



## **North Sound Behavioral Health Advisory Board**

### **Agenda**

August 2, 2022

1:00 p.m. – 3:00 p.m.

**Call to Order and Introductions**

**Revisions to the Agenda**

**Approval of May Minutes**

**Announcements**

**Whatcom County Candidate – Cathie Murphy**

**Brief Comments or Questions from the Public**

**DREI Project Update**

**Substance Use Block Grant and Mental Health Block Grant – North Sound BH-ASO, Lisa Hudspeth; Program Specialist, Margaret Rojas; Assistant Director**

**Executive Committee Report**

**Executive Director's Report**

**Executive Director's Action Items**

**Old Business**

- Regional Recovery Navigator Program Update – North Sound BH-ASO; James Dixon, Regional Recovery Navigator Coordinator
- Advisory Board Bylaw Review

**New Business**

- Advisory Board Priority Planning
- WA Co-Occurring Disorders & Treatment Conference
- Advisory Board Retreat Reflection
- Advisory Board Community Contest

**Report from Advisory Board Members**

**Reminder of Next Meeting**

**Adjourn**



## North Sound Behavioral Health Advisory Board

May 3, 2022

1:00 – 3:00

Meeting Minutes

**Empowering individuals and families to improve their health and well-being**

### **Members Present on Phone Zoom Meeting Platform:**

- Island County: Candy Trautman, Chris Garden
- San Juan:
- Skagit County: Jere LaFollete
- Snohomish County: Pat O'Maley-Lanphear, Michele Meaker, Jack Eckrem, Jennifer Yuen, Fred Plappert
- Whatcom County: Kara Allen, Alan Friedlob, Mark McDonald, Arlene Feld

### **Members Excused:**

- Island County:
- San Juan County:
- Skagit County: Deanna Randall-Seacrest
- Snohomish County:
- Whatcom County:

### **Members Absent:**

- Island County:
- San Juan County:
- Skagit County:
- Snohomish County:
- Whatcom County:

**North Sound BH-ASO Staff:** Joe Valentine, Executive Director; Maria Arreola, Advisory Board Coordinator

### **Managed Care Organization Representation:**

- United Healthcare: Stacy Lopez
- Coordinated Care:
- Molina Healthcare:
- Community Health Plan of Washington [CHPW]: Marci Bloomquist

### **Guests:**

## Call to order and Introductions

The meeting was called to order by Chair O'Maley-Lanphear at 1:03 p.m.

## Revisions to the Agenda

No revisions mentioned

## Approval of April Minutes

Motion made for the approval of April meeting minutes as written. Motion seconded. All in favor, Motion carried.

## Announcements

### — Joan Bethel

- o Joan Bethel from Snohomish County, served on the Board for 9 years. She has passed away. Joan's enduring compassion for the individuals in need and overall, for life will be dearly missed. A memorial plaque will be made to keep in the ASO office. A second plaque will be made for her family in honor of her dedication served on the Board.

## Brief Comments from the Public

None

## Executive Directors Report

Joe reported on the following

- Presentation of Three Year BH-ASO Update for North Sound County Councils and Commissions
- Update on Homeless Outreach Stabilization Team [HOST]
- Update on RFP for Children and Youth Mobile Crisis Teams
- Update on Plan to Improve Coordination Between BH-ASO Funded Programs and County Funded Behavioral Health Programs
- Crisis Services Update
- Recovery Navigator Program Update

Maria will send details of each county Three Year BH-ASO presentation Joe will be speaking at.

## Executive Director's Action Items

Joe reviewed each action item. Motion seconded. All in favor. Motion carried.

## **Executive/Finance Committee Report**

The April Expenditures were reviewed and discussed. Motion to move the Expenditures to the Board of Directors for approval. Motion seconded. All in Favor. Motion Carried.

## **Old Business**

### **Tribal Appointment – Advisory Board Bylaws**

Tribal appointment process will be drafted in the Bylaws.

Draft Bylaws will be reviewed during the July retreat.

### **Advisory Board Officers – Advisory Board Bylaws**

Draft process of resignation of an Officer during the year term will be added to the Bylaws.

### **2022 Washington Behavioral Healthcare Conference**

Conference will be held virtually June 15-17. Members were encouraged to attend. Members are to notify Maria of interest. Maria will assist in registration

## **New Business**

### **Advisory Board Involvement with North Sound BH-ASO Planning**

Internal operations committee will identify specific questions they would like members feedback on. These questions will be brought back to the Board for discussion.

### **Advisory Board Membership**

It was determined to set target goals of each county seat on the Board. This is to assist in the county's recruitment efforts.

### **Retreat Agenda Topics and Facilitator**

Members were encouraged to send topics of interest to Maria. A draft agenda will be brought back to the June meeting.

Maria is researching a venue and potential facilitators.

A survey will be sent to Members to determine the best date to hold the retreat in July.

## **Report from Advisory Board Members**

Alan spoke of a model in creating a Clubhouse in Whatcom County.

Fred provided a brief update on the phase 2 construction of the Bailey Building

### Reminder of Next Meeting

Tuesday, June 7th, 2022

This will be a test hybrid meeting. A total of 4 members can attend in person. Those interested are to notify Maria






### Adjourn

Chair O'Maley-Lanphear adjourned the meeting at 3:02 p.m.






APPROVED

**North Sound Behavioral Health Administrative Services Organization**  
**Advisory Board Budget**  
**July 2022**

**DRAFT**

		All Conferences	Board Development	Advisory Board Expenses	Stakeholder Transportation	Legislative Session
	Total	Project # 1	Project # 2	Project # 3	Project # 4	Project # 5
Budget	<b>\$ 20,000.00</b>	\$ 7,900.00	\$ 4,226.00	\$ 7,874.00		\$ -
Expense	(59.84)			(59.84)		
Under / (Over)						
Budget	\$ 19,940.16	\$ 7,900.00	\$ 4,226.00	\$ 7,814.16	\$ -	\$ -
						
		All expenses to attend Conferences	Advisory Board Retreat/Summit	Costs for Board Members (meals mileage, misc.)	Non- Advisory Board Members, to attend meetings and special events	Shuttle, meals, hotel, travel

**North Sound Behavioral Health Administrative Services Organization**  
**Advisory Board Budget**  
**July 2022**

		All Conferences	Board Development	Advisory Board Expenses	Stakeholder Transportation	Legislative Session
	Total	Project # 1	Project # 2	Project # 3	Project # 4	Project # 5
Budget	<b>\$ 20,000.00</b>	\$ 9,900.00	\$ 1,000.00	\$ 9,000.00		\$ 100.00
Expense	(59.84)			(59.84)		
Under / (Over) Budget	\$ 19,940.16	\$ 9,900.00	\$ 1,000.00	\$ 8,940.16	\$ -	\$ 100.00
						
		All expenses to attend Conferences	Advisory Board Retreat/Summit	Costs for Board Members (meals mileage, misc.)	Non- Advisory Board Members, to attend meetings and special events	Shuttle, meals, hotel, travel



**1. ACTIVATION OF STATE-WIDE 988 LINE**

- The state-wide “988” line became officially active as of July 16. It is essentially similar to the National Suicide Prevention line operated by Volunteers of America [VOA] for the North Sound region.
- Attached is a fact sheet distributed by Health Care Authority [HCA]. More extensive public information will be provided in late 2022 or early 2023 when the three “988” hubs in Washington State will have ramped up their capacity to handle the increased call volume [[Attachment 1](#)]

**2. ASO/County Behavioral Health Legislative Priorities for 2023**

- Attached is a summary of key statewide ASO legislative priorities. These have also been reviewed by the Association of County Human Services. [[Attachment 2](#)]
- The proposed priorities include:
  - 1) Development of more robust network adequacy standards and monitoring
  - 2) Full and separate funding for Involuntary Treatment Act [ITA] Court Costs
  - 3) Build what already works in the ‘988’ crisis system redesign and maintain county/ASO involvement
  - 4) Streamline legislative proviso funding – allow for more flexibility and coordination to meet local needs

**3. CRISIS SERVICES UPDATE**

- Weekly Crisis Capacity Indicator snapshot and Dashboard [[Attachments 3 and 4](#)].
- There continued to be a steady increase in crisis services calls and mobile crisis team dispatches through the end of June, but the numbers reported for the first few weeks of July had declined. This may be temporary trend or a lag in the data being reported to us.

**4. TRANSITION OF THE OMBUDS SERVICES CONTRACT**

- Effective October 1, 2022, the existing regionally organized behavioral health ombuds offices will be replaced by a State Office of Behavioral Health Advocacy as a result of Engrossed Second Substitute House Bill 1086.
- In the North Sound region, the ASO had contracted with Community Action of Skagit County [CASC] to provide these services. However, CASC has notified us they will stop providing these services as of August 1.
- Since the ASO is contractually required to ensure Ombuds services are provided until October 1, we have arranged for internal ASO staff to handle any requests for Ombuds services in the interim.

- The state has awarded the new state-wide contract to “Peer Washington”. They will be making a presentation at our September Advisory Board meeting.
- The recruitment for the new regional Ombuds coordinator for the North Sound region is still underway.
- Peer Washington is also recruiting community members for their new statewide Quality Review Team.
- Interested persons can apply at:
- <https://docs.google.com/forms/d/e/1FAIpQLSeh9o7ymKlkx8Zn0WxAceN8r72eHMwwWG3CQRtBxlu-VezAeg/viewform>

## 5. **2022 STRATEGIC PLAN DASHBOARD**

Attached is the 2022 Strategic Plan Dashboard that was reviewed and discussed at the July 26 Advisory Board [Attachment #5].

## 6. **SUCCESSION PLANNING**

- At the request of the Board of Directors, the ASO Leadership Team has developed a Succession plan that addresses key positions within the organization.
- For each position, the succession plan identifies the key skills needed and opportunities to develop the skills of some of the existing staff to perform these functions.
- The Succession planning process also included an “Environmental Scan” to identify the key challenges and opportunities in the future we must be ready to address.

## 7. **FACILITY NEEDS ASSESSMENT**

- Cummings LLC has begun the work to update the 2016 Behavioral Health Needs Assessment.
- They have divided their proposed scope of work into four phases:
  - 1) Phase 0 – Project Mobilization
  - 2) Phase 1 – Market and Strategic Priorities
  - 3) Phase 2 – Demographics, Volume Projections & Gap Analysis
  - 4) Phase 3 – Final Report
- The First step is to survey key stakeholder groups on where they see the gaps and need for both inpatient and outpatient services. Advisory Board members will be included in the survey.

