

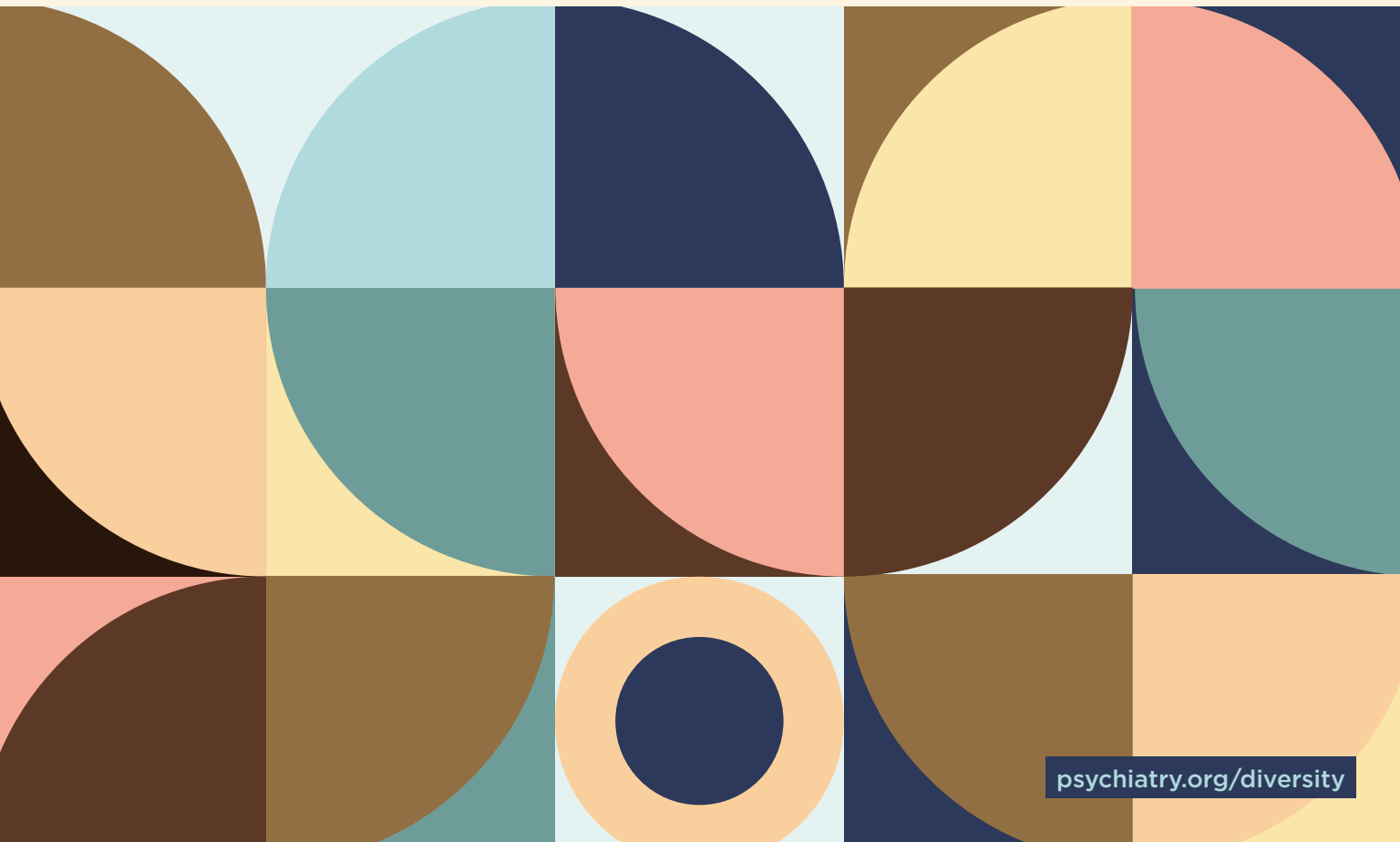
# DIVERSITY, EQUITY AND INCLUSION

A Strategic Plan for DEI at APA

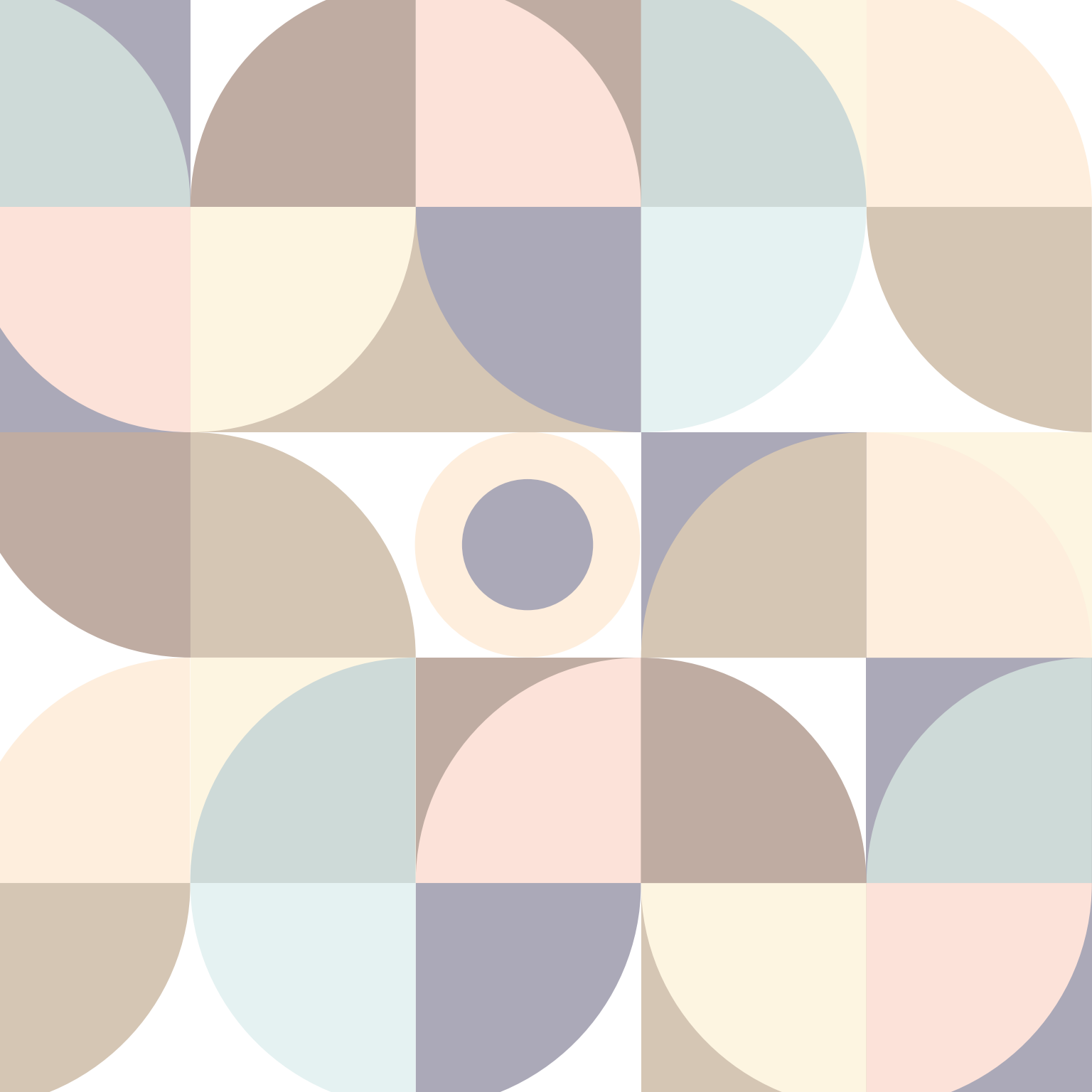
Division of Diversity & Health Equity



Medical leadership for mind, brain and body.



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# Table of Contents

## Strategic Planning

APA Division of Diversity and Health Equity .....	<b>05</b>
▶ <b>Strategic Goals with Measurable Objectives</b> .....	<b>07</b>
→ GOAL 1 Awareness Through Stakeholder Engagement .....	<b>09</b>
→ GOAL 2 Strategic Partnerships To Achieve Mental Health Equity .....	<b>13</b>
→ GOAL 3 Inclusive Pathway For Early Career Trainees .....	<b>16</b>
→ GOAL 4 APA Member Diversity .....	<b>18</b>
→ GOAL 5 Strengthen Program Management and Impact .....	<b>20</b>
▶ <b>Strategic Plan In Action - Current Programs and Initiatives</b> .....	<b>21</b>
Diversity, Equity, and Inclusion Consultant .....	<b>35</b>
APA Administration DEI Strategic Planning Group .....	<b>36</b>
Additional DEI Staff Trainings .....	<b>37</b>
Pay Equity Analysis .....	<b>37</b>

AMERICAN  
**PSYCHIATRIC**  
ASSOCIATION

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**Diversity & Health Equity**

*The Division of Diversity and Health Equity (DDHE), within the American Psychiatric Association (APA), supports efforts to eliminate disparities, advances equity in mental health care and promote diversity in the organization's membership.*

# STRATEGIC PLANNING

APA's Division of Diversity  
and Health Equity



# 5 POINT STRATEGIC PLAN

The strategic plan outlines five priority areas and reflects DDHE's commitment to build upon past successes while advancing new and innovative efforts to achieve diversity and mental health equity.

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 mental health 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 Goals with Measurable Objectives

