

Growing Roots

The Young Adult Services Project

June 26, 2019



Agenda



I. PROJECT OVERVIEW

- Purpose
- Expected Outcomes
- Activities & Timeline



II. TAY ADVISORY COUNCIL

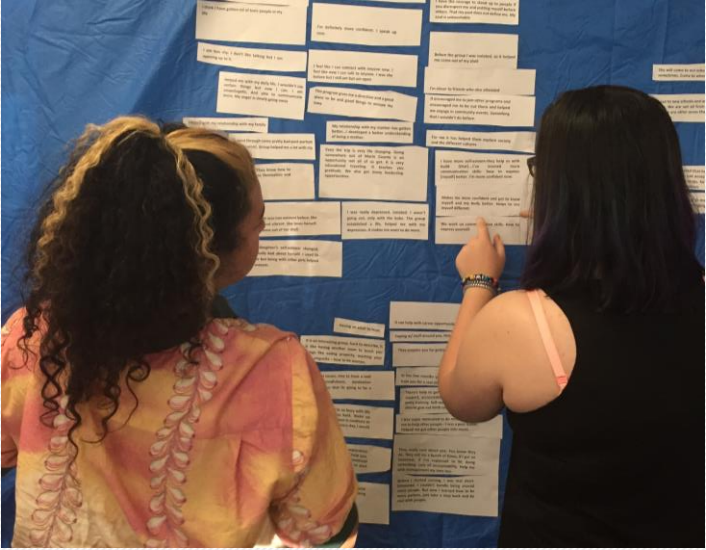
- Who We Are
- Activities



III. EVALUATION FINDINGS

- TAY Participation and Outcomes
- Provider Outcomes
- Key Takeaways





Project Overview



Mental Health Services Act (MHSA)



MHSA is funded by a 1% tax on income over \$1 million in California. Funds are used to support programs to expand and transform the public mental health system to address the needs of the underserved.

Community Services & Supports (CSS)

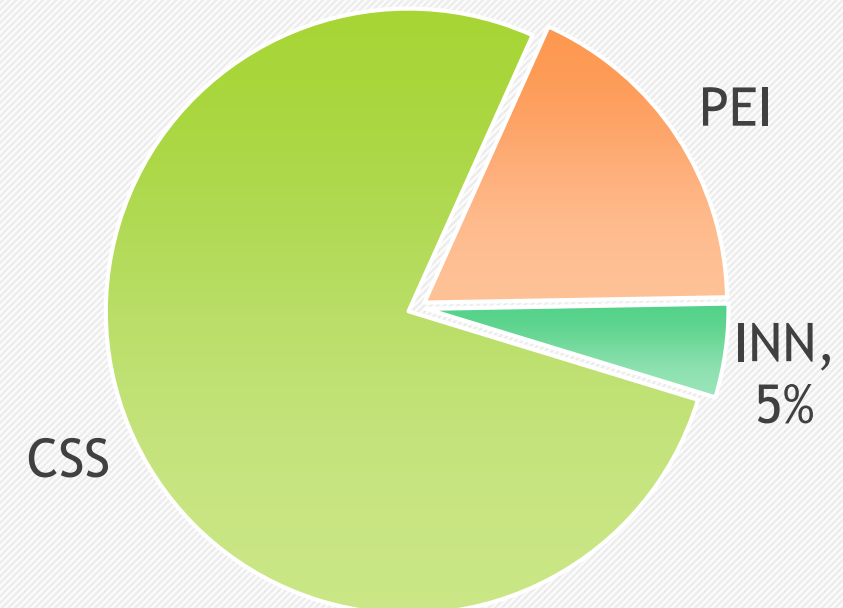
Prevention & Early Intervention (PEI)

Innovation (INN)

Capital Facilities & Technology Needs (CFTN)

Workforce Education & Training (WET)

MHSA Funding



Purpose



Reduce disparities in access to culturally competent behavioral health services for TAY from un/underserved populations who are at risk for or experiencing a mental illness by building on the strengths of the informal system of care.

Informal System of Care

Informal providers - such as grassroots, faith-based and peer led efforts - provide services that support well-being and recovery, but are not considered part of the formal behavioral health system of care.



Growing Roots Expected Outcomes



Outcome #1



Increase integration of the **informal system of care** with the formal behavioral health system of care

Outcome #2



Increase access to **culturally competent** behavioral health services

Outcome #3



Improve outcomes for TAY at risk for or experiencing mental illness

Outcome #4



Identify **key elements** that have led to success

Project Timeline and Activities

Identify a Goal/Problem	Conduct a Needs Assessment	Develop a Plan	Implement and Evaluate
<p>Marin developed Growing Roots project:</p> <ul style="list-style-type: none"> ❖ INN plan approval ❖ TAY Advisory Council began ❖ Facilitator and evaluator identified 	<p>Growing Roots conducted a needs assessment:</p> <ul style="list-style-type: none"> ❖ Needs assessment planning ❖ Data collection ❖ Data analysis and reporting 	<p>Based on the results of the needs assessment:</p> <ul style="list-style-type: none"> ❖ Develop an action plan ❖ Identify providers to implement the needed services 	<p>Based on the action plan:</p> <ul style="list-style-type: none"> ❖ Engage in joint learning process with providers ❖ Develop and implement evaluation plan
<p>February 2016- August 2016</p>	<p>September 2016- June 2017</p>	<p>July 2017- December 2017</p>	<p>January 2018- June 2019</p>



