

Addressing Diversity and Health Disparities in Promoting Health and Wellness



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“*Healthy Newborns are Pink”

(from nursing textbook)



***See Appendix for exceptions**

Outline

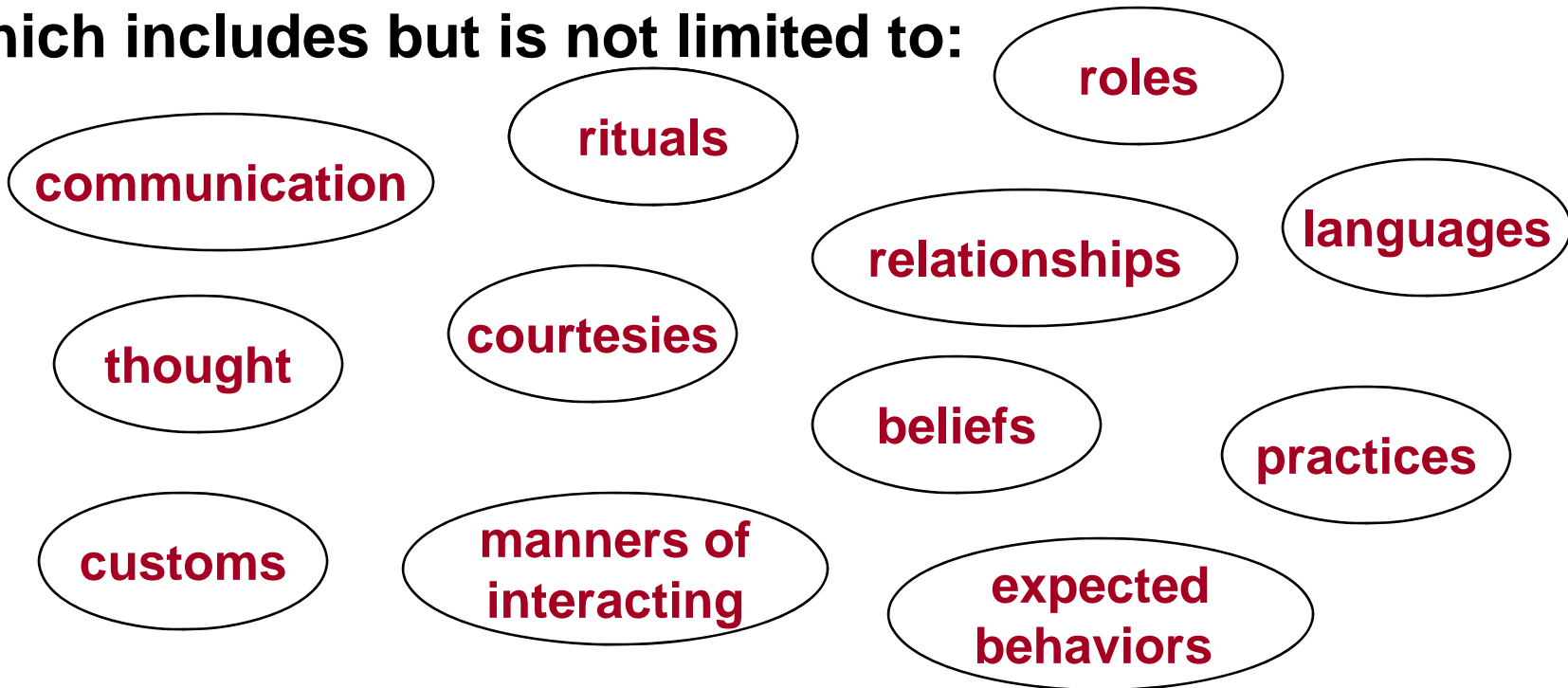
- Cultural Lens as a Framework
- Benefits of Using a Cultural Framework
- How Would Services Look if Applied a Cultural Lens
- Moving Forward with an Agenda:
 - “Whatcha Goin do on Monday”

Through a Cultural Lens



Culture

Culture is an integrated pattern of human behavior which includes but is not limited to:



... of a racial, ethnic, religious, social, or political group;
the ability to transmit the above to succeeding generations;
dynamic in nature.

