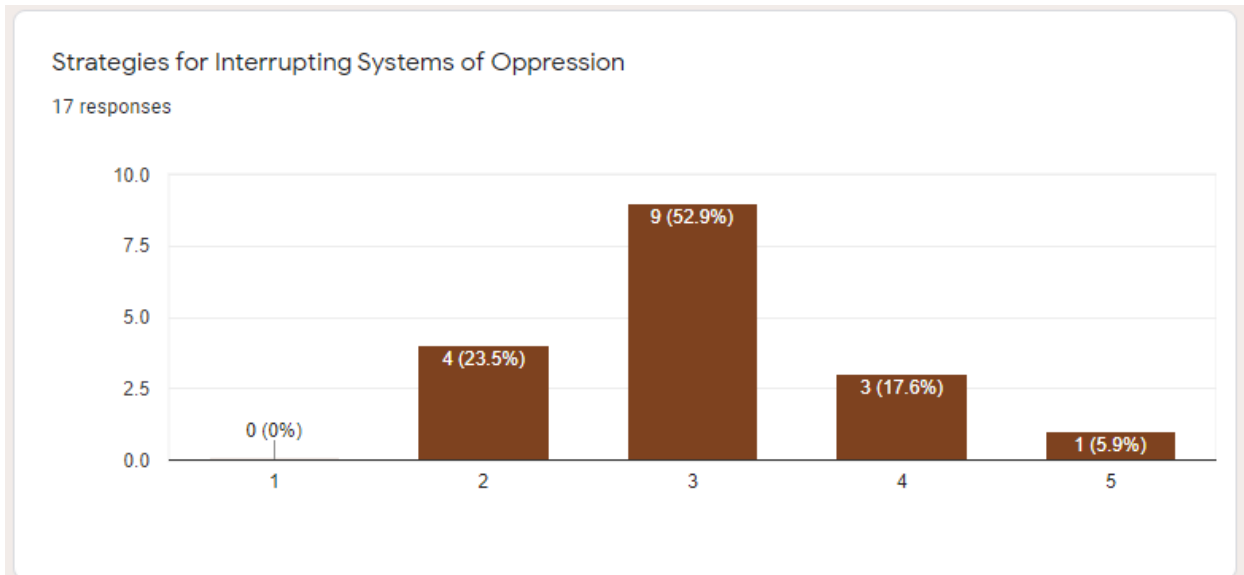
17 responses



Social Determinants of Health

17 responses





What are you hoping to get out of this training series? 11 responses

Open to learning all lessons

To learn even more how to be an Ally and improve our organization and experiences for our BIPOC staff

Tools to implement within my division to shift the culture towards a more inclusive environment

To grow my learning

I want strategies for interrupting systems of oppression. (Thanks for the words.)

specific strategies - less academics

More information on these topics!

To advance familiarity, insight and personal reflection

A break from being the only poc in the zoom room talking about these topics. Thank youuuuuu :)

More knowledge and tools to be able to use actively in moments needing interruption but also more framing to bring it back to humility. Easy to judge others for not having figured it out and forget I was once way less knowledgeable than I am now.

help family and youth reps feel empowered enough to totally revamp how CSAC does the work to be truly family/youth driven

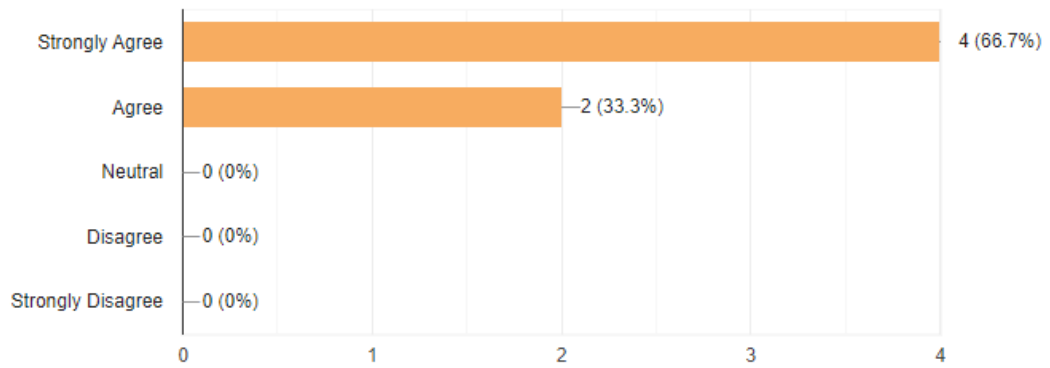
Post Assessment - January 2022

**This assessment will be administered during the January 24th meeting. An updated report will be shared following the culmination of our work together.