TAY ADVISORY COUNCIL



Purpose



TAY Advisory Council

Included a diverse group of TAY

Provided expertise

Worked collaboratively



Who we are



28 TAY

14-30 age range

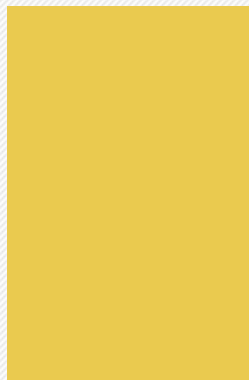
8 LGBTQ

2 Mothers

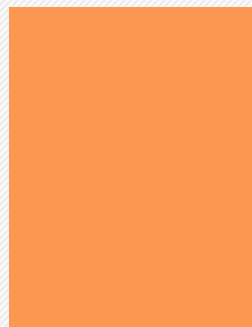
Latinx, 9



Multi-Racial, 7



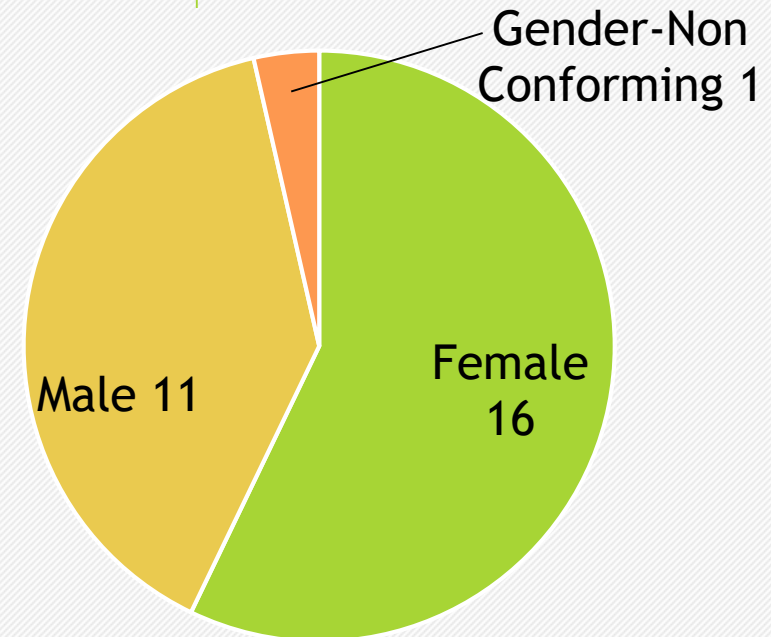
White, 6



African American, 3



Asian, 3

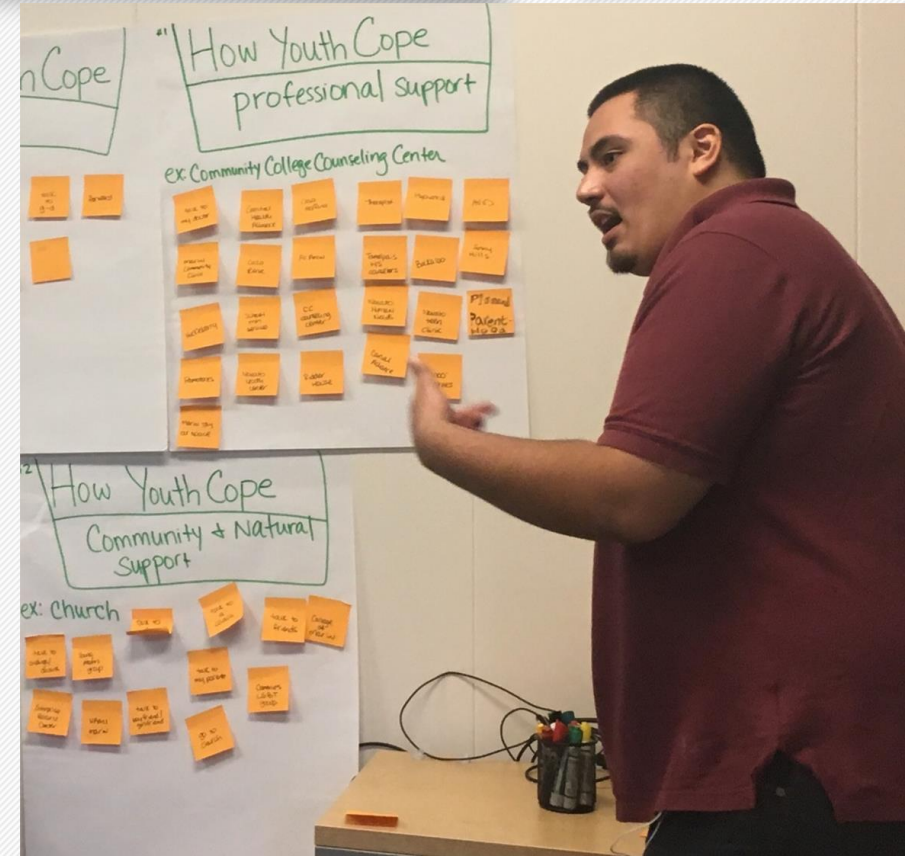


Activities: 2017 Needs Assessment



The TAY Advisory Council led a needs assessment process to identify existing and needed services in 2017.

- ❑ Designed data collection tools
- ❑ Facilitated 22 focus groups
- ❑ Analyzed data including public data



Activities: Action Plan



The TAY Advisory Council helped select 10 community providers to fund to provide needed services.

