



CHARTING EXCELLENCE THROUGH PARTNERSHIPS: STRATEGIC GOALS FOR THE DIVISION OF DIVERSITY AND HEALTH EQUITY

Regina James, M.D. | Division Chief & Deputy Medical Director



INDIGENOUS LAND ACKNOWLEDGMENT

Vision/Mission/Core Values

5-Point Plan

Select initiatives that will drive the strategy

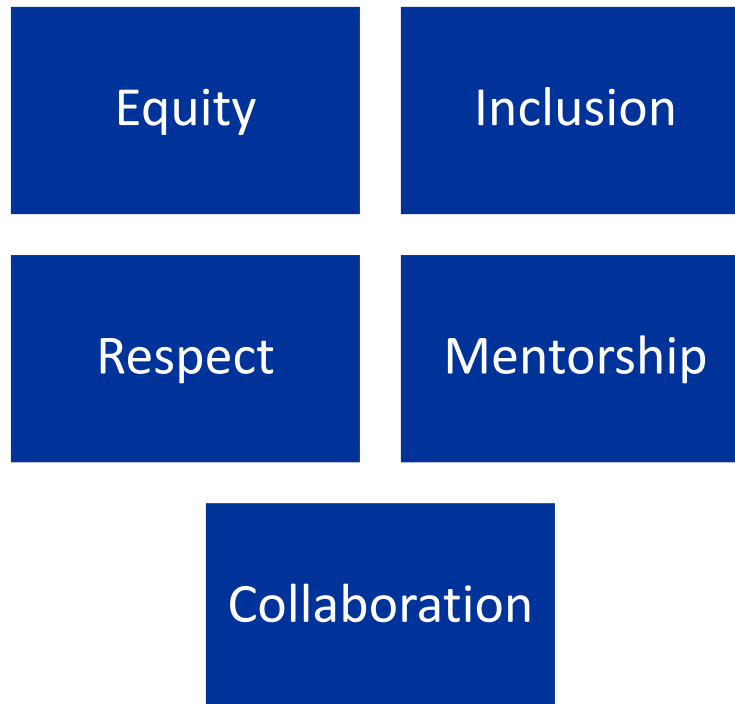
The members of the American Psychiatric Association represent a diverse and culturally responsive community of psychiatrists that promote mental health equity through the provision of quality mental health care to all persons regardless of race, ethnicity, age, gender identity, sexual orientation, national origin, religious orientation and/or disability status.

MISSION

- Develop programs and resources in partnership with APA members, the APA Foundation, medical, advocacy and community organizations to bring awareness to and support for the needs of evolving, diverse, underrepresented, and underserved patient populations;
- Implement strategies to enrich diverse representation of psychiatrists within APA;
- Collaborate across multiple medical and non-medical sectors to end disparities in mental health care.

CORE VALUES

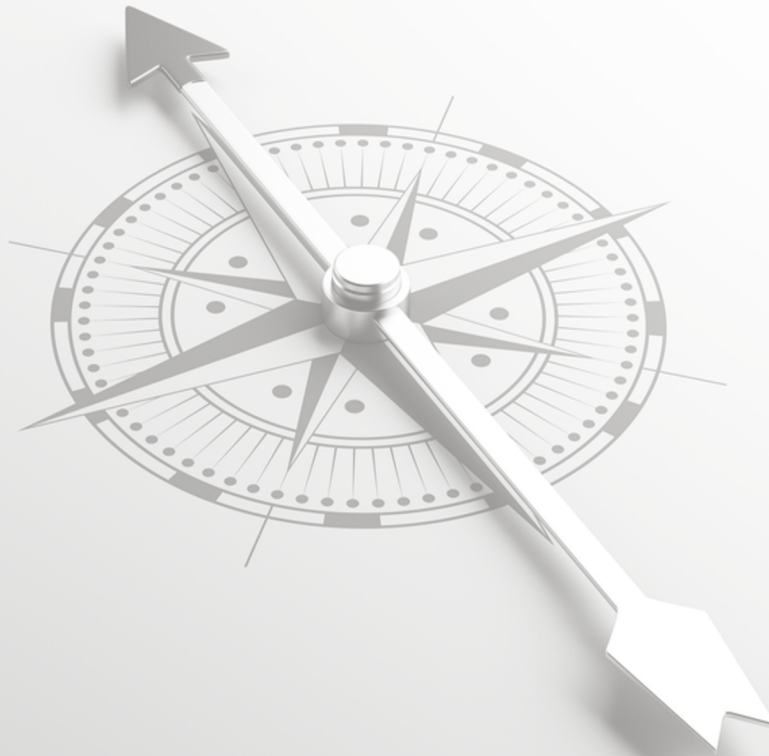
The approach to achieving our mission is driven by the following core values:



STRATEGIC PLAN PRIORITY SETTING



-STRATEGY-



The plan outlines **5 key priority areas** and reflects a commitment to build upon past DDHE successes while advancing new and innovative efforts to achieve diversity and mental health equity.

