



New England (HHS Region 1)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

## Join Us: Racial Equity and Advancing Cultural Humility (REACH) for Organizational Change Learning Collaborative

*Designed for teams of staff members and/or community stakeholders from the behavioral health, education, government, health care, and nonprofit sectors*

**Objective:** To provide practical guidance, hands on learning opportunities, and expert training and technical assistance supporting agencies and organizations on the journey toward equitable practices in behavioral health treatment, recovery, and care.

**Background:** The core mission of the **New England Mental Health Technology Transfer Center (New England MHTTC)** is to use evidence-based means to disseminate evidence-based mental health practices across **Region One**. We are a culturally responsive organization committed to advancing health equity so that everyone has a fair and just opportunity to be as healthy as possible.

Our **REACH for Organizational Change Learning Collaborative** is an extension of our strategic response to the collective trauma of systemic racism and a proactive effort to amplify the voices and perspectives of people with lived experience, e.g., Black, Indigenous, and People of Color (BIPOC), to ensure equitable outcomes for all individuals and communities. In keeping with our core mission, the thematic approach supporting our collaborative's learning objectives are uniquely based on the New England MHTTC's **Guiding Principles for Resiliency and Recovery**.

**As a part of the learning collaborative, participants will:**

- Examine how critical societal issues, including those within mental health and other systems of care, are impacted by disparities, racism, and inequality.
- Gain a deeper understanding of the evidence-based practice paradigm switch required to ensure equitable practices, in terms of access and outreach, as well as techniques and technologies, congruent with the needs of diverse populations.
- Develop and put into practice an action plan specific to the systems and/or a social change initiative that matches their agency/organization's vision, mission, and goals around racial equity, inclusion, and cultural responsiveness.
- Build community in the New England region to foster a shared understanding of the real-life consequences of policies and practices enacted by systems and institutions that drive many of the disparities and inequities we see today.

Participants will be encouraged to share the viewpoint from their work, including challenges encountered, as we work collaboratively to develop, implement, and advocate for transformational change.



3. What are your goals in joining this learning collaborative?

4. We are interested in helping agencies and organizations develop a collaborative process that can be self-sustaining after the close of the learning collaborative. What do you have that will support sustainability and what would be helpful to achieve sustainability? Consider agency/organizational buy-in, staffing, funding, community involvement, etc.

5. Select the option below that best defines your agency/organization's readiness to understand and promote the importance of culturally responsive practices in behavioral health?

My agency/organization is ready to learn about, try, and implement new plans, policies, and procedures that recognize the value of understanding the need for and promoting culturally responsive practices in behavioral health.

My agency/organization is interested in learning about and reflecting on new plans, policies, and procedures that recognize the value of understanding the need for and promoting culturally responsive practices in behavioral health. At this time, we are unsure if we will implement these plans, policies, and procedures.

My agency/organization is unsure about next steps to recognize the value of understanding the need for and promoting culturally responsive practices in behavioral health. We are concerned about whether the effort required is possible or will be justified by the results.

## Collaborative Team

In support of organizational change aims associated with this effort, teams must be comprised of staff and community stakeholders, as follows:

- A member of the entity's leadership (e.g., Chief Executive Officer, Executive Director, Chief Financial Officer, Human Resources Director, etc.)
- 2-3 staff members, ensuring diversity of job level and function (i.e., individuals at the mid-level, operational, and/or administrative levels)
- 1-2 community stakeholders with lived experience as a member of an underrepresented racial and/or ethnic group

For this learning collaborative, we ask that you have a team of at least four, but no more than six people. You may have multiple participants in the same role. If your team cannot meet these requirements, please reach out to us via the contact information at the bottom of this application.

**Please list your team members below, including their job function/role, ensuring you meet the bulleted requirements above:**

*Note: You only need to include the agency/organization below if the person listed represents an entity that is different from the name of the applying agency/organization.*

1. Agency/Organization Leader

Name:	Role/Title:	Agency/Organization <i>Must be the same as applying entity</i>
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2. Staff Member One

Name:	Role/Title:	Agency/Organization
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3. Staff Member Two

Name:	Role/Title:	Agency/Organization
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4. Staff Member Three (optional)

Name:	Role/Title:	Agency/Organization
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5. Community Stakeholder One

Name:	Role/Title:	Agency/Organization
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6. Community Stakeholder Two (optional)

Name:	Role/Title:	Agency/Organization
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### Collaborative Team Leads Contact Information

Please include the team lead(s)'s contact information, so we may follow up on your application.