Marin City
Fatherhood
Council

Integrated
Community
Services

Marin Asian
Advocacy
Project

Multicultural
Center of Marin

Opening the
World

San Geronimo
Valley
Community
Center

Surviving The
Odds Project
(STOP)

The Spahr
Center

WISE Choices
for Girls

Young Moms
Marin

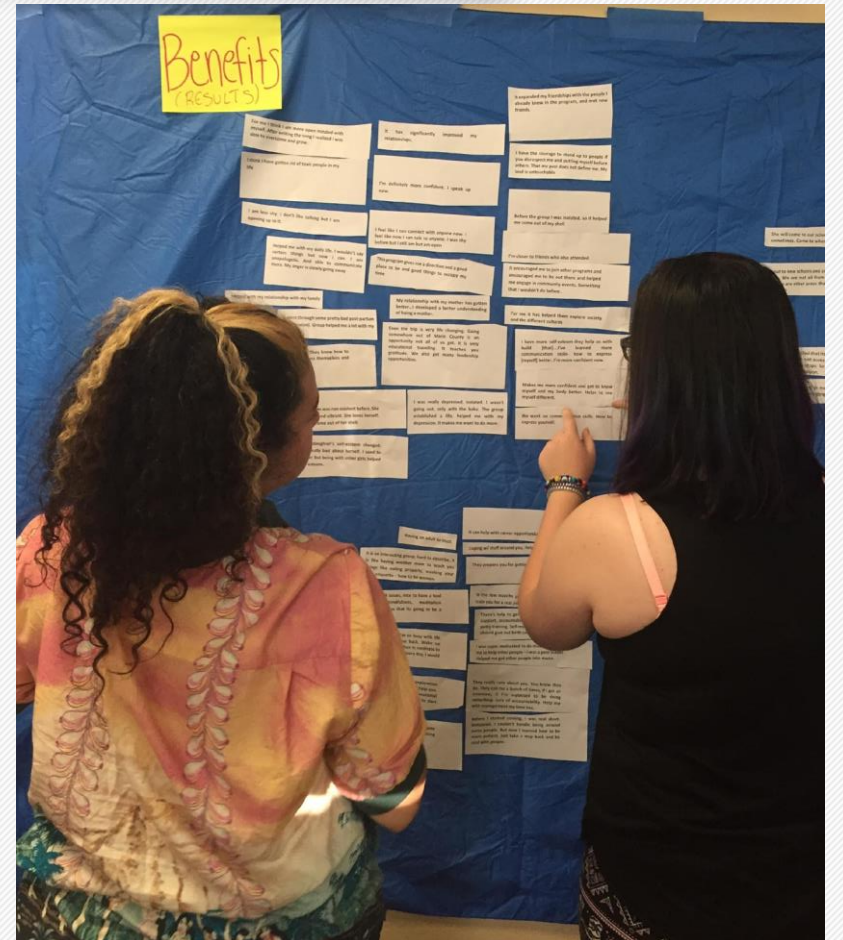


Activities: Implementation and Evaluation



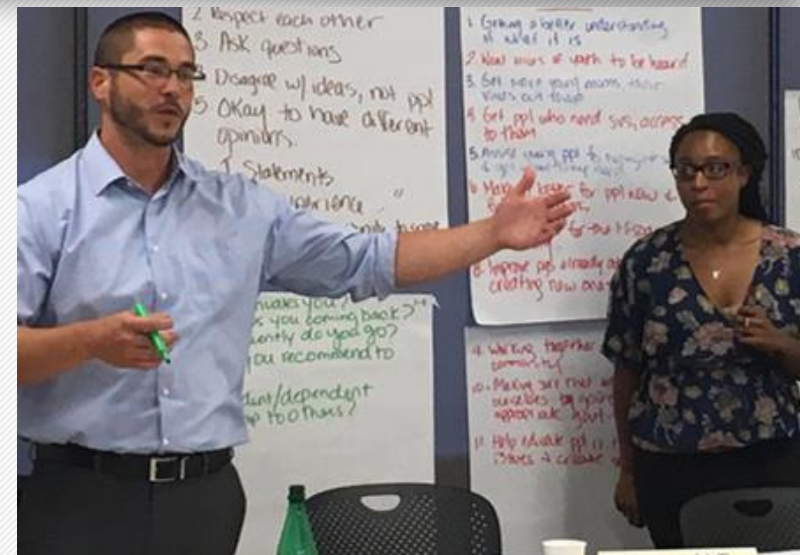
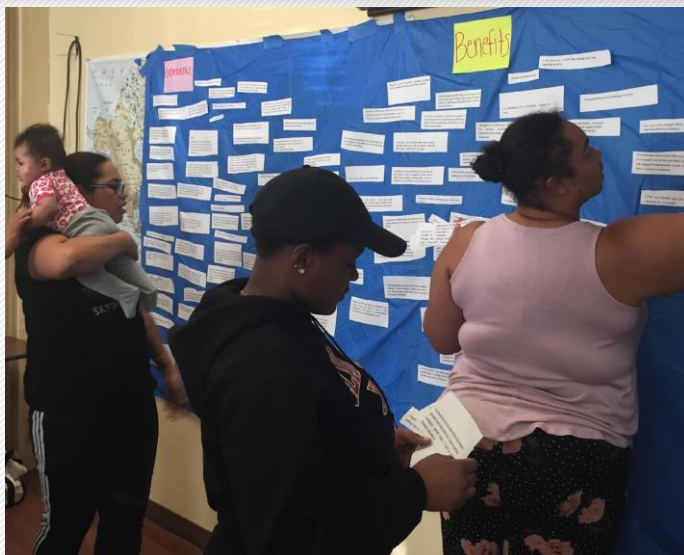
The TAY Advisory Council designed and conducted an evaluation of Growing Roots services in 2019

- ❑ Designed survey, focus group protocols
- ❑ Facilitated 12 focus groups
- ❑ Analyzed data including survey responses





EVALUATION FINDINGS



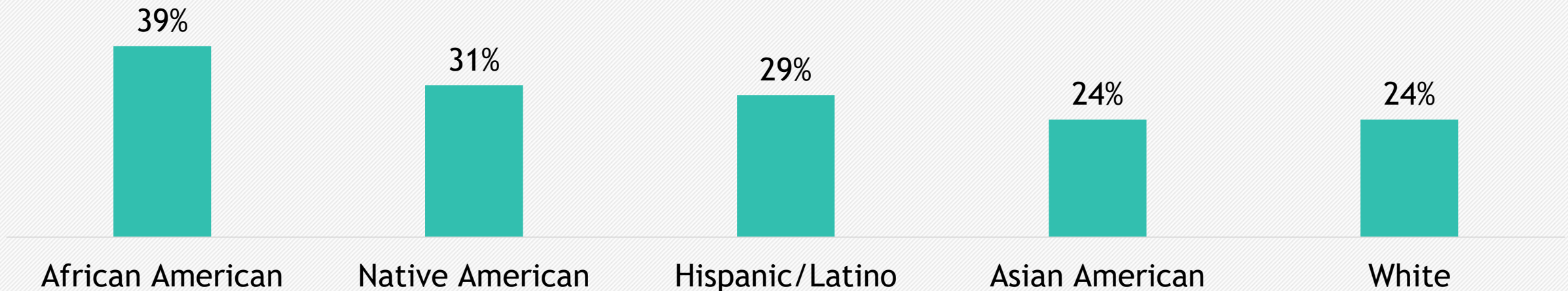
Did programs reach underserved TAY?



