



**Division of Mental
Health and Addiction**

Practice, Policy & Innovation in Mental Health and Addiction Virtual Conference May 17-18, 2022

Health Equity and Cultural Linguistic Competency

The Mission

Facilitate cultural and linguistic competency strategies throughout Indiana's state and local systems to improve outcomes for populations vulnerable to disparities and disproportionalities.

The Vision

People of all cultures and ethnicities partnering with local and state systems to achieve equity in access, services, interventions and outcomes in our systems.

Conference Goals

Provide recommendations and resources for enhancing the standards of Culturally and Linguistically Appropriate Services of organizations, elevating individual understanding of cultural competency, and expanding outreach and impact of culturally-centered, community-based services.



Welcome

Thank you for attending the Division of Mental Health & Addiction's Cultural Linguistic Competency Conference, Practice, Policy & Innovation in Mental Health & Addiction! We look forward to sharing recommendations and resources for enhancing practice and policy, elevating individual understanding of cultural and linguistic competency, and expanding outreach and impact of culturally centered, community-based services.

It has been a difficult several years characterized by the disparities further brought to light by the COVID-19 pandemic, exacerbated inequities, and so much more. By participating in this conference, we hope you will gain tools needed to help move the needle on these issues in a positive direction.

This year our conference theme is Cultural Agility split into two tracks of Individual Accountability on May 17 and Organizational Adaptability on May 18.

The two tracks support our continued evolution towards effective, inclusive practices as mental health and addiction providers, as employers, as organizational leaders, and as individuals upholding best practices in health equity.

On an organizational level, health equity is the rigorous application of process evaluation and improvement to ensure that all Hoosiers have the opportunity to be healthy and well. A focus on health equity provides a strong foundation, creates holistic workplace cultures, is person-centric, and strives towards efficacy through continuous improvement.

On an individual level, health equity is each of us demonstrating our commitment to valuing diversity, equity and inclusion in order to improve health outcomes. We can't just say that these are our values. We must show these values in our actions, in our speech, and in our individual strides towards cultural agility.

We truly thank you for all of the work you do every day to improve the lives of those in our state. In this community of your fellow mental health and addiction providers, know that we are here united to continue to support you and to continue our collective work!

Sincerely,

Rachel Johnson-Yates, MA, LMHC, LAC (she/her/hers)
Deputy Director and Chief of Staff
Division of Mental Health and Addiction



Conference Agenda

Tuesday, May 17

Morning Sessions

Welcome & Introduction: Mission, Vision & Purpose to Indiana Cultural Competency Enhancement Project

Division of Mental Health & Addiction Leadership

Presenter: Rachel Johnson, DMHA Chief of Staff

9:00 a.m. – 9:15 a.m.

Equity-Centric Integrated Care-The New Wellbeing Model

Presenter: Dr. Kory Carey, Ph.D., Executive Director of Equity and Systemic Integration

9:15 a.m. - 9:30 a.m.

State of the State: Future Casting for an Equitable System

Presenter: Dr. Breanca Merritt, Ph.D., FSSA Chief Equity Officer

9:30 a.m. – 9:45 a.m.

Break - Join Virtual Networking Cafe

10:00 a.m. – 10:30 a.m.

Key to Individual Accountability

Presenter: Dr. Dennis Rudnick, Ph.D., Assistant Professor, Multicultural Education, Missouri State University

10:30 a.m. – 11:30 a.m.

Break - Join Virtual Networking Cafe

11:30 a.m. - 12:00 p.m.

Afternoon Sessions

KEYNOTE

A Fireside Chat with Jodi-Ann Burey: Intersections of Race, Culture & Health Equity.

Presenter: Jodi Ann Burey

12:00 p.m. – 1:30 p.m.

Break - Join Virtual Networking Cafe

1:30 p.m. – 2:00 p.m.

Back to the Future: Understanding How Your Mentoring Lineage Affects Your Application of DEI Today to Increase Culture Competency

Presenter: Dr. Gabe Veas, Ph.D., The Los Angeles School of Mentorship

2:00 p.m. – 3:00 p.m.

Break - Join Virtual Networking Cafe

3:00 p.m. – 3:30 p.m.

Bridging the Autism Service Chasm: Implementation of a Coordinated Care Continuum for Patients with the Most Significant Behavioral Health

Presenters: Dr. Tiffany Neal, Ph.D. and Dr. Naomi Swiezy, Ph.D.