Known Inequities in Healthcare

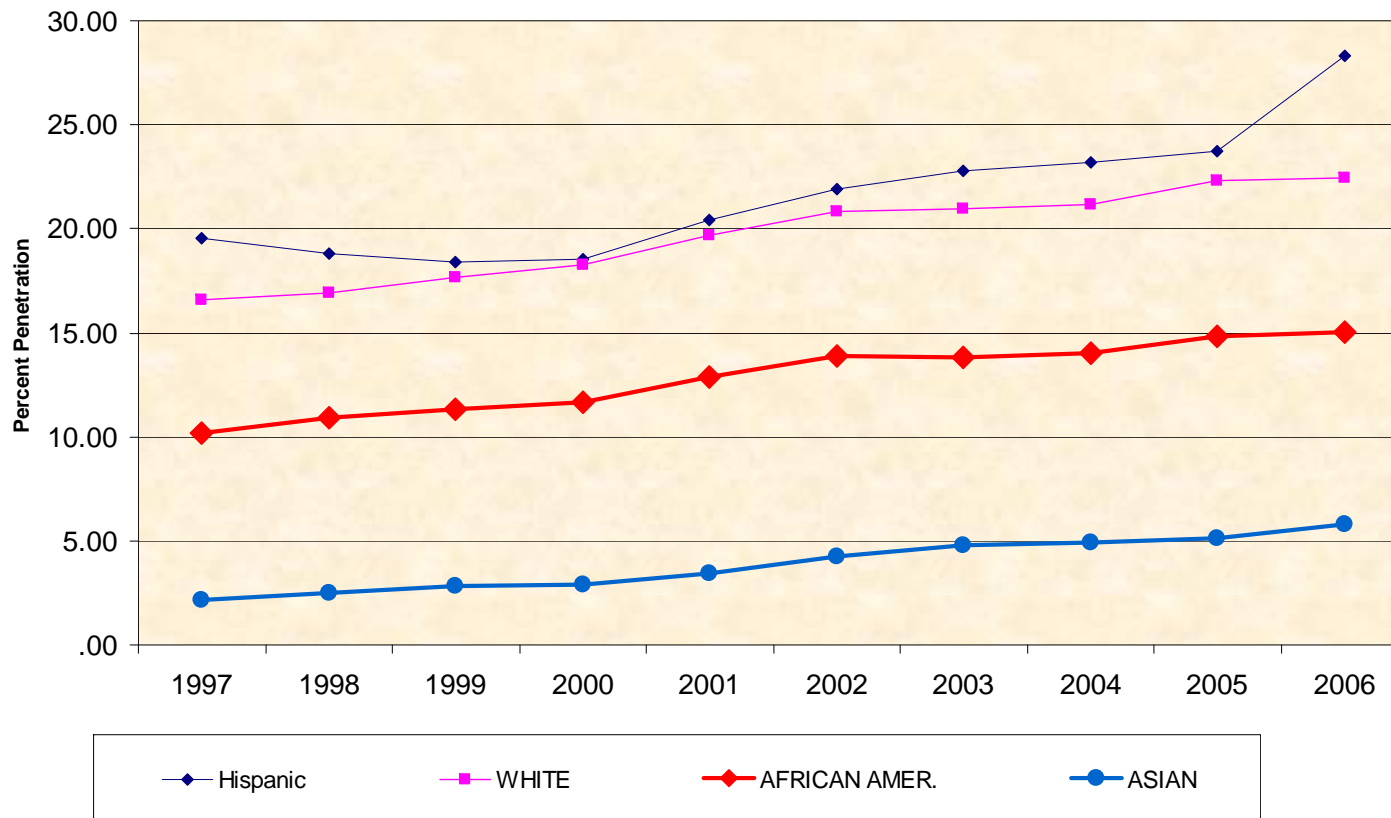
The Surgeon General documented the existence of several disparities affecting mental health care of racial and ethnic minorities compared with whites:

- Minorities have less access to, and availability of, mental health services.
- Minorities are less likely to receive needed mental health services.
- Minorities in treatment often receive a poorer quality of mental health care.
- Minorities are underrepresented in mental health research.

Penetration Rates

Philadelphia Medicaid Population

Penetration Rates by Race/Ethnicity 1997-2006



African-American Disparities

Compared with Whites, African Americans:

- More Inpatient and Emergency Room visits
- Underutilize outpatient services
- Less likely to receive clinically-appropriate treatment
- More likely to discontinue treatment earlier
- Less likely to receive minimal care when diagnosed with SMI
- Receive fewer “atypical” antipsychotics and newer antidepressants, higher dosages, and more depot