- For each goal we provide measurable objectives that will allow us to track progress.
- The DDHE Strategic Plan is in alignment with the fourth pillar of the APA Strategic Plan, by aligning with the follow tenets: supporting and increasing diversity within APA; serving the needs of evolving, diverse, underrepresented, and underserved patient populations; and working to end disparities in mental health care.
- 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.

## Vision

American Psychiatric Association members 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 disability status.

## Mission

The mission of the Division of Diversity and Health Equity is to:

**Work in partnership** with APA members, the APA Foundation, 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.

**Work to achieve equity** in mental health and mental health care through collaborations across medical and non-medical sectors.

## Core Values

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

**EQUITY**

**INCLUSION**

**RESPECT**

**MENTORSHIP**

**COLLABORATION**



1

## AWARENESS THROUGH STAKEHOLDER ENGAGEMENT

### How we will accomplish this goal:

1. Develop and support partnerships with stakeholders in mental health and other medical organizations to address disparities in mental health care.
2. Disseminate evidence-based information regarding health and healthcare disparities to mental health professionals to increase the delivery of culturally competent mental health care.
3. Plan and coordinate activities with communities and other stakeholders to address disparities in mental health care through education and awareness initiatives.

## **Fireside Chats Advancing Mental Health Equity**

### **Objective**

These sessions will be hosted at annual psychiatry meetings, aimed at promoting awareness of the mental health needs of diverse, underrepresented and underserved patient populations. This initiative addresses goals 1.1 & 1.2 of the strategic plan.