HANDS in Autism® Interdisciplinary Training and Resource Center, Department of Psychiatry, IU School of Medicine

3:30 p.m. – 4:30 p.m.



Conference Agenda

Wednesday, May 18

Morning Sessions

Organizational Adaptability

Presenters:

Kelli Lester,

Chief Strategy Officer, Engaging Solutions

Kellie Meyer, M.A.,

President, Kellie Meyer Training Solutions

Suzanne Clifford, MBA,

CEO Inspiring Transformations

Moderator:

Sunny Lu Williams, President, TechServ

9:00 a.m. – 10:00 a.m.

Break - Join Virtual Networking Cafe

10:00 a.m. - 10:30 a.m.

Transforming Recruitment & Retention: What We've Learned and are Still Learning

Presenter: Noemi Schoenrad, Four County Center

10:30 a.m. – 11:30 a.m.

Break - Join Virtual Networking Cafe

11:30 a.m. - 12:00 p.m.

Afternoon Sessions

KEYNOTE

Reliving COVID-19: Organizational Adaptability during the Pandemic – Crisis Change Management

Presenter: Dr. Aleesia Johnson, Ed.D.,

Superintendent, Indianapolis Public Schools

12:00 a.m. – 1:30 p.m.

The Structure of Belonging in Therapeutic Groups

Presenters: Anna Schoon, Northwest IN

Community Action; Beth Ellen Holimon, The Hive Collective

2:00 p.m. – 3:00 p.m.

Break - Join Virtual Networking Cafe

3:00 p.m. – 3:30 p.m.

Connecting the Path from War-Related Trauma to Culturally Competent Services for Refugees, Asylees, and Asylum Seekers

Presenters: Danielle Schneider-Moran, Craig-

Anesu Chigadza, & Claire Pollock, Exodus

Refugee Immigration

3:30 p.m. - 4:30 p.m.



Session Descriptions

Tuesday, May 17

9:00 a.m. – 9:15 a.m. Welcome & Introduction: Mission, Vision & Purpose

Division of Mental Health & Addiction Leadership

Presenter: Rachel Johnson-Yates, DMHA Chief of Staff

Sponsor of the Cultural Competency Enhancement Project and DMHA Chief of Staff, Rachel Johnson-Yates welcomes attendees to the 2022 conference, providing an explanation of this year's theme, "Individual Accountability and Organization Adaptability", and a refresher on DMHA's mission, vision, and purpose. Ms. Johnson-Yates shares her reflection on the core principles of high quality, seamlessly integrated, and accessible systems of care.



**Rachel
Johnson-Yates**

Rachel Johnson-Yates is a Licensed Mental Health Counselor and a Licensed Addiction Counselor. Through her experience in state government, criminal justice, inpatient psychiatric care, shelters for veterans experiencing homelessness, and higher education, Rachel has developed a keen understanding of the significant issues facing Hoosiers struggling with substance use and mental health concerns. Rachel uses this professional foundation to advocate for and accelerate the development of evidence-based and innovative programs to effectively support the individuals and families who are deeply affected by these issues.

Rachel completed her undergraduate education at Hanover College where she was designated as the Distinguished Psychology Student of the Year. She then went on to complete a master's degree in Clinical Psychology from the University of Indianapolis where she was later chosen as the 2015 School of Psychological Sciences Alumni of the Year. Since that time, she has received many honors including the Indiana FSSA Secretary's Health Impact Award. She is also a member of the 45th Stanley K. Lacy Leadership Cohort and the inaugural Milbank Fellowship for Executive Government Leaders.

Rachel, her wife, Kristina, their daughter, Harper, and their cat, Daffodil, live in Indianapolis. Rachel loves nachos, being outside in the sun, classic video games, and learning how to do overwhelming home improvement projects when she's feeling stressed.



Session Descriptions

9:15 a.m. - 9:30 a.m. Equity-Centric Integrated Care-The New Wellbeing Model

Division of Mental Health & Addiction Leadership

Presenter: Dr. Kory Carey, Ph.D., Executive Director of Equity and Systemic Integration

Dr. Kory Carey shares the upcoming structure of housing initiatives, behavioral workforce development, criminal justice initiatives, and health equity at DMHA and discusses the importance of how equity supports the work of providers in applying the work that we do and services that we provide towards holistic care.



