Mental Health and Substance Use Services

2015–2016 Equity Initiatives:

Improving Access – Reducing Disparities – Promoting Inclusion
Strategies

- MHSA Workforce–Education–Training (WET) Workforce Development Program
- Community Outreach and Engagement
- Education and Training
- MHSA INNOVATION Plan (approval pending)
Goal #1

1. To grow Marin County’s behavioral healthcare workforce.

Due to the increasing demand in services and shortage in supply of para-professionals and professionals in this field, the scholarship opportunities will enable qualifying and awarded Marin residents with **lived experiences** to enroll in vocational peer mental health, drug/alcohol and/or domestic violence educational counseling programs.

**Lived Experience:** A person who has received and/or who is currently receiving mental health and/or substance use services or a family member/caretaker of a consumer who has provided support to her/him before, during and after receiving care.
Accomplishments

Awarded scholarship funds and/or mentor support to forty one (41) Marin residents with lived experience to enroll in peer, drug/alcohol and/or domestic violence vocational certification program. Twenty (20) recipients are scheduled to graduate from drug/alcohol certification program in February 2016; one (1) obtained a domestic violence peer counseling certificate; one (1) obtained a mental health peer counseling certificate.
Goal #2

2. Support Marin residents with lived experiences toward economic and social self-sufficiency.

By investing in education and training, residents with lived experiences will be able to pursue a rewarding vocation/career in the county’s behavioral healthcare field and enable them to achieve/maintain full recovery from their illnesses and/or challenges that they face.
Expected Outcomes/Accomplishments

All forty one (41) scholarship recipients will successfully complete their vocational educational program and become volunteers, interns and/or paid staff for at least one (1) year in Marin County’s behavioral health care system.

Six (6) out of twenty (20) currently enrolled students have either found or maintained gainful employment as drug/alcohol counselors in Marin County. The remaining fourteen (14) students are scheduled to obtain volunteer and/or internship experiences in the behavioral health field in Spring 2016.

Twenty one (21) scholarship recipients will begin their vocational educational experience in Spring 2016.
Goal #3

3. To increase access to mental health and substance use services.

By tapping into the untapped wealth of expertise that local residents of culturally diverse backgrounds with lived experiences possess about the county’s behavioral healthcare system, access to services, resources and opportunities by historically underserved communities will be enhanced.
Expected Outcomes

- Increase the penetration and retention rate of underserved and hard-to-reach (African Americans, Latino and homeless) populations Marin residents by 5% of total numbers served by MHSUS and its agency partners in 2016
Goal #4

4. Promote culturally appropriate and responsive mental health and substance use services.

Creating vocational, educational and training opportunities to a culturally diverse consumer workforce with **lived experiences** will improve the cultural competency of the county’s mental health and substance use service delivery system.
Upon successful completion of their vocational education programs, students will volunteer, intern or obtain/maintain employment in behavioral health field settings (MHSUS and agency partners) for at least one (1) year, especially where high concentrations of underserved and hard-to-reach populations exist.
Strategies for Workforce Development

1. Provided forty-one (41) scholarships to former and current mental health and substance use service consumers who were interested in pursuing a vocational career in behavioral health field by enrolling in a vocational counseling education program.

2. Support all scholarship awardees by matching them with community mentors who also have lived experience and working in the behavioral health field. Recent graduates also serve as mentors to new scholarship awardees.

3. Create volunteer and internship field placement opportunities for awardees within MHSUS and its agency partners (Ritter Center, St. Vincent’s De Paul, Helen Vine Detox Center, Center for Domestic Peace, places of worship, etc.).

4. Upon completion of their educational program, students are required to volunteer/intern and/or obtain employment as drug and alcohol, peer mental health, or domestic violence counselors in the county at a minimum of one (1) year.
Demographics

Gender

- Male: 51%
- Female: 49%

Male – 20
Females – 21
Race/Ethnicity

- Caucasian: 18
- African American: 16
- Latino: 3
- Mixed Heritage: 4

Pie chart showing:
- Caucasian: 44%
- African American: 39%
- Latino: 7%
- Mixed Heritage: 10%
Age

- Transitional Age Youth (18–25 yrs.): 15%
- Adults: 73%
- Older Adults: 12%

Transitional Age – 5
Adults – 30
Older Adults – 6
Educational Programs Attended

- **Drug and Alcohol Certification Program** – 35 awardees
- **Mental Health Peer Specialist Certification Program** – 4 awardees
- **Domestic Violence Certification Program** – 2 awardees
Community Outreach and Engagement

Cultural Competence Advisory Board (CCAB)

A culturally diverse twenty five–member (25) board made up of MHSUS staff, agency partner representatives, consumers and family members who advises the Division Director on policy, program and practice–related issues to reduce healthcare disparities and stigma.

Mental Health/ Spirituality Initiative

A collaboration between MHSUS and several interfaith congregations to reduce stigma and provide resources and support to congregants suffering from mental illness and/or substance abuse.
Education and Training 2015–2016

- Provided fifteen (15) cultural competency trainings ranging from military veteran to ethnic-specific related topics

- Offer monthly case consultation and feedback related to cultural competency for MHSUS clinical/non clinical staff and agency partner representatives

- Produced three (3) part television series on mental health and substance use titled “Meaningful Mental Health”

- Produced three (3) part television series on mental health and substance use in Spanish titled “Latinos en la Casa”
Growing Roots: The Young Adult Services Project

Aims to reduce disparities in access to culturally competent behavioral health services for transitional age youth (TAY) from un/underserved populations (i.e.: race, ethnicity, language, sexual orientation, gender identity, geographic isolation, experiencing complex conditions) who are at risk for or experiencing a mental illness by building on the strengths of the informal system of care.
INNOVATION Grant Goals

- **Goal #1** – Increase the understanding of behavioral health needs of the un/underserved TAY in Marin County

- **Goal #2** – Increase access to, quality of, and cultural competency of services available to TAY

- **Goal #3** – Increase the number of TAY receiving services and achieving behavioral health outcomes