FIVE PRIORITY AREAS



1

Promote awareness of the needs of diverse underrepresented and underserved patient populations through community engagement, collaborations and communication with diverse stakeholders.

2

Develop strategic partnerships with other medical and nonmedical organizations to achieve mental health equity and eliminate disparities.

3

Foster an inclusive professional development pathway for early career psychiatry trainees.

4

Support and expand APA member diversity through information dissemination and strategic engagement.

5

Strengthen DDHE's program management and impact.

STRATEGIC PLAN IS A DYNAMIC DOCUMENT



Given the broad range of DDHE’s mission, this strategic plan represents key priority goals and objectives; it is not an exhaustive list of all goals that DDHE will implement to meet the mission of the division. This strategic plan is a dynamic document, with the aim of adjusting priorities to accommodate new and emerging needs of both APA and the diverse patient populations served by the organization’s psychiatrists.



**We must raise awareness of mental health inequities
and build political will to address them.**



GOAL 1

Promote awareness of the needs of diverse underrepresented and underserved patient populations through community engagement, collaborations and communication with diverse stakeholders.

MOORE Equity In Mental Health 5K



Save the Date: Saturday, July 10, 2021

In honor of mental health equity champion, **Bebe Moore Campbell**, the American Psychiatric Association (APA) Division of Diversity and Healthy Equity in partnership with the APA Foundation is excited to launch a 5K Run/Walk/Roll during Black, Indigenous and People of Color (BIPOC) Mental Health Awareness Month.

The goal of this event is to raise awareness and funds for initiatives that address mental health and substance use disorder inequities experienced by BIPOC youth.



GOAL 2

Develop strategic partnerships with other medical and nonmedical organizations to achieve mental health equity and eliminate disparities.

Objective

Develop conferences and coordinate advocacy presentations in collaboration with APA Government Relations, Area and District Branches, and other medical and nonmedical organizations to educate policy makers on the importance of addressing mental health disparities and substance use disorders.

Proposed Activities

- Example of proposed activity – conference activities that discuss how policy and politics influence social conditions that generate differences in health outcomes.
- Collaborate with American College of Obstetrics & Gynecology and Veterans Administration on post partum depression in women of color.



Racial concordance between a patient and a clinician has been associated with better patient-provider communication and overall health outcomes.



GOAL 3

Foster an inclusive professional development pathway for early career psychiatry trainees.

SAMHSA MINORITY FELLOWSHIP



Supported by the Substance Abuse and Mental Health Services Administration (SAMHSA), the SAMHSA Minority Fellowship provides a one-year (2nd year optional) fellowship to psychiatry residents who are committed to addressing minority psychiatric mental health issues.

Regina James, M.D.
Project Director

Camille Bryan Ed.D.
Senior Program Manager



GOAL 4

Support and expand APA member diversity through information dissemination & strategic engagement.



Objective

Engage and inform APA members about activities related to diversity and health equity within the organization. The newsletter will serve as a venue for members to share information such as programs, opportunities and professional accomplishments of members. The goal is to disseminate information and encourage members, particularly early career psychiatrists, to get involved in APA activities.

Proposed Activities

- Develop newsletter to strengthen communication across diverse members of APA.
- Engage council and caucus members (e.g. Council on Minority Mental Health & Health Disparities; M/UR Caucuses) to share information for distribution.
- Distribute quarterly newsletter through Caucus listservs.



**Develop performance driven metrics
to demonstrate impact.**

**TIME TO
EVALUATE**

A stack of several white sticky notes is shown on a light gray wood-grain background. The top sticky note is slightly offset to the right and contains the text "TIME TO EVALUATE" in a bold, black, sans-serif font.



GOAL 5

Strengthen the division's program management and impact.

GOAL 5 STRENGTHEN PROGRAM MANAGEMENT AND IMPACT

Objective

Strengthen the DDHE team to support a performance-driven division that can successfully implement programs to address diversity and mental health equity.