Dr. Kory Carey

Dr. Kory Carey is the Executive Director of Equity and Systemic Integration for the Division of Mental Health and Addiction (DMHA) at Indiana Family and Social Services Administration (FSSA). In this role she provides leadership, support, policy, and planning related to diversity, equity, and inclusion initiatives and oversees initiatives related to behavioral health workforce and housing and other initiatives that advance Indiana's behavioral healthcare system. Dr. Carey is a licensed psychologist with over 10 years of clinical experience and service in Indiana with special interests and experience in crisis intervention, grief and loss, identity development, racial trauma, racial identity, reintegration after incarceration, suicide prevention, and work with BIPOC. Dr. Carey earned her bachelor's degree in psychology from Howard University, and her Master's in Counseling and Ph.D. in Counseling Psychology from Ball State University. She has been licensed as a psychologist and endorsed as a Health Service Provider in Psychology (HSPP) in Indiana since 2013.



Session Descriptions

9:15 a.m. - 10:00 a.m. Future Casting for an Equitable System

Family and Social Services Administration Leadership

Presenter: Dr. Breanca Merritt, Ph.D., Chief Equity Officer, FSSA

Dr. Breanca Merritt, Ph.D. will share her vision for the State of Indiana through a look back at the history of racism, a reflection on our present circumstances, and providing the vision for a path forward.



Dr. Breanca Merritt

On Jan. 4, 2021, the Indiana Family and Social Services Administration welcomed Breanca Merritt, Ph.D., as the agency's first chief health equity and ADA officer. Dr. Merritt comes to FSSA after serving as the founding director of the Center for Research on Inclusion and Social Policy at Indiana University-Purdue University Indianapolis. She was also a clinical assistant professor in IUPUI's O'Neill School of Public and Environmental Affairs and adjunct faculty for the Africana Studies program.

FSSA recently created the chief health equity and ADA officer position to provide leadership in the evaluation of policy decisions that affect race equity, to build metrics for agency accountability, ensuring agency adherence to the Americans with Disabilities Act, and to serve at the executive level working to build a culture of equity across the agency. Dr. Merritt will report directly to the FSSA Secretary Sullivan and also be responsible for leading FSSA's Office of Healthy Opportunities.

"Dr. Merritt has a long history as an academic and practitioner with real-world experience working among marginalized populations to understand racial and ethnic disparities and encouraging policies that promote equity," said Secretary Sullivan.

Dr. Merritt earned a bachelor's degree from the University of Oklahoma Gaylord College of Journalism before a master's degree in political science from Texas A&M University. She then earned a Ph.D. in health promotion sciences from the University of Oklahoma's Hudson College of Public Health with a specialty in health disparities. She lives in Indianapolis with her husband.



Session Descriptions

10:30 a.m. – 11:30 a.m. Key to Individual Accountability

Presenter: Dr. Dennis Rudnick, Ph.D., Assistant Professor, Multicultural Education, Missouri State University

As mental health and addiction professionals, what do we mean by individual accountability? Why is individual accountability necessary to foster our cultural and linguistic competency? What are some concrete, effective practices and strategies for mental health and addiction professionals? How do we hold ourselves accountable, and how does our individual accountability align with our accountability to our colleagues, clients, and communities? Moreover, how does individual accountability relate to systemic change? This session will engage mental health and addiction professionals with the challenges and possibilities of applying cultural agility as essential to individual accountability and, by extension, organizational accountability.



Dr. Dennis Rudnick

Dr. Rudnick has more than 25 years of professional experience as an educator, consultant, researcher, administrator, facilitator, program developer, and public speaker on multicultural, civil rights, and social justice issues. His research includes the relationships between racism, identity, ideology, knowledge construction, and social movements.

Dr. Rudnick is committed to fostering a climate of transformative awareness and understanding through education. He holds a B.A. in Sociology from the University of Mary Washington, and a Ph.D. and M.Ed. in Curriculum and Instruction, Multicultural Education from the University of Washington, Seattle. Dennis L. Rudnick, Ph.D. is Assistant Professor and Dean's Diversity Fellow in the College of Education at Missouri State University.



Session Descriptions

KEYNOTE:

12:00 p.m. – 1:30 p.m. Intersections of Race, Culture & Health Equity

Presenter: Jodi Ann Burey

Author, speaker, pod-cast host, cancer-survivor, public health expert, and so much more, Jodi-Ann Burey (she/her) will be conducting a fire-side chat on the intersections of race, culture, and health equity. Ms. Burey will share her personal and professional experiences in a moderated conversation. Additional work: TED talk, “The Myth of Bringing Your Full Authentic Self to Work,” embodies her disruption of traditional narratives about racism at work.