Appendix C: CSAC Equity Training Feedback

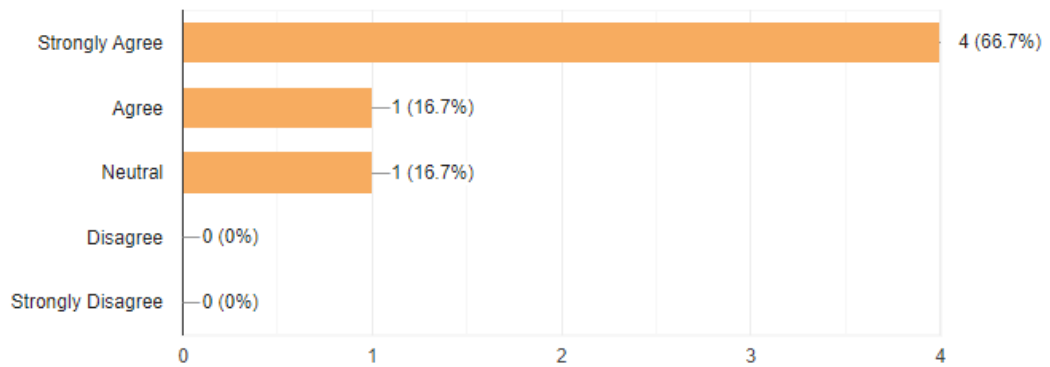
The workshop information was useful, informative, and relevant.

6 responses



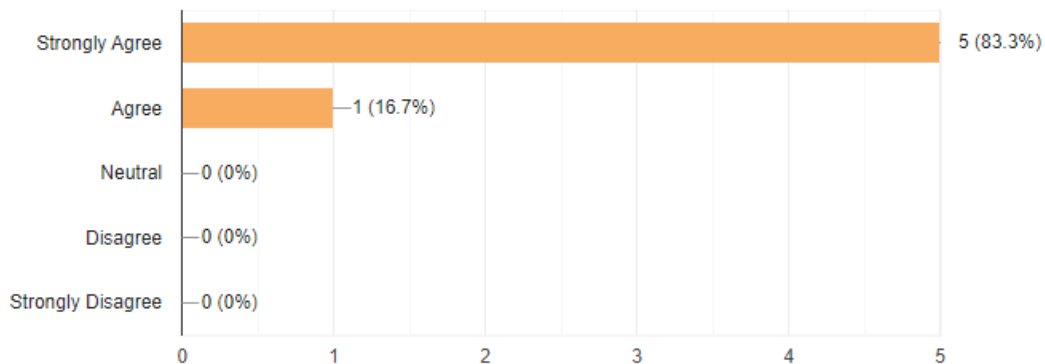
The pace of the workshop worked for my learning needs.

