
Ad Hoc Disparities Committee Agenda

March 7, 2023 5:30 p.m. Amy Levin Center

Expected Committee Members: Regan Phillips (Committee Chair), Mike Babet, Monica Bauer, Inez James, Marie Leibas, Daniel Urbin (ex-officio)

Expected Staff: Mark Johnson, Tonya Birney, Rebecca Jones, Michael Doud

I. Informational Items

- | | |
|--|--------------------------------------|
| A. Suicide Prevention in the Black Community | Attachment A
Mark Johnson |
| B. Racial Equity Center Race Forward | Tonya Birney |
| C. Racial Equity Institute Training | Attachment B
Rebecca Jones |

II. Recommendations

None

III. Unfinished Business

Bullying Prevention Programming – Anti Violence Campaign
UMADAOP Community Presence

IV. New Business

- | | |
|---|-----------------------------|
| A. The Galilean Theological Center LatinX Project | Attachment C & D |
|---|-----------------------------|

Next Meeting: April 4, 2023 at 5:30 at the Amy Levin Center

OHIO SUICIDE PREVENTION FOUNDATION

Suicide Prevention in the Black Community

Anyone can experience suicidal thoughts – no matter age, race, gender, socioeconomic status, or cultural background – yet some populations are more at risk than others. The Black community is particularly at a higher risk, and the suicide rate has continued to increase when the rate for other populations has declined or remained the same. According to the Ohio Department of Health, from 2019 to 2020, the suicide rate for Black males increased 8 percent and for females, 14 percent. ¹

Risk & Protective Factors

Across all racial and ethnic groups, the circumstances that increase suicide risk are:

- Prior suicide attempts
- Substance use
- History of mental illness
- Serious illness like chronic pain
- Legal or financial problems ²

For Black individuals, these circumstances are often compounded by factors specific to race, including:

- Stigma within the community
- Racism and discrimination
- Racial bias from medical professionals

Because of these factors, Black individuals who report suicidal thoughts or attempts are less likely to seek or receive psychiatric services when compared to white individuals. ³

For Black individuals, the best means to support healing and prevent suicide are effective mental health care, social and emotional support from peers, including family, community, and other social and cultural institutions. ⁴ When someone feels like they can openly speak about their experience, they are more likely to find resources and support.

Resources

To find additional resources and support, visit:

Life is Better with You Here:
www.withyouhere.org

The Black Mental Health Corporation:
www.theblackmental-healthcorporation.com

Black Mental Health Ohio:
www.blackmental-healthohio.com

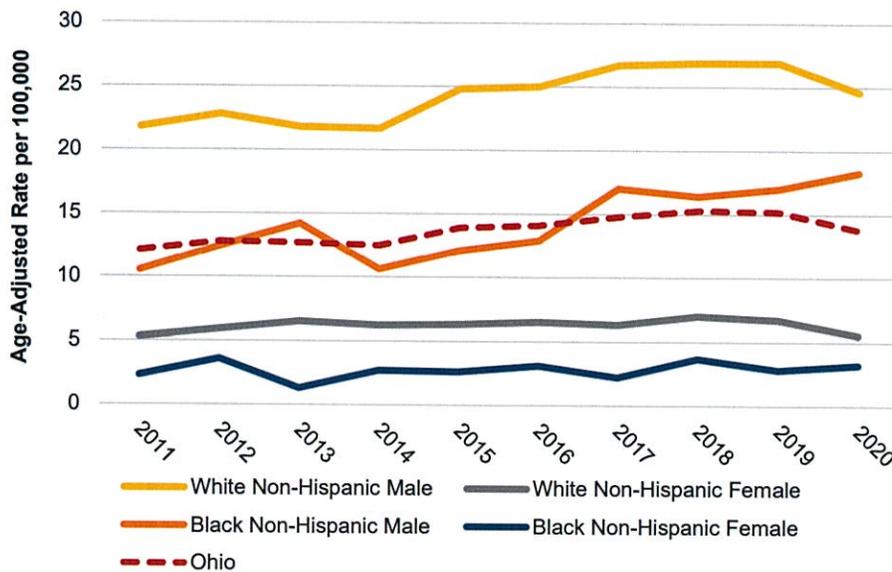
Black Girl Smile:
www.blackgirlsmile.org