## 8. **UPDATE ON RFP FOR CHILDREN AND YOUTH MOBILE CRISIS TEAMS**

Assistant Director Margaret Rojas will provide a verbal update.

## 9. **UPDATE ON RECOVERY NAVIGATOR PROGRAM [RNP]**

North Sound RNP Administrator James Dixon will provide an update.

#### **10. TEAMonitor Review**

- HCA will be conducting its annual “TEAMonitor” review meeting of the North Sound BH-ASO on August 9.
- At the review meeting they will provide us their assessment of the degree to which we have demonstrated compliance with the HCA contract requirements.

# 988 Suicide and Crisis Lifeline

Service goes LIVE on July 16, 2022 — What you need to know



## 988 Fast Facts

- 988 will be confidential, free, and available 24/7/365, connecting those experiencing a mental health, substance use, or suicidal crisis with trained crisis counselors.
- Access to the NSPL is available through every land line, cell phone, and voice-over internet device in the U.S.
- 988 services will be available in Spanish, along with interpretation services in over 250 languages.
- The 988 dialing code will be available for call, text, and chat by July 16, 2022. Until then, those in crisis should continue to use 1-800-273-TALK (8255), which will function even after July 16.

The nationwide implementation of the 988 three-digit call, text, and chat line is just the first important step in re-imagining crisis support in the U.S.



## Call Volume

Once 988 goes live in July, Washington should be prepared for an increase in calls, texts, and chats.



## NSPL Crisis Centers

There are three NSPL crisis centers in Washington: Volunteers of America of Western Washington, Frontier Behavioral Health, and Crisis Connections.



## HB 1477

HB 1477 provided funding to Washington's three NSPL crisis centers, including funding to begin hiring staff in anticipation of increased call volume.

# 988, WASHINGTON'S CRISIS RESPONSE

Building understanding, hope, and a path forward for those in need, where and when they need it.

## Background and Implementation

- In 2020, the [Federal Communications Commission](#) (FCC) adopted the National Suicide Hotline Designation Act. The act made 988 the new, nationwide, easy-to-remember 3-digit dialing, texting, and chat number for anyone experiencing a suicidal or mental health-related crisis.
- 988 is not replacing existing crisis centers in Washington, but is the newest addition to the state's network of crisis center providers.
- To increase access to services for people in crisis, including people with disabilities and those who prefer text, the FCC adopted a Second Report and Order on November 18, 2021, to allow texting to 988.
- Veterans and service members may reach the Veterans Crisis Line by pressing 1 after dialing 1-800-273-TALK (8255). Spanish speakers may reach the Spanish Language Line by pressing 2.
- Vibrant Emotional Health, the National Administrator of 988, has done extensive planning to provide states with anticipated call, chat, and text volume estimates for when 988 goes live in July.
- HB 1477 dedicates crucial funding, via a tax on Washington's phone and Voice over Internet Protocol lines, to support the state's NSPL crisis centers' recruitment and hiring of additional staff to answer the anticipated increase of calls after July 16, 2022.

## Highlights

- On July 16, 2022, phone calls to 988 will redirect to the NSPL crisis centers.
- The current NSPL number, 1-800-273-TALK (8255), will remain active after 988 goes live.
- Washington has three NSPL crisis centers: Volunteers of America of Western Washington, Frontier Behavioral Health, and Crisis Connections.
- Over the next few years, the [Crisis Response Improvement Strategy \(CRIS\) Committee](#) will develop recommendations to the Governor and Legislature to support additional components of HB 1477.
- Learn more at the [DOH 988 webpage](#).

## Contact

Washington State Department of Health  
[988ProgramInfo@doh.wa.gov](mailto:988ProgramInfo@doh.wa.gov)

Washington State Health Care Authority  
[HCAProgram1477@hca.wa.gov](mailto:HCAProgram1477@hca.wa.gov)



DOH 971-053 June 2022

To request this document in another format, call 1-800-525-0127. Deaf or hard of hearing customers, please call 711 (Washington Relay) or email [civil.rights@doh.wa.gov](mailto:civil.rights@doh.wa.gov).

## **BH-ASO 2023 DRAFT LEGISLATIVE PRIORITIES**

### **1. Network Adequacy Standards**

By December 2023, update network adequacy standards for all Medicaid-covered behavioral health services that include:

- How stakeholders including community behavioral health providers and counties will be included in the process to update standards;
- An explanation of how updated network adequacy standards will account for both population and prevalence factors as well as time and distance standards for rural and urban communities; and,
- A plan for robust network adequacy monitoring including monitoring timeliness requirements.

### **2. Fully Fund Court Costs for Involuntary Treatment Act [ITA] Hearings**

- Fully fund ITA court costs through a separate and distinct legislative appropriation to ensure ASO funds intended for treatment are no longer diverted to pay for rising court costs.
- Direct HCA to undertake annual rate setting and budget forecasting for ITA court costs.

### **3. Build on what works in Crisis System Redesign**

- In developing the new enhanced “988”/ HB 1477 Crisis System build on the elements of the current crisis system that already work.
- Maintain a continued role for county and ASO management and performance monitoring of local crisis systems.

### **4. Streamline Funding Opportunities**

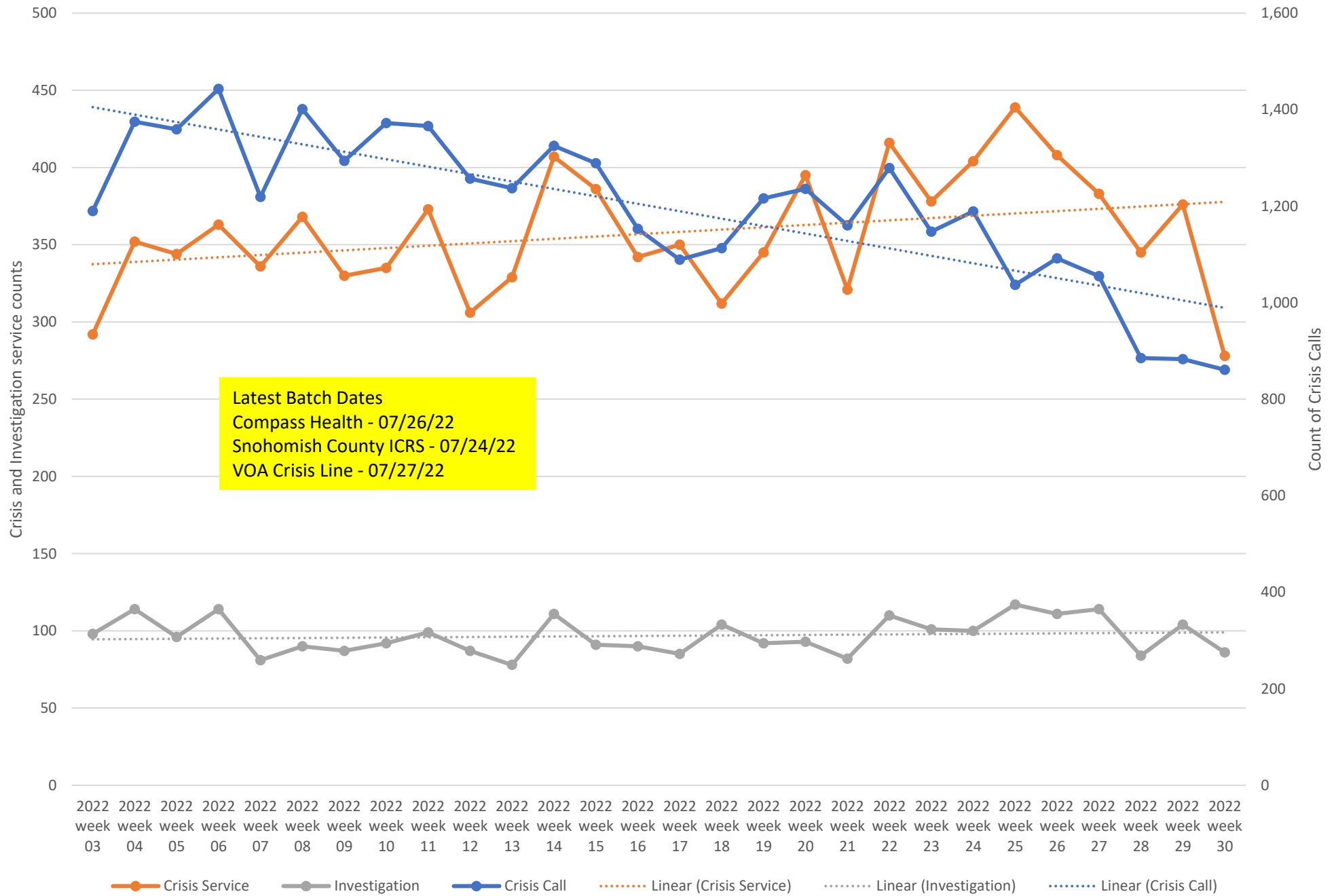
- Streamline legislative funding for behavioral health services to better support successful program development and sustainability.
- Allow more flexibility with legislative “proviso” funding to meet unique community needs.
- When possible, integrate provisos with similar scopes and purposes to maximize the available funds and remove the barriers of narrow specifications that make it more challenging to use the available resources.