Jodi-Ann Burey

Jodi-Ann Burey is a speaker, writer and creator who works at the intersections of race, culture and health. Born in Jamaica, raised in New York City and well-traveled globally, her influences transcend boundaries. She draws from education, global health, entrepreneurship and other disciplines in her work -- with communities of color at the center. She has interviewed Stacey Abrams and introduced both US Senator Cory Booker and Vice President Kamala Harris during their 2020 campaigns. Whether she's interrogating authenticity at work or exploring systemic bias as the root of imposter syndrome, her critical lens focuses on how things came to be by examining the systems of oppression that construct the choices we make and how we see the world.

An alum of Boston College and the University of Michigan, Burey leads conversations with prominent community and business leaders with a goal to not just share ideas, but also leverage the power we already have to address inequities all around us. For her, this is where disruption happens.

In 2018, Burey's public health and social justice worlds collided with a spinal tumor diagnosis. Along that recovery journey, she built what she needed: a space to not feel alone. Jodi-Ann created Black Cancer, a narrative podcast about identity, trauma and health inequities. She also serves as a founding co-chair of the Seattle Diversity, Equity and Inclusion Community of Practice.

Burey prides herself on being a cool auntie, a twist-out queen and a reluctant dog owner. She is currently writing her first book.



Session Descriptions

2:00 p.m. – 3:00 p.m. Back to the Future: Understanding How Your Mentoring Lineage Affects Your Application of DEI Today to Increase Culture

Presenter: Dr. Gabe Veas, Ph.D., The Los Angeles School of Mentorship

Grandmentor - Mentor - Protégé. Since the beginnings of humanity, this three-tier generational archetype or Mentoring Lineage has been foundational to how our society operates. Yet, how many mental health & addiction providers have taken the time to thoroughly chart out and assess their relational ancestry to understand better how these individuals, and the quality of their interactions with them, continue to influence their lives today? This is especially poignant as providers seek to invest in and develop their DEI capacity and cultural competencies.



Dr. Gabe Veas

Dr. Gabe Veas, Ph.D. is a son of Los Angeles who, in 2017, was named the first Professor of Mentorship in the United States. Veas has pioneered academic research in protégé-initiated mentoring and Mentoring Lineage, having taught at twelve institutions of higher learning, including Loyola Marymount University. Veas is a highly sought-after public scholar and author, addressing the societal ills of the day through the mentoring lens at venues such as Princeton and Yale. Veas advocates for and models how to effectively implement intercultural mentoring as a community transformation. In 2011, Veas, alongside his team of protégés, founded One Protégé, Inc., which provides leaders and organizations the opportunity to receive coaching and capacity development. Veas recently launched The Los Angeles School of Mentorship, a progressive artistic community dedicated to developing more effective mentors and protégés. Veas relies on social media platforms to cultivate relationships with students and professionals internationally, shape the trajectory of mentoring globally, and help institutions live into their missions. As a lyricist, Veas has consistently performed online during the pandemic, helping inspire audiences to understand their identity, discernment process, and ethical values. Veas affirms mentoring's relationship to mental health and is currently pursuing his latest graduate degree in psychology to apply for dual licensure as a counselor & therapist.

Veas is passionate about serving marginalized populations, especially around racism, religious trauma, sexual/gender discrimination, bereavement, and ambiguous loss.



Session Descriptions

3:30 p.m. – 4:30 p.m. Bridging the Autism Service Chasm: Implementation of a Coordinated Care Continuum for Patients with the Most Significant Behavioral Health Challenges

Presenters: Dr. Tiffany Neal, Ph.D., and Dr. Naomi Swiezy, PhD, HSPP, HANDS in Autism® Interdisciplinary Training and Resource Center, Department of Psychiatry, IU School of Medicine

Autism spectrum disorder (ASD) is noted to be the fastest growing developmental disability in the United States, consistently affecting 1-2% of our population. Individuals with ASD are at increased risk to experience co-occurring physical, behavioral and mental health conditions across the lifespan. Given the increased likelihood for complications and/or regression, individuals affected by ASD and their families are likely to require some form of support across the lifespan. Care providers spanning medical, community, and educational settings are charged with facilitating and implementing evidence-based practices (EBPs) across settings; however, they are often not sufficiently trained to do so. The HANDS in Autism® Coordinated Care Continuum as part of the Adolescent Autism Unit at the Indiana Neurodiagnostic Institute and Advanced Treatment Center serves to respond to the growing State need – children with ASD and/or developmental disabilities who are manifesting significant behavioral health challenges within the community and would benefit from safe and effective short-term assessment and intervention that leads to stabilization but must be followed by coordinated community-based support towards team facilitation, coordination and consistency in implementation of community-informed treatment plans to most respectfully respond and adapt to all patients in seeking to transform patient lives and ensure provider success.