Needs Assessment, 2017

Racially/ethnically diverse youth face barriers accessing services.

Self Reported Symptoms of Depression Among High School Students
(CA Healthy Kids Survey, 2015/16)

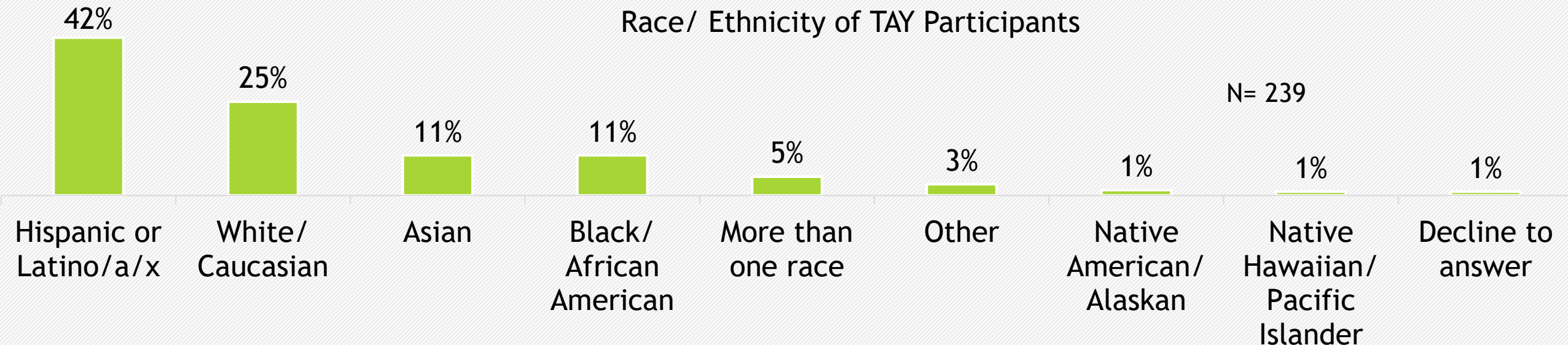


Did programs reach underserved TAY?



Evaluation, 2019

**Growing Roots funded services reached diverse TAY.
More than 70% identify as non-White.**



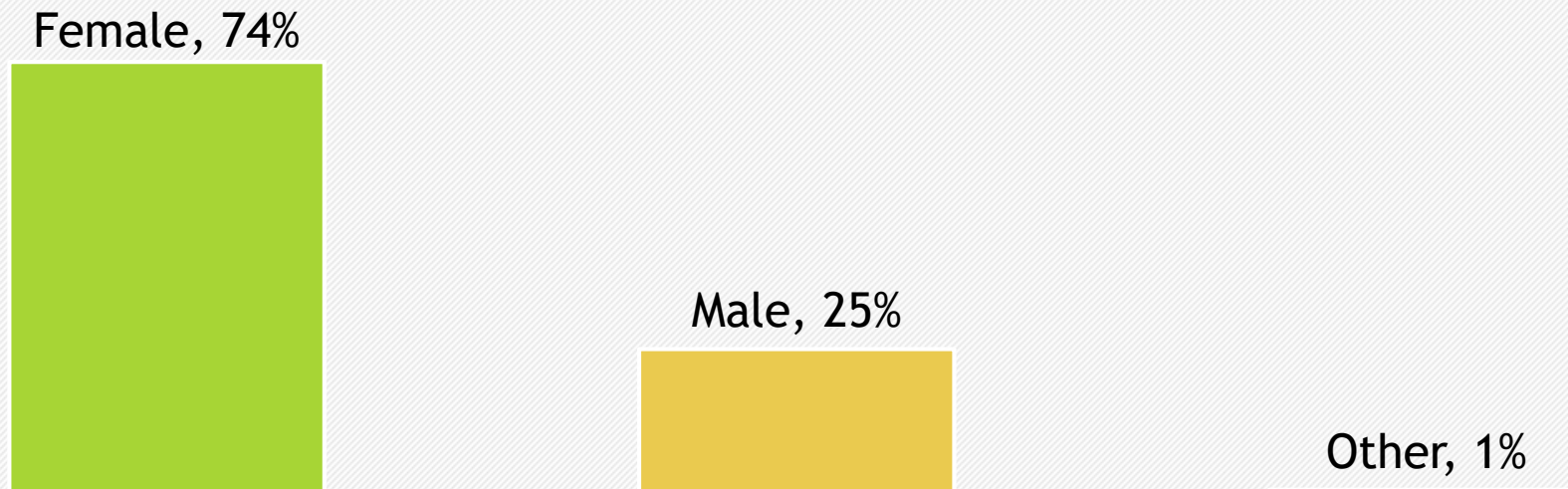


Did programs reach underserved TAY?

Needs Assessment, 2017

Males are less likely to receive prevention services and more likely to receive treatment services.