## Weekly Crisis Capacity Indicator Snapshot

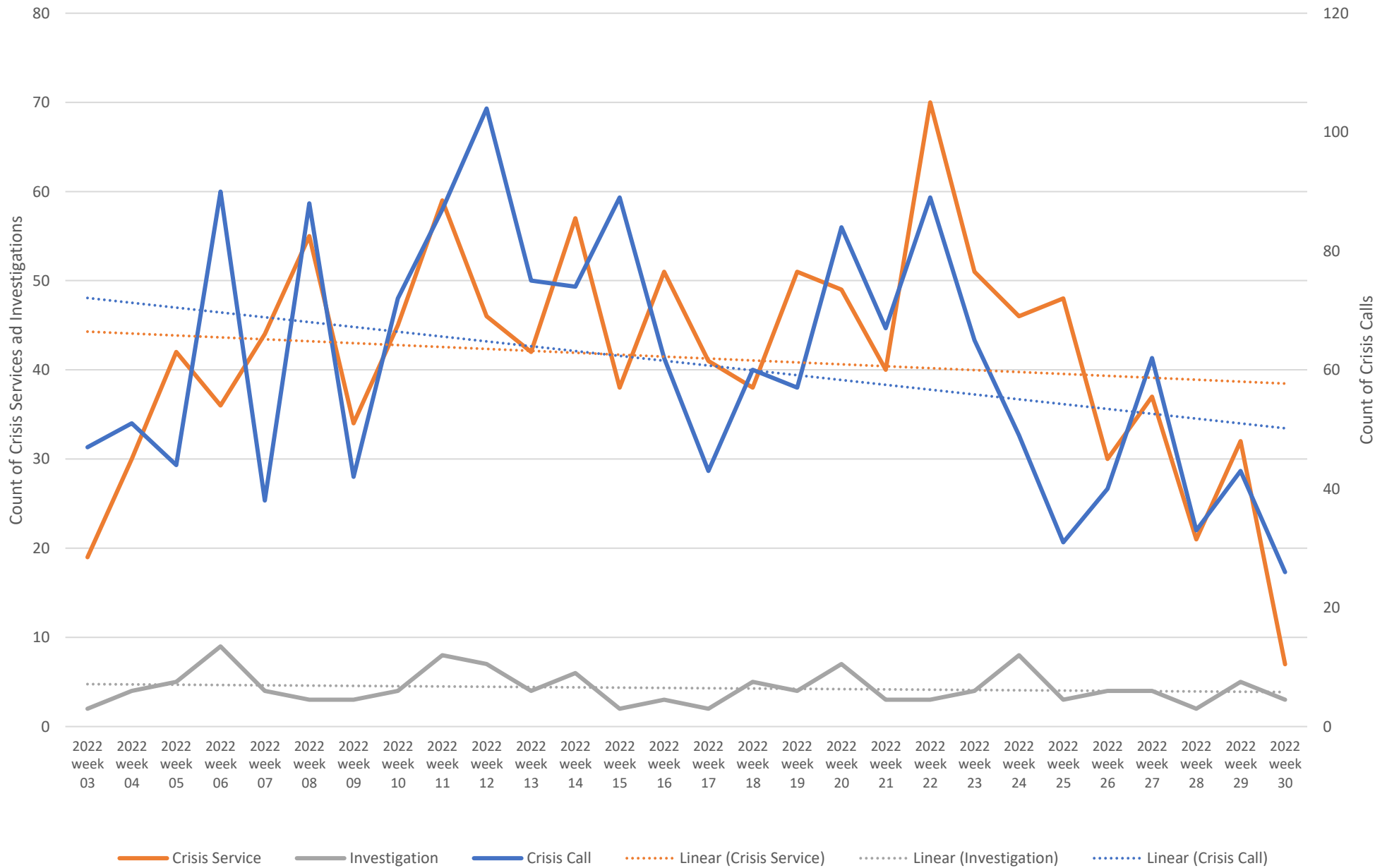
Page 2	Crisis Data - dates 01/09/22 to 07/23/22
Page 3	Crisis Data: Ages 0-17 - dates 01/09/22 to 07/23/22
Page 4	All DCR Dispatches - dates 01/09/22 to 07/23/22
Page 5	Weekly Staff Count - Staff providing Crisis or Investigation services 01/09/22 to 07/23/22
Page 6	Hospital placement locations (Invol and Vol) - No adjustment has been made for timely data - recent weeks likely low
Page 7	Telehealth only, crisis and investigation services from 01/09/22 to 07/23/22
Page 8	Crisis Service Unit Percent - Crisis Service units divided by Crisis units + Investigation units
Page 9	Washington State Indicators of Anxiety or Depression Based on Reported Frequency of Symptoms During Last 7 Days
Page 10	Place of Service -Crisis Services, percent of total by week
Page 11	Place of Service -Investigations, percent of total by week
Page 12	New COVID-19 Cases Reported Weekly per 100,000 population - 04/22/21 to 07/27/22
Page 13	Total Hospitalized Adults - COVID-19 (confirmed or suspected) 7 day average
Page 14	North Sound BH ASO Walkaway Chart 01/09/22 to 07/23/22