6 responses



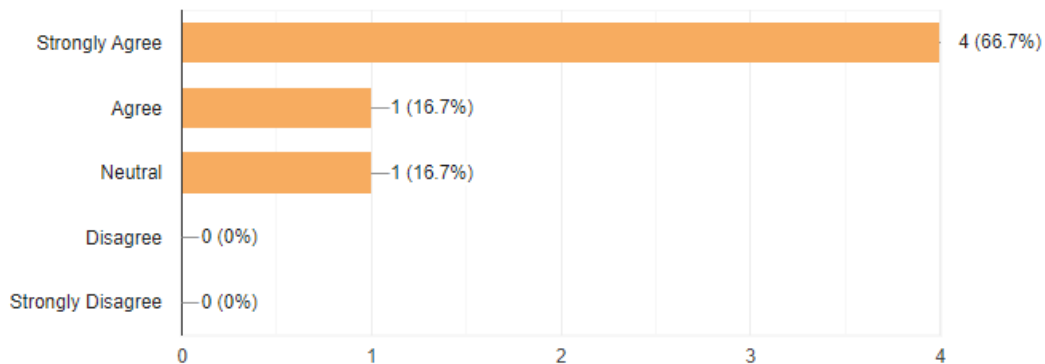
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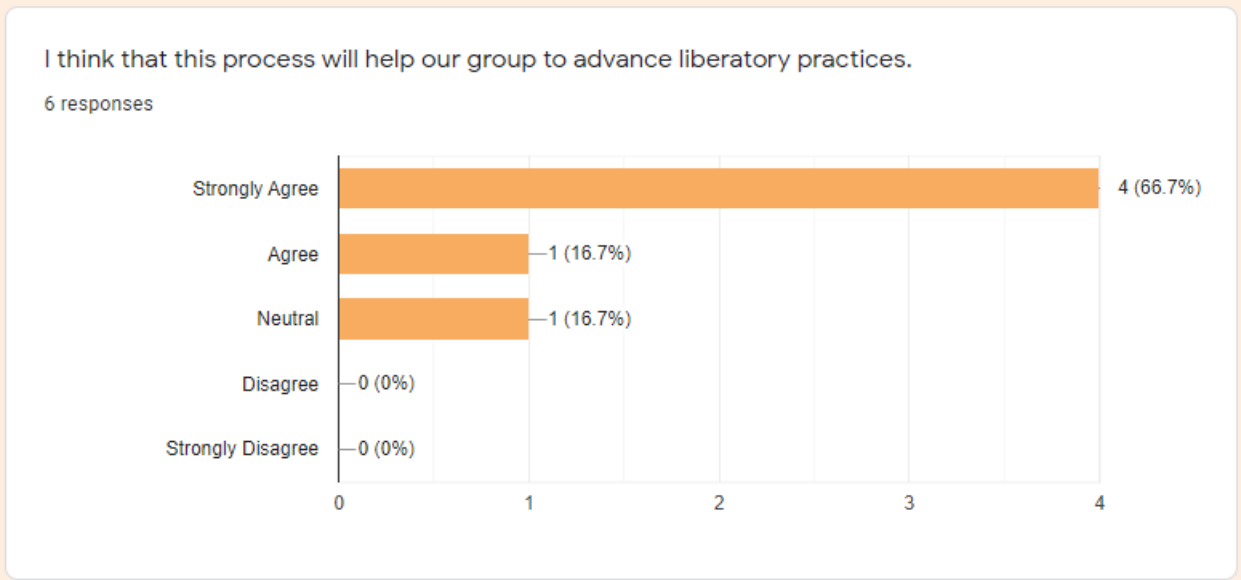
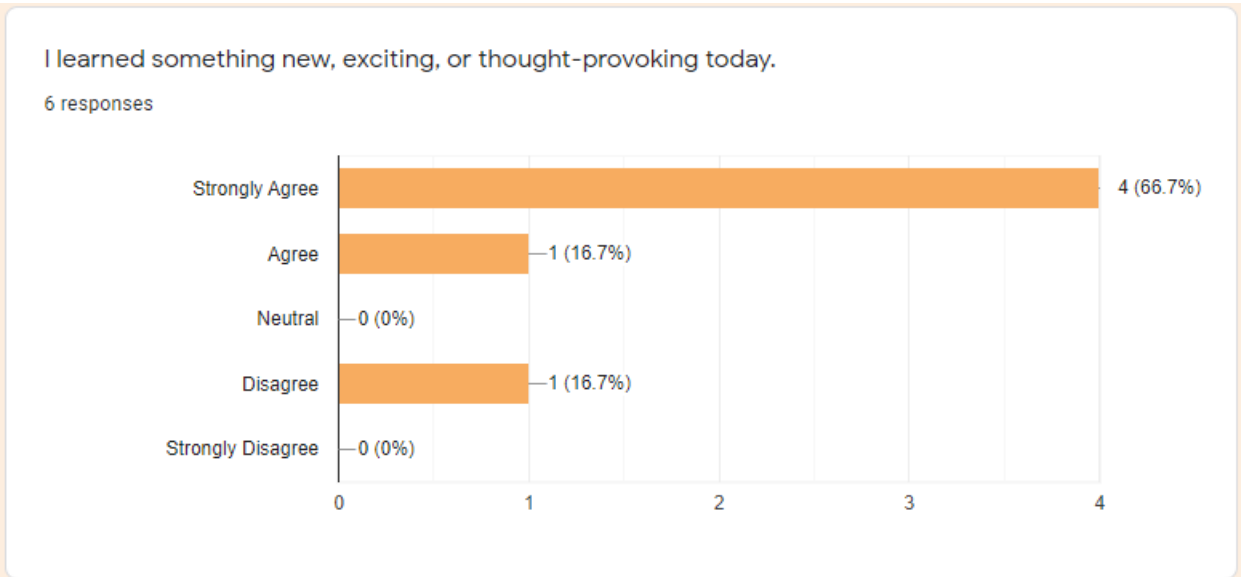
6 responses



I felt valued and affirmed in the space.