Prevention & Early Intervention (PEI) Participants*



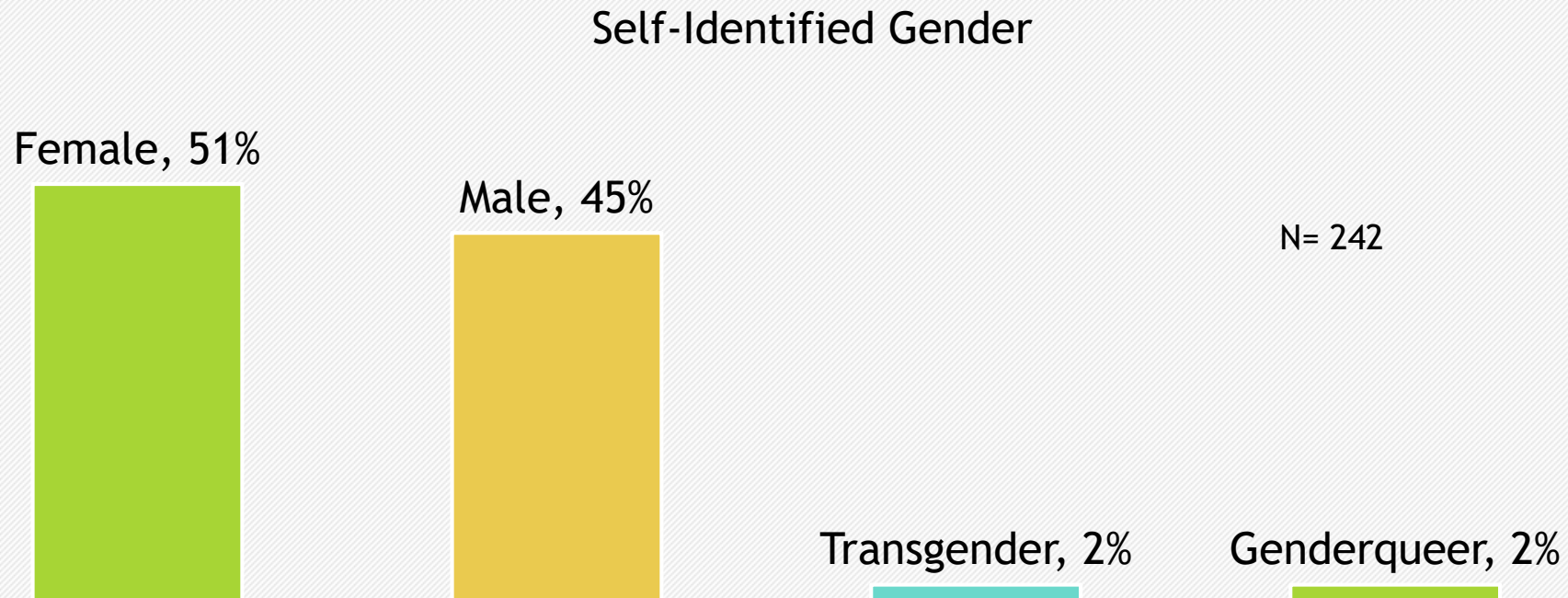
*2016



Did programs reach underserved TAY?

Evaluation, 2019

Males made up almost half of Growing Roots program participants.



Were services culturally competent?



Needs Assessment, 2017

TAY reported feeling reported experiencing difficulty connecting with providers that do not reflect their own cultural identity or lived experience.

““ *For some [in services] there is no one that looks like them.*””

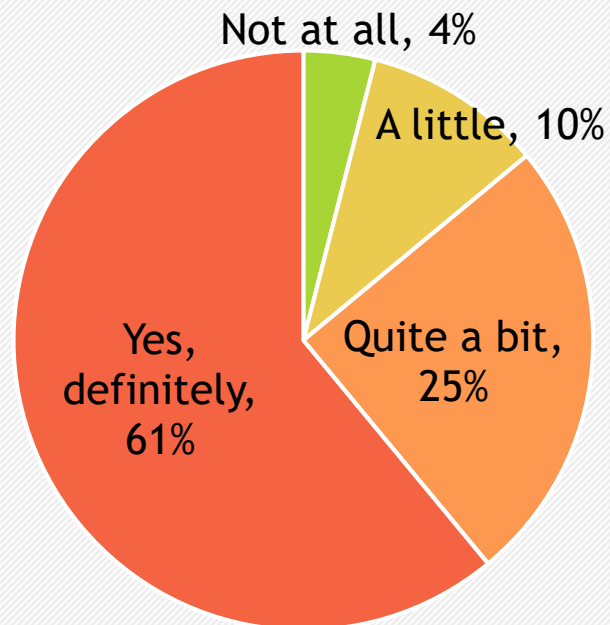
““ *What is the point of having staff that cannot connect with us and understand our struggles?*””

Were services culturally competent?



Evaluation, 2019

Overall, youth felt staff can relate to them because they have similar backgrounds and experiences and are comfortable with them.



👏👏 *They liked it because they have that communication with them. They have a bond as they say. It doesn't bother them sharing their troubles with them.* 🗨️🗨️
(Parent)

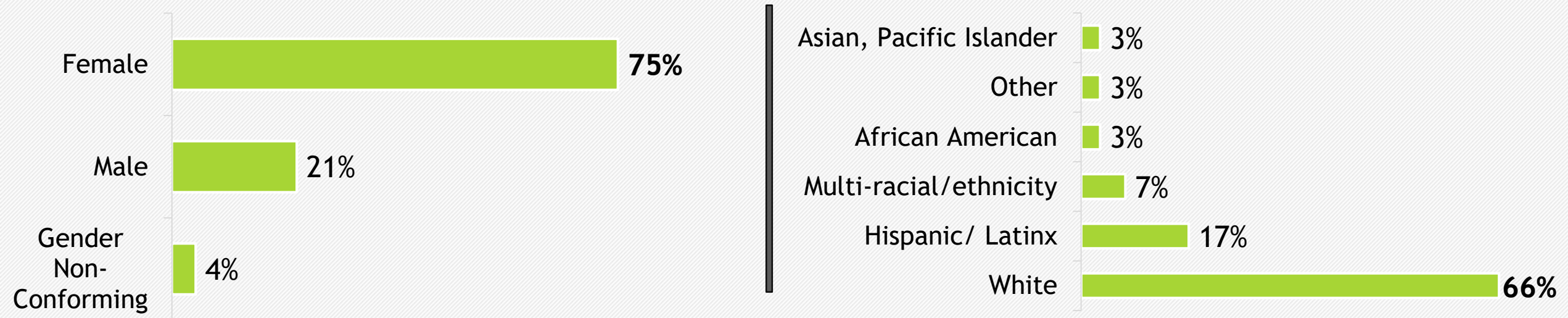


Were services culturally competent?