African American Male Wellness Agency:
www.aawellness.org

Call BlackLine
1 (800) 604-5841
www.callblackline.com

Text STEVE to 741-741:
www.stevefund.org

Age-Adjusted Rate of Suicide Deaths by Race/Ethnicity and Sex, Ohio, 2011–2020¹



OSPF's Work

To address suicide in the Black community, the Ohio Suicide Prevention Foundation has launched the Life is Better with You Here campaign, which creates spaces for Black individuals to come together and find support. We've also hosted listening sessions in Akron, Cleveland, Zanesville, Cincinnati, and Columbus to open a dialogue for communities to share about the impact suicide has had on them. We are working with the Health Policy Institute of Ohio to create a report on what we've learned in these sessions that will inform our programming for a larger statewide summit in the summer of 2023.

As we continue to offer support for the most vulnerable populations in our state, OSPF is committed to building partnerships with local governments, faith-based institutions, schools, and neighborhoods to break down barriers and prevent the loss of more lives to suicide.

References

- 1 Ohio Department of Health. "Suicide Demographics and Trends, Ohio, 2020." <https://odh.ohio.gov/wps/wcm/connect/gov/44fe447c-a4c5-4ac1-a613-ca0690308abe/2020+Suicide+Fact+Sheet>.
- 2 Centers for Disease Control and Prevention. "Risk and Protective Factors." <https://www.cdc.gov/suicide/factors/index.html>
- 3 Suicide Prevention and Resource Center. "Risk and Protective Factors: Black Populations." https://sprc.org/sites/default/files/resource-program/Risk%20and%20Protective%20Factors%20Black_0.pdf
- 4 University of Southern California. "Suicide, negative interaction and emotional support among black Americans" <https://pubmed.ncbi.nlm.nih.gov/22534818/>

ABOUT OHIO SUICIDE PREVENTION FOUNDATION

OSPF gives hope to those in crisis, strength to those in the struggle, and comfort to those in grief. OSPF is a non-profit organization that works tirelessly to help all of Ohio's communities reduce the risk of suicide. Our work includes supporting those impacted by suicide, raising awareness of mental health issues, and coordinating community resources and evidence-based prevention strategies across the state.



(614) 429-1528 / OhioSPF.org





AWARENESS BUILDING WITH REI

ThirdSpace Action Lab (TSAL) was founded in 2018 to disrupt the vicious cycle of disinvestment and displacement that exploit low-income communities of color. We have grown our consulting practice, in no small part, due to Northeast Ohio's investment in the Racial Equity Institute (REI).

Many of the region's philanthropic, private, and public sector leaders have sought TSAL's strategic advice for taking meaningful action after their transformative experiences with REI. As a result, TSAL has blossomed into a nationally-recognized firm working on innovative projects rooted in the principles of racial equity + social justice. Our experience in this region has led to major projects redesigning philanthropy, promoting economic inclusion, creating physical spaces to foster belonging, and activating public policy movements.

Racial Equity Institute's trainer-organizers deliver an interactive historical, cultural, and structural analysis of racism in the U.S. Moving beyond a focus on interpersonal racism, they explore why racial inequity exists and chart its compounding effects over time. The workshops help participants apply the groundwater analysis to commonly held narratives and their corresponding interventions.

**Galilean Theological Center (GTC) Substance Use Disorders Educational & Training Program
for Latinx Clergy & Church Leaders in Lorain County**

2023 Grant Proposal

**Galilean Theological Center (GTC) Substance Use Disorders Educational & Training Program for Latinx
Clergy & Church Leaders in Lorain County**

Requested Amount: \$35,000

Information regarding GTC SUD Educational & Training program.

1. Program Timeframe

GTC Substance Use Disorders Educational and Training Program for Latinx Clergy and Church Leaders
January 1, 2023 – December 31, 2023

January - March 2023: Program Planning

March-December 2023: GTC Substance Use Disorders Educational and Training Program Services Delivery
and Evaluations.

