



Welcome!



To compassionately serve our diverse community of Hoosiers by dismantling long-standing persistent inequity through deliberate human services system improvement.

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VISION AND MISSION



Division of Mental
Health and Addiction

DMHA VISION

An unyielding focus on promoting and supporting the mental health and wellness of the people of Indiana.

DMHA MISSION

To champion mental health promotion and substance use disorder prevention, treatment and recovery systems that are high quality, seamlessly integrated and accessible to the people and communities of Indiana.

CORE PRINCIPLES



Division of Mental
Health and Addiction

DMHA CORE PRINCIPLES

Our three core principles are systems that are:

HIGH QUALITY

- Person-centered
- Innovative
- Data-driven
- Evidence-based
- Peer-driven
- Culturally competent
- Trauma-informed

SEAMLESSLY INTEGRATED

- Full continuum of care
- Strong partnerships
- Smooth referrals
- Minimized silos
- Functions with payer sources
- Include shared populations

ACCESSIBLE

- Minimal administrative burden
- Accessible to clients and providers
- Easy to use
- Expedient
- Transparent
- Expedient access to care

Disparities in Mental Health

- African Americans with an affective disorder are more likely to be diagnosed with schizophrenia than are white patients.
- African Americans and Hispanics are less likely than whites to receive guideline-based care for depression and anxiety
- Around 10% of people who don't speak English receive the mental health care they need
- People who live in rural areas have less access to mental health services than do their more urban counterparts

https://www.cdc.gov/pcd/issues/2010/jan/09_0125.htm

The weather, politics, natural disasters, stock market, world events, bad drivers, injury or illness, actions of others,

People in my life, family, children, neighbours, co-workers,

What I read, ongoing learning
What I say. My actions
Where I live and work
Friends I choose
Attitude
Spiritual focus
My Finances
Time management
Diet Exercise Rest

CONTROL

my community
INFLUENCE

corporate decision in workplace

CONCERN

Speak Up!

“We can learn to work and speak when we are afraid in the same way we have learned to work and speak when we are tired. For we have been socialized to respect fear more than our own needs for language and definition, and while we wait in silence for that final luxury of fearlessness, the weight of that silence will choke us.

The fact that we are here and that I speak these words is an attempt to break that silence and bridge some of those differences between us, for it is not difference which immobilizes us, but silence. And there are so many silences to be broken.”

-Audre Lorde – The Transformation of Silence into Language and Action

As We Begin...



Speak from your experience



Understand that we are individuals AND a part of systems



Be present...in this moment



Expect a range of emotions



Take a seat at the table



I am so happy we are here



Equity-Centric Integrated Care – The New Wellbeing Model

Kory L. Carey, Ph.D., HSPP
Executive Director of Equity & Systemic Integration
FSSA Division of Mental Health and Addiction