Needs Assessment, 2017

60% of TAY indicated that services were not reflective of their culture and reported a need for increased representation among providers.

PEI Provider Demographics, (2016)



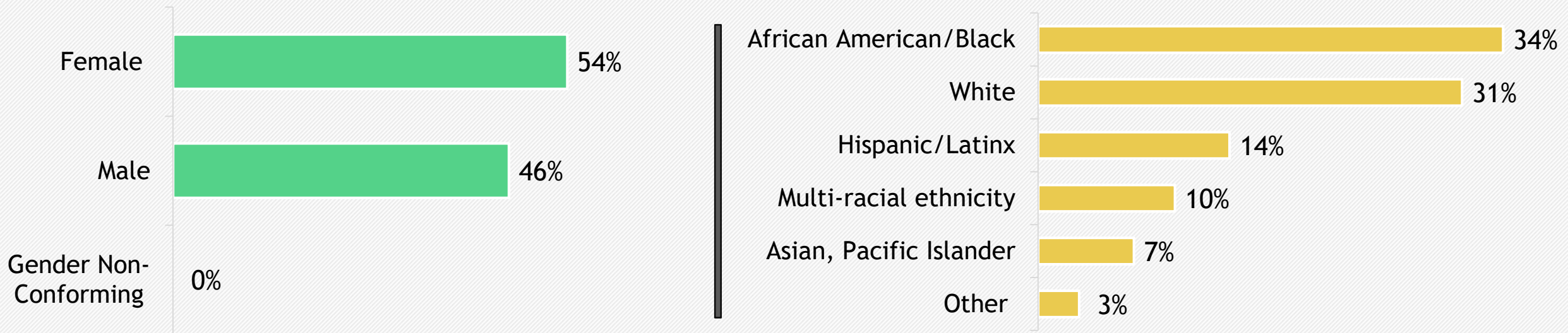
Were services culturally competent?



Evaluation, 2019

Growing Roots service providers were more reflective of TAY's background.

Growing Roots Provider Demographics



Were programs responsive to TAY Needs?



Needs Assessment, 2017

TAY reported a need for **someone to talk to** who can provide guidance, mental health support, and help support their goals.

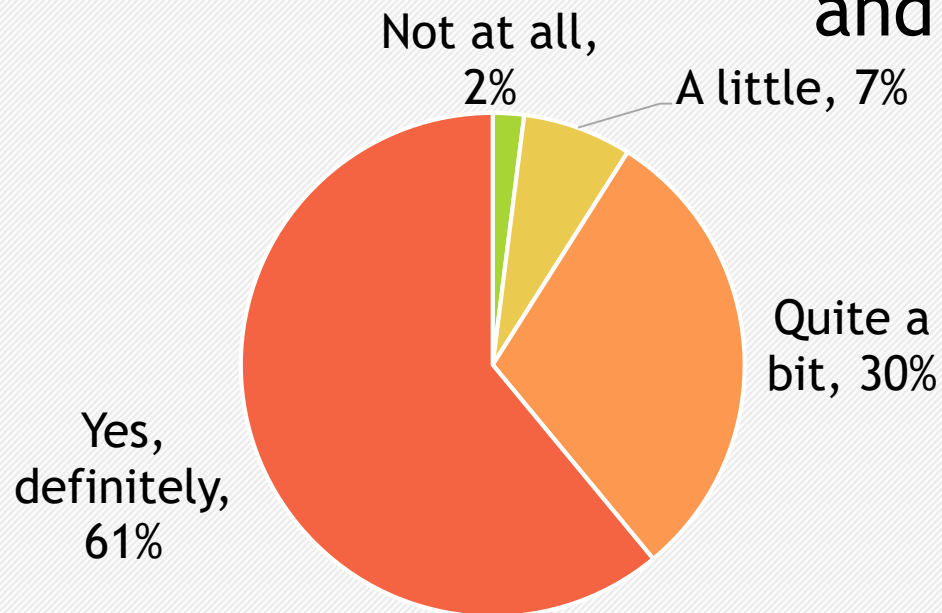


Were programs responsive to TAY Needs?



Evaluation, 2019

TAY shared that they developed strong relationships with staff and feel cared about.



She treats us like peers and friends while also providing direction and guidance.



Were programs responsive to TAY Needs?



Needs Assessment, 2017

TAY reported the need for positive coping skills:

- Exercise
- Being outside
- Connecting with friends and family
- New experiences



Were programs responsive to TAY Needs?



Evaluation, 2019

TAY reported enjoying program activities that:

- Exposed them to new experiences, concepts, and places
- Helped them make friends
- Helped them learn about their own culture

““ They introduced us to new things I wouldn’t have ever done. ””

““ Going somewhere out of Marin County is an opportunity not all of us get. It is very educational traveling. It teaches you gratitude. ””

““ I joined to be around other moms. I was really young and had no friends. So all these girls became my friends. ””

Were programs responsive to TAY Needs?



Needs Assessment, 2017



TAY stressed how providers need to create safe spaces to ensure TAY feel comfortable and understood.

Were programs responsive to TAY Needs?