### **Target Audience**

Psychiatrists and other mental health professionals

### **Activities**

- Moderators will facilitate discussion topics between expert speakers and meeting participants on various topics related to mental health equity. To ensure the sessions are relevant to participants and touch on the topics they care about, DDHE staff will develop both pre-prepared questions and collect audience questions during each session.
- Identify session topic(s) and expert speakers and host event at the Mental Health Services Conference and the American Psychiatric Association Annual Meeting.

### **Metrics**

Knowledge assessment (e.g. Knowledge Attitudes, and Practices (KAP) Survey model).

## Moore Equity in Mental Health 5K Run, Walk, & Roll

### Objective

Organize an annual 5K walk/run/roll program in July aimed at promoting awareness of the disparities in mental health care in underrepresented and underserved patient populations. This initiative addresses goals 1.1, 1.2 & 1.3 of the strategic plan.

### Target Audience

Lay community members; APA members; other mental health professionals and organizations

### Activities

- Identify potential partners.
- Engage APA District Branches and State Associations leaders, community partners and stakeholders to develop, plan, and execute a 5K walk/run/roll in their community.

### Metrics

Number of people registered; # people who participate.

## Leveraging Social Media Platforms To Bring Awareness To Mental Health Inequities

### Objective

Develop monthly social media content aimed at promoting mental health awareness and reducing mental health disparities in diverse, underrepresented and underserved patient populations (e.g. April-Autism Awareness month; May-Maternal Depression Month, etc) This initiative addresses goals 1.1, 1.2 & 1.3 of the strategic plan.

### Target Audience

Lay communities; mental health professionals.

### Activities

- Create an APA DDHE Mental Health Awareness Calendar.
- Collaborate with APA Communications on an execution plan.

### Metrics

Develop social media Key Performance Indicators (KPIs) – e.g. # people who view, respond to posts.

## Mental Health Equity Ambassadors

### Objective

Engage leaders across APA's seven geographic regions to provide input and feedback on issues around mental health equity and substance use disorders. This initiative addresses goals 1.1, 1.2 & 1.3 of the strategic plan.

### Target Audience

APA members

### Activities

- Work collaboratively with DDHE to identify programs and initiatives that help address mental health inequities.

### Metrics

Number of APA members who become ambassadors and actively engage in meetings, programs, and initiatives.

## Mental Health Equity Regional Tours

### Objective

Engage APA area leaders and community leaders across APA's seven geographic regions to discuss issues around mental health equity and substance use disorders. This initiative addresses goals 1.1, 1.2 & 1.3 of the strategic plan.

### Target Audience

APA members, community members

### Activities

- Host a community engaged Q and A session around mental health and substance use disorders.
- DDHE will work collaboratively with APA area leaders to identify subject matter experts, panelists, moderators and develop discussion topics.
- DDHE will share/distribute APA resources and toolkits addressing mental health disparities and substance use disorders during each session.

### Metrics

- Number of attendees.
- Knowledge, Attitudes, and Practices (KAP) Survey Model.

## 2

# STRATEGIC PARTNERSHIPS TO ACHIEVE MENTAL HEALTH EQUITY

## How We Will Accomplish This Goal:

1. Develop and strengthen partnerships with diverse stakeholders to create, develop, disseminate, innovative solutions to improve health equity.
2. Target initiatives toward communities and organizations that address the needs of vulnerable populations.
3. Focus programs on mental health conditions with the greatest health disparities and promote outreach efforts to reach populations most affected.

## Mental Health Equity Advocacy Conference

### Objective

Focus on the impact of policy and legislation on mental health care. Develop a conference in collaboration with APA Government Relations focused on the political determinants of health - how policy and politics influence the social conditions that generate health outcomes. This conference will focus on providing APA members and community advocates a novel approach to leveraging political determinants of health to eliminate disparities in mental health care. This initiative addresses goals 2.1 & 2.2 of the strategic plan.

### Target Audience

Psychiatrists, community advocates

### Activities

- Identify session topics and appropriate speakers, moderators and panelists.
- Identify potential sponsors.

### Metrics

Number of people in attendance.

Knowledge, Attitudes, and Practices (KAP) Survey Model.

## Mental Health Equity Advocacy on Capitol Hill

### Objective

To coordinate a series of advocacy presentations in collaboration with APA Government Relations aimed at educators and policy makers about evidence-based approaches to end disparities in mental health care. This initiative addresses goal 2.1.

### Target Audience

Elected officials and their staff

### Activities

- Identify legislative mental health equity.
- Identify APA members for engagement in presentation development and/or execution.

### Metrics

Number of participants in attendance.

Number of mental health equity related legislation introduced in each chamber of congress.

## Community Partnerships To Advance Mental Health Equity

### Objective

Facilitate the engagement of APA psychiatrists with community organizations. This initiative will provide a platform for APA members to disseminate evidence-based information to diverse communities on key topics such as improving mental health by addressing barriers to treatment, destigmatization of psychiatric illness, etc. This initiative addresses goals 2.2 and 2.3 of the strategic plan.

### Target Audience

Community members; APA members

### Activities

- Identify organizations serving communities that are disproportionately impacted by social issues such as low income, poor housing, job insecurity, homelessness.

- Develop database of APA psychiatrists interested in participating and presenting on behalf of the APA.
- Disseminate APA mental health educational resources to community members.

### Metrics

Number of APA regions served.

Number of psychiatrists providing evidenced-based education and awareness to community organizations serving populations impacted by social problems.