Dr. Tiffany Neal

Dr. Tiffany Neal, Ph.D., HANDS in Autism® Interdisciplinary Training and Resource Center, Department of Psychiatry, IU School of Medicine

Dr. Neal has a rich background in clinical neuropsychology, school psychology, and applied behavior analysis with a concentration in complex or dual diagnoses and experience across inpatient, outpatient, diagnostic, home, school and community-based service and treatment settings. In addition to service and training roles, she has been active in teaching and serving as an invited member or representative among local, state and national associations, task forces, and committees focused on autism, dual diagnoses, policies and funding, diversity and equity, implementation science, and program evaluation. Dr. Neal's experience has greatly informed her approach towards and focus on mental and behavioral health care and training through integration of evidence-based practices and pragmatic measurement feedback systems



Session Descriptions

(Dr. Tiffany Neal's Bio Cont.)

with consideration of the applicable determinants of change (e.g., readiness, moderators, barriers, etc.) to improve outcomes for children, adolescents and families within contexts (e.g., schools, justice system, healthcare settings, etc.) that routinely service and provide care to these populations. Among various roles as the Assistant Director at the HANDS in Autism® Center, Dr. Neal lends oversight to the approach, curriculum, partnerships, research and dissemination efforts for the Center.



Dr. Naomi Swiezy

Dr. Swiezy is a Professor of Clinical Psychology in Clinical Psychiatry at the Indiana University School of Medicine. As founder of the HANDS in Autism® Model and Director of the HANDS in Autism® Center, her programming and research interests include the facilitation and implementation of systems change with direct involvement in development of programming, training and supervision of personnel and students in implementing programming elements, and facilitating engagement, participation and training of community partners. Beyond the development and implementation of training and outreach services, Dr. Swiezy has roots in parent training and interest and extensive experience with staff training and community-based behavioral assessment and interventions applied to individuals across the lifespan with ASD/DD, dual and complex diagnoses, and severe and complex behaviors. Dr. Swiezy has further served as principal investigator (PI) or director on numerous studies over the past 24 years at the IU School of Medicine as well as in her previous role at Kennedy Krieger Institute at the Johns Hopkins School of Medicine in Baltimore, Maryland. She has an extensive history of exceptional grantee and organizational leadership with effective execution of local, state and national project aims and objectives.



Session Descriptions

Wednesday, May 19

9:00 a.m. – 10:00 a.m. Organization Adaptability

Presenters: Kelli Lester, Chief Strategy Officer, Engaging Solutions; Kellie Meyer, M.A., President Kellie Meyer Training Solutions; Suzanne Clifford, MBA, CEO, Inspiring Transformations

This session explores the pathways towards employer adaptability through both internal and external communication. It will highlight Individual Adaptability & Self-Care, Programmatic Adaptability & External Partners and Systems Adaptability.



Kelli Lester

Kelli leads company strategic initiatives, business development, marketing, and the Diversity, Equity & Inclusion (DEI) service line. In her career, she has been an equal opportunity activist, community leader and an ambassador to local and national populations. Her professional skills include, but are not limited to, Leadership Coaching, Change Management, Strategic Consulting, Problem Solving, Employee Engagement and Organizational Effectiveness. Kelli is a dynamic executive leader with progressive experience in strategic consulting, leading DEI initiatives in a CPG and multi-media company. A leader in strategic planning, leadership development, revitalization, and market analysis. Kelli is an expert in helping organization's define vision, develop strategies, and execute action plans with sustainable results. She maintains strong collaborative, analytical, negotiation, project management, career coaching, marketing, decision-making and public speaking skills. Prior to joining the firm, she was Strategic Engagement Leader and SVP of Consulting for The Kaleidoscope Group, a full-service diversity and inclusion (D&I) consulting firm based in Chicago. Kelli served as the Director of Diversity & Inclusion for Sara Lee, where she created the foundation for Diversity and Inclusion. Kelli was also a partner of Infinite, Inc., a multi-service marketing firm specializing in reaching minority populations. Kelli holds a bachelor's degree in Speech Communications from Ball State University. She was named as one of 30 Young Leaders of the Future, featured in EBONY.