Geographical Information System (GIS) Techniques

Service Utilization

AA Residential Distribution

Providers

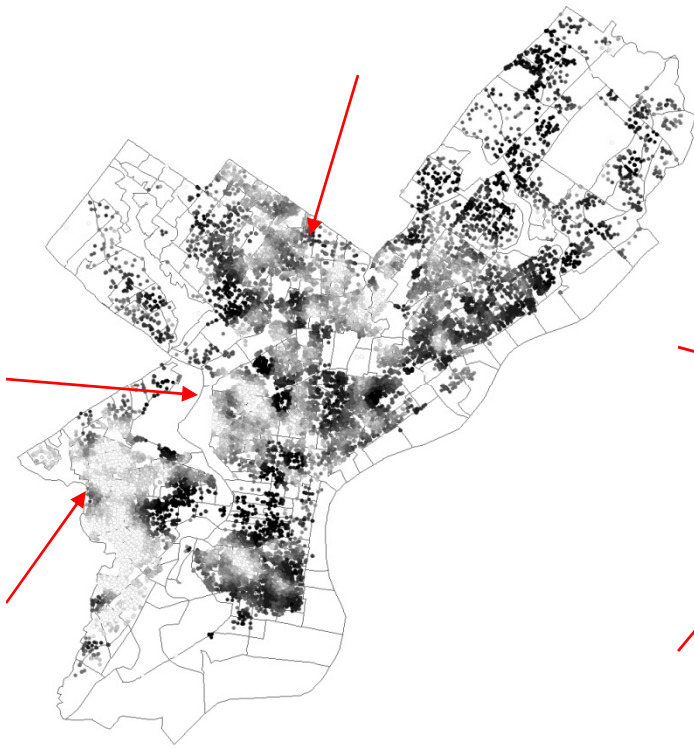


Figure 1

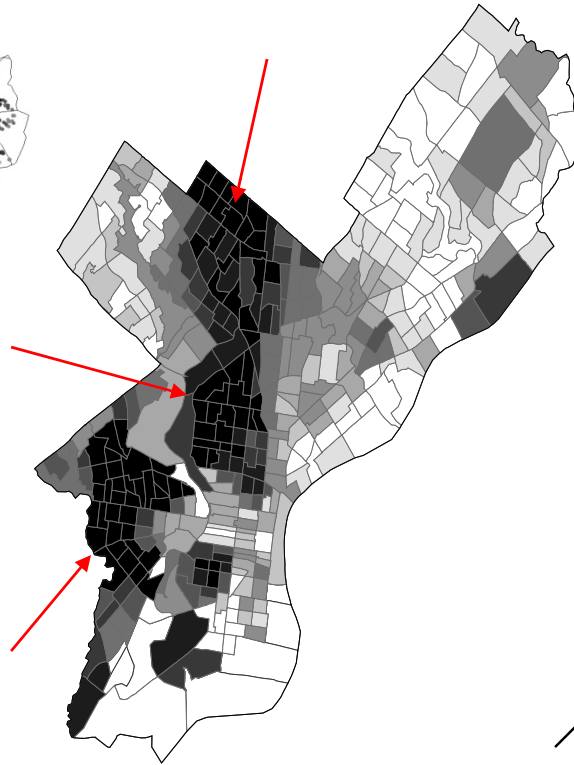


Figure 2

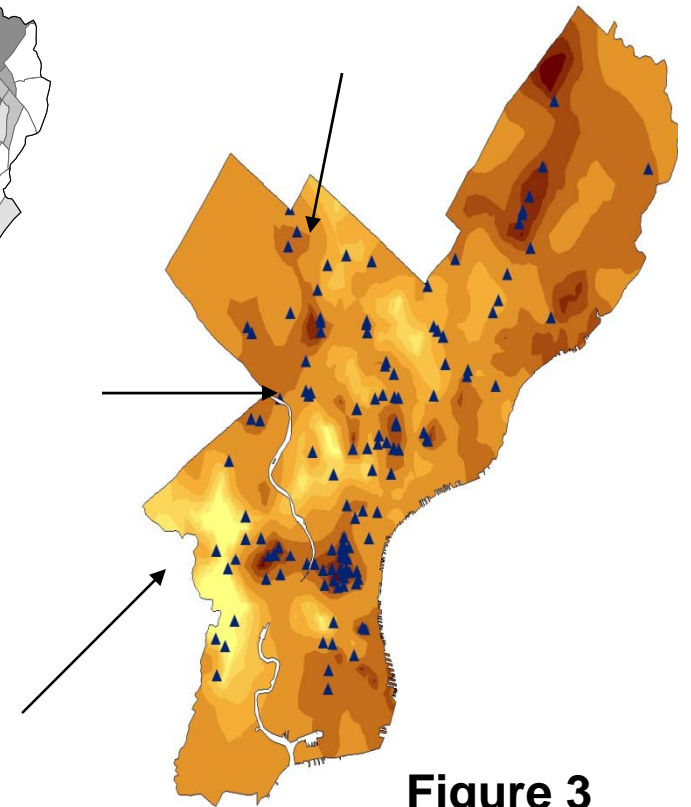


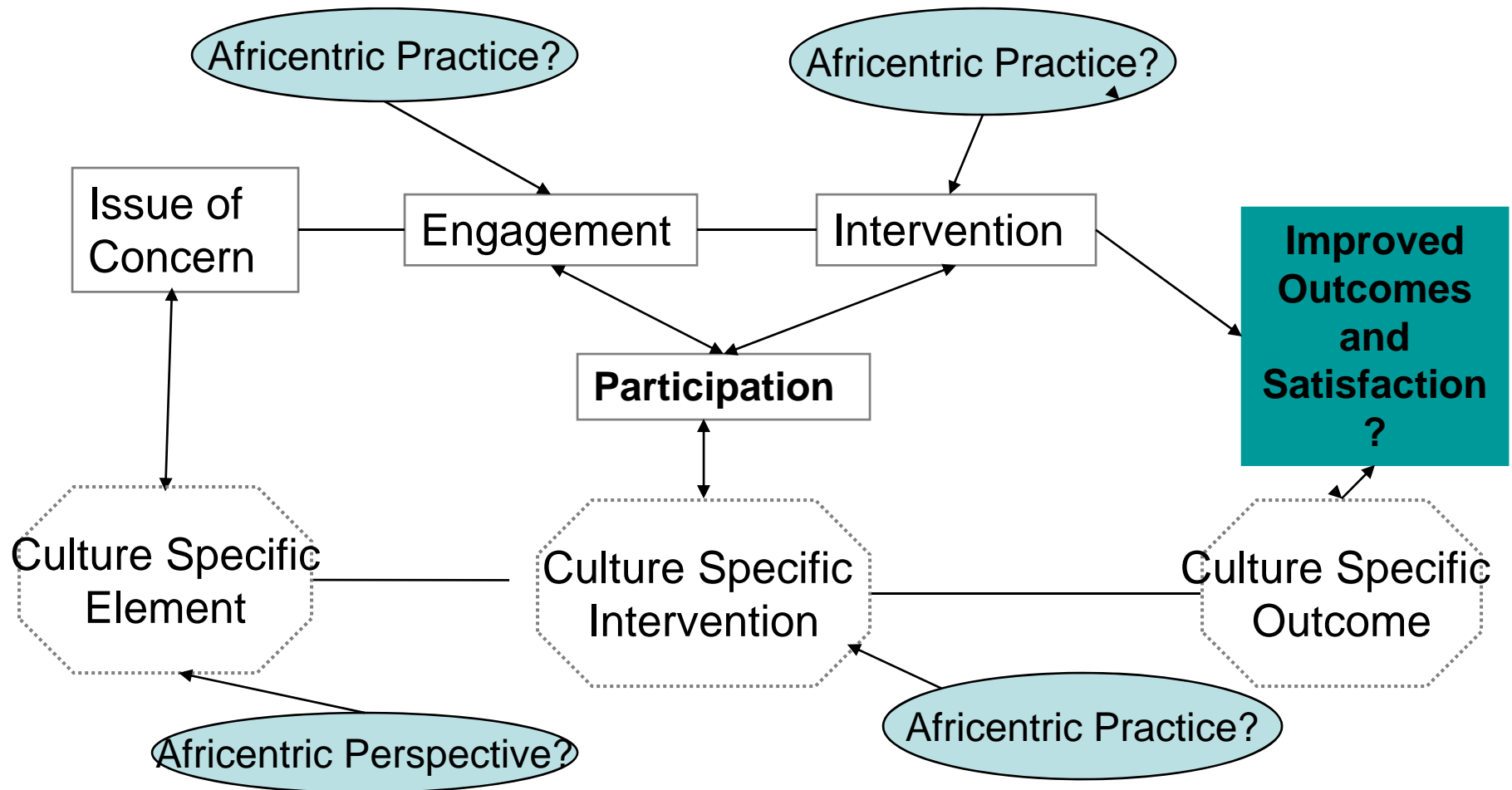