3

## **INCLUSIVE PATHWAY FOR EARLY CAREER TRAINEES**

### **How we will accomplish this goal:**

1. Support outreach and other activities to increase the recruitment of diverse individuals into the psychiatry career pipeline.
2. Support mentoring and enrichment activities for early career psychiatry trainees to promote successful career development.



## **Psychiatry Fellowship Program- Workforce Diversity**

### **Objective**

Provide mentorship and career development opportunities to psychiatry trainees committed to addressing substance abuse/psychiatric mental health disparities. This initiative addresses goal 3.2 of the strategic plan.

### **Target Audience**

APA fellows

### **Activities**

- Facilitate networking among APA members and support mentorship, leadership and career development activities.

### **Metrics**

Number of fellows engaged in careers that address substance abuse/psychiatric mental health disparities.

# 4

## APA MEMBER DIVERSITY

### How will we accomplish this goal:

1. Create an online community to promote member engagement (e.g. newsletter, blog).
2. Work with current APA members to develop strategies to assist medical students, residents, and fellows maintain active involvement in APA initiatives into their early career.

## Diversity and Health Equity Blog

### Objective

The DDHE blog is an opportunity to enhance communication across APA members, thereby facilitating personal and career experiences that have the potential to resonate with early career psychiatrists. This initiative addresses goal 4.2 of strategic plan.

### Target Audience

APA members

### Activities

- Invite APA members, medical students and residents to contribute to the DDHE blog.
- Develop and publish on APA website and distribute through Caucus listservs to reach broad APA audience.

### Metrics

- Number of open and click through rates of blog of each quarter.

## Psychiatry Fellows Survey

### Objective

At the end of each cycle of the minority training fellowship program, assess barriers to future participation as APA members.

### Target Audience

APA fellows post training

### Activities

- Administer a questionnaire (or add questions to existing post training questionnaire) to explore the benefits and barriers to future participation as APA members.

### Metrics

Percent of fellows that plan to continue APA participation.

5

## **STRENGTHEN PROGRAM MANAGEMENT AND IMPACT**

### **How we will accomplish this goal**

1. Strengthen the DDHE team to support a performance-driven division that can successfully implement programs to address diversity and mental health equity.
2. Enhance program oversight and regularly monitor progress of program implementation to address and prevent program vulnerabilities.



# STRATEGIC PLAN IN ACTION

Current Programs  
And Initiatives



## APA Group Chats

DDHE, in partnership with the Office of the CEO/Medical Director, launched APA Group Chats. APA Group Chats are a safe space for APA team members to participate, connect, engage, and contribute to conversations that build, support, and foster a cultural foundation of inclusion and belonging.

The conversations are prompted by a variety of in-person experiences that include, but are not limited to thought leaders, exercises, literary works, cultural events, and community service. The success of these conversations is dependent on participants being open-minded, authentic, non-judgmental, trusting, and respectful.

The goal is for APA team members to explore their connectedness to themselves and colleagues for the evolvement of APA.

The first offering was FACTUALITY (two sessions were offered) which was a virtually facilitated dialogue, crash course, and board game, all in one, that simulated real life experiences in America. APA team

members selected from a rich group of diverse characters who encountered a series of fact-based advantages and limitations based on the intersection of their race, class, gender, sexual orientation, faith, ability, and age. Learning outcomes were:

1. Participants will become acquainted with the intricacies of inequality's intentionally structured foundation and its crippling cyclical nature
2. Participants will be able to dismantle the various preconceived biases associated with various marginalized groups, and
3. Participants will leave self-aware and can (begin to) contribute to inclusive rhetoric regarding the dissolution of structural inequality in UNDER 90 MINUTES.

## APA Mental Health Equity Fireside Chats

This series examined strategies and opportunities to improve the mental health of our diverse communities during and after the COVID-19 pandemic.

- The Impact of the COVID-19 Pandemic on the Mental Health of African Americans. Panelists included Drs. Cynthia Turner-Graham and Kizzmekia S. Corbett.
- The Mental Health of Asian-American and Pacific Islanders: Coalition-Building and Support During the COVID-19 Pandemic and the Rise of Xenophobia. Panelists included Drs. Dora Wang, Uyen-Khanh Quang-Dang, and Russell M. Jeung.
- Supplemental Policy Conversation with U.S. Representative Grace Meng – The Mental Health of Asian-American and Pacific Islanders: Coalition-Building and Support During the COVID-19 Pandemic and the Rise of Xenophobia.
- The Impact of the COVID-19 Pandemic on the Mental Health of Latinas/os. Panelists included Drs. Ruby Castilla-Puentes, Margarita Alegría, and Omar A. Contreras.
- The Impact of the COVID-19 Pandemic on the Mental Health of Indigenous Communities. Panelists included Dr. Linda B. Nahulu, Dr. Donald Warne, and Nathan Billy.

## APA Looking Beyond Series

The series brings an interdisciplinary lens to the discussion, leveraging innovative frameworks to address mental health inequities, which is a continuation of the APA Mental Health Equity Fireside Chats discussions where strategies and opportunities to improve the mental health of historically marginalized and minoritized communities were examined.