# Crisis Data - dates 01/09/22 to 07/23/22

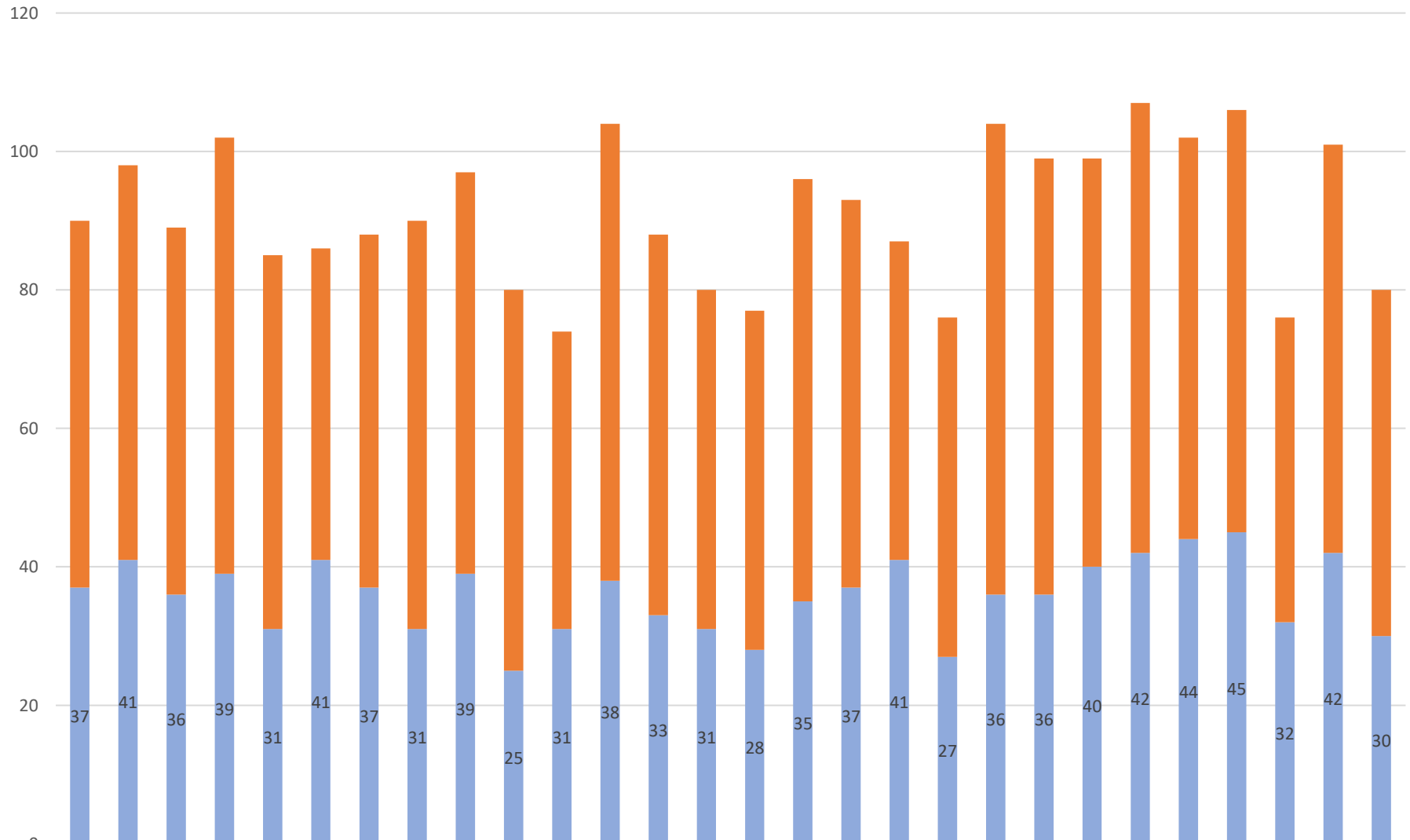




# Crisis Data: Ages 0-17 - dates 01/09/22 to 07/23/22

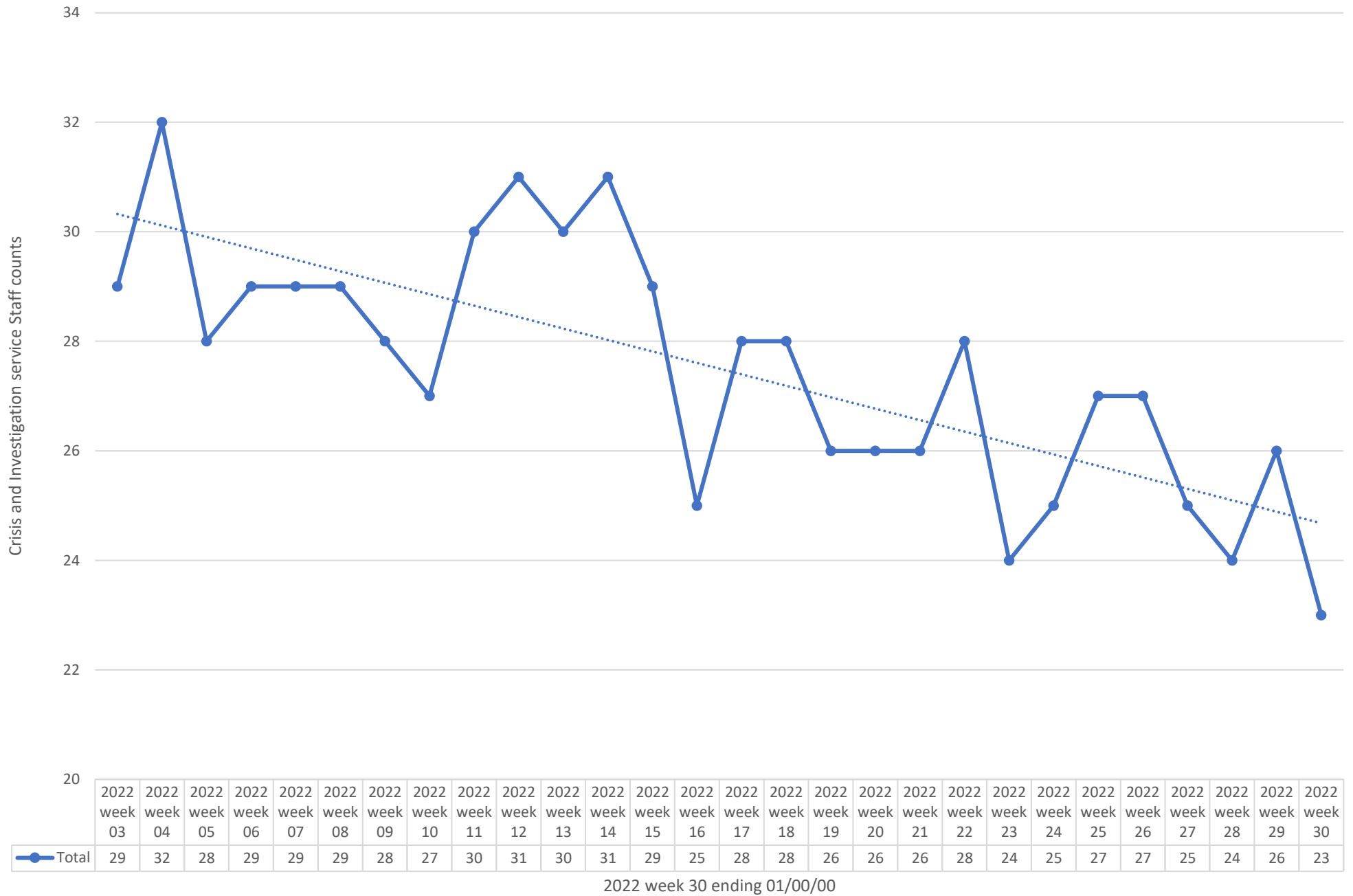


# All DCR Dispatches - dates 01/09/22 to 07/23/22

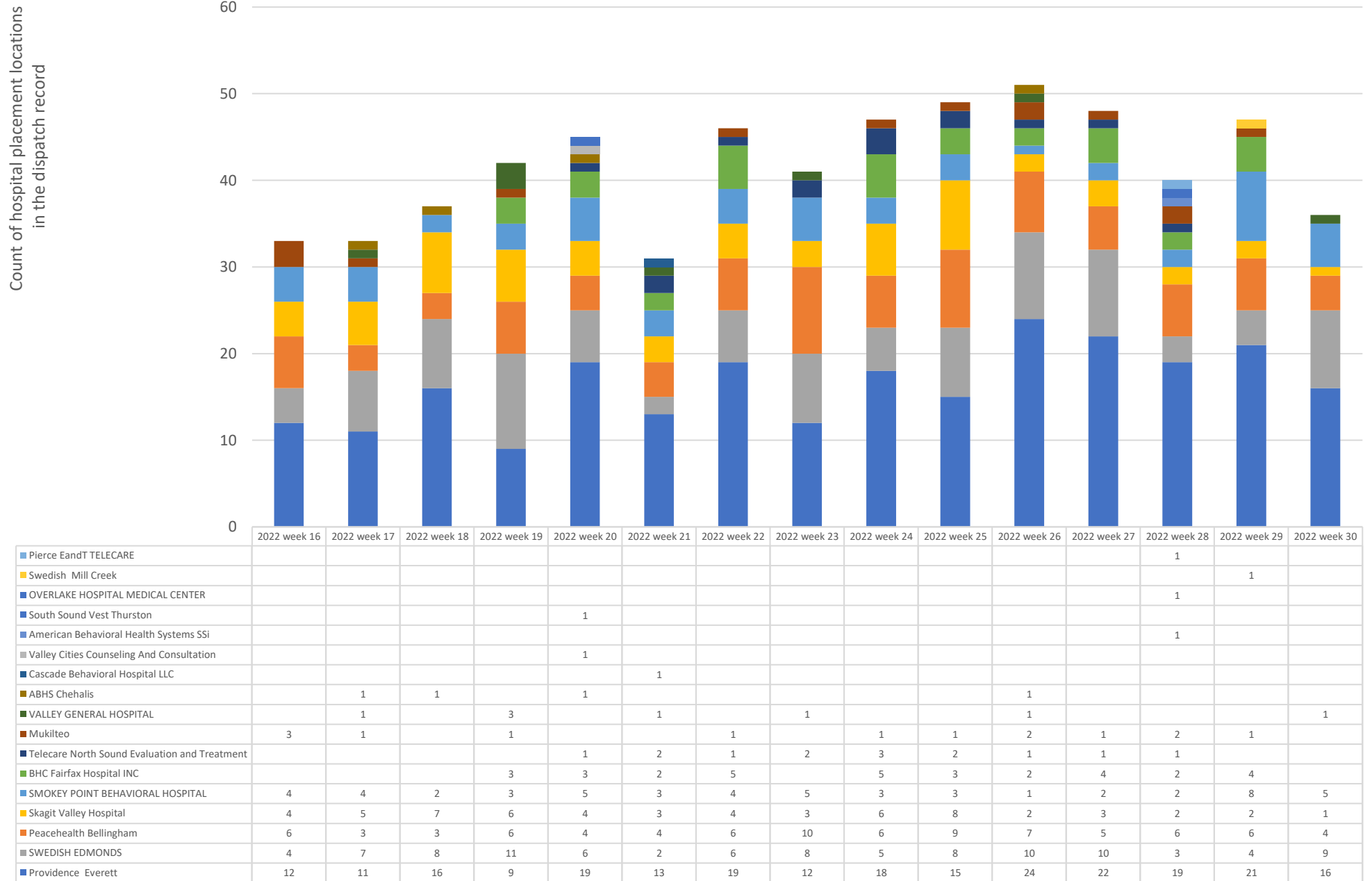


dispatch resulting in other outcome	53	57	53	63	54	45	51	59	58	55	43	66	55	49	49	61	56	46	49	68	63	59	65	58	61	44	59	50
dispatch resulting in detention	37	41	36	39	31	41	37	31	39	25	31	38	33	31	28	35	37	41	27	36	36	40	42	44	45	32	42	30

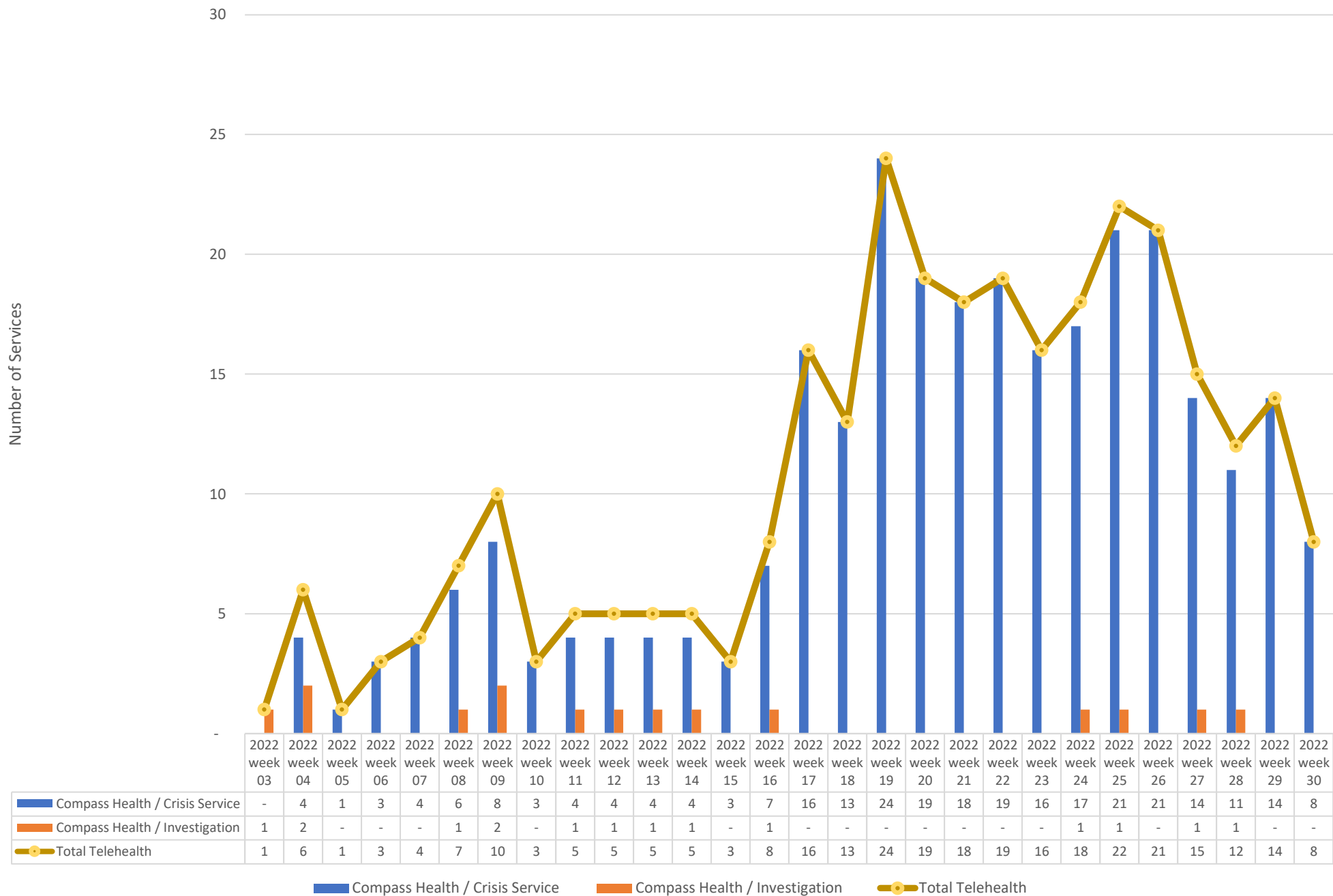
# Weekly Staff Count - Staff providing Crisis or Investigaion services 01/09/22 to 07/23/22