6 responses





What did you like about this workshop? 6 responses

Great pace, small groups, hearing from youth

I really appreciated the focus on how this group can do better and what we can be in the future

The openness, interaction, acceptance of everyone. Facilitators were the best I have had the opportunity to work with. Amazing session!!! Can not wait for more.

everything

I love the questions that were posed to the group.

The breakout sessions, group learning

What could have been different? 4 responses

I wish more of the membership was here

I'm not sure this should have been different, but most of the information was not new to me. I know that this was our first meeting of several, so I don't expect that to always be the case. Just some context for my ratings above.

longer breakout rooms

n/a

Is there anything that you'd like for us to share anonymously with your colleagues? 4 responses

nope

The CSAC meeting has moved in a direction in which family voice has been held up as sacred, and it makes me feel as if I shouldn't be part of discussions as a professional. There is quite a bit of downplay of the role of professionals, or inadvertent badmouthing of professionals, so generally it's not a safe place to participate. I think that's natural as we lift up voices of those who haven't traditionally had a voice, but I do hope that the pendulum can shift in the future so everyone's perspective can be respected - I don't think we have to push folks down to lift others up, because there are enough seats at the table.

My experience of this group is that white folks take up a lot of space with fragility that typically devolves into a family and youth shift rather than centering race and equity.

Anything else you'd like to share? 1 response

thank you both so much. your presentations really get me through the day sometimes. its nice to sit back and hear other poc say the things that need to be said *bless*

Appendix D: CSAC August Meeting Notes

Notes:

The survey results were mailed out just a day prior, we didn't have a good chance to look at the results. Are there things that stood out to other groups?

There's not a ton of youth representatives here today

Interested in the freeform comments - some comments "made my stomach fall"

"This mission feels unclear" - Agreed

"There is very little space for different opinions.... We spend a great deal of time saying 'yay, you'..."

My job is to bring youth with me. Ideally I work myself out of a job.

It makes my stomach fall that I'm bringing youth somewhere that I'm bringing youth somewhere where they're not being used effectively

I have ideas about ways we can make youth voice more beneficial

Policy objectives -- I asked at the time, were any youth involved in writing it. The first line of that document is "youth-focused"

Youth are coming back for feedback, but doesn't get buy-in from teens when they're just asked to make comments on something

I know peers get cagey when family reps are mentioned, "turf war"

A lot of youth struggle to feel heard, and if we have a "yay, you," then that's okay. If we're modeling. It's important to be strengths-based here

It's comments like this that make it feel unsafe to bring in youth voice

"I'm shocked by that."

We need to look at the culture here again. I thought we had made some strides, but if we

can't uplift young people and tell them that they're doing a good job and that we hear them, then that's sad.

"I didn't take that comment as offensive, I don't see it as saying we should say, 'yay, you.'" It's more about, rather than discussing the nature of the comment, we just say, "yay, you."

In line with “we don’t know what the focus of this meeting is.”
What’s the purpose of CSAC - The answers were all over the place.

I think there's definitely room to critique HOW we engage with youth voice absolutely

The culture of Oregon - how we perceive conflict and differences of opinion

“Some of the best meetings have conflict at them”

How do people show up, and how do we allow different voices and perspectives in the table.

How do we engage with what we’re hearing, instead of just receiving it?

We can talk all day about including youth/family voice, but if we’re not making them understand that your voice matters, and this is how you get your voice out there, CSAC is more than willing to hear family voice, maybe youth/family voice doesn’t know that.

We have an opportunity to look at the Convention of the Rights of the Child, it spells out specifically that children have a right to participate in a developmentally appropriate level, while the US stands alone in the world having not ratified the CRC that doesn’t stop Oregon from adopting it

When we adopt it we have the vernacular and political clout to go to communities and say that youth participation is a human right

Someone mentioned before culture of the meeting is important. I think we must all sit with our discomfort. We often do not know how to respond or the time may not be present to drill down on what was said, no matter how profound it may have been. There are many ways to recognize others and their opinions as a part of culture building.

on a slightly different note, one thing I brought up in my small group (as a new member of this group) was a question about how CSAC and SOC are similar/different/relate to each other. I have been wondering about that for awhile.....Both are charged with centering family/youth voice and I know each SOC has it's own culture. But just curious how these two committees connect or don't.