Session Descriptions



Kellie Meyer

Since 2011 Kellie Meyer has been the President of Kellie Meyer Training Solutions. She has developed training for law enforcement, corrections, and first responders for 20 years which has resulted in a reduction of use of force by 70%. She has served as an advisor to the IACP (International Association of Chiefs of Police) in Crisis Intervention, partnered with the Center for Naval Analysis, developed curriculum for the National Institute of Corrections (NIC), facilitated improved re-entry and community liaison practices, established better protocols for sex offender management, advanced suicide training and response, as well as implemented programming for veterans. She has led the certification of community health workers and peer recovery specialists in addition to working with communities to establish protocols and systems change for those with mental illness. Ms. Meyer has worked with local, state, and federal agencies, as well as private agencies, to adopt culture change which has resulted in enhanced service delivery and communication. Ms. Meyer holds a Bachelor of Arts degree in French and Theatre from Indiana State University and a Master of Arts degree in Executive Development for Public Service from Ball State University.



Suzanne Clifford

Suzanne F. Clifford is the CEO of Inspiring Transformations, a consulting practice that partners with executive leaders and mental health coalitions to implement transformational change in mental health, substance use prevention/treatment, and overall health and wellbeing. She received the governor's Sagamore of the Wabash award for her leadership in mental health and substance use disorder prevention and treatment. Suzanne has broad experience leading transformational change as the Senior Vice President of Integrated Primary Care at Community Health Network, CEO of Gallahue Mental Health Services and Vice President of Behavioral Health at Community Health Network, Indiana Director of Mental Health and Addiction for two governors, management positions at Eli Lilly and Company, Mental Health America of Indiana's Board, NAMI National Board, National Association of State Mental Health Program Directors (NASMHPD) Board, and Joint Commission's National Behavioral Health PTAC Board. Suzanne co-authored a book about leading transformational change in healthcare that will be published towards the end of 2022.



Session Descriptions

10:30 a.m. - 11:30 a.m. Transforming recruitment and retention: what we've learned and are still learning

Presenter: Noemi Schoenrad, Four County Center

Four County has been established in the community for many years but has struggled as some agencies to hire diverse population that represents those the agency serves in different counties. After a series of discussions, the agency hired a recruitment specialist. Her ability and availability to go out to different places in the communities we serve, have assisted not only with the process of hiring but also has encouraged all to make efforts on the retention and factors that can promote and foster a healthy and safe environment for people from different backgrounds at the agency.



Noemi Schoenrad

Noemi Schoenrad is a Brazilian native, living in the United States for 16 years. Noemi started her career as a childcare specialist and over the past 10 years has been an employee of Four County. At Four County, Noemi had worked mostly as a skills trainer and became a certified medical interpreter in 2018. Since then, she has been the Diversity and Interpretation Coordinator for the agency. Besides assisting with interpretation for Spanish speaking client, she also assists with education of staff on Clas Standards and diversity, equality and inclusion initiatives. When Noemi is not working, she enjoys spending time with her granddaughter; baking and working on her garden.



Session Descriptions

KEYNOTE:

12:00 p.m. – 1:30 p.m. Reliving COVID-19: Organizational Adaptability during the Pandemic – Crisis Change Management

Presenter: Dr. Aleesia Johnson, Superintendent, Indianapolis Public Schools

Superintendent Johnson relives the crisis management techniques and actions undertaken during the COVID-19 Pandemic and shares the cultural competency learnings towards assessing student and family needs, prolonged support needs and care for staff, and the continued conversation of how a school system addresses the mental health needs of staff, students, and families.

A collaborative exercise with audience members will take place during this keynote to support co-production of solutions to increase the capacity of the mental health system for our communities.



Dr. Aleesia Johnson

Dr. Aleesia Johnson serves as superintendent of Indianapolis Public Schools (IPS), the largest district in Indiana serving more than 30,000 students. Named superintendent in 2019, Johnson has entered her second decade of service as an educator, achieving success as a teacher, school leader, and administrator in both public charter and traditional district schools. She is the first Black woman to serve as superintendent in Indianapolis Public Schools.