Evaluation, 2019

TAY reported that programs provided a safe, inclusive space for youth with similar backgrounds and experiences.

- BB Being in a place with other guys going through the same things. QQ*
- BB I like that the people here respect each other and when you need help they help you. We are a good team. QQ*
- BB I never felt super connected to the queer community overall so it's a nice opportunity to feel connected. QQ*



Did TAY benefit from being in programs?



Needs Assessment, 2017

TAY reported experiencing high levels of stress and using harmful coping mechanisms, such as drugs, alcohol, and isolation, to cope with their issues.



Did TAY benefit from being in programs?



Evaluation, 2019

TAY reported that they developed and strengthened protective factors that support their mental health such as **having a community of peers.**

☺☺ *It helps me a lot to hang out with peers
- I can see what is good for me. ☺☺*

☺☺ *A nice part of the program is that we
see it as a community not a program.☺☺*

☺☺ *I feel like it has changed me a lot. It taught me
that it's ok to feel how I feel especially because
we are with others that feel that way.☺☺*

Did TAY benefit from being in programs?



Evaluation, 2019

TAY reported that they developed and strengthened protective factors that support their mental health such as developing healthy coping skills and increasing their self-esteem.

👉👉 *Before I was very quiet and monotone. I feel like I have a voice and my confidence with my family is different. I am more open to speaking about my feelings. 👉👉*

👉👉 *I care more about myself and that is big. I do more things to better myself and it goes back to being in toxic relationships- I was able to get out of that because of this program and the support I get. 👉👉*

👉👉 *I have developed different coping mechanisms for when I am going through a suicidal spiral and this group has helped me with [that]. 👉👉*

Did TAY benefit from being in programs?



Evaluation, 2019

TAY reported that they developed and strengthened protective factors that support their mental health such as **gaining basic/ life skills.**

“There’s help to get your license, education, support, accountability, housing, parenting. Its self-motivating.”

“Now that I have gone through the program I feel like my speaking and professional skills have increased.”

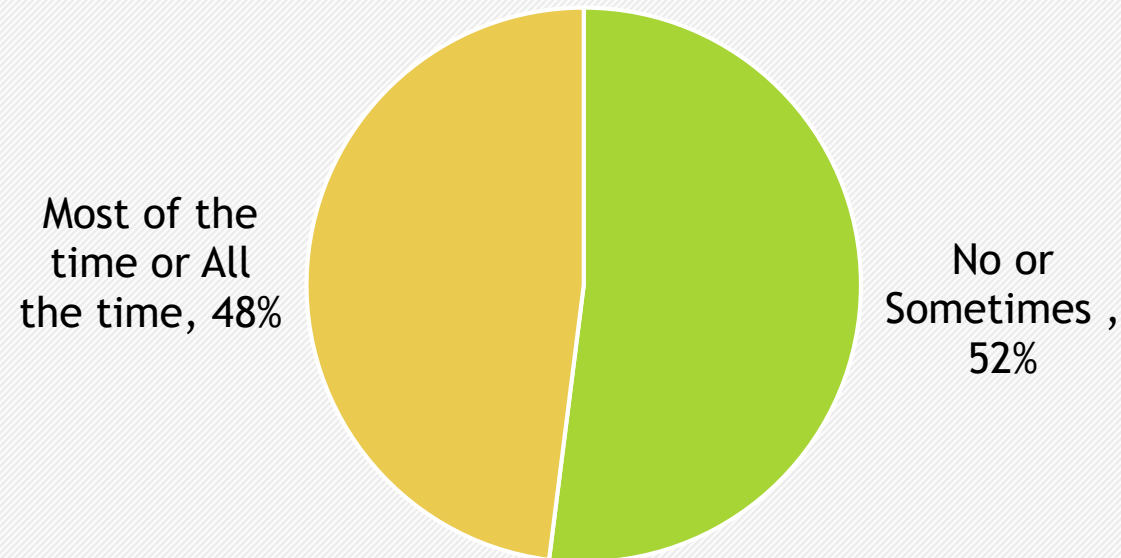
“There are also a lot of skills that go into managing and planning all the things we do. So it is career opportunities and experience, resume boosters if you want to look at it that way.”



PROVIDER/INTEGRATION

Needs Assessment, 2017

Over half of Marin youth said they do not regularly get the mental health services they need.