SOC Member - I join CSAC to know what ya’ll are doing

Question 3, what is the role of CSAC - to focus on kids’ system for behavioral health
SOC’s role is to monitor the entire kids’ continuum of care 0-25, OHA, Youth

Authority, DHS, etc.

SOC should listen to you as subject matter experts to use our collective voice to push that forward

We have received the draft about connectivity - it's on the agenda for October

Willingness to have active participation cannot be implemented unless there is support for meaningful participation...that means we all need to have similar information about what the issues and possible solutions. Rather than each member having to learn the information (including policies) independently, CSAC supporting staff needs to present the information and implications of decisions and possible recommendation.

FYI, In my experience, SOC is weak on the 0 - 5, upstream prevention world and addressing the many barriers there.

Some of the members of OHA in this meeting - how we can bring some of the work that's being done outside this group back here

It's difficult for folks to just know, we just trust that things are happening

We've asked for flexibility for different modalities of treatment, culturally responsive, it's been amazing seeing the work unfolding

I don't think people know about that

We need access to one another to have a touchpoint to chat outside of these meetings

our population of focus is on high level kids that are already involved in 3 systems. We know that's not the long term answer, and hope to reinvest savings by supporting high acuity youth to then allow for reinvestment in early intervention and support.

OHA does need to get better communication internally -- OHA licensing, medicare etc often are focused on monitoring, limiting access when the rhetoric of OHA now is about equity and liberation

OHA is increasing positions in the Office of Equity and Inclusion and many of the folks they are hiring are of color, if not all.

"I can't imagine the barrier to entry for people who didn't have the systemic advantages I had."

The language makes youth feel alienated, they don't speak up or don't meaningfully engaged because the language they use makes them feel othered.

There's a whole group of young people with mental illness are in the justice system, not with families who are able to advocate for their care, can't drive them into Portland to get them a bed. It would make me feel nervous to bring someone who has an even higher barrier to entry

CSAC was formed to hear input from youth and families, we're always striving to do that SOC advisory council is more of a higher level view of the system

We need to remember that this is a policy/program advising group and we aspire to plan and evaluate rather than to immediately address individual needs. We need to consider individual impressions and yet the focus needs to meet the needs of all.

In our group we did discuss that many of us wear multiple hats. I am a family member, nurse, grad student for mental health nurse practitioner, president of an organization for family voice/advocacy.

We used to meet in person - the thing I miss the most, people would bring food. We would all gather together and drink coffee and chat.

I wonder if there is space in these meetings to start with connecting. So folks could join the space before the meetings 'officially' start.

We talk, but what are we going to do with this information?

Are we going to put a good plan together about bringing youth voice, making it a safe space for them?

We really have to all work together to do this. There are a lot of places we can start

Looking at our bylaws and reconsidering rewriting them

What we're doing written-wise

People used to bring what we're doing at CSAC, bring it back to their groups, and then share the feedback back. That's critical.

Youth are meeting outside this meeting to prepare, and so are the family reps. It's has

been a successful model. Over the years this was a way to get things going.

The top and only priority within CSAC, for me, is supporting family and youth voice to successfully impact system change.

It's hard to make a smart structural decision if we don't know what our North Star is
What youth and family are telling us is the first and most important thing we are addressing, and to narrow our focus temporarily to address one or two things

We need to be really strategic about having representation on some other groups
To be mapping those connections

Youth and family voice won't be a task you can check off - it's a thing you do forever.

OCA Office of Consumer Activities has been talking about bringing advisory groups together at least once annually, e.g. CSAC, OCAC, SOC, AMHPAC advisory councils (OCAC=Or Consumer Advisory Council), SOC=System of CAre, AMHPAC = Addictions Mental Health Policy Advisory Council)

Yes. CSAC is and remains the advisory to the OHA Child and Family BH Unit, and the System of Care Advisory Council should be supporting you and the work product/suggestions you have.

Are we project-based, do we just give feedback, are we single-issue?

And Respect for the views of the child--today's topic and CSAC priority

also wanting to hear from young people how they feel like they can advise or influence work we do here at the state ... where do they see themselves

What is the scope and size of the projects we're able to undertake?