Figure 3

Matrix on Mental Health Disparities

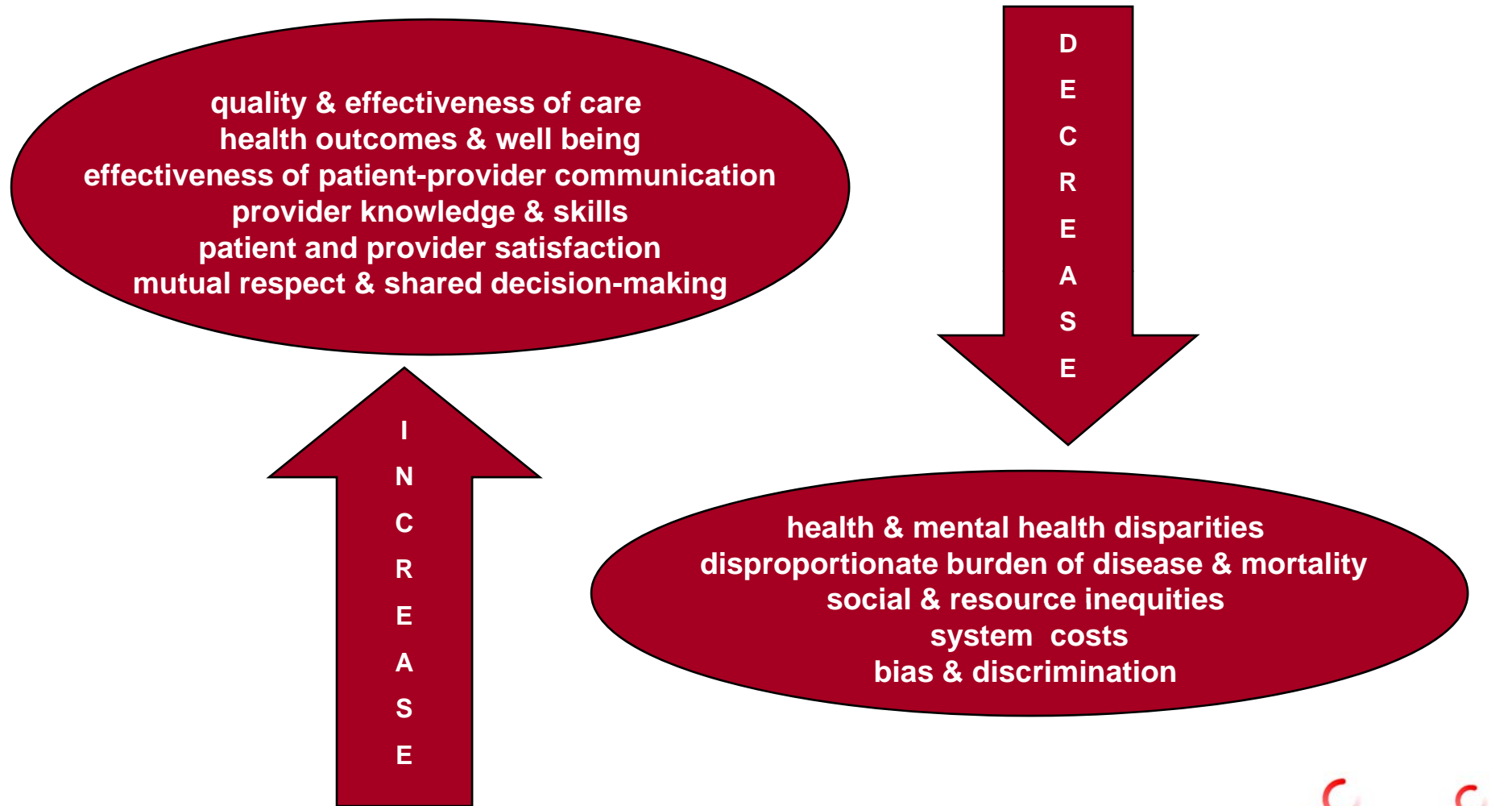
	Availability	Accessibility	Affordability	Appropriateness	Acceptability
Data Sources					
Data					
Strategies					
Outcomes					
Research Literature					
Community Examples					