2. Service Description

GTC Substance Use Disorders Educational and Training Program for Latinx Clergy and Church Leaders will consist of **three** components: **Component I. Spiritual Caregiving to Help Addicted Persons and Families:** This component will train Clergy, Pastors, and Church Leaders in four areas 1. Recognizing Addiction; 2. Pastoral/Care of addicted Persons and Families; 3. Self-Understanding / Understanding Prevention Strategies and 4. The Role of the Community in Recovery from Addiction. This component requires 21 classroom hours with trainer and participants (virtually). Will meet once a week for 3 hours for seven weeks. This component will be taught by Rev. Dr. Felix Muniz who holds a Doctoral of Ministry in Theology and has a CDCA with the Ohio Chemical Dependency Professional Board (OPCB) and is candidate for the LCDCA Licensure and has over 20 years of experience in the chemical dependency field. This component will also be taught with the assistance of other trainers that hold the credentials and certification to teach in those particular areas. Based on the *handbook and curriculum, in Spiritual Caregiving to Help Addicted Persons and Families*, this training component will provide faith leaders with basic knowledge about addiction, strategies to help families and children, and information about community resources and mutual support groups. Obtaining these trainings will help clergy and church leaders become more knowledgeable and comfortable in supporting those hurting members of their congregation and faith community begin the road to recovery.

Component II. CDCA Credentialing and Certification: In this component Latinx Clergy and Church Leaders that has completed the first component will be train and will meet requirements to be certify as CDCA (preliminary level or phase I) with Ohio Chemical Dependency Professional Board (OPCB) who requires the following trainings in following six areas for a total of 40 hours: 1. Theories of Addiction (5 hours); 2. Counseling Procedures & Strategies with Addicted Populations (14 hours); 3. Group Process & Techniques Working with addicted populations (5 hours); 4. Assessment & Diagnosis of Addiction (3 hours) 5. Treatment Planning (7 hours) and Ethics (6 hours). These trainings will take place 1 or 2 times a week depending the hours required by each topic between the months April-December 2021. These trainings will be coordinated and plan by Rev. Dr. Felix Muniz, trainings and classes will be provided by our

consultant Dr. Haner Hernandez and his team. Haner Hernandez is the program director for the Latino Addiction Counselor Education (LACE) Program in Boston, Massachusetts. Haner Hernandez holds a Ph.D., CPS, CADCI and LADC1. The classes will be co-facilitated in Spanish and English by master's level and addiction credentialed Latina and Latino professionals with many years of clinical experience and training planning and delivery. The in-classroom training will be delivered utilizing the theoretical frameworks of Social Justice, Latino Critical Race Theory, and Culturally Responsible Pedagogies. In addition, capacity building services will be provided by National Hispanic and Latino ATTC Network (Addiction Technology Transfer Center Network). The mission of the National Hispanic and Latino Addiction Technology Transfer Center is to provide high-quality training and technical assistance to improve the capacity of the workforce serving Hispanic and Latino communities in behavioral health prevention, treatment, and recovery. They disseminate and support the implementation of evidence-based and promising practices to enhance service delivery, promote the growth of a diverse, culturally competent workforce, and bridge access to quality behavioral health services. They are committed to increasing health equity and access to effective culturally and linguistically grounded approaches.

Component III. Specialized Training on Integrated Management of Psychological Trauma: This specialized Training seminar will present a decolonizing perspective where participants can develop a sensitivity to the psychological traumas that clients, patients, or parishioners have experienced in their existential trajectory. This informed care to trauma may enable understanding the impact of psychological trauma in individuals, their families and community, recognizing the various ways of handling psychological trauma, and developing interdisciplinary intervention strategies. This component requires 12 hours of training, three (3) hours a week for four (4) weeks. This component will also include evaluating racial trauma, crisis intervention and conflict management.

3. Background Information

Galilean Theological Center (GTC) is a 501c3 non-profit organization whose mission statement is to provide introductory theological education, training, and job-readiness skills for ministry, leadership, and employment in the Hispanic-Latino churches throughout Northeast Ohio. Our goal is to provide ministerial training and sound theological education to Hispanic/Latino church leaders who generally do not have access to traditional theological institutions due to language barriers, socio-economic status and/or formal educational. GTC has a partnership with Ashland Theological Seminary with the purpose to train men and women for bachelor exempt status for application to the Master's program. GTC has been training students who hold a High School diploma or equivalent GED in classical and discipline specific theological education capable of matriculating in graduate study at Ashland Theological Seminary. GTC ministerial training program has been offering (8) courses of 21 contact hours per course and three (3) seminars. GTC ministerial training program consist of (4) courses in classical disciplines of Hermeneutics, Bible, Theology and Church History, (4) courses in Hispanic Church Studies and (3) seminars in preparation for the call to ministry and research & writing for theological study. The courses are as follow:

- Tools for Biblical interpretation
- Survey of the Bible
- Theology for Life
- Highlights of Church History

Attachment B

- Hispanic Biblical Interpretation
- Hispanic Theology
- History of the Hispanic Church
- Christian Education in the Hispanic Church

Seminars:

- The Call to Ministry
- Research & Writing I
- Research & Writing II

Upon successful completion of 8 courses and 3 seminars, students receive a Diploma of Theology in Hispanic Religious Church Studies from Ashland Theological Seminary and are eligible to continue graduate studies at Ashland Theological Seminary. The Diploma Program is structured for completion in two academic years. Each academic year, several six to eight week courses are offered. All the instructors hold a Ph.D. or D. Min in theological education. Most of the Hispanic/Latino instructors are drawn from AETH (*Asociación para la Educación Hispana*) Association for Hispanic Theological Education. Since the inception of the program in 2007 GTC Center has reached over 90 pastors and over 600 church leaders and students in the North East Ohio. Over a dozen students has continued their graduate work at Ashland Theological Seminary. In addition to this curriculum, GTC is in process of adding a component on Pastoral Counseling that deals with Substance Use Disorders and Mental Health Disorders. For this reason the GTC Substance Use Disorders Educational Training Program for Latinx Clergy and Church Leaders would be a good fit.

4. # of Staff

Personnel: *Program Coordinator, Rev. Dr. Felix Muniz*

Independent Contractors, Consultants & Trainers : *Dr. Haner Hernandez, director for the Latino Addiction Counselor Education (LACE) Program in Boston, Massachusetts. Haner Hernandez holds a Ph.D., CPS, CADCI and LADC1.* & two of his team members. Additional trainers from National Hispanic and Latino Addiction Technology Transfer Center (ATTC) Network can be contracted as a backed up plan or if needed. The mission of the National Hispanic and Latino Addiction Technology Transfer Center is to provide high-quality training and technical assistance to improve the capacity of the workforce serving Hispanic and Latino communities in behavioral health prevention, treatment, and recovery. We are seeking to have 5 # of staff for this program.

5. Location of program

GTC Lorain Campus will be located at Harvest Fellowship Church of the Nazarene, 37425 Royalton Road, Grafton, Ohio which is 20 minutes away from Lorain and Elyria where there is a large concentration of Hispanic/Latinos and Latinx churches. Many of our participants and students will be drawn from those areas. GTC Substance Use Disorders Educational & Training Program for Latinx Clergy & Church Leaders will be housed at the Harvest Fellowship Church of the Nazarene in Grafton and it will be a program of Lorain County. Rev. Dr. Felix Muniz has been serving as senior pastor and professor of Theology for the last 15 years and has over 22 years of experience in Chemical Dependency and will take the lead in this project.

6. Is the program up and running?

Attachment B

GTC have been providing sound theological education to Hispanic/ Latino Pastors and church leaders since 2007. Our main campus is located at Nueva Luz Community Church of the Nazarene, 2226 West 89th Street, Cleveland, Ohio 44102. GTC was developed because many of our Hispanic/Latino pastors in Cuyahoga County & Lorain County have great experience in leading their congregations and have done great work but lack sound theological training that requires special skills to deal with social illness like poverty, unemployment, teenage pregnancy, school drop-out rates, domestic violence, HIV-Aids, illegal immigration, substance use disorders, mental health disorders, and social inequities. Generally, the Hispanic/Latino community does not have access to traditional ministerial or theological institutions due to language barriers, socio-economic status, and/or formal educational level.

However GTC Substance Use Disorders Educational & Training Program for Latinx Clergy and Church Leaders began in 2021 with a \$60,000 grant funded by the ADAMHS Board of Cuyahoga County. Our goal with that grant was to train and certify 10 Latinx Pastors and 2 church leaders for a total 30 participants. Over 40 individuals applied for the program, 35 successfully completed the program and 33 were actually certified. Many GTC Students are from Lorain County and 7-10 participants of Lorain County were certified as CDCA Preliminary Level in 2021. In 2022 the ADAMHS Board awarded GTC with \$80,000 to serve 40 participants and GTC served 47 and MHARS awarded GTC \$20,000 to serve 15 participants.