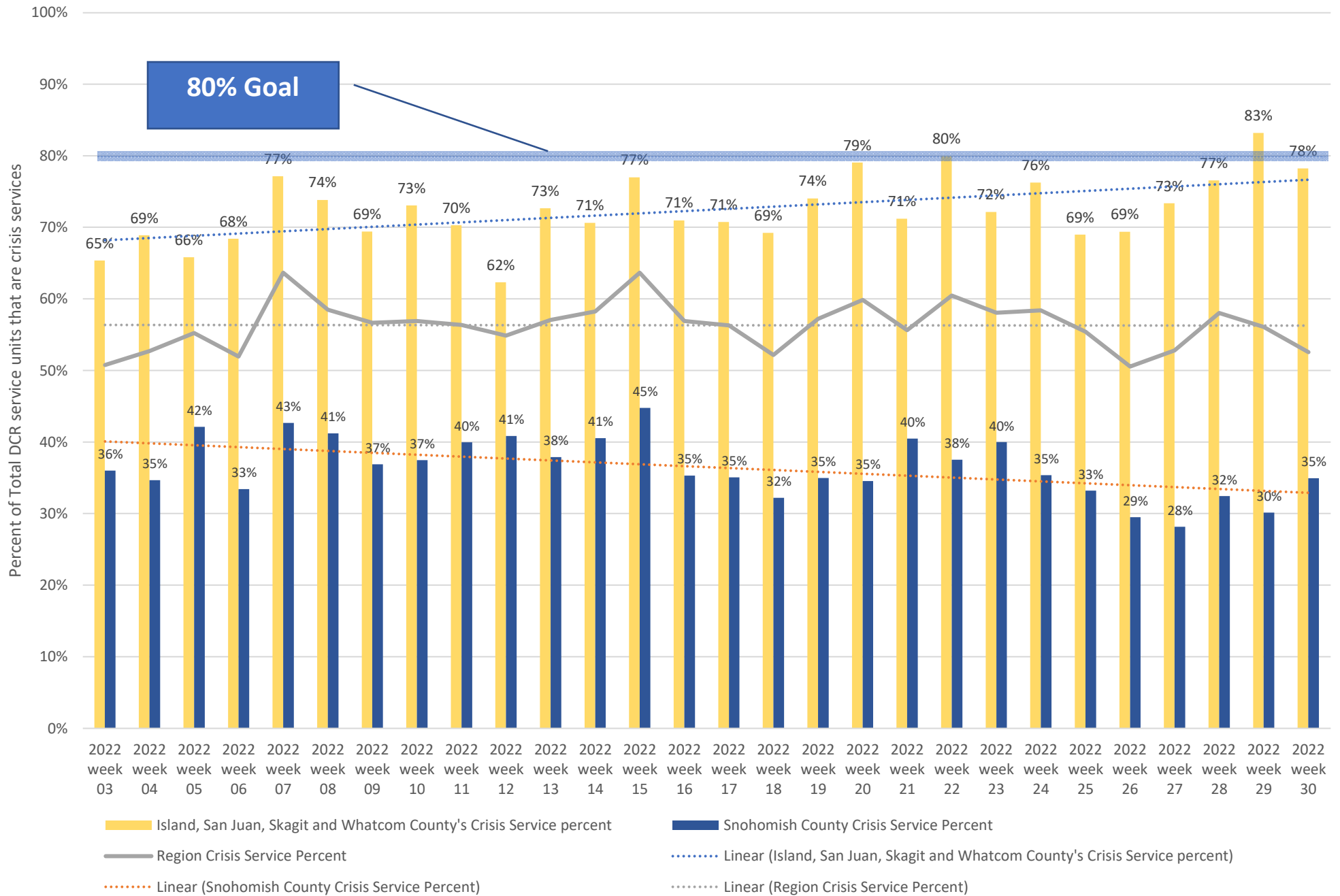
# Hospital placement locations (Invol and Vol) - No adjustment has been made for timely data - recent weeks likely low



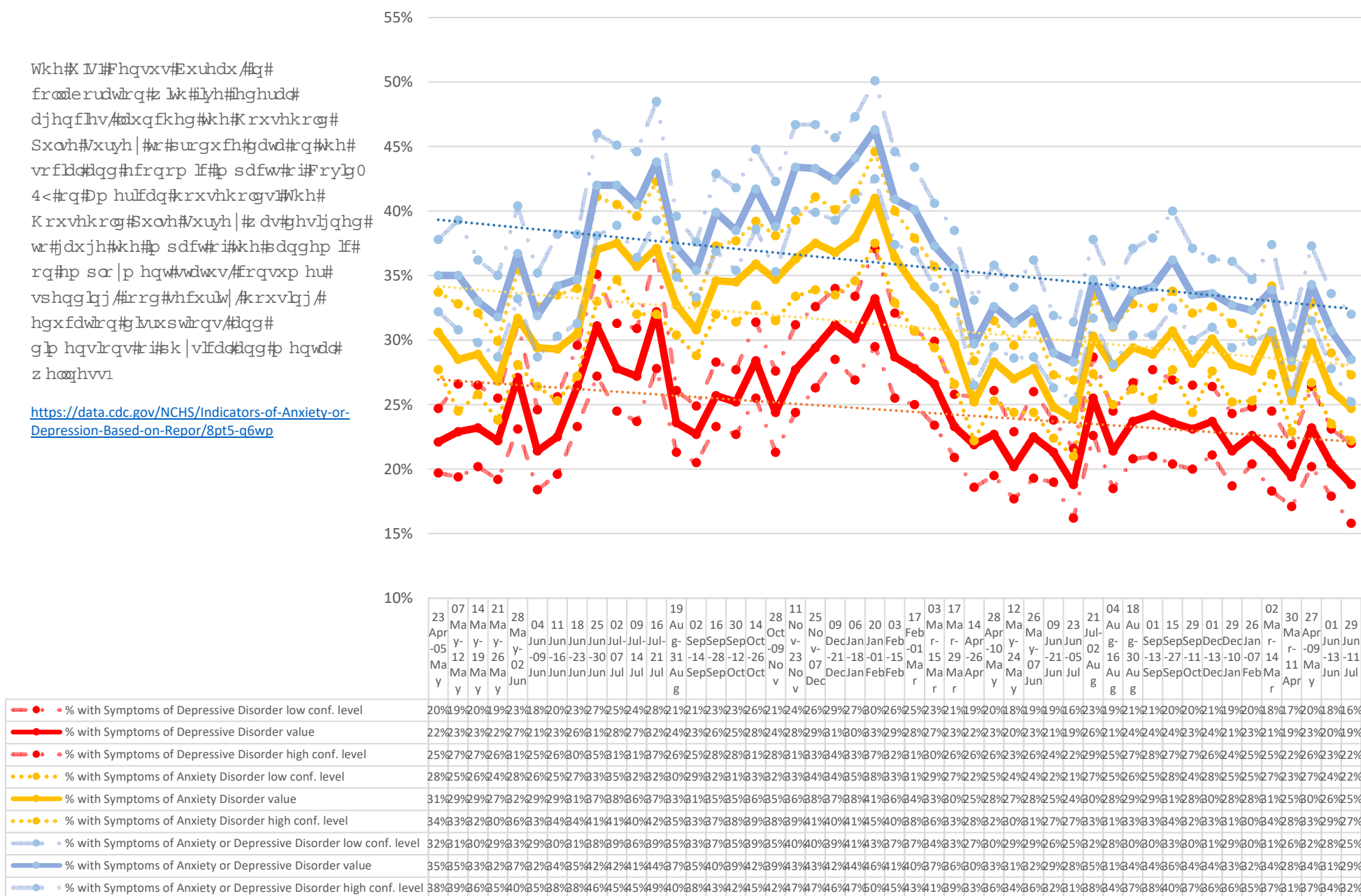
# Telehealth only, crisis and investigation services from 01/09/22 to 07/23/22



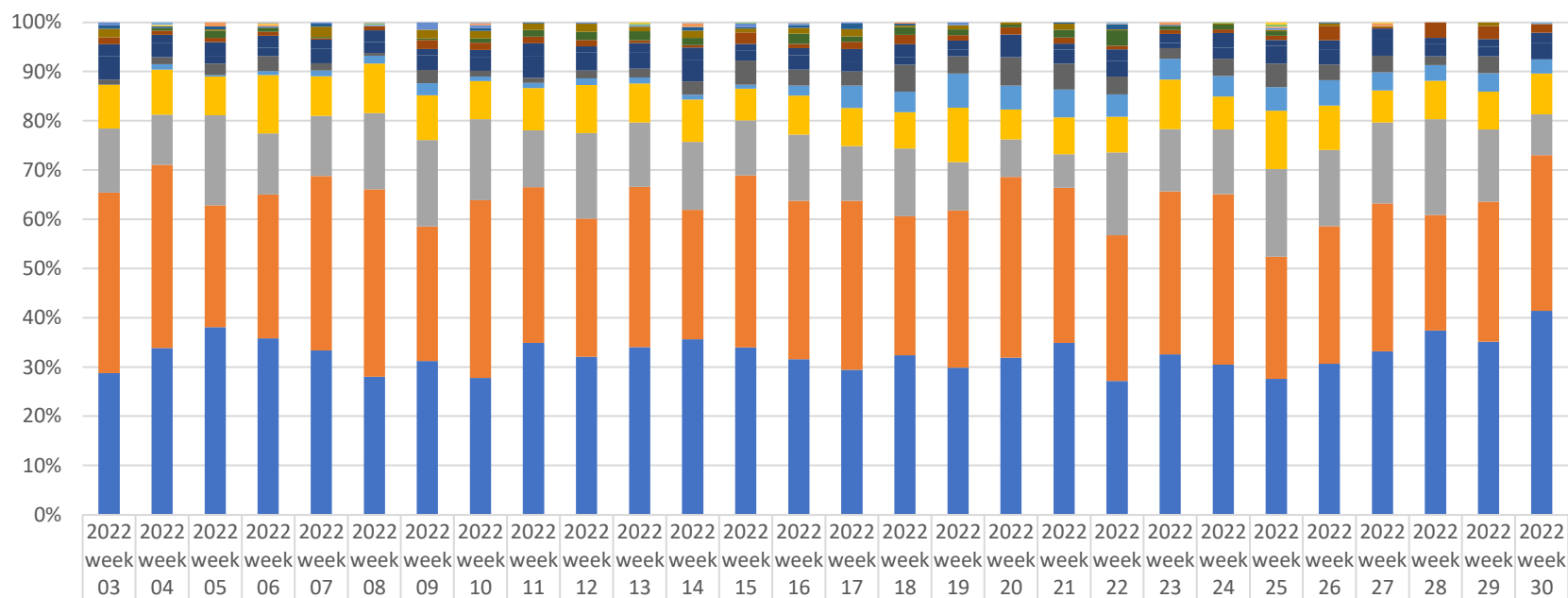
# Crisis Service Unit Percent - Crisis Service units divided by Crisis units + Investigation units