Fundamental Question:

Does the use of Africentric Practice Make a difference for African Americans?



Cultural & Linguistic Competence Benefits Patients, their Families & Communities Health and Mental Health Care Providers & Systems



Models of Culturally Competent Interventions

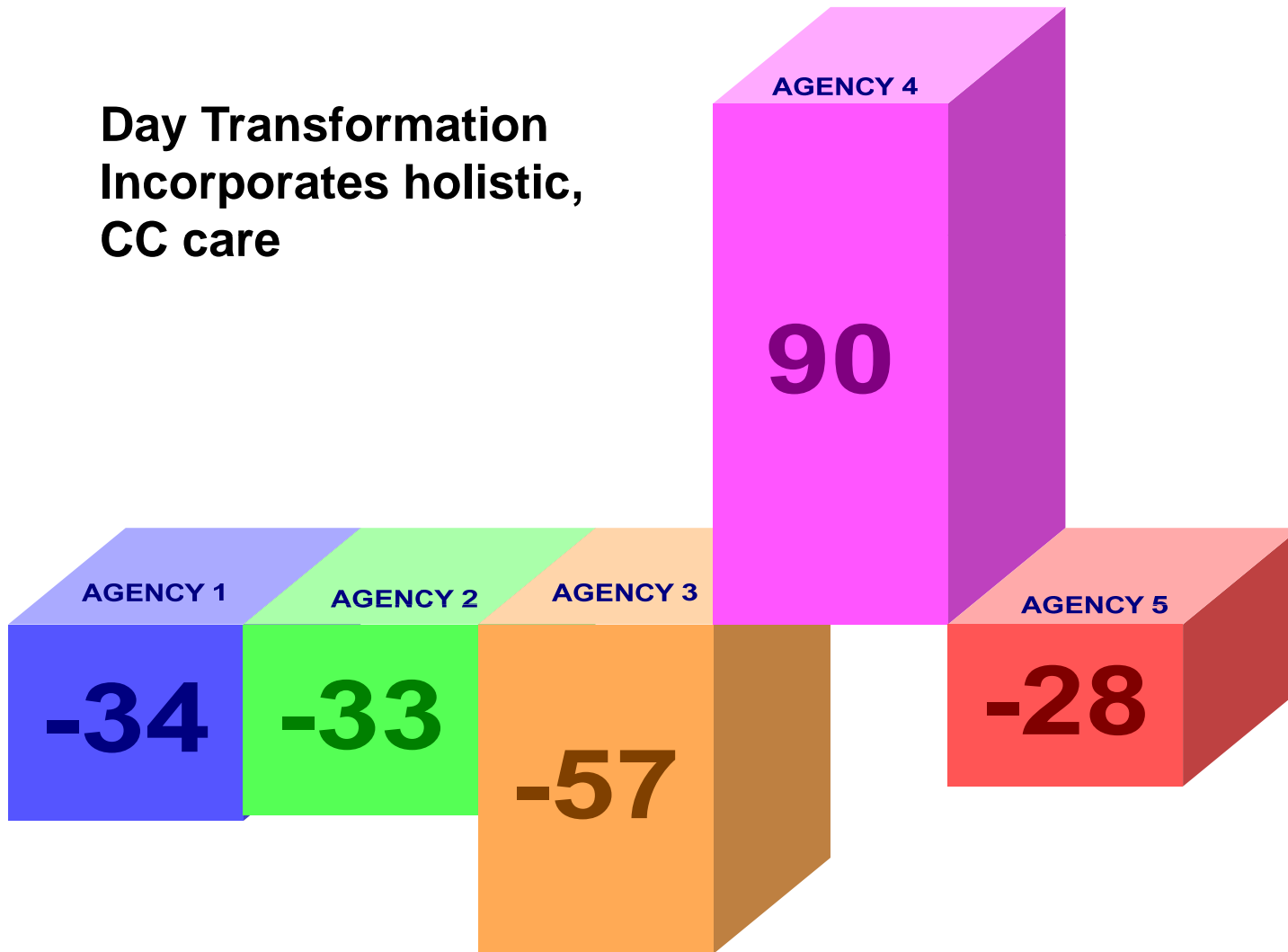
Culturally Specific

Multicultural

Transcultural

**Crisis Service Utilization:
Percentage Change by Agency
11 Months Post Day Program Transformation**

**Day Transformation
Incorporates holistic,
CC care**



The Dawning of a New Day in Promoting Health and Wellness

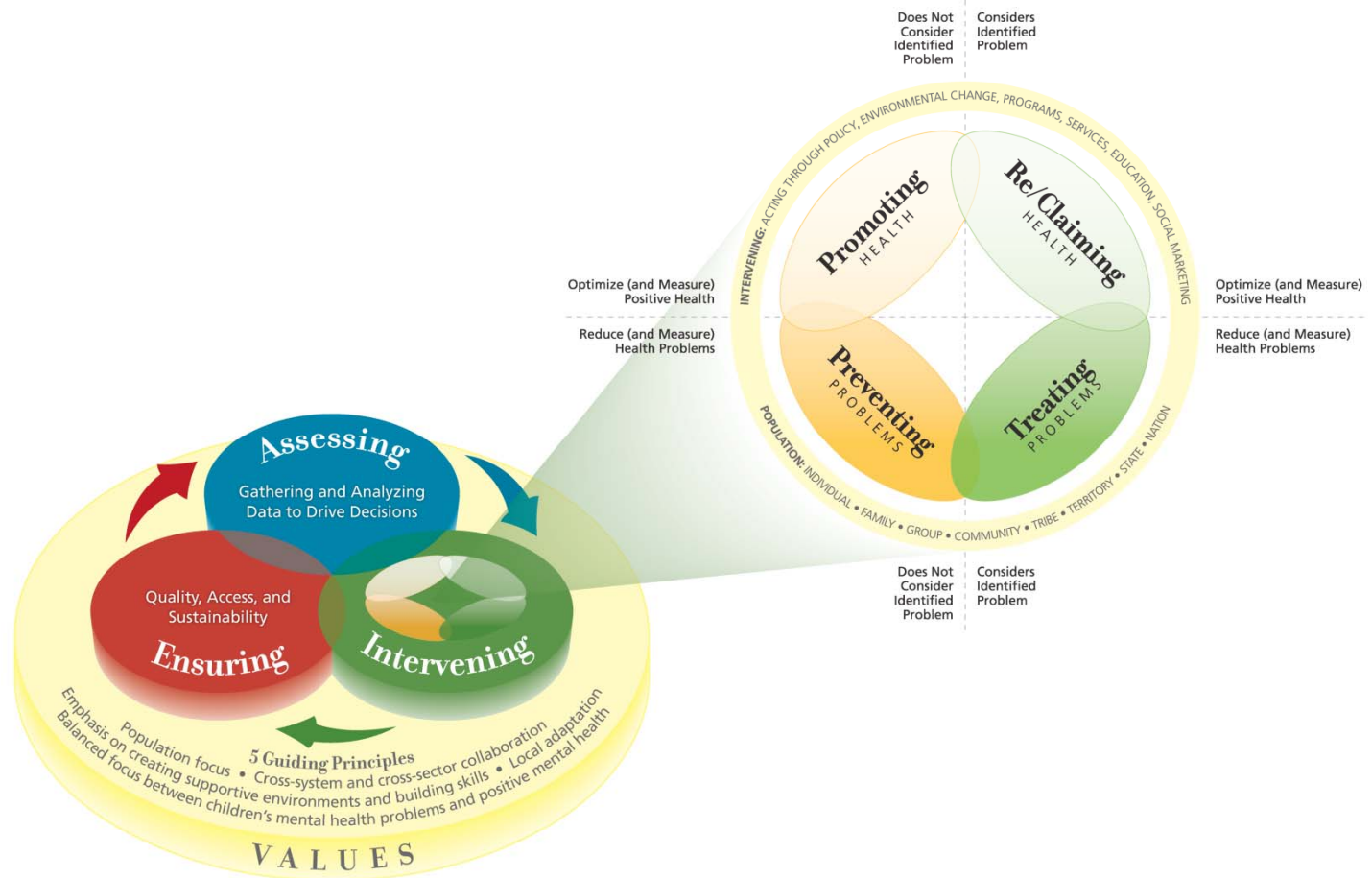


The vision for now and tomorrow