- 123 Years Since W.E.B. Du Bois' Case Study...Social Determinants of Health Inequities Continue. Panelists included Drs. Michael T. Compton, Mario Sims, and Valarie Blue Bird Jernigan.
- Exploring the Role of Genomics in Ameliorating Health Inequities. Panelists included Dr. Dolores Malaspina, Mr. Vence L. Bonham Jr., and Dr. Eimear Kenny.
- Disentangling Race and Place and Their Implications on Mental Health Disparities. Panelists included Drs. Michele Reid, Lisa Fortuna, and Thomas A. LaVeist.
- APA Annual Meeting – Integrating Social Determinants of Health to Improve the Delivery of Mental Health Care. Panelists include Drs. Patrice Harris, Dilip V. Jeste, moderated by Dr. Regina James.



# APA Moore Equity in Mental Health Initiative

## **APA MOORE Equity in Mental Health 5K**

**Inaugural:** DDHE, in partnership with APF, Communications, and Marketing, are preparing for the second annual 5K run, walk, and roll. Save the date for Saturday, July 9, 2022. Participants can run, walk, or roll at Anacostia Park in Washington, D.C. or anywhere across our country (or from any continent as last year we had five continents represented). Registration website will launch on Friday, April 1, 2022.

## **APA/APAF MOORE Equity in Mental Health Community Grants Program:**

DDHE has launched their work with the five grantees whose awards were funded from the inaugural APA MOORE Equity in Mental Health 5K. Grantees are:

- Drake University Counseling Center with their project “Enhance Equitable, Culturally and Linguistically Appropriate Mental Health and Substance Abuse Services and Access for Students of Color.”
- University of Florida with their project “Promoting Mental Health and Emotional Well-Being of Young People of Color in College (Project 8 for College Students of Color).”
- Kellin Foundation with their project “Project Nia.”
- Crear Con Salud with their project “Breaking barriers: providing mental health education to Puerto Ricans.”
- University of Colorado with their project “Increased Access to Behavioral Health Services Among Spanish-Speaking Youth.”

**MOORE**  
EQUITY IN  
**Mental Health**  
— 5K —

# APA/APAF SAMHSA Minority Fellowship Grant Program

## APA/APAF SAMHSA Minority Fellowship Program (MFP):

- In the last quarter of 2021, 29 SAMHSA MFP first year-fellows, 21 second-year fellows, 34 medical students, and 20 WIPP students received access to attend the Mental Health Services Conference offering 12 CME credits of educational activities on the theme of Sociopolitical Determinants: Practice, Policy, and Implementation.
  - In the second quarter of 2022, 29 SAMHSA MFP first year-fellows, 21 second-year fellows, 65 medical students, and 20 WIPP students received access to attend the APA Annual Meeting focused on the social determinants of mental health.
  - Monthly calls continue with these fellows where they receive information on Journals-Fellows Collaboration Initiative, Advocacy, Physician Mental Health, and are provided a professional development series on Critical Appraisal of the Scientific Literature.
- A new three-hour training session was offered to the incoming SAMHSA MFP Fellows focusing on capacity building as early-career psychiatrists. During this session, the fellows received information about APA and the APA Foundation, SAMHSA, and its staple MFP, and resources for project management and evaluation.  
In addition to learning about cultural competency and cross-sector collaborations in psychiatry, these fellows were given pointers on how to produce successful, cost-effective, and sustainable community programs. They were also able to engage with one of APA's leading voices in the realm of diversity and health equity, Dr. Steven Starks.  
As a former APAF Diversity Leadership Fellow, current representative for the APA's Black Caucus of Psychiatrists, and Chairman of the APA Assembly Committee of Minority and Underrepresented Psychiatrists, Dr.

Starks shared valuable knowledge and life experiences with the students.

Overall, the residents thoroughly enjoyed the training session and shared that they look forward to beginning their work as APAF fellows.

### **APA Advocate/Protégé Program (a part of the LEAD Institute):**

In this component of the Leadership, Equity and Diversity (LEAD) Initiative, we use the term “advocate” instead of “mentor” because mentors have mentees, but advocates have protégés. We view a mentor as someone who advises you and an advocate as someone who will support and recommend you. An advocate is an individual invested in a protégé’s career success.

With this in mind, the Advocate/Protégée Program of the LEAD Institute aims to refine APA/APAF SAMHSA Fellows’ leadership skills by pairing them with APA leaders who share similar interests and will help foster professional growth

and career development. Hallmarks of the program include networking; technical and professional skill development; exposure to leadership experience; and first-in-line consideration to be advocated for opportunities to become APA leaders, so that we may increase diversity in psychiatry leadership. Leaders within APA are a key part of the Fellows’ experience and are critical to the overall success of the SAMHSA Minority Fellowship Program. We are pleased to share that the following APA leaders are participating Drs. Elie Aoun, Kenneth Ashley, Lama Bazzi, Amela Blekic, Jenny Boyer, Rebecca Brendel, Ruby Castilla, Kenneth Certa, Steven Chan, Gregory Dalack, Mary Davis, Adriana de Julio, Sandra DeJong, Mary Fitz-Gerald, Leslie Gise, Ray Hsiao, Saul Levin,, Courtney Lockhart McMickens, Saunda Maass-Robinson, Sudhakar Madakasira, Glen Martin, Adam Nelson, Michele Reid, Mary Roessel, Justin Schoen, Bruce J. Schwartz, Gabrielle Shapiro, Richard Summers, Shannon Suo, Nhi-Ha Trinh