“De-siloing” DMHA



**Division of Mental
Health and Addiction**



Mental Health



Addiction

Systems Integration



Division of Mental
Health and Addiction



Prevention



Mental Health



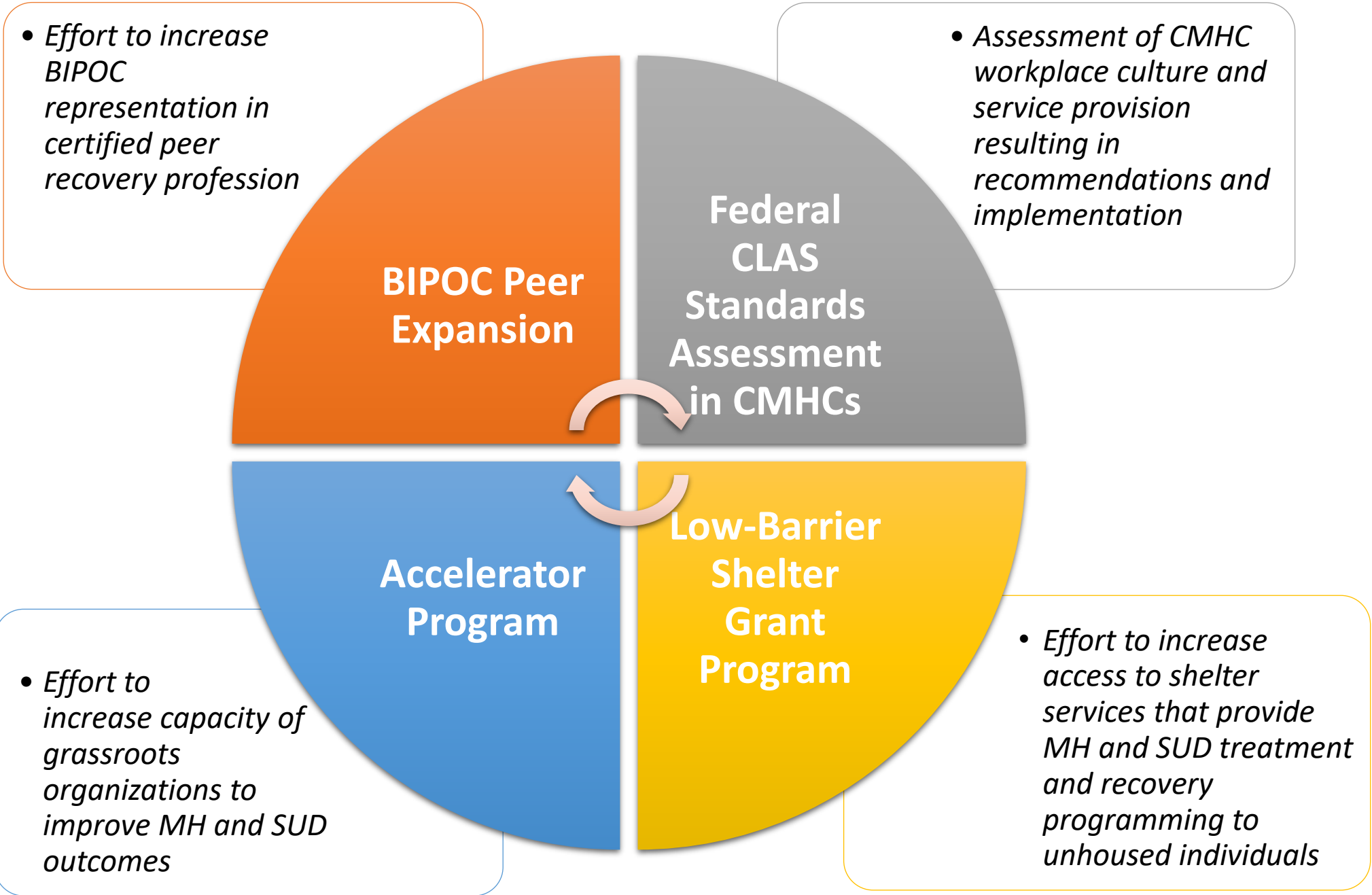
Addiction



Recovery

Equitable access to housing
Equitable access to treatment
Equitable access to providers
Equitable access, service, and outcomes for justice involved
Equitable access, service, and outcomes for BIPOC, rural communities, consumers with disabilities

Equity & Integration across Systems





2022 Update: Future Casting for an Equitable System

Breanca Merritt, Ph.D.
Chief Health Equity and ADA Officer
Indiana Family and Social Services Administration



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Office of Healthy Opportunities (OHO)

We identify risk factors and address them.

- Created to address social determinants of health or social risk factors that address Hoosiers' quality of life.
 - Demographic, economic, social, geographic,
- Chief Health Equity and ADA Officer position created in 2020



OHO Goals and Vision

- Ability to co-design programs and policy with FSSA constituents
- Accessible and effective programs that equitably serve Hoosiers
- Representative workforce knowledgeable about social risk factors
- High-quality accountability mechanisms for equity guided by research and evidence





Identifying Risk Factors

Community Engagement

- Identifying gaps in services
 - Community forums
 - Organizational partnerships
- Community input on program design and implementation

Policy and Program Design

- Analysis of federal and state bills, decisions for each division
- Assessment tool for identifying and scoring equity gaps

Skill Building & Knowledge Sharing

- Staff listening sessions
- Gaps in implementation and program design for key populations

Evidence, Data, Accountability

- Understanding gaps in data collection, management
- Identifying target populations using program data
- Hoosier Health and Wellbeing Atlas, IN211 dashboard
- Equity-focused evaluation with external partners



Addressing Risk Factors

Community Engagement

- Social Risk Factors Task Force
- Engaging external partners on compliance and goals on SDOH/health equity needs
- Working with those receiving services to communicate changes

Policy and Program Design

- Program and division-level training
- Ongoing, shared policy and program map to identify collaborations, updates

Skill Building & Knowledge Sharing

- Interactive, rewarded participation in educational campaigns
- Training for field office/frontline staff of division programs and opportunities
- Educational campaigns on SDOH and health equity, history
- Employee resource groups

Evidence, Data, Accountability

- Equity audits
 - Analyzing HR data
 - Inclusion survey
- Reporting system
- Vendor/Partner tracking

How OHO Does It





How to Engage

- Working on health equity? Let us know!
 - Increasing capacity to coordinate and convene
 - Maximizing your own area of expertise
 - healthyopportunities@fssa.in.gov
- Community outreach and feedback