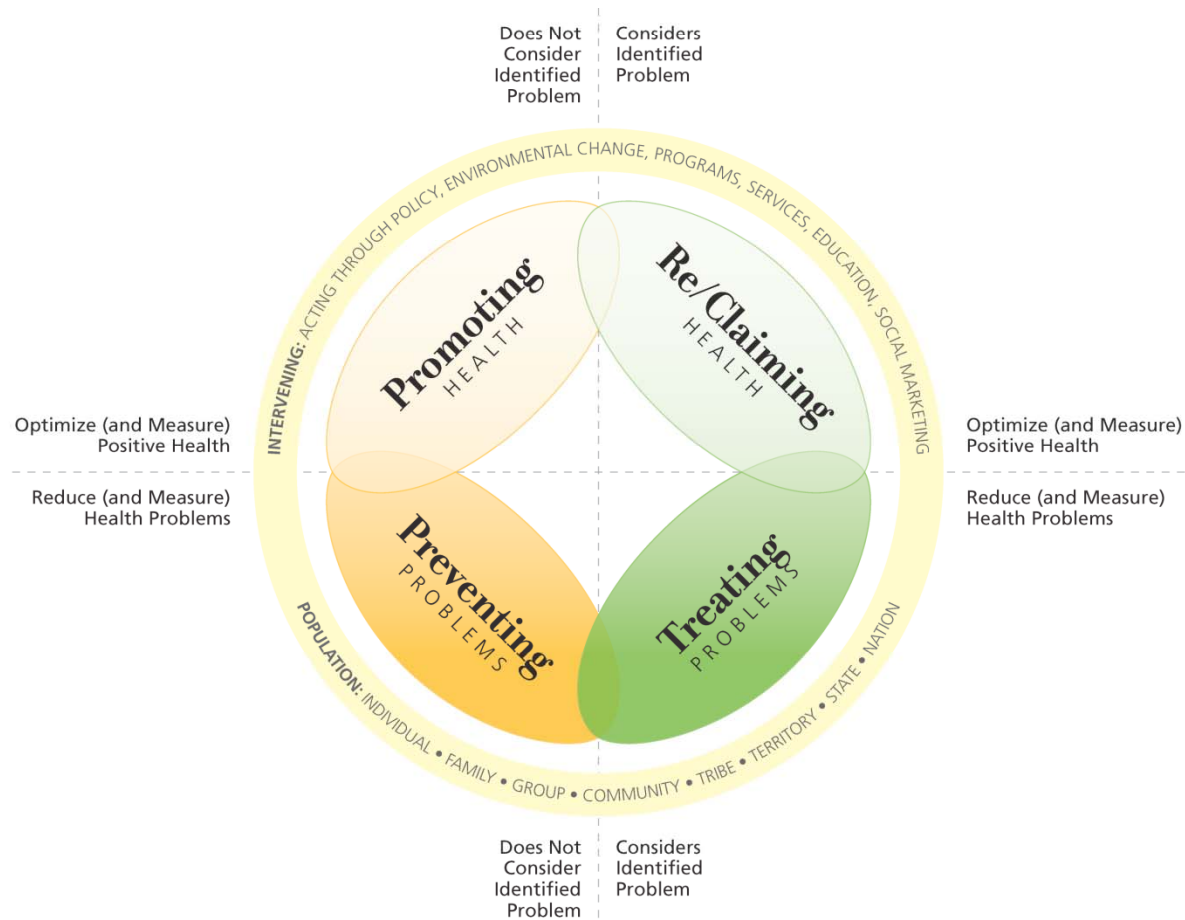
- Where - location
- Who – workforce
- How – cultural humility



A Conceptual Framework for a Public Health Approach to Children's Mental Health



Intervention Model for Children's Mental Health



Promising Practices that Promote Health and Wellness



South East Asian Community

Considerations

- Stigma/limited acceptance of MH challenges
- Communication barriers
- Alternative help seeking

Program Activities

- Jook breakfasts for the elderly
- Utilizing cultural tradition of storytelling and sharing heritage with younger generation by pairing elders with children
- Clinicians as cultural brokers and educators
- Partnerships with local healers and faith based institutions
- Integration of primary care, BH and traditional healing approaches
- Mobile Outpatient Teams



West African Community

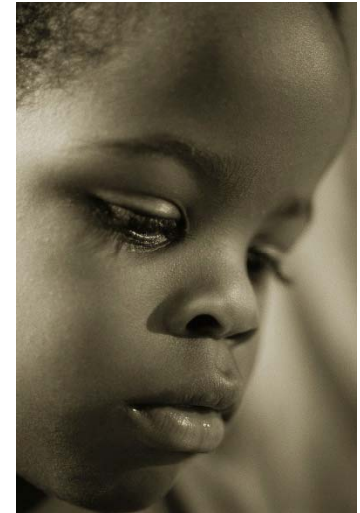
Considerations

- Trauma
- Distrust
- Acculturation Challenges
- Internalized racism/shame

....all lead to depression, anxiety, externalizing behaviors

Children's Program Activities - Project Tamaa

- Trauma- and Grief-Focused Therapy Groups
- Multicultural Community Events
- Address acculturation issues and strengthen cultural identity
- Refugee Caregiver Education/Support Group
- Mural Arts Initiative





