Towards More Equity - Ways to Enhance Your Prevention Programming – Resources

Addressing Emerging Prevention Priorities with a Health Equity Lens

The following resources were developed for prevention practitioners and community coalition members by the Northeast and Caribbean Prevention Technology Transfer Center to accompany the webinar series Addressing Emerging Prevention Priorities with a Health Equity lens. Additional related resources as included in this list.

1. *Tips for Successful Recruitment*

   Resource Summary: This tip sheet, designed for prevention practitioners and coalition members, reviews key strategies and questions that can be used to learn about and develop a meaningful relationship and practical and important roles for individuals or organizations to recruit as potential coalition members or partners.

2. *Analyzing Existing Partnerships Through a Health Equity Lens*

   Resource Summary: This worksheet is designed to help prevention staff to effectively assess their strategies to engage community partners, as well as to develop a plan for increasing community engagement, in a way that will help the coalition increase their reach and impact on substance use by beginning with a focus on health equity.

3. *Are Members Satisfied?*

   Resource Summary: This resource includes survey questions which prevention practitioners can use to solicit member feedback on their experiences and how well coalition processes and procedures create a culturally welcoming, engaging, and responsive environment for members to work together.

4. *Taking a Health Equity Approach to Identifying New Partners*

   Resource Summary: This worksheet will help prevention practitioners cultivate a broader way to assess the experiences and characteristics of potential partners that will build coalition capacity to meet the needs of populations most at risk.

5. *Tips for Ensuring a Culturally Competent Collaboration*

   Resource Summary: This tip sheet is designed to help prevention practitioners incorporate culturally competent practices, policies, and strategies that increase the effectiveness of their coalition's interventions and collaborative efforts.

Addressing Emerging Prevention Issues: Building Strategic Partnerships to Improve Health Equity [Webinar]() and [Peer Sharing Session]()

An integral part of prevention work is ensuring behavioral health equity, meaning that all members of a community have access to the same opportunities. An important way to do this is by engaging partners in prevention planning efforts that represent, or have established relationships with, members of our communities who are traditionally under-represented.

This [Webinar]() was developed for prevention professionals to help recognize and build these critical partners, to better understand the role of strategic partnership development in health equity and to discuss how social determinants of health influence our work. This [Peer Sharing Session]() explores how to cultivate and sustain these strategic partnerships, how to retain diverse partners, and building partner capacity to address emerging issues with a health equity approach.

Deconstructing Unconscious Bias in Behavioral Health Care

Behavioral health disparities reflect the lack of access to quality care for specific populations. Despite notable efforts to address inequitable outcomes, research suggests that race and ethnicity are predictors of how services are delivered, and unconscious bias is one component that has been identified as influencing the provision of poor care. With the steady rise of the US population and the expected increase in communities of color, the need to address behavioral health disparities has never been more urgent.

1. *Deconstructing Unconscious Bias in Behavioral Health Care:* [Origins of Unconscious Bias]() - *Session One*

   This **first session of the four-part** series will discuss how cognitive bias develops, how it is sustained by intrinsic and environmental factors, and how it contributes to inequitable outcomes for persons of color in behavioral health care.

2. *Deconstructing Unconscious Bias in Behavioral Health Care:* [Making the Case to Identify Not Blame!]() - *Session Two*

   Building off the psychological framework of unconscious bias as discussed in the first session, this **second presentation** will review and inform on how unconscious bias is reflected in words, communications, and relations toward persons of color through case scenarios reflecting its impact in the addiction, mental health, and prevention settings. The elusiveness of cognitive bias underscores provider assumptions and perceptions and affect judgment that lead to prejudice, micro-aggressions, and even discriminatory practices in care. The discussion will also identify commonly experienced pressures of personal and 'on the job' stress, as well as other bias risk factors that affect decision making, interactions and client/patient outcomes in behavioral health**.**

3. *Deconstructing Unconscious Bias in Behavioral Health Care: Dismantling Bias and Building Equity - Session Three*

This **third session** will offer practical tools and strategies for organizations and providers to identify and address unconscious bias and support the delivery of culturally and linguistically appropriate services (CLAS). Discussion will present action steps that providers can take to explore and diffuse personal bias, and further inform on how integrating cultural humility in practice minimizes unconscious bias using a process-oriented approach to care consequently increasing behavioral health equity.

4. *Deconstructing Unconscious Bias in Behavioral Health Care: Learning from the Field - Session Four*

This **fourth session** will bring together a panel of direct service providers who work closely with communities of color and are actively engaged in facilitating strategies that identify and mitigate unconscious bias to ensure delivery of culturally and linguistically appropriate services. Organizational leadership will speak to lessons learned in the implementation of effective protocols to help reduce racial and ethnic disparities and improve service outcomes for people of color.