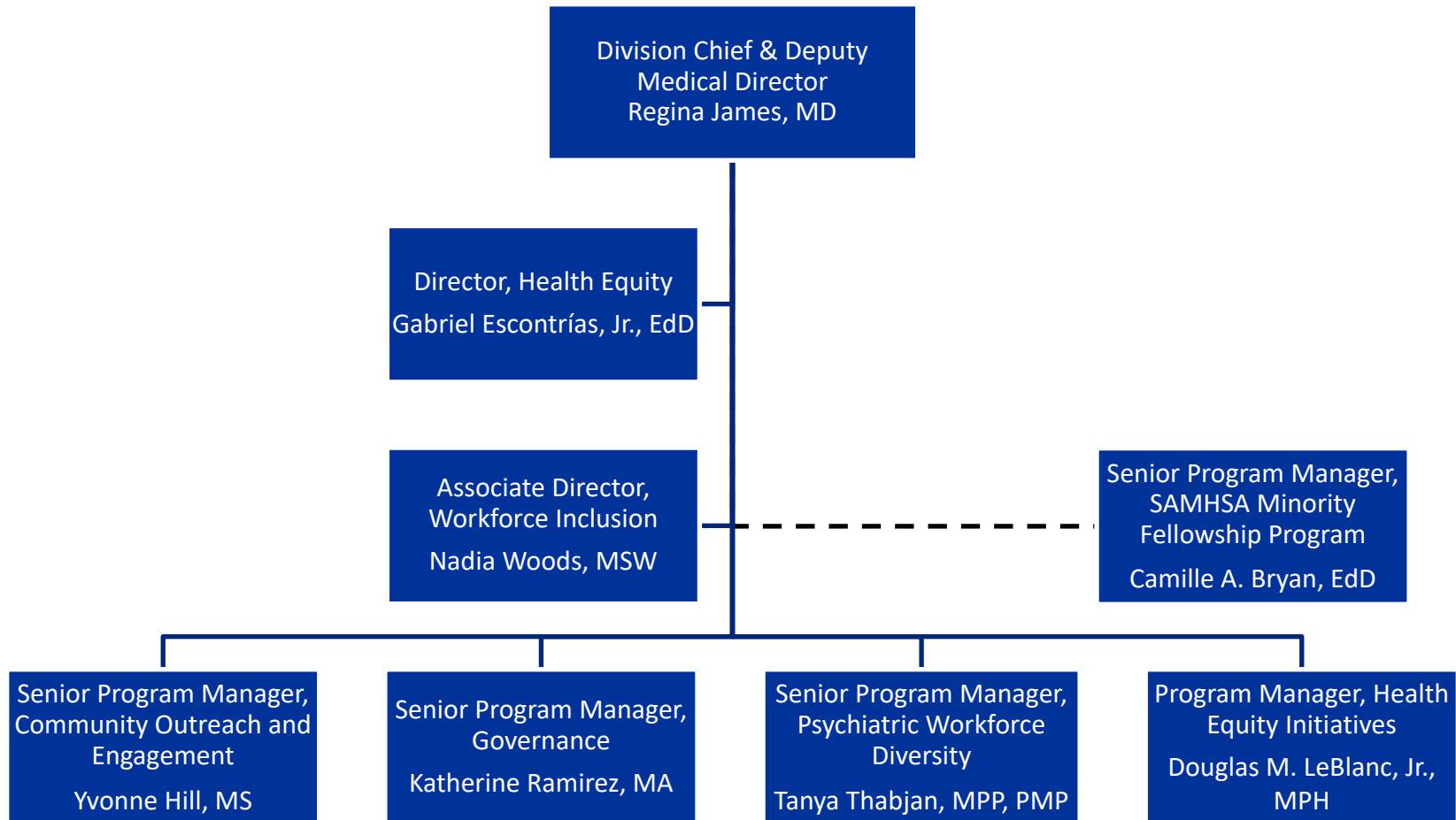
Proposed Activities

Enhance program oversight and regularly monitor progress of program implementation to proactively address and prevent program vulnerabilities.