Appendix E: CSAC Mobile Response Caucus Notes

Youth Caucus

We need inclusion of voices of youth

Youth that don't look like us

Youth that aren't in family homes

Youth that aren't in schools

Incarcerated youth

Family voices have more power in these spaces because they're adults

Harder to get teenagers into the room, and get them to talk

Crisis Response: Having "actual services" to get these youth to

Peer services

Respite

Community Centers

Services that can support while you're waiting for a higher level of services

With our current work force issues, are we adding to caseloads here?

Role clarity

Adequate supervision

Adequate compensation

If more work is given, those bearing the brunt will have the lowest pay/education

If we're going to hire more people, we can't hire people who aren't young

Spanish speaking youth

There are people who know how to do culturally responsive care

Policing, child welfare -- we need to talk to people most harmed by these systems

Practitioner note: And youth who have benefitted

Family Note: hard when communities don't understand that youth need to be

part

of the solution

Equity Lens Notes:

Ways to include youth voice

- Finding the interests of youth and meeting them there
- Platforms they're on a lot

Incentives

- Gift cards
- Data from disenfranchised communities
- Follow up with the data we retrieve

Jamboard

- If youth are expected to come to meetings, let's give them the freedom to express themselves so they feel comfortable

We need representatives from more diverse populations

Insurance - Private vs. OHP

- Transition aged youth and insurance

Family Caucus

Themes:

Law Enforcement: Is this going to escalate the problem? Are they going to come in and ask a lot of questions (may not be helpful in the moment)

- Youth associating police with danger

What's going to happen now

- We have crises happening now

 - Someone in our group called crisis and was met with a recording

- Suggestion: A family partner who isn't system involved would be a faster roll-out

Non-English speaking

- How do they get help?

- Equality of service

 - Often not treated with respect, not responsive,

Resources across communities in Oregon?

Families are getting tired and need help now

The people that are impacted most are those that it helps a lot, and those it doesn't help at all

We need bilingual therapists - there's a shortage

No insurance

The long term plan (passing off to long term care) is not insurance neutral

Will they just keep going to crisis b/c it's their only option

We are very reactive

Putting our finger in the holes in the dike

Wrap is not for everyone; can't get it b/c of insurance

A sense of losing hope that this is going to work

Hard to see the vision

Barriers

No insurance

Not designed for every family

Some families where this will not work very well

State/county plans don't necessarily work well together

A lot of counties do their own thing

Families aren't involved in those conversations

Finger pointing back and forth between entities

How to access; communication

How are we getting the word out?

Where are the pieces where families are supporting other families

We need help NOW

Practitioner/Agency Rep Caucus

Availability of services

Who's best suited?

Geographical distance

Infrastructure

Will telehealth be continued after pandemic?

Staffing is issue

If start and unable to respond will cause more damage.

Training issues for working with younger youth in crisis; crisis for ¾ year olds different than young adults requires different deeper level of training

Funding mechanisms

Struggle for families with connection

Speaks to mental health parity-treating MH crisis with same urgency as medical if truly equal

What would you advise OHA think about?

From Annette: Would like us to stop thinking about it as a separate crisis response system--but as part of a continuum which ALL centers a family support approach.

I'm very concerned about the funding mechanisms --- and believe that the funding should be shared by insurance companies who have LOTS of money whether they want admit it or not and is not all on the backs of our public system.

What questions do you have?

-Who will be most impacted by this model? (potentially)

Any one with children that have special needs or teenagers.

Peers and peers families

People that interact with the children

Organizations that currently provide services in a specific model

Collective of people

Payment model

-Will this impact communities immediately, or is it a more long-term solution? Perhaps both?

Both as this requires a mind shift at several levels

Capacity need to be able to hire now

Future state-longer term realistic expectations

Need to allow for transition time

10 year plan (changing system) that includes crosswalks/guidance/trainings

Lived experience is a major shift in the system

-What might be the unintended consequences of this measure?

Does this work center some communities at the detriment of others? (Think: is this for able-bodied youth? Perhaps it works less well for youth with disabilities?)

Underfunding

People of color fearful of utilizing services if not staffed with appropriate cultural awareness

Families with SUD may also be reluctant to seek/ask for help

Adolescents involved with SUD may not seek/ask/use services.

-Are those most impacted represented in CSAC? Who are we missing?

-Who do we have relationships with in those communities that we can loop into this conversation? Do we have an entry point?

Incentives for moving to the area for housing needs

Incentives to keep people increase satisfaction of remaining in positions

Bonus model for people that stay in their positions for a specified amount of time