

MH Integration Council Meeting

September 13, 2022

Agenda

8:30 - Welcome

8:35 – Our Principles!

What was the result of our July meeting?

-Review vision – this is an EVOLVING document!

Equity is #1, and that is the focus of our discussion today

Dr Levine and Alison – tell us what want to learn in this discussion. What have you noticed about the importance of equity in healthcare? What do we need to think about specifically when it comes to integration and equity?

Define equity – includes economic status, developmental disabilities

9:05 - Health Equity - What do we want and why?

Xusanna Davis

Kheya Ganguly

Alison Krompf, Deputy Commissioner, Department of Mental Health

Dr. Mark Levine, Commissioner, Department of Health

Questions for both Xusanna and Kheya

- 1) What three points do you want to get across to this group?
 - a. People, place and partnerships
- 2) Can you give us examples of how those three Ps support getting to equity?
 - a. People – who? Why? What will change practice?
 - b. Place – what do you mean by “place?” Why is this important?
 - c. Partnerships (define “partnership” – show us how an effective partnership moves us toward equity or brings more equity in.)
- 3) Data discussion – if today’s approach to using data to guide practice doesn’t work, what do we do instead? Qualitative data vs. traditional data.
- 4) What can we each do to help build equity, no matter our position?
 - a. Get comfortable doing things you’re not accustomed to (examples)
 - b. Challenge power and structures (examples – small, seemingly minor steps we can take)
 - c. Make equity second nature – build it into every part of your work process. (examples)
 - i. Specific points how do this – Kheya can illustrate this with story about her daughter giving birth in Vermont. Give examples of what to do.

10:10 - 10:30 Breakout groups

As a Council, what would you want the working groups to be exploring to make sure this underpins the entire healthcare system?

What should we be considering as a Council as we prepare the report for the legislature to ensure diversity and equity is the foundation of all of our actions and recommendations?

Send your outcomes to Kathy.

Break (15 mins)

Break into our four Workgroups

Geoffrey, Joanne, Heidi Considine, Lindsey Owen, John Saroyan, Alexis McGuinness, Alexis McGuinness, Alex K, Anna Brouillette, George Karabakakis, Devon Green,
For report out to full Council

- 1) One or two ideas of how to bring equity into your professional work
 - a. Wondering if there is a way to create flexibility in policies—how are institutions working with federal entities to promote equity and cultural sensitivity in policies.
 - b. Thinking about the way we collect data—and the premise of qualitative data and think of data differently.
 - c. Policy discussion-intentions may be all well and good BUT how do we move beyond that. there is a conversation in there about how we push on change and differently.
 - d. Changing hiring practices in healthcare organizations, licensing practices, we talk about encouraging hiring from a variety of backgrounds, but current hiring practices sets up barriers. Have people in hiring teams who represent the groups you are hoping to recruit from.
 - e. DA who completed their strategic planning process-justice inequity is their first priority of 7. They are embedding and weaving justice inequity work into each of their other priority areas. Unless the people who are most impacted by the policies are a part of all the work and informing what happens, the work doesn't move forward in the best way. We need to create our culture. They are learning and moving forward and it is a journey. It's about the process to get there.
 - f. We should be including the people we work with in our policy work, etc—how do we do that?? are there groups?
 - g. Are we giving stipends to folks in this group who are not paid to be here?
- 2) One or two ideas of how your workgroup will ensure the work is equity-based
- 3) Capture a brief response (this could be three words or a sentence) to describe response to Report template.

PART 1 – Equity as our foundation

Facilitator and Notetaker-Cheryle Wilcox

Present: Andy Pomerantz, George Karabakakis, Christine Werneke, Kelly Klein, Julie Parker

10:45-10:55

Remind your group about the principles document from July (please record any suggested changes and forward to Kathy).

Principles:

1. Wellness focus (not disease focused)

EQUITY

Social Contributors to Health

2. Patient choice/patient driven (vs. “patient centered”)

“Care where people live, work, and play”

Importance of mobile crisis services

Family/child/youth focus where appropriate

Lifespan approach

Peer support

Care coordination (with coordination among the coordinators!) – need fair reimbursement, ongoing training, workforce development (“they’re swimming in a sea of vagueness.”)