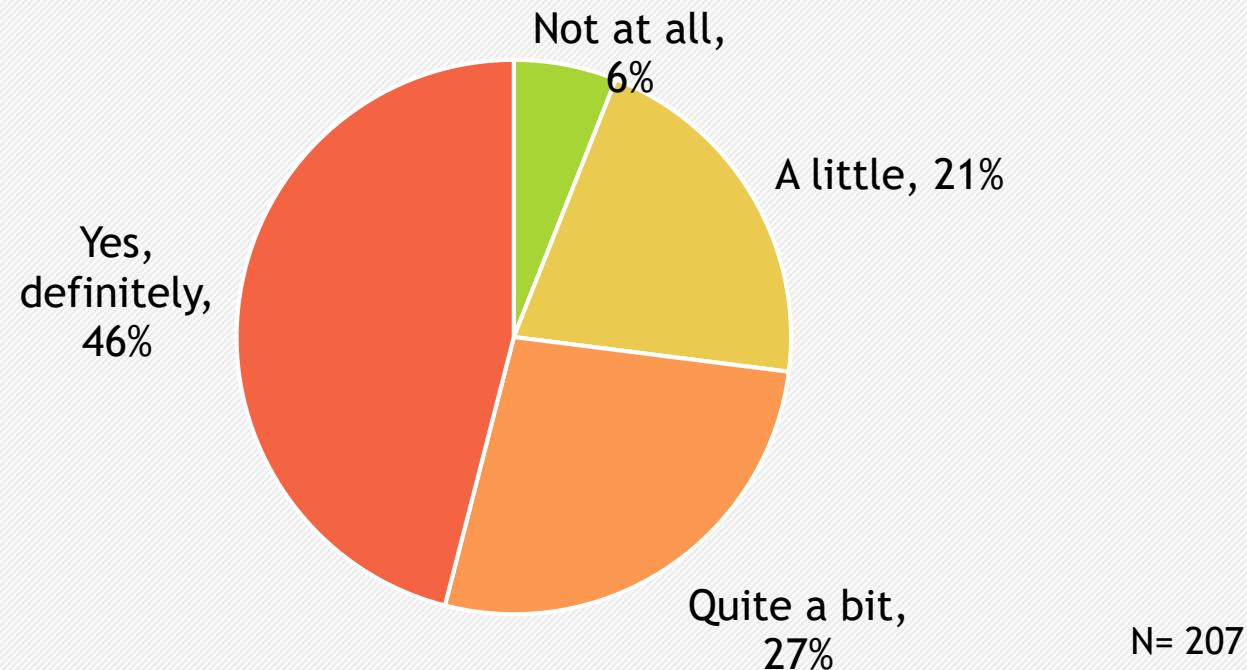


PROVIDER/INTEGRATION



Evaluation, 2019

Almost all TAY that participated reported that they **gained knowledge** about other mental health services that they can access.





Providers



Key Activities



In the past 2 years, Growing Roots Providers participated in:

ACTIVITY TYPE	DESCRIPTION
Learning Collaboratives (3)	Formal and Informal services available; How to best serve TAY
Trainings (4)	LGBTQ Cultural Competency; Mental Health First Aid; Trauma; First Episode Psychosis
Guest Speakers (2)	TAY & Social Media; Funders Panel
Technical Assistance	Evaluation; Data Collection; Program Development; Sustainability

How did participation in Growing Roots improve services for TAY?



Services for TAY

Through focus groups, Growing Roots providers shared that participation in the Innovation program enhanced services for TAY in a variety of ways:

- ❑ Expanded services and activities (trips, retreats, guest speakers) and supported implementation for newer providers
- ❑ Improved providers' ability to talk about trauma/mental health issues with TAY which built trust
- ❑ Increased collaboration between providers resulted in joint activities, and additional service/activity opportunities for TAY
- ❑ Improved awareness about the service needs of TAY across communities and networks

76%

Of providers agree or strongly agree the trainings helped them address some of the challenges that they are facing in their work with TAY

How did Growing Roots Providers integrate with formal services



Integration with Formal Systems

Growing Root Providers reported increased knowledge of available formal services

- ❑ The majority of TAY providers agreed or strongly agreed that trainings helped them learn how to get help/seek support from the formal system of care
- ❑ Individualized technical assistance from the INN project staff was important for developing a bridge to formal service structures
- ❑ Trainings equipped providers to recognize when TAY require elevated levels of mental health care/support.

61%

providers agree or strongly agree the trainings helped them learn how to get help/seek support from the formal system of care.

How did Growing Roots Providers integrate with formal services



Integration with Formal Systems

Providers reported challenges when referring TAY to formal services

- ❑ They reported that limited knowledge among formal providers about INN services impeded service coordination
- ❑ They had limited ability to assist TAY in navigating formal systems and conducting follow up as they are perceived as “non-related adults” and are subject to HIPAA protections
- ❑ They reported barriers to collaborating/connecting with formal service providers beyond organized learning collaboratives

Key Takeaways



Elements of Successful Services



- **One size does NOT fit all:** address specific needs and/or populations (examples: Young Mom's Group, Young Men's Mentoring Group)
- **Genuine care and interest:** staff need to connect from the heart
- **Based in the community:** both the location of the program and the staff

Elements of Successful Services



- **Basic Needs:** provide support to meet TAY's basic needs, as well as other services (food, employment, legal, etc)
- **Outreach:** word of mouth, outreach to school/other services, flyers in the right places, social media, and more
- **Transportation:** provide bus passes, consistent/accessible meeting locations, rides/carpools, or other strategies to ensure access the services

Key Takeaway



The informal system of care is an essential part of the behavioral health continuum of care:

- **Increases access for underserved populations**
- **Provides culturally competent services**
- **Connects TAY to other services**
- **Improves outcomes for hard to reach TAY**

Systems Recommendations



Including the informal system of care in the continuum of care can contribute to increased equity.

What did we learn about doing this successfully?

Systems Recommendations



Informal providers need support to:

- Create sustainable infrastructure
- Implement behavioral health best practices
- Assist clients in navigating the system of care
- Access funding opportunities/leverage relationships
- Maintain their strengths, not become more like established services

Systems Recommendations



How can government, funders and others contribute to an equitable system of care?

- **Continue to provide a “bridge”:**
 - **Between the formal and informal systems of care**
 - **Between informal providers and County/funders**
 - **To provide needed training/TA for informal providers**
- **Locate the “bridge” in a CBO**

Systems Recommendations



How can government, funders and others contribute to an equitable system of care?

- Policy, planning, and funding agencies should reach out to the informal system of care to ensure underserved populations are at the table
- Expand this model to systems of care for other age groups
- Develop a comprehensive Information and Referral resource (phone, text, online)

Credits



TAY Advisory Council

- Rashi Abramson
- [Katarina Ament](#)
- Cheyenne Balkcon-Watts
- Shannon Bynum, Jr.
- Emilio Castro-Pumpetch
- [Vincent Chew](#)
- [Mary Jane David](#)
- Yamaecha Davis
- Louise Gainer
- America Garcia
- Kevin Albor Garcia
- Nancy (Cici) Hoang
- [Bri Izaguirre](#)
- Sylvie Knepler
- Sam Malloy
- Martin Margarito
- [Alyssa Martinez](#)
- Noah Marty
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Coordinator

- Kristen Gardner

Funding

- Marin County Behavioral Health and Recovery Services, MHSA