## **APA Leadership, Equity and Diversity (LEAD) Institute Training Program:**

The LEAD Institute Training Program was officially launched. SAMHSA MFP fellows are now able to access the online courses thru the APA Learning Center and include Social Determinants of Mental Health (Drs. Francis Lu, Dolores Malaspina, and Robert Trestman), Structural and Institutional Racism in Mental Health (Drs. Josepha Immanuel and Nhi-Ha Trinh), Applying Racial Equity Lens (Dr. Jessica Isom), Cultural Competence (Dr. Neil Aggawal), and Mentorship and Networking (Dr. Hector C3lon-Rivera). This program consists of 20 hours of didactics with a certificate of completion and CME credits. DDHE, in collaboration with APA members, developed a series of DEI courses to raise awareness and enhance knowledge of the impact of structural racism and SDOMH among other factors on the mental health of individuals. Courses include:

- **Social Determinants of Mental Health.**

Socioeconomic factors affect risk for mental illnesses and substance use disorders, as well as health outcomes for individuals with these disorders. These factors can also influence

genetic determinants of health and illness through gene-by-environment interactions and epigenetic mechanisms. However, the social determinants of health and the social determinants of mental health exert their effects more broadly at the societal level. Thus, clinicians can more effectively address social determinants of health by enhancing the use of the DSM-5 Outline for Cultural Formulation to treat patients. Instructor(s): Dolores Malaspina MD, MS, MSPH, Francis G. Lu, MD, Robert Trestman, PhD, MD

- **Cultural Competence.** This course begins by introducing learners to different models of cultural competence such as cultural competence, cultural humility, cultural safety, and cultural formulation. It then focuses on the evidence base behind the DSM-5 Cultural Formulation Interview (CFI) and studies that have been published since its creation in 2013. It concludes with exercises for learners to consider as they consider barriers to using it in their practice and how they can overcome such barriers. Instructor(s): Neil Krishan Aggarwal, MD, MBA, MA

- **Mentorship and Networking.** This course will focus on mentoring and networking conceptualized, emphasizing how mentoring and networking fosters relationships that help psychiatric trainees receive career-related advice, and generating ideas for addressing challenges on the paths to success. Instructor(s): Hector Colon-Rivera MD, MRO
- **Structural and Institutional Racism in Mental Health Care.** Medicine has been historically impacted by structural and institutional racism. In this session, we will provide historical context of the pervasiveness of racism in mental health, define levels of racism. Lastly, we will illustrate how the impact of racism still impacts the mental health and care of our patients. Instructor(s): Josepha Immanuel MD, Nhi-Ha Trinh, MD, MPH
- **Apply a Racial Equity Lens:** In mental health care, structural and institutional racism is a key reason underrepresented people and communities of color experience negative outcomes. To effect change, applying a racial equity and justice lens can help achieve organizational transformation to better

serve patient communities. In this session, learners will be able to deepen their understanding of racial equity as a solution to pervasive racism and how clinicians can incorporate race equity into their work. Instructor(s): Jessica Isom, MD, MPH

### **APA Workforce Inclusion Pipeline Programs:**

APA currently supports the Workforce Inclusion Pipeline, which supports recruitment of racial/ethnic groups underrepresented in psychiatry. DDHE had meetings with the Association of American Medical Colleges to discuss collaborations on the pipeline challenges for Black men in medicine. The two organizations have agreed to meet quarterly and synergize efforts to enhance recruitment of underrepresented groups. In addition, DDHE has met with Mentoring in Medicine to also think through new and innovative partnerships that would of benefit to our participants.

## **APA Mental Health Disparities Capitol Hill Virtual Briefing**

In partnership with the APA Division of Government Relations, we hosted a briefing to communicate information to policymakers about the importance of supporting mental health equity legislation. The session was moderated by Dr. Pender, and Dr. Lisa Cooper provided an Overview of Health Equity, followed by Dr. Bernardo Ng who discussed mental health inequities and health services, and Dr. Glenda Wren closed the session discussing potential policy solutions, touching on relevant legislation including Pursuing Equity in Mental Health Act, H.R. 1475/S.1795; MOMMA's Act, H.R. 3407/S. 411 and Evaluating Disparities and Outcomes of Telehealth (EDOT) Act, H.R. 4770.

## APA Mental Health Equity Ambassadors

42 Ambassadors were selected, and they represent all APA Areas. Ambassadors will partner with APA/DDHE to increase diversity within the APA and reduce the overall burden of mental health inequities. The Inaugural 2022 Ambassadors include: Drs. Anita Abure, Samoon Ahmad, Arafat Aldujaili, Travis Amengual, Michael Arambula, Dia Arpon, Jedd Audry, Anil Bachu, Debra Barnett, Tiffani Bell Washington, Richa Bhatia, H. K. Blaisdell-Brennan, Jenny Boyer, Brennin Brown, Vivian Campbell, Ruby Castilla, Hector Colon-Rivera, Aniruddha Deka, Allen Dsouza, Kenneth Po-Lun Fung, Ijeoma Ijeaku, Danielle Jackson, Vu Le, Nubia Lluberes, Francis Lu, Yolanda Malone-Gilbert, Akeem Marsh, Raman Marwaha, Brandon Newsome, Kristine Norris, Priyanka Patel, Omar Farookh Pinjari, Kamalika Roy, Eduardo Rueda Vasquez, Geetanjali Sahu, Donald Simpson, Junji Takeshita, Anthony W. Termine, Michael Tom, Rodgers Wilson, Rochelle Woods, Yee Xiong

## APA En Espanol

DDHE, in partnership with the Department of Communications and the Council on Communications, continue to advance “APA en Español” to provide further resources to APA members serving Latino patients. We are currently advancing this project by meetings with four subgroups focused on: 1) Domestic Violence, 2) Stigma, 3) Substance Use Disorder, and 4) Suicide and Self-Harm.