Do not medicalize mental health—what does this really mean? Does it mean not focusing on medications? This needs flushing out. It needs to be clear that everyone has mental health and not assuming it is a medical diagnostic concern. Think more about healthcare, not medical care. Viewing the individual in context-which may or may not be treatment of mental health or physical health.

Caregiver support/outreach for homebound

3. Appropriate and Sustainable reimbursement, with ease of providing care regardless of insurance

Focus on collaboration and not focusing on competition/fighting for limited resources

Medicare issues –

- 1) private mh providers can’t bill! Yet we have one of the oldest populations in the country (needs are great).
- 2) Insufficient coverage overall, too complex. Just cover care!

4. IT—this is very important and we need data for everything—it is as much about need for data as integration of data!

- Safety/security for IT/EHRs

- IT Infrastructure/Health Information Exchange – patient no longer provides same info repeatedly
- Data management – observe and measure clearly

5. Evidence-based/best practices

Comment: Principles are well-done and agree about where are we with defining these as action. How do we have a mini-roadmap for foundational infrastructure for each one.

10:55-11:05

Consider the conversations we had this morning, both with Xusanna and Kheya and in the breakouts. Ask everyone to share what they heard. This should inform the rest of the morning's discussion.

11:05- 11:20

Brainstorm how this will inform how you bring equity into your professional work? **Capture two or three ideas to report to Council.**

1. **Ensuring we are engaged with the right people who are impacted by the work—getting their direct feedback.**
2. **Justice inequity being a priority to set up structures, a process by which every priority is viewed; involving the people who have lived experience and ability to look through a particular lens; for each organization this may be different but need to have the right people to inform us.**
3. **Talking about equity at our own tables, staff meetings, HR meetings, keeping it at the top level and checking in with each other about it. eg. "Is there anything we should consider about equity today?"**
4. **Another eg. Women's Health Initiative is undergoing discussion about a name change to ensure there is inclusion in the name, and inviting individuals to the table for the discussion.**
5. **We need to do our own work about what does equity mean, what do terms mean that we use. It is the individual responsibility of all of us.**

How will your workgroup ensure its work is equity-based? **Capture one or two ideas to report to the Council.**

1. **We need to think about this workgroup going forward-how do we try to invite other perspectives. OR we go to them and bring the information back to this workgroup.**
2. **Consider inclusion as well and how we incorporate that into our workgroup.**

Part 2 –Drafting the Legislative Report

11:20-11:45

The report is due to the legislature in January 2023. We will finalize a draft at the November Council meeting. Kathy will send subsequent drafts for comment around via email.

Because of the pandemic, the Council started late and will continue to meet through July of 2023, so the report will be "interim" rather than final. We will update the report after the final meeting in July of 2023.

We are asking that each workgroup begin populating the report, and to continue this work in Workgroup meetings between Council meetings.

Information added can take the form of bulleted lists that state progress to date, or be more specific if possible.

- Review the template
 - Action from primary workgroup—peers has not been confirmed as a workgroup action.
 -
- Review the section for your workgroup – adjust/edit as needed

How do incorporate some foundational information about the history of mental health--History of mental health and the discrimination and marginalization that was entailed in how the system was created and how that led to eugenics and discrimination. Models like whole health move us beyond the history and how things began.

11:45 – Workgroups report out to Council

For report out to full Council:

- 1) One or two ideas of how to bring equity into your professional work
 - A. We need to do our own work about what does equity mean, what do terms mean that we use. It is the individual responsibility of all of us. Talking about equity at our own tables, staff meetings, HR meetings, keeping it at the top level and checking in with each other about it. eg. "Is there anything we should consider about equity today?" continuous quality improvement process and lifelong learning.**
 - B. Ensuring we are engaged with the right people who are impacted by the work—getting their direct feedback. Justice inequity being a priority to set up structures, a process by which every priority is viewed; involving the people who have lived experience and ability to look through a particular lens; for each organization this may be different but need to have the right people to inform us.**
- 2) One or two ideas of how your workgroup will ensure the work is equity-based
 - 1) We need to think about this workgroup going forward-how do we try to invite other perspectives. OR we go to them and bring the information back to this workgroup.**
- 3) Capture a brief response (this could be three words or a sentence) to describe response to Report template.
 - a. Include history of MH**
 - b. Put in list of models that the council reviewed to inform integration work**
 - c. This workgroup will be meeting again to discuss more about their action steps for the report.**