## Washington State Indicators of Anxiety or Depression Based on Reported Frequency of Symptoms During Last 7 Days



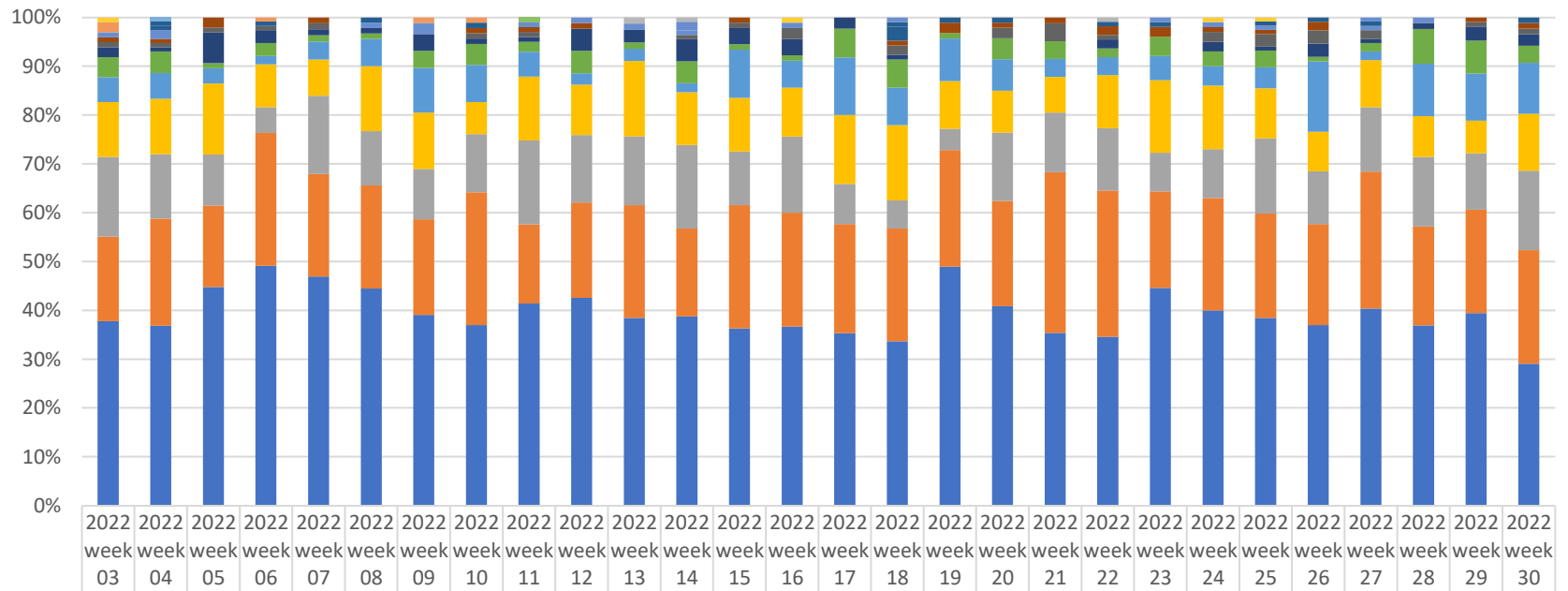
Place of Service -Crisis Services, percent of total by week



<div><div></div>Custodial Care Facility</div>		2																	1								1	
<div><div></div>Community Mental Health Center</div>				1		1		1			1		1						1									
<div><div></div>Skilled Nursing Facility</div>		1		1						1												2			1			
<div><div></div>Nursing Facility</div>						1				1		1									1	2						
<div><div></div>Psych. Residential</div>			3	1				1			3				1					2		1			2			
<div><div></div>On Campus Outpatient Hospital</div>	2			1	1	1	5	2		1	1		3	1	1		2					2						
<div><div></div>Group Home</div>	2	1	2		2			2	1			3	1	2	4	1			1	4	1			1				
<div><div></div>Homeless Shelter</div>	5		1		7		6	5	5	5	3	6	3	4	5	1	3	2	4	1		1	1	2	1		3	
<div><div></div>School</div>		2	5	3	1		1	3	5	5	6	6		7	4	5	4	2	5	13	3	4	4					
<div><div></div>Inpatient Hospital</div>	4	3	3	3	1	3	6	5	5	4	2	2	9	3	5	6	4	6	4	3	3	3	4	12	1	11	10	5
<div><div></div>Inpatient Psychiatric Facility</div>	7	6	10	9	6	9	4	5	10	4	6	10	5	5	9	8	6	4	4	10	7	12	5	8	8	4	6	6
<div><div></div>Prison Correctional Facility</div>	14	10	5	6	10	8	10	9	16	11	11	18	8	10	7	5	5	14	9	13	4	9	16	12	13	9	7	9
<div><div></div>Assisted Living Facility</div>	3	5	8	11	5	2	9	4	4	5	6	11	19	11	10	17	12	23	17	15	8	14	21	13	13	6	13	
<div><div></div>Telehealth</div>		4	1	3	4	6	8	3	4	4	4	4	3	7	16	13	24	19	18	19	16	17	21	21	14	11	14	8
<div><div></div>Emergency Room Hospital</div>	26	32	27	43	27	37	30	26	32	30	26	35	25	27	27	23	38	24	24	30	38	27	52	37	25	27	29	23
<div><div></div>Home</div>	38	36	63	45	41	57	58	55	43	53	43	56	43	46	39	43	34	30	22	70	48	53	78	63	63	67	55	23
<div><div></div>Other Place of Service</div>	107	131	85	106	119	140	90	121	118	86	107	107	135	110	120	88	110	145	101	123	125	140	109	114	115	81	107	88
<div><div></div>Office</div>	84	119	131	130	112	103	103	93	130	98	112	145	131	108	103	101	103	126	112	113	123	123	121	125	127	129	132	115