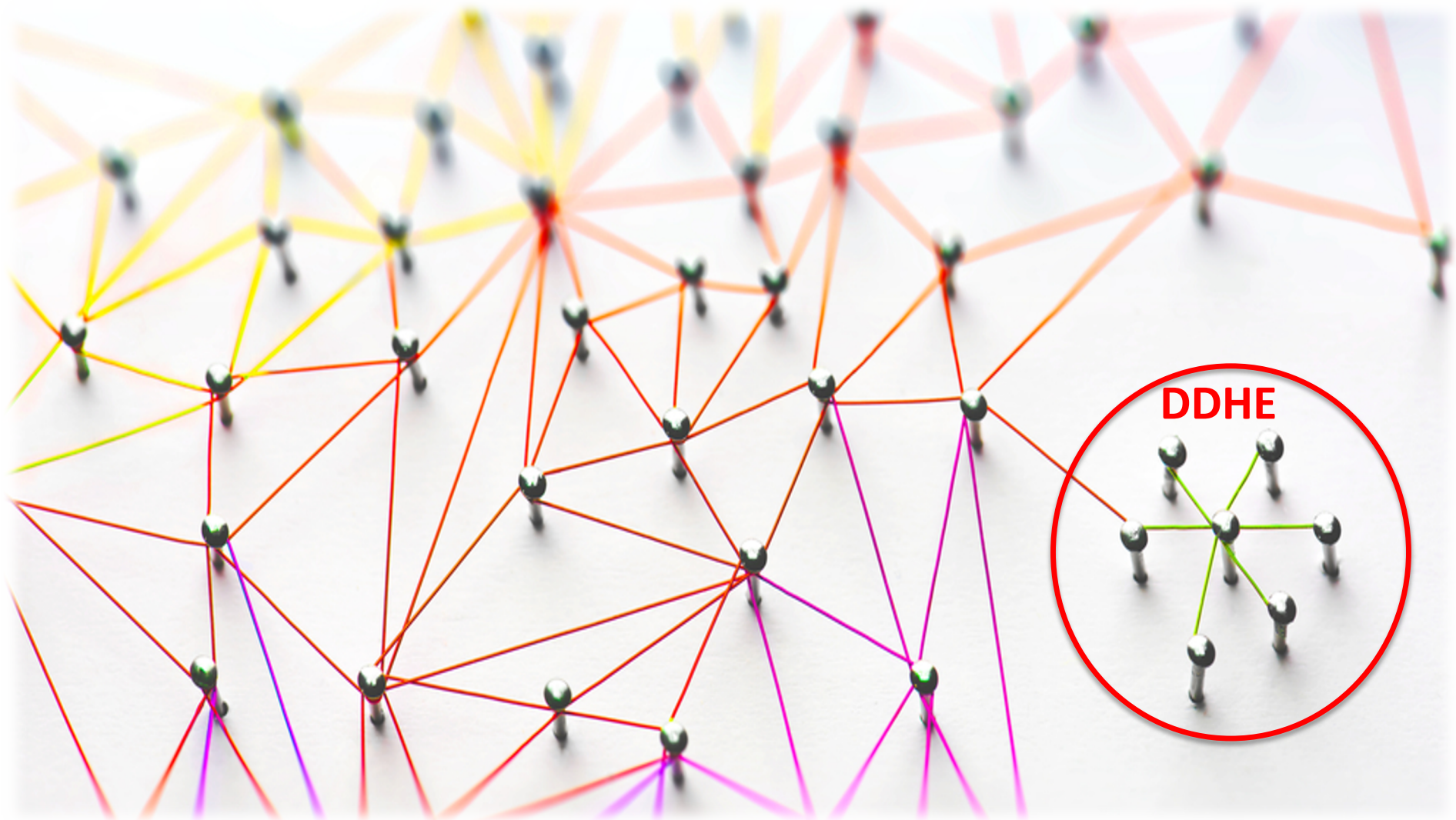
SUMMARY OF DDHE GOALS TO ADVANCE MENTAL HEALTH EQUITY & DIVERSITY

Raise	<i>Raise Awareness</i>
Build	<i>Build Partnerships</i>
Support	<i>Support Capacity Development</i>
Promote	<i>Promote Diversity</i>
Demonstrate	<i>Demonstrate Impact</i>

DIVISION OF DIVERSITY & HEALTH EQUITY TEAM



NETWORK OF PARTNERS TO SUCCESSFULLY IMPLEMENT THE STRATEGIC PLAN



THANK YOU

AMERICAN
PSYCHIATRIC
ASSOCIATION



Regina James, M.D.

Chief, Division of Diversity and Health Equity & Deputy Medical Director

rjames@psych.org