

NATIONAL
COUNCIL
for Mental
Wellbeing

CoE-IHS Office Hour:
Workforce Development &
Psychological Safety among BIPOC
Women in Leadership

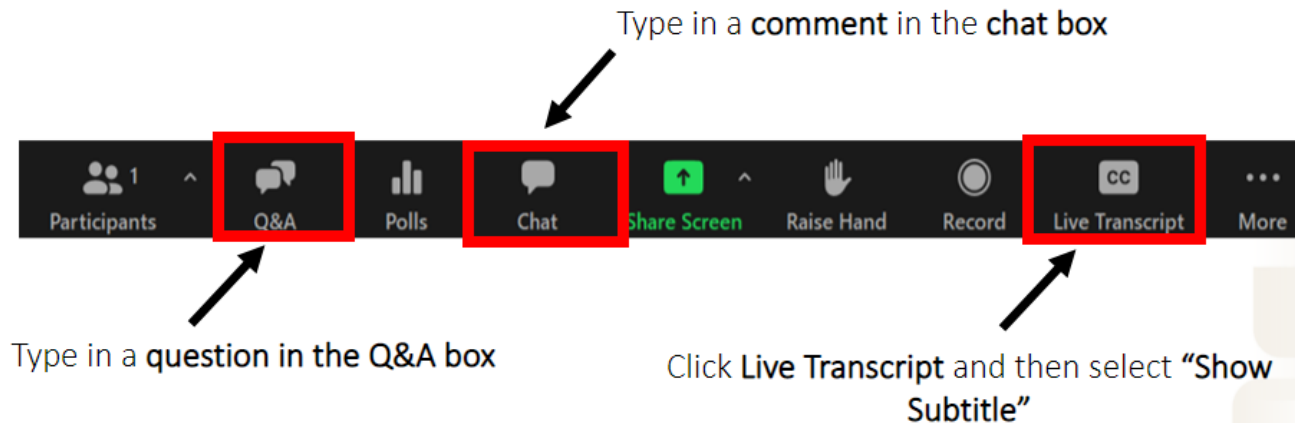
Wednesday, March 29, 2023

1-2pm ET

CENTER OF EXCELLENCE for Integrated Health Solutions

Funded by Substance Abuse and Mental Health Services Administration and operated by the National Council for Mental Wellbeing

Questions, Comments & Closed Captioning



Disclaimer

The views, opinions, and content expressed in this presentation do not necessarily reflect the views, opinions, or policies of the Center for Mental Health Services (CMHS), the Substance Abuse and Mental Health Services Administration (SAMHSA), or the U.S. Department of Health and Human Services (HHS).



NATIONAL
COUNCIL
for Mental
Wellbeing

Today's Speakers

Panel Moderator:



Lakeya Cherry, DSW, MSSW, ACC *Chief Executive Officer & Executive Coach, Lakeya Cherry LLC. & Consultant, National Council for Mental Wellbeing*

Panelists:



Ellie Boyarski LCSW-BCD, Sr. Advisor & CoE Consultant, National Council for Mental Wellbeing



Domonique Rice, Ph.D., IMFT-S, Director of Practice Improvement & Consulting, National Council for Mental Wellbeing

NATIONAL
COUNCIL
for Mental
Wellbeing

Today's Speakers

Panelists:




Kimani Norrington-Sands, Ph.D., Licensed Clinical Psychologist, Lifting as We Climb Consulting Wellness



Eraka Bath, MD, *Director of Child Forensic Services, Associate Professor in Department of Psychiatry, Associate Chair for Equity, Diversity and Inclusion at the Jane and Terry Semel Institute for Neuroscience and Human Behavior at UCLA*

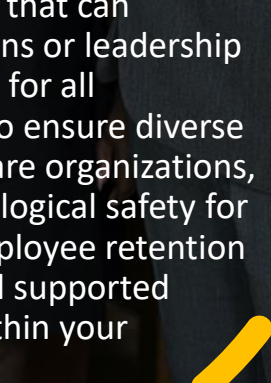
NATIONAL
COUNCIL
for Mental
Wellbeing



Psychological Safety among BIPOC Women in Leadership

In a workplace that promotes psychological safety, employees do not fear rejection for being their authentic selves. Employees tend to feel safe to take healthy risks, ask other team members for help, and more easily discuss difficult problems and issues without fear of reproach.

Because of historical marginalization and racism, women of color experience unique expectations and stigmatization that can negatively influence their ability to attain promotions or leadership positions. Creating psychologically safe workspaces for all employees, particularly women of color, is critical to ensure diverse leadership within an organization. For integrated care organizations, prioritizing the workforce development and psychological safety for women of color creates more opportunities for employee retention and satisfaction, ultimately leading to a diverse and supported workforce prepared to provide the care needed within your community.



Workforce Tools & Resources

Diversity, Equity, Inclusion & Belonging

- [Access for Everyone: Addressing Health Equity & Racial Justice within Integrated Care Settings](#)
- [Workforce Shortages & Impact on Providers and Staff Who Are Black, Indigenous, and Persons of Color, or Caregivers](#)
- [Supporting Leadership Development Among Black, Indigenous, and Persons of Color Staff](#)

Effective Multidisciplinary Teams

- [Strengths-Based Skills for Supervisors in Integrated Care Teams](#)
- [High-Functioning Behavioral Health Team-based Care](#)
- [Team Tune-Up: Helping Teams Work Better Together](#)
- [Care Team Huddles & Meetings: Agenda/Check-list](#)
- [Making Apps & Web-based Tools Part of Your Integrated Behavioral Health Team](#)



Staff Wellbeing

- [Strategies for Building Compassion Resilience in Integrated Care Settings](#)
- [Innovative Approaches to Improving Workforce Capacity & Wellbeing for Rural Health Providers](#)
- [Strategies to Support Wellbeing and Retention of Black, Indigenous, and Persons of Color Staff](#)
- [Furthering the Wellbeing of Black, Indigenous and People of Color through Integrated Care](#)

Tools & Resources From the Session Chat

- [How to Promote Racial Equity in the Workplace](#)
- [The AntiHR Lady](#)
- [Contingency Planning in Today's Workplace](#)
- [Black Emotional & Mental Health Collective \(BEAM\)](#)
- [The Self-assessment for Modification of Anti-Racism Tool \(SMART\): Addressing Structural Racism in Community Behavioral Health](#)
- [Mount Sinai Office for Diversity & Inclusion: Black Women Leaders Connect](#)

NATIONAL
COUNCIL
for Mental
Wellbeing

Upcoming CoE Events

CoE-IHS Office Hour: Peers in Integrated Care Part 3- Peer Support Office Hour/Q&A

[Register for the office hour](#) on Tuesday, April 11th from 2-3pm ET

CoE-IHS Webinar: Telehealth in Rural Integrated Care Part 1: Leveraging Telehealth to Improve Access & Reach in Rural Integrated Care

[Register for the webinar](#) on Thursday, April 20th from 2-3pm ET

Interested in an individual consultation with the CoE experts on integrated care?

[Contact us through this form here!](#)

Looking for free trainings and credits?

[Check out integrated health trainings from Relias here](#)

Subscribe for Center of Excellence Updates

[Subscribe here](#)

NATIONAL
COUNCIL
for Mental
Wellbeing

Thank You

Questions?

Email integration@thenationalcouncil.org

SAMHSA's Mission is to reduce the impact of substance abuse and mental illness on America's communities.

www.samhsa.gov

1-877-SAMHSA-7 (1-877-726-4727) 1-800-487-4889
(TDD)

NATIONAL
COUNCIL
for Mental
Wellbeing