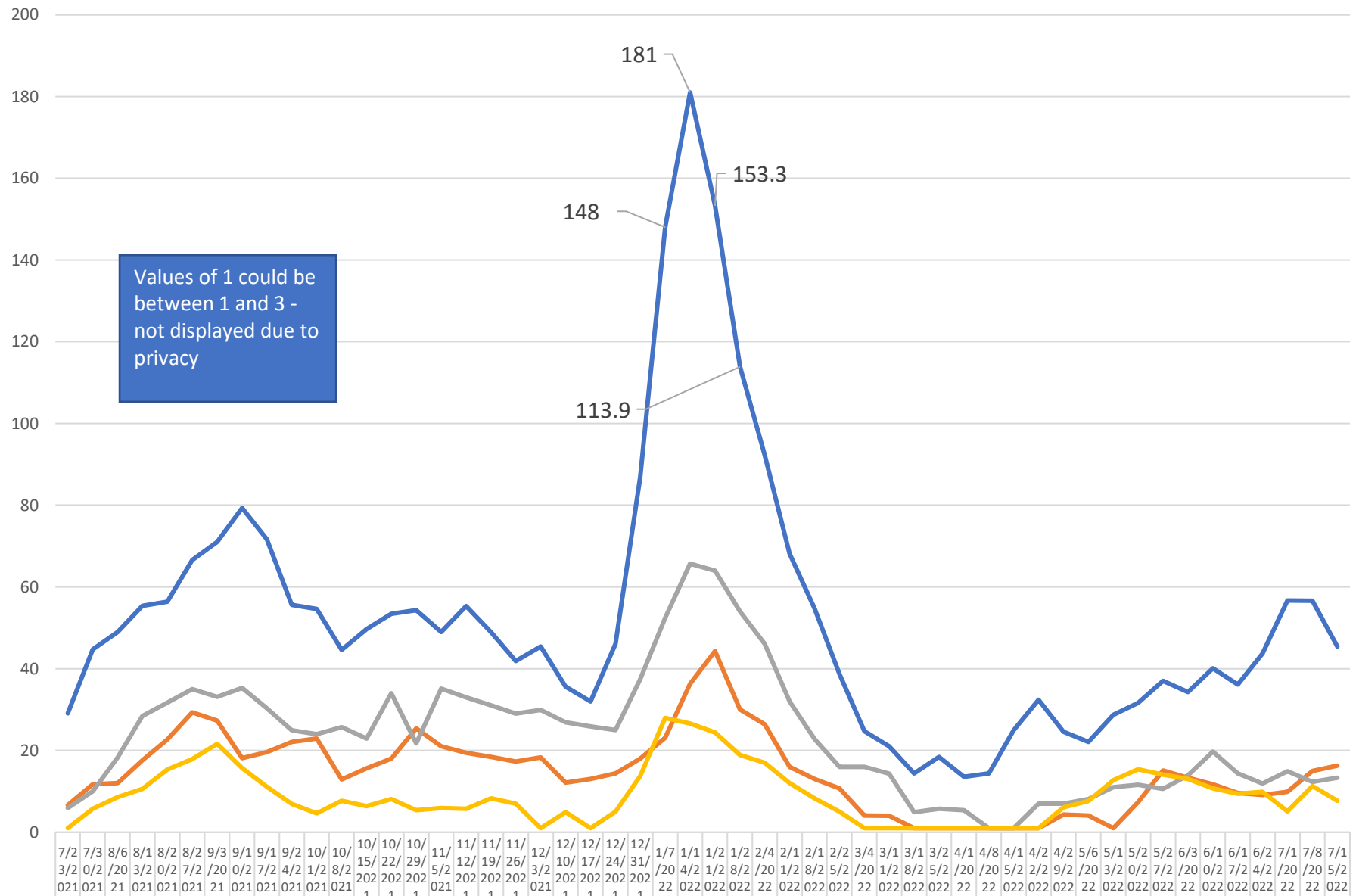






Place of Service -Investigations, percent of total by week



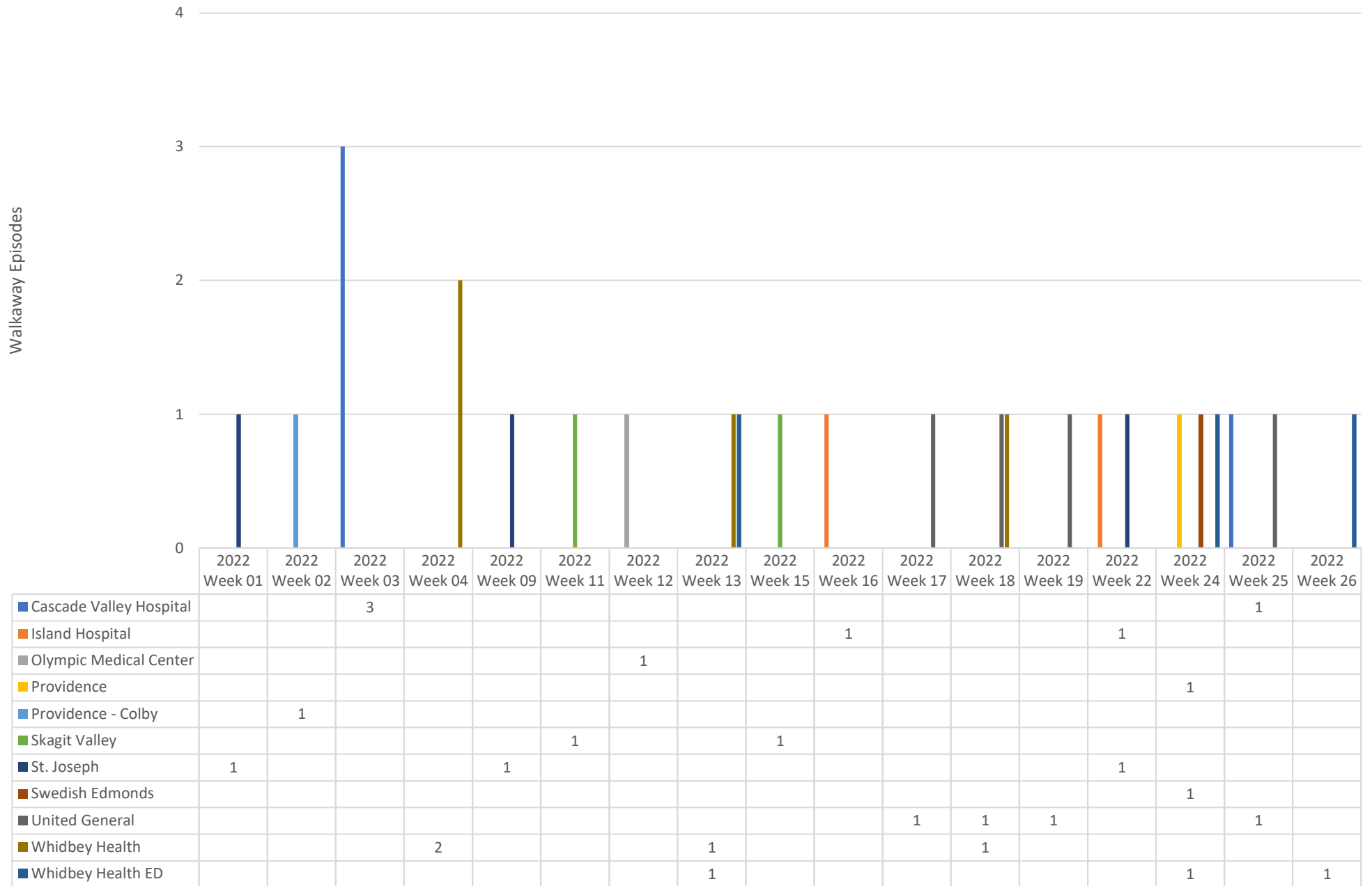


# Total Hospitalized Adults - COVID-19 (confirmed or suspected) 7 day average



 Prov. Everett	29	45	49	55	56	67	71	79	72	56	55	45	50	53	54	49	55	49	42	45	36	32	46	87	148	181	153	114	92	68	55	39	25	21	14	18	14	14	14	25	32	25	22	29	32	37	34	40	36	44	57	57	45
 SVH	6.6	12	12	18	23	29	27	18	20	22	23	13	16	18	25	21	19	18	17	18	12	13	14	18	23	36	44	30	26	16	13	11	4.1	4	1	1	1	1	1	1	4.3	4.1	1	7.3	15	13	12	9.6	9.1	9.9	15	16	
 ST Joe	5.9	10	18	28	32	35	33	35	30	25	24	26	23	34	22	35	33	31	29	30	27	26	25	37	52	66	64	54	46	32	23	16	16	14	4.9	5.7	5.4	1	1	7	7	8.1	11	12	11	14	20	14	12	15	12	13	
 Swedish Edmonds	1	5.7	8.6	11	15	18	22	16	11	6.9	4.6	7.7	6.4	8.1	5.4	5.9	5.7	8.3	7	1	4.9	1	5	14	28	27	24	19	17	12	8.3	5	1	1	1	1	1	1	1	1	6.1	7.6	13	15	14	13	11	9.4	9.9	5.1	11	7.7	