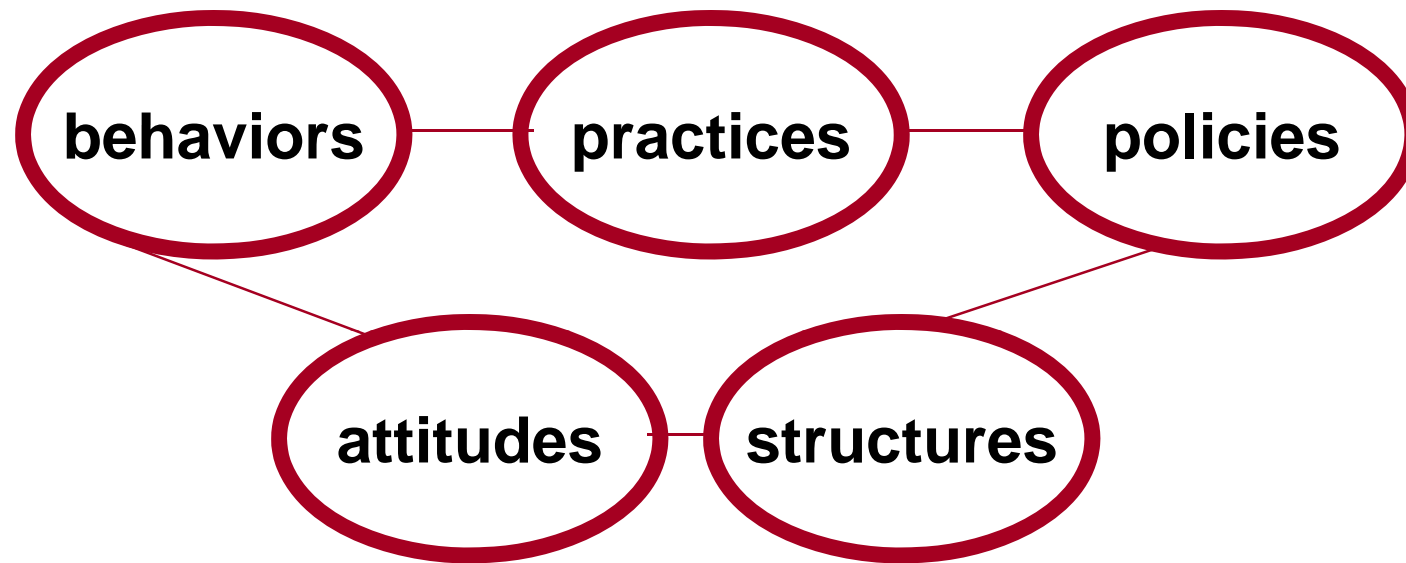
Are The Programmatic Efforts Making Any Difference in People's Lives?



Changes in Penetration Rates

Ethnicity	Pre-5 years Ago	Now	Percent Change
African-American	18,379,998	24,515,429	33%
Native American	49,326	127,762	159%
Asian	242,238	360,533	49%
White	8,389,218	10,997,567	31%
Others	3,765,221	6,882,660	83%

Cultural Competence



requires that organizations have a clearly defined, congruent set of values and principles, and demonstrate behaviors, attitudes, policies, structures, and practices that enable them to work effectively cross-culturally



ESSENTIAL ELEMENTS IN A CULTURALLY COMPETENT SYSTEM

These five elements must be manifested at every level of an organization including:

- policy makers
- administration
- practice & service delivery
- consumer/patient/family
- community

and reflected in its attitudes, structures, policies, practices, and services.

Adapted from Cross, Bazron, Dennis, & Isaacs, 1989



Five Elements of Cultural Competence

Organizational Level

- value diversity
- conduct cultural self-assessment
- manage the dynamics of difference
- institutionalize cultural knowledge
- adapt to diversity
 - policies - structures
 - values - services

(Cross, Bazron, Dennis and Isaacs, 1989)



What are the implications for cultural & linguistic in ...

- **CORE FUNCTIONS**
What we do
- **HUMAN RESOURCES & STAFF DEVELOPMENT**
Who we are ...
- **FISCAL RESOURCES & ALLOCATION**
Where the money goes ...
- **COLLABORATION & COMMUNITY ENGAGEMENT**
Who our partners are ...
- **CONTRACTS**
Whom do we entrust to deliver services and supports ...



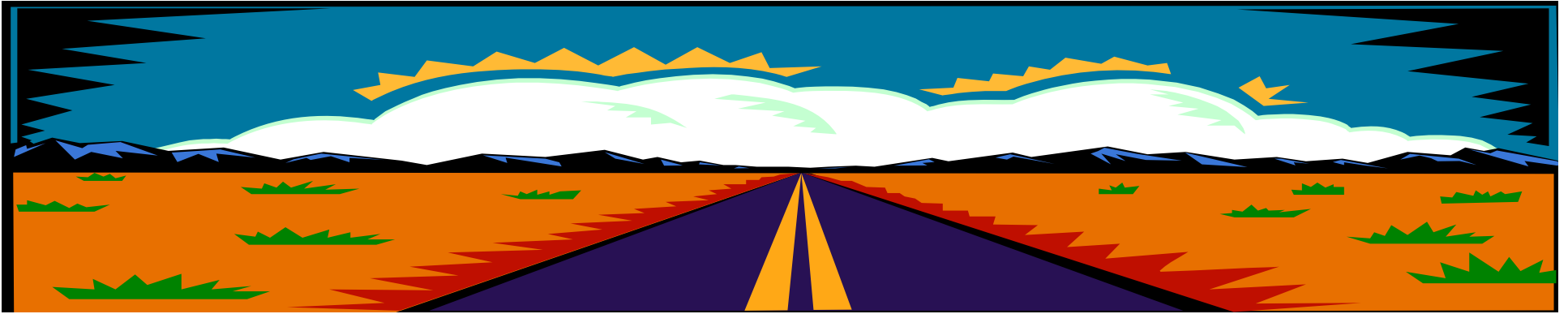
Advocacy Agenda



- Use standardized and validated protocols when available and appropriate
- Require that data is disaggregated according to race and ethnicity
- Require cross training of behavioral health and primary health providers
- Expand the diversity within the workforce by aggressively recruiting and supporting the training of the minority individuals

Advocacy Agenda

- Encourage a community based and public health approach to treatment
- Ensure equal distribution of services across communities
- Remove barriers to the provision of integrated behavioral and physical health care in social service settings



**It's a life's journey ...
not a destination**

Safe travels!