A native of Evansville, Indiana, Johnson comes from a family of educators, including her mother, who is an elementary school principal; her grandfather, who was one of few African-American administrators in the Evansville area during the 1970s and 80s; and her grandmother, who worked as a high school classroom assistant. Growing up in her mother's middle school classroom, Dr. Johnson began her career as a 6th grade Science and Social Studies teacher.

Dr. Johnson holds a Bachelor of Arts degree in Psychology and African-American Studies from Agnes Scott College; a Master of Social Work in Children and Youth and Community Organizing from the University of Michigan; a Master of Arts in Teaching degree in Secondary Education and a Doctorate of Education in Educational Leadership, both from Oakland City University.



Session Descriptions

(Aleesia Johnson's Bio Cont.)

Dr. Johnson believes deeply in service not only to the students and families of IPS but also to the broader Indianapolis community. She demonstrates this belief through her membership on several local organizational boards including The Arts Council of Indianapolis, the Indianapolis 500 Festival, the IUPUI Board of Advisors, and the Board of Trustees for Ivy Tech Community College, Indianapolis Campus. She serves on the advisory board at Harvard University's Center for Education Policy Research and is also a member of the Aspen Superintendents Network as well as Chiefs For Change, a national advocacy organization of state and district education leaders. Dr. Johnson is privileged to also be an active member of Alpha Kappa Alpha Sorority, Incorporated.

Dr. Johnson and her husband, Andre, are the proud parents of an adult daughter, Deja, and three school-aged children, Frederick, Naomi, and Grace, who are also IPS students.



Session Descriptions

2:00 p.m. – 3:00 p.m. The Structure of Belonging in Therapeutic Groups

Presenter: Anna Schoon, Northwest Indiana Community Action; Beth Ellen Holimon, the Hive Collective

Through a data-driven cultural lens (with historical context) the presentation will center on highlighting community benefits (disrupting cycles of generational poverty and systemic trauma, addressing environmental determinants of health and well-being, opportunity impact due to racial demographic shifts, et al) in prioritizing the most vulnerable populations (MVP) in strategic economic planning with long-term investments and measurable outcomes; understanding how strategic economic planning currently works to foster conditions conducive to community progress and prosperity for beneficiaries of status quo policies and systems (while marginalizing MVP); and examples of what an inclusive strategy would look like that centers and prioritizes MVP compared to current regional strategies that sustain the status quo.



Anna Schoon

Anna Schoon has over 25 years of leadership experience in a variety of human service settings. Since 2006, Anna has been working at Northwest Indiana Community Action, based in Crown Point, Indiana where she currently serves as Vice President of Planning and Business Development. In her role, Anna leads the organization's community needs assessment processes, develops outcome-oriented strategies for change, and leads the organization's efforts to measure and document success. Anna holds a master's degree in social justice from Loyola University Chicago and is a member of Alpha Sigma Nu, the honor society of Jesuit universities. She is a Certified Community Action Professional and a Certified Trainer in Results Oriented Management and Accountability through the National Peer to Peer Training Network. She was awarded a fellowship with Common Good and was a semi-finalist for the 2020 cohort of the Robert Wood Johnson Foundation Culture of Health Leaders program. Anna helped lead the effort to establish an annual conference addressing the intersection of trauma/adverse childhood experiences and community development in Northwest Indiana in 2019. Anna also volunteers as a local chapter leader and as chair of the national Regional Leader Committee for Together Women Rise, a Greenville, South Carolina based non-profit working for global gender equality. Anna is particularly interested in place-making and belonging as strategies to advance equity and inclusion.



Session Descriptions



Beth Ellen Holimon

Beth Ellen leads with the belief that purpose-driven organizations will achieve their aspirations when boards, fundraising, and operations are transparent, respectful, empathetic, and courageous. She is the lead consultant with The Hive Collective which is a growing consortium of thought leaders and practitioners who apply the concept of connective and inclusive board governance. For over six years, Beth Ellen led Together Women Rise, a powerful community of women and allies dedicated to achieving global gender equality. She has served as the executive director of an emergency shelter for foster children, the American Cancer Society, Reach Out and Read, Norwegian Outdoor Education Center, Utah Community Associations Institute, and consulted with many more. She was a Rotary Ambassadorial Scholar in Mexico to learn and teach domestic violence intervention in Mexican shelters. She holds a BA in Women's Studies from the University of Colorado and an MA in Linguistics from the University of South Florida. Beth Ellen is a Certified Fundraising Executive and BoardSource Governance Consultant. She is the mom of two incredible teenage boys, three cats, a happy standard poodle; she is also a beekeeper. She is gratefully married to a very patient Keith Albury. Beth Ellen Holimon strives to dismantle systems of oppression in all her work, recognizing that often the systems under which nonprofits function were not created by the people who participate in them. Beth Ellen strives to give space for the creation of inclusive structures guided by self-determination, dignity, and respect. Beth Ellen identifies as a cis-gendered, white, straight, woman. She recognizes that the unearned privileges that come with these identities may cause her to miss valuable perspectives in decision-making or advice. She invites feedback and conversation when she expresses privilege in any way and endeavors to learn, reflect, and continue to change. Additionally, she welcomes feedback on this written perspective.