## **APA Striving for Excellence Series: Addressing Mental Health Disparities Among African Americans/Blacks Through Patient Care**

The Division of Education received a subaward from the Morehouse School of Medicine African American Behavioral Health - Center of Excellence to develop a series focused on different subjects that will bring awareness to disparities in African American/Black mental health care. In partnership with DDHE and an advisory committee:

- 2021 - Developed one self-paced learning modules and 12 live webinars.
- 2022 - Developing two self-paced learning modules and 12 live webinars.

### **APA DDHE Mental Health Equity Awareness:**

- “Seen Not Heard:” A Health Equity Discussion on Racial Trauma and School Performance
- APA Blog: It’s Time to Ring the Alarm during Black History Month
- Black News Channel: Are there any warning signs, and how much does the pandemic contribute to the depression and anxiety that can lead to feeling isolated?



- The Philadelphia Inquirer: Shatter the myths about suicide and kids of color
- ABC7 News DC: Mental Health 5K
- APA's Moore Equity in Mental Health 5K Virtual Program
- NBC4 Washington: Virtual 5K Aims to Raise Awareness of Need for Mental Health Care
- NBC4 Washington: National Minority Mental Health Awareness Month
- Organized and hosted an APA Team for the American Foundation for Suicide Prevention's Out of the Darkness Washington, DC Walk.

**APA 117<sup>th</sup> Congress Legislative Priorities:**

DDHE contributed to the document put forth by Government Relations.

**APA Presidential Task Force on Social Determinants of Mental Health:**

DDHE serves as an advisor to the task force.

**APA Research:** DDHE is working with the Division of Research to track and report the leadership demographic yearly report requested by the APA Structural Racism Accountability Committee and to develop data agreements that will allow us to produce an annual report focused on the

psychiatric diversity workforce.

**APA Climate Study:** DDHE led the coordination of consultants to gather climate data regarding DEI at the APA. Findings have been shared with all staff, and appropriate divisions/departments are acting on the recommendations.

**APA Appalachian Outreach:** DDHE, in partnership with various APA Members, has restarted efforts to raise awareness of the unique mental health needs of our Appalachian community.

**APA DDHE Community Presentations:**

- American Red Cross, Panelist for Discussion of Colorism and the Impact of Communities of Color
- APA Annual Meeting General Session, Moderated Double Jeopardy, Muslim Mental Health Provider: Facing Xenophobia, Navigating Burnout and Focus on Wellness
- APA Annual Meeting General Session, Moderated Race, Religion, and Equity: Implications for Psychiatry
- APA Annual Meeting General Session, Presenter for Supporting ECPs and RFMs in Their Careers and Beyond

- APA Annual Meeting General Session, Presenter for Supporting Medical Directors in Behavioral Health Clinics
- APA Annual Meeting Presidential Session, Moderated The Politics of Health Policy: Integrating Racial Justice Into Health Care and Clinical Research
- APA Annual Meeting Presidential Session, Moderated The Psychology of Racism and Nonviolence
- APA Federal Advocacy Conference, Presenter for Addressing Mental Health Equity
- APA State Advocacy Conference, Presenter for Leaning Into Racial Equity and Health Disparities in Relation to Access to Psychiatric Care
- APA Striving for Excellence Series: Addressing Mental Health Disparities Among African Americans/Blacks Through Patient Care, Moderated Call to Action: Addressing the Black Youth Suicide Crisis
- Community Foundation for Northern Virginia, Keynote speaker for their Shape of the Region Conference focused on Finding Our Way Back to Mental Health
- Illinois Psychiatric Society, Presenter for Ethics and Equity: Moving Psychiatry Forward
- Mental Health Services Annual Conference, Panelist for Impact of Racism within Large Organizations
- National Hispanic Medical Association Leadership Fellowship Program, Hosted and Presented to their Fellows on ways to engage with the American Psychiatric Association and the importance of collaborative care.

# Diversity, Equity, and Inclusion Consultant

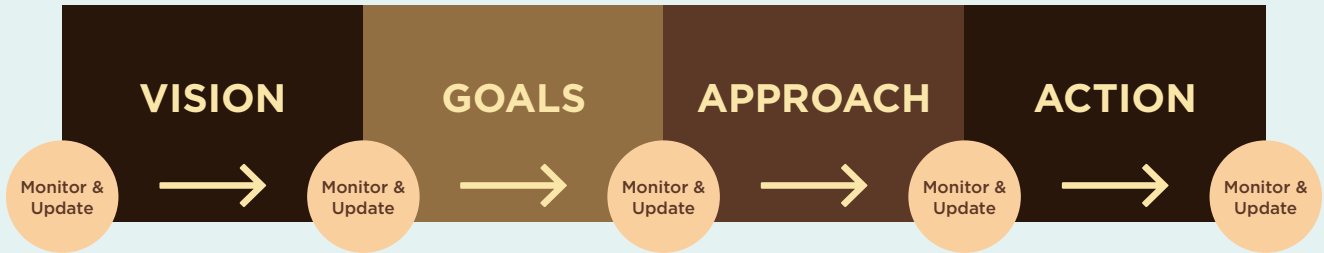
APA contracted with the Barthwell Group (a certified woman-owned, minority Business) to examine and provide recommendations to improve APA's DEI environment.

Out of approximately 198 staff, 136 responded to the survey.

The consultants also conducted interviews of randomly selected staff to be able to gather more qualitative information.

This resulted in recommendations for the APA moving forward.