#### Lead 1

Name: City, State:  
Role/Title: E-mail Address:  
Organization: Phone Number:

#### Lead 2

Name: City, State:  
Role/Title: E-mail Address:  
Organization: Phone Number:

### REACH for Organizational Change Learning Collaborative Schedule and Commitment

Can all members of your team commit to attending learning collaborative sessions *and* using staff time to complete implementation activities (~3-4 hours/month from November 2021 - April 2023)? Please refer to the anticipated learning collaborative schedule in the next section for more information.

Yes  
No

*If no, please provide additional information:*

#### As a member of the REACH for Organizational Change Learning Collaborative, you will:

- Participate in content sessions with experts and meetings with learning collaborative members and/or New England MHTTC staff members from November 2021 to April 2023.
- Develop an Action Plan with your team specific to the systems and/or a social change initiative that matches their agency/organization's vision, mission, and goals around racial equity, inclusion, and cultural responsiveness.
- Engage in intensive technical assistance sessions with members throughout the course of the learning collaborative.

*Specific dates and times of content sessions and whole group learning sessions will be determined once all teams have been selected and affirmed their participation commitment.*

Thoughtful consideration of how we engage potential partners—whether they are community members, professional stakeholders, or government entities—is critical to establishing and maintaining lasting relationships. Applications will be reviewed by the New England MHTTC. Teams will be selected to join the learning collaborative based on community need and each agency/organization's readiness for change and commitment to establishing racially equitable practices that advance cultural humility in behavioral health service in the New England region.

**Applications must be completed and returned no later than October 5, 2021 at 5:00 p.m. EDT. All applications received will be reviewed by the New England MHTTC. Selected agencies will be notified no later than October 19, 2021.**

Thank you for your interest in the REACH for Organizational Change Learning Collaborative. If you have any questions regarding our learning collaborative and/or the application and selection process, please contact the New England MHTTC's Communication and Program Strategist **Ingrid Padgett**.

**Proposed REACH for Organizational Change Learning Collaborative Schedule At-A-Glance**  
*Sessions are planned monthly throughout each quarter. Monthly meetings begin December 2021 and will be supported, on intervening months, with direct T/TA opportunities with each individual agency/organization.*

<b>Quarterly Activities and Time Commitment</b>	<b>Focus</b>
Pre-work: November 2020 Individual Study: 1 hour Team Work: 1.5 hours	Review resources independently and complete pre-work as a team.
Quarter 1 (December 2021 – February 2022)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• The State of BIPOC Mental Health in New England</li> <li>• Practical Guidance on Allyship in the Workplace</li> </ul>
Quarter 2 (March 2022– May 2022)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• The Impact of Implicit Bias on BIPOC Populations</li> <li>• Promoting Resilience: Engaging in Crucial Conversations</li> </ul>
Quarter 3 (June 2022 – August 2022)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• Developing Culturally Responsive Awareness in the Workplace</li> <li>• Understanding Organizational Bias and its Impact on BIPOC Populations</li> </ul>
Quarter 4 (September 2022 – November 2022)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• The Role of Transformational Leadership in Creating a Culture of Change</li> <li>• Designing Change: Building on Individual, Family, and Organizational Strengths to Drive Change</li> </ul>
Quarter 5 (December 2023 – February 2023)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• Cultivating Dialogue and Action on Diversity, Equity, and Inclusion</li> <li>• Integrating Diversity, Equity, and Inclusion into Everyday Operations</li> </ul>
Quarter 6 (March 2023 – May 2023)  Whole Group Sessions: 1.5 hours T/TA with Individual Team: 1 hour	<ul style="list-style-type: none"> <li>• The Importance of BIPOC Health Professionals</li> <li>• Engaging Allies: Nurturing Relationships for Lasting Change</li> </ul>

*Our quarterly plan includes monthly opportunities for skill development via virtual training and technical assistance. Participation in our learning collaborative, inclusive of pre-work activities, is an 18-month commitment, e.g., November 2020 - May 2023. Additionally, the New England MHTTC has planned a series of activities in May 2023 to recognize the commitment and work of the inaugural members of our REACH for Organizational Change Learning Collaborative.*