Session Descriptions

3:30 p.m. – 4:30 p.m. Connecting the Path from War-Related Trauma to Culturally Competent Services for Refugees, Asylees, and Asylum Seekers

Presenters: Danielle Schneider-Moran, Craig-Anesu Chigadza & Claire Pollock, Exodus Refugee Immigration

You will hear case studies about how to overcome roadblocks as well as leave with a call to action on how to bridge the gap of providing culturally and linguistically appropriate trauma-informed care for all community members. You will learn the difference between a refugee, asylee, and asylum seeker as well as the services Exodus Refugee Immigration (Exodus) provides. You will learn the benefits of providing culturally and linguistically appropriate services, the barriers clients face locating these services, as well as what happens when there is a delay locating trauma-informed services. You will hear how we discuss mental health while breaking stigma, explain the health care system, and learn about the mind-body connection. Exodus provides culturally and linguistically appropriate mental health services to refugees, asylees, and asylum seekers from 20 different countries in over 18 languages. With the help of the DMHA grant, Exodus continues to educate providers and community leaders on providing culturally appropriate care as well as works toward building stronger partnerships with Community Mental Health Centers in order to facilitate referrals.



**Danielle
Schneider-Moran**

Danielle joined the staff of Exodus in 2019. As a bilingual Mental Wellness Coordinator, Danielle manages the mental wellness program by providing individual, family, and group counseling. Danielle meets with clients in the office, at their homes, or via telehealth to break down the barriers to mental health services. She also provides psychoeducation to both clients and Exodus teammates to bridge the gap in understanding the impact of trauma. Danielle previously worked in Study Abroad for 8 years and oversaw programs in Chile, Argentina, Mexico, and Cuba. Danielle holds a Master of Science Degree in School Counseling and a Licensed Mental Health Certificate from Butler University. Additionally, she holds a licensure in mental health counseling, and she is a National Certified Counselor. When Danielle is not working, she enjoys hiking, rollerblading, cycling, and finding new coffee shops in Indy.



Session Descriptions



**Craig-Anesu
Chigadza**

Craig-Anesu was born and raised in Rusape, Zimbabwe and joined Exodus in June 2021, after previously serving as an intern at Exodus during his time as an undergraduate at the University of Indianapolis. As the Mental Wellness Advocate, Craig is directly responsible for external partner relations in the Mental Wellness department and focuses his efforts on increasing provider capacity to serve our clients through culturally and linguistically appropriate means. In addition, he also provides direct support to clients enrolled in the Mental Wellness program, that need shortterm case management. Craig is a passionate young leader who strives in and outside of work to make Indianapolis a more culturally inclusive city. When Craig is not working, he can found volunteering in the community, spending time with family and friends or exploring downtown Indianapolis.



Claire Pollack

Claire Pollack is a Licensed Clinical Social Worker who lives in Westfield, Indiana. Claire worked at Exodus from 2015-2018, first as a case manager and then as the Youth Program Coordinator. Claire received her Master of Social Work from Indiana University in 2019 and worked as a school social worker at an elementary school for 2.5 years. In 2021, Claire returned to Exodus as the Mental Wellness Community Trainer. When Claire is not working, she enjoys spending time with her family, friends, dog, and loves to do anything outside. She is always up for an adventure and has traveled to 12 different countries.



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Dennis L. Rudnick, Ph.D. is Assistant Professor and Dean's Diversity Fellow in the College of Education at Missouri State University. For the past four years, Dr. Rudnick has served the Cultural Linguistic Competency Conference Planning Committee as a subject matter expert, developing curriculum and instruction around issues of diversity, equity, inclusion, culture, and other key concepts.