# APA Administration DEI Strategic Planning Group



- DDHE is leading the development of an APA DEI strategic plan.
- A workgroup is being constituted with a representative leader from each division.
- The workgroup will meet monthly with to identify goals and metrics for enhancing DEI in their respective areas.
- These goals will be combined to develop a comprehensive DEI plan that is hardwired into the daily operations of the APA administration.

## Additional DEI Staff Trainings

**Harrassment and  
Discrimination in The  
Workplace (Mandatory  
for All Staff)**

**Civility in The  
Workplace  
(Mandatory for  
All Staff)**

# Pay Equity Analysis

## Non-profit HR retained in November 2021

### Results expected in May 2022

- Job description; not person
- DMV area – non-profits similar in revenue and size as APA
- Create job bands (pay ranges) for job categories with equivalent responsibility and education/experience requirement
- Help with bonus structure

## Meet Our Team

Our team efforts are in alignment with the APA Strategic Plan. Collectively, we must continue to think creatively and critically to achieve mental health equity.



**Regina James, M.D.**

Chief, Diversity and Health Equity and Deputy Medical Director



**Gabriel Escontrías, Jr., Ed.D.**

Managing Director, Diversity and Health Equity



**Nadia Woods, M.S.W.**

Associate Director, Workforce Inclusion



**Tanya Thabjan, M.P.P., P.M.P.**

Senior Program Manager, Psychiatric Workforce Diversity



**Yvonne Hill, M.S.**

Senior Program Manager, Community Outreach



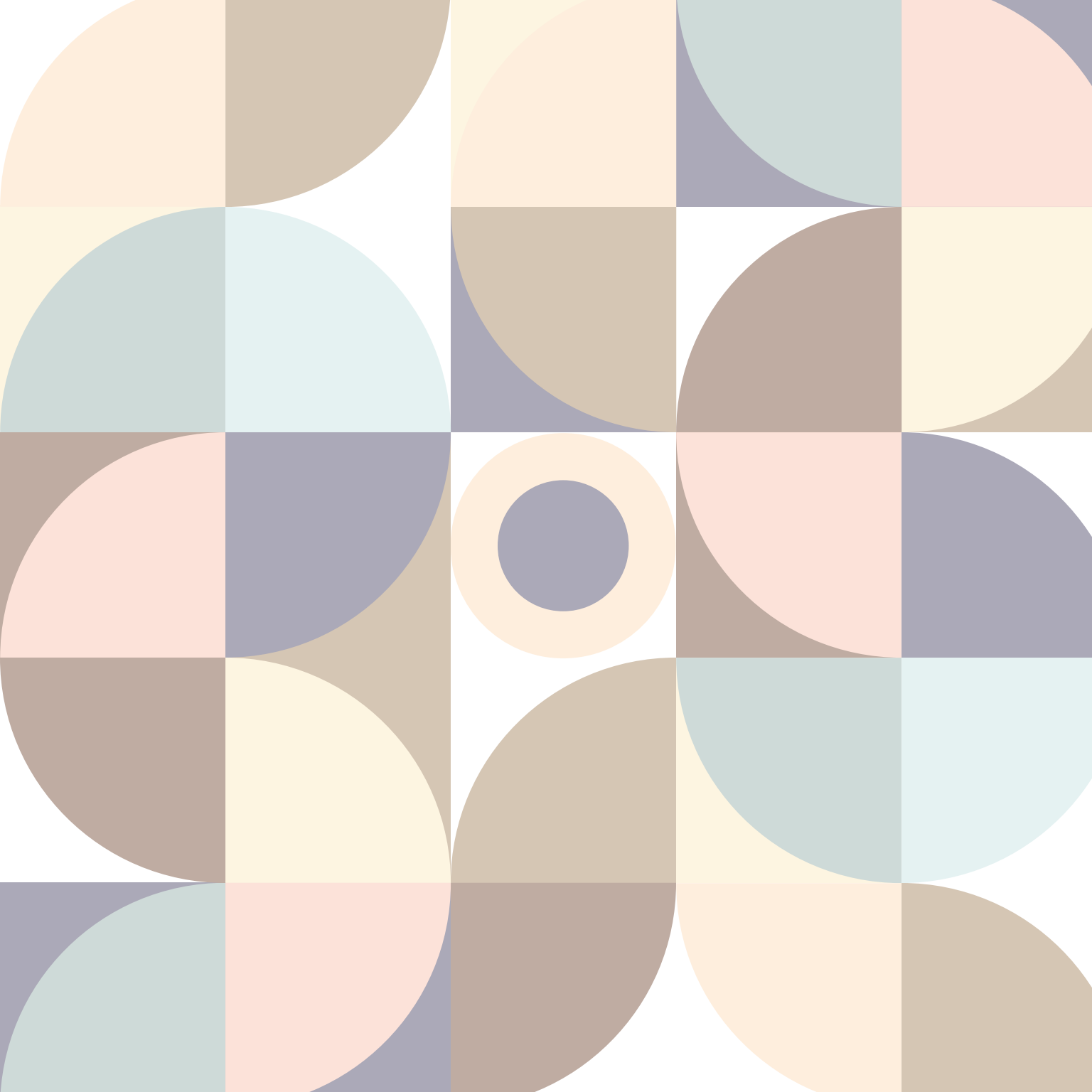
**Fátima Reynolds, M.P.H.**

Senior Program Manager



**Chandra S. Chea, P.M.P.**

Senior Program Manager



AMERICAN  
**PSYCHIATRIC**  
ASSOCIATION

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**Diversity & Health Equity**