North Sound BH ASO Walkaway Chart 01/09/22 to 07/23/22

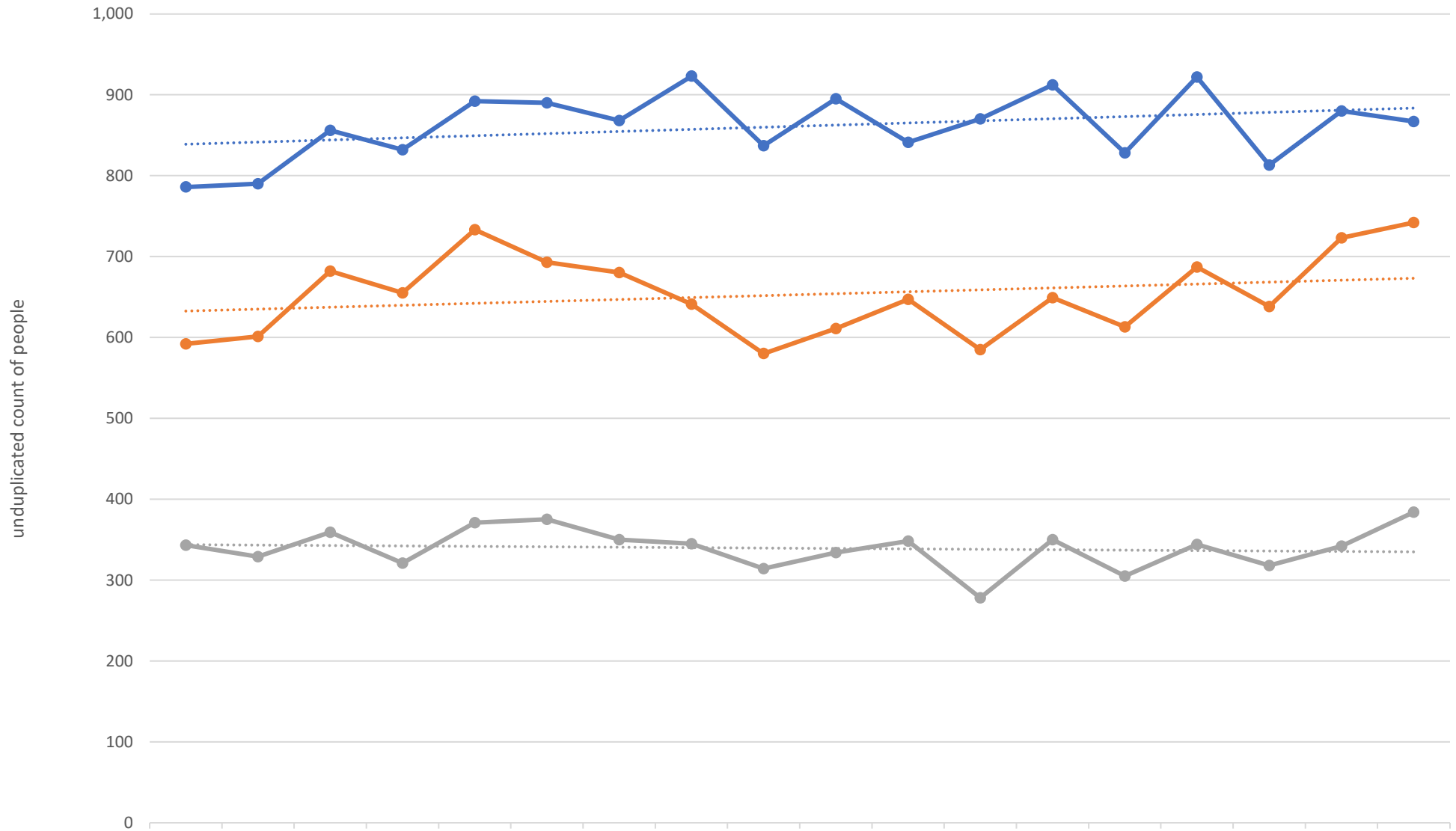




## North Sound Crisis System Dashboard

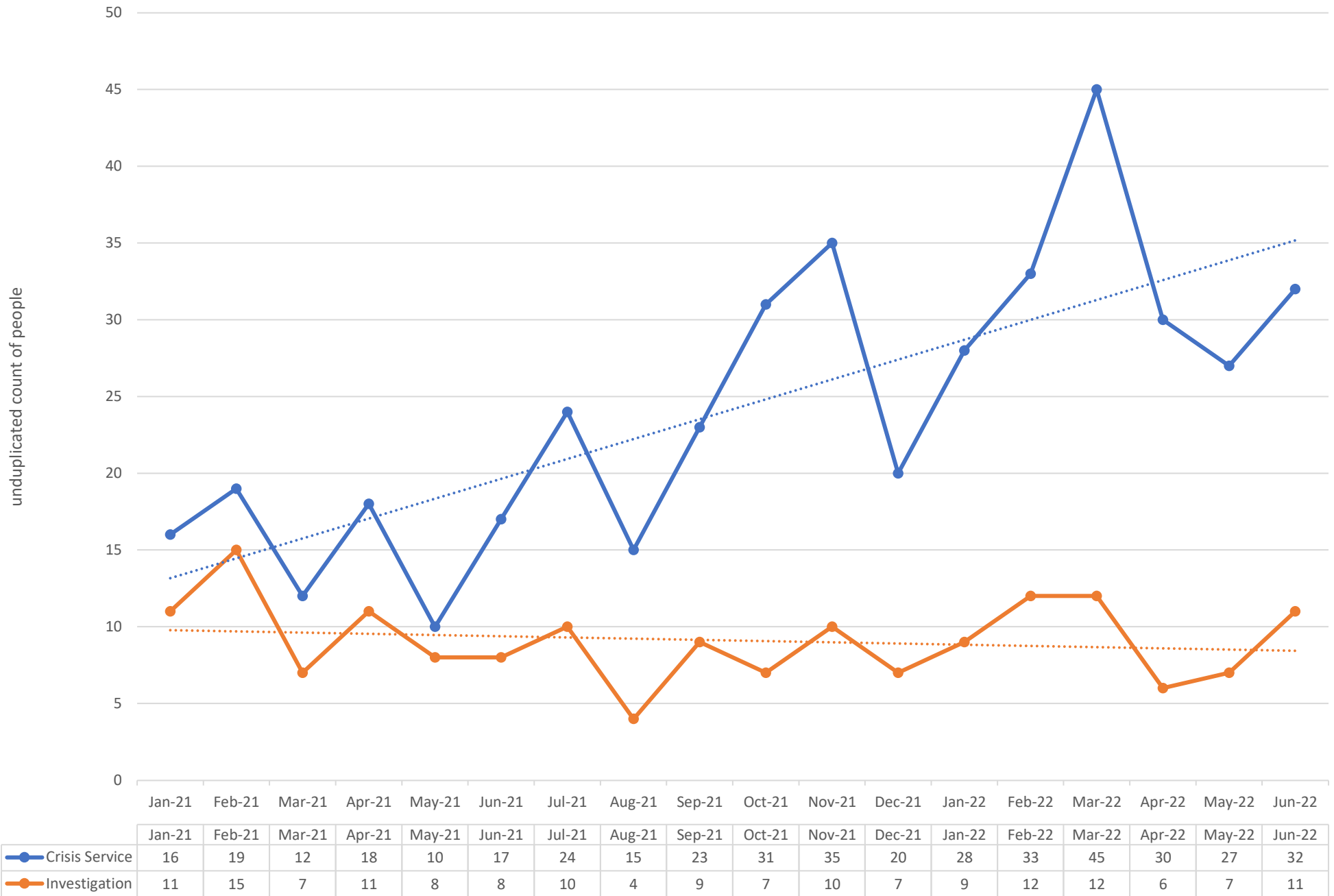
Page 2	Unduplicated People receiving a crisis system service
Page 3	Island - Unduplicated People receiving a crisis system service
Page 4	San Juan - Unduplicated People receiving a crisis system service
Page 5	Skagit - Unduplicated People receiving a crisis system service
Page 6	Snohomish - Unduplicated People receiving a crisis system service
Page 7	Whatcom - Unduplicated People receiving a crisis system service
Page 8	Region Designated Crisis Responder (DCR) Investigations
Page 9	Region DCR Investigation Referral Sources
Page 10	Region DCR Investigation Outcomes

## Unduplicated People receiving a crisis system service

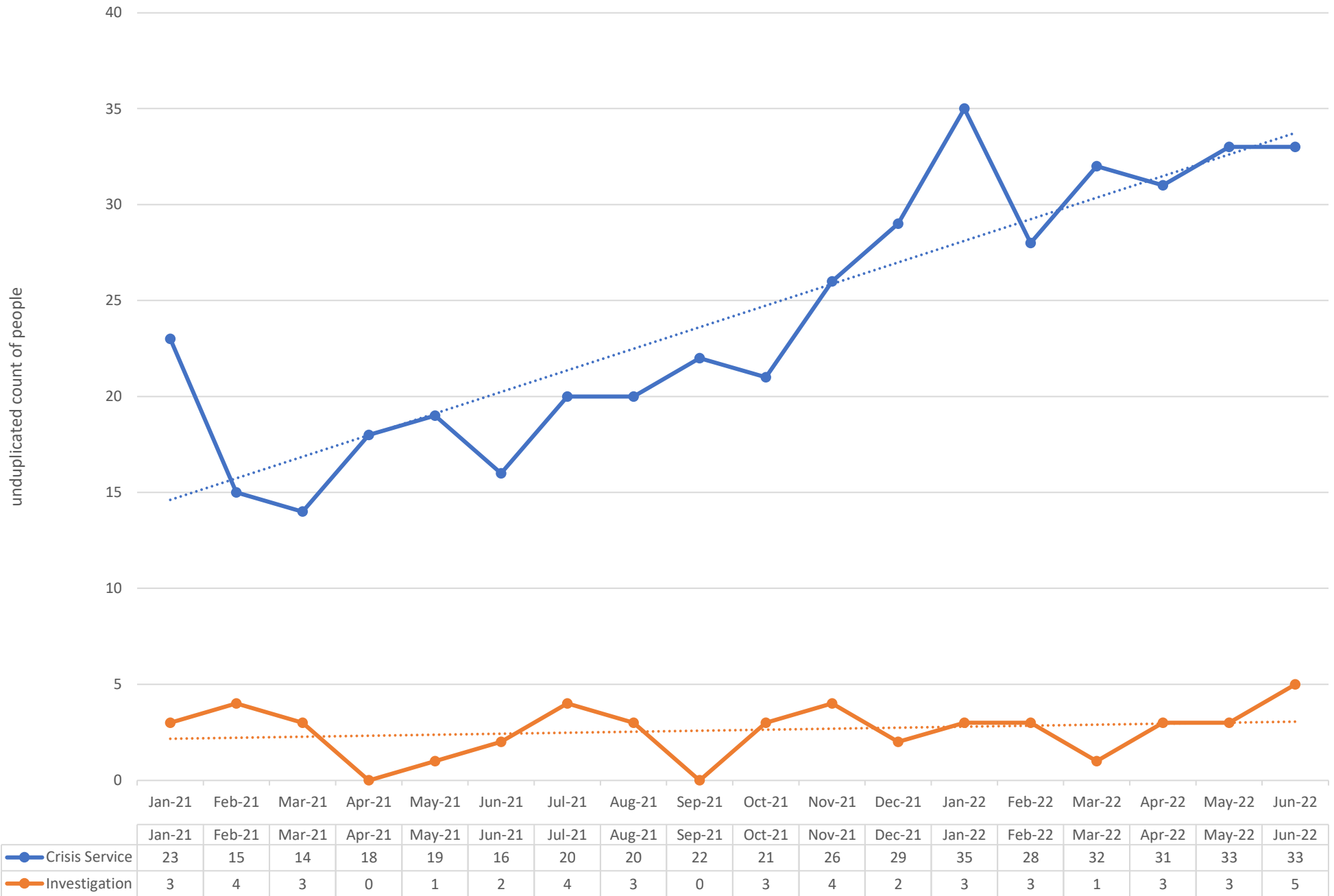


	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
● Crisis Call	786	790	856	832	892	890	868	923	837	895	841	870	912	828	922	813	880	867
● Crisis Service	592	601	682	655	733	693	680	641	580	611	647	585	649	613	687	638	723	742
● Investigation	343	329	359	321	371	375	350	345	314	334	348	278	350	305	344	318	342	384

# Island - Unduplicated People receiving a crisis system service

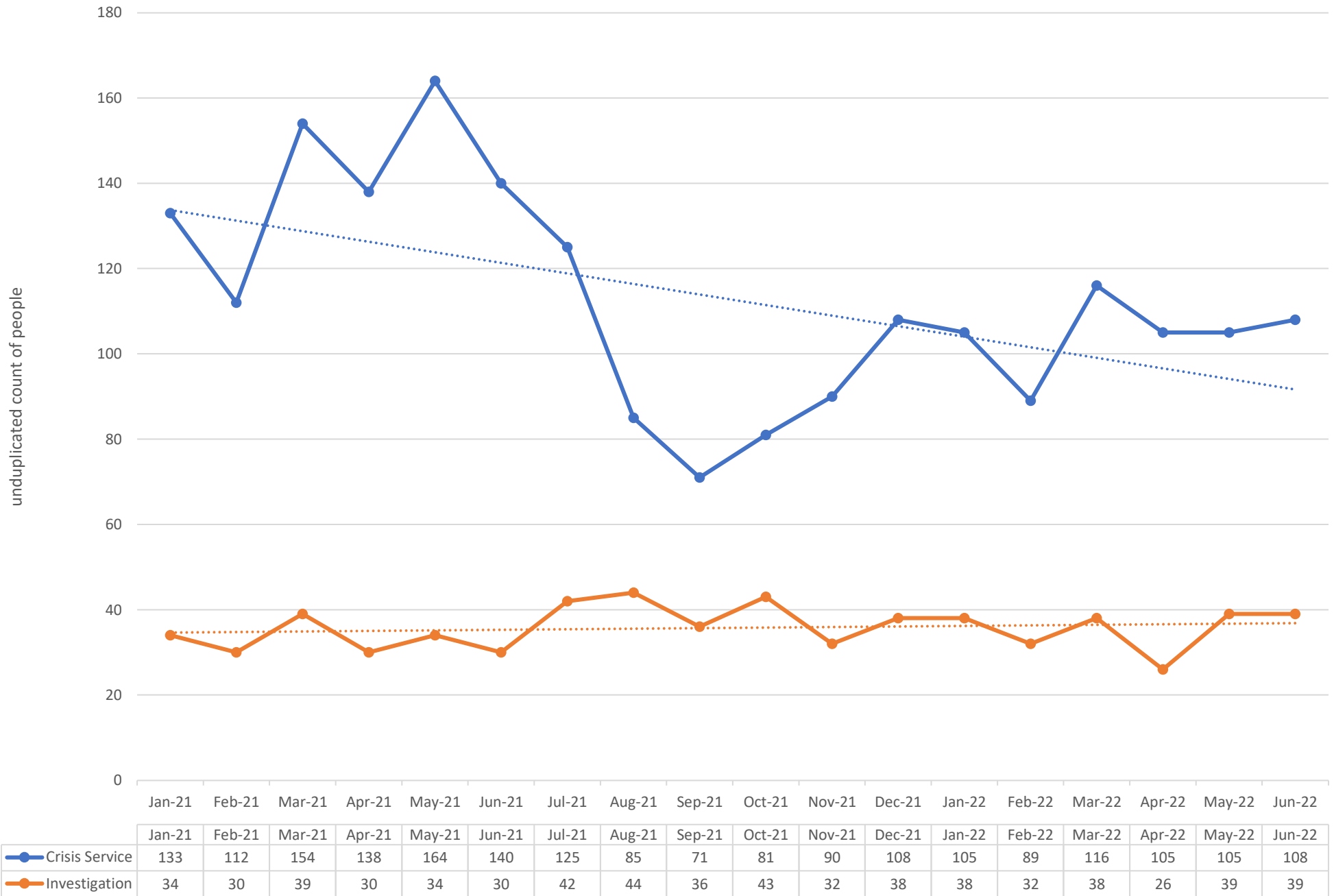


# San Juan - Unduplicated People receiving a crisis system service