Although we exceeded the expectations for 2021 and 2022 and fully met our goals, GTC still needs to strengthen the organization infrastructure and capacity. GTC seek to do this by expanding its leadership capacities, delegating tasks, and securing a reputable finance management system and training for how to make the best use of it for effective transparency and good stewardship. A Capacity Building Grant of \$35,000 from MHARS will help GTC meet this need.

7. 501(c)(3)?

Galilean Theological Center (GTC) is a 501c3 non-profit organization whose mission statement is to provide introductory theological education, training, and job-readiness skills for ministry, leadership, and employment in the Hispanic-Latino churches throughout Northeast Ohio and beyond.

8. Number of Individuals to be served

GTC Substance Use Disorders Educational and Training Services is seeking to train and certify 20 Latinx Pastors and/or church leaders in Lorain County. Many of the Latin congregations have an average of 40 individual members so this program will reach out to an average of 400 church members throughout the year program.

9. Funding Use

GTC needs to strengthen the organization infrastructure and capacity. GTC seek to do this by expanding its leadership capacities, delegating tasks, and securing a reputable finance management system and training for how to make the best use of it for effective transparency and good stewardship. A Capacity Building Grant of \$35,000 from MHARS will help GTC meet this need. This funding will be used to cover Personnel Cost: Partial Salary for Administrative Assistant, \$20,000 & \$15,000 for contractors, presenters, rent and utilities at Harvest Fellowship Church of the Nazarene in Grafton.

10. Client & System Impact

Attachment B

With a Capacity Building Grant from MHARS, the Galilean Theological Center Substance Use Disorders Educational & Training Program will be design to address the disparities in the behavioral health workforce. Our focus is to train a cohort group of Latinx Clergy and Church Leaders in the area of Substance Use Disorder (SUD) treatment, while creating access to clinical credentials: Licensure (LCDC I, II, III) and Certification (CDCA).

Moreover, by providing technical assistance, capacity building, and support to MHARS funded organizations and other community-based service providers, the program will increase the publicly funded treatment system's capacity to provide culturally and linguistically appropriate services to the Latinx population, thereby addressing health disparities and building equity within service providers. GTC will seek partnerships with social services agencies in Lorain County including Lorain UMADAOP, LCADA Way, Fortaleza, El Centro de Servicios Sociales, The Genesis House and other Community and Faith Based Organizations. These partnerships will help in developing healthier, safer, and sober communities within the Latinx population and others.

11. What are the goals and how will the goals be measured?

The main goals of GTC Substance Use Disorders Educational & Training Program are to address disparities and build equity for the Latinx community of Northeast Ohio as it relates to Substance Use Disorders and Mental Health challenges. More specifically, we seek to increase the number of Latinx individuals with addiction treatment credentials; to increase the Latinx community's access to culturally and linguistically competent care; and to increase the capacity of the publicly funded system to serve Latinos/as/x, while improving treatment outcomes.

The Galilean Theological Center is using the following methods to measure the impact of this project on the Community: Enrollment forms for students and participants, Grade Sheets, Transcripts, Certificates, Post Surveys, Evaluation Forms, Sign in Sheets, and Focus Groups. Through these measurement instruments GTC will continue to be a viable, trusted and respected institution and will continue to be the only linguistic and culturally sensitive ministerial training program in the State of Ohio that is accredited by National Organizations like AETH (Hispanic Theological Education Association) and Ashland Theological Seminary.

**Galilean Theological Center (GTC) Substance Use Disorders Educational & Training Program
for Latinx Clergy & Church Leaders in Lorain County**

Fee Schedule

Payments **not to exceed the total contract amount of \$10,000** are based upon the following four points of achievement as deliverables per student. Students **must reside in Lorain County** to be eligible. Payments are made to the Galilean Theological Center and not to the individual students.

- Successful completion of Component 1 as evidenced by course certificate
\$250 per student achievement
- Successful completion of Component 2 as evidenced by course certificate
\$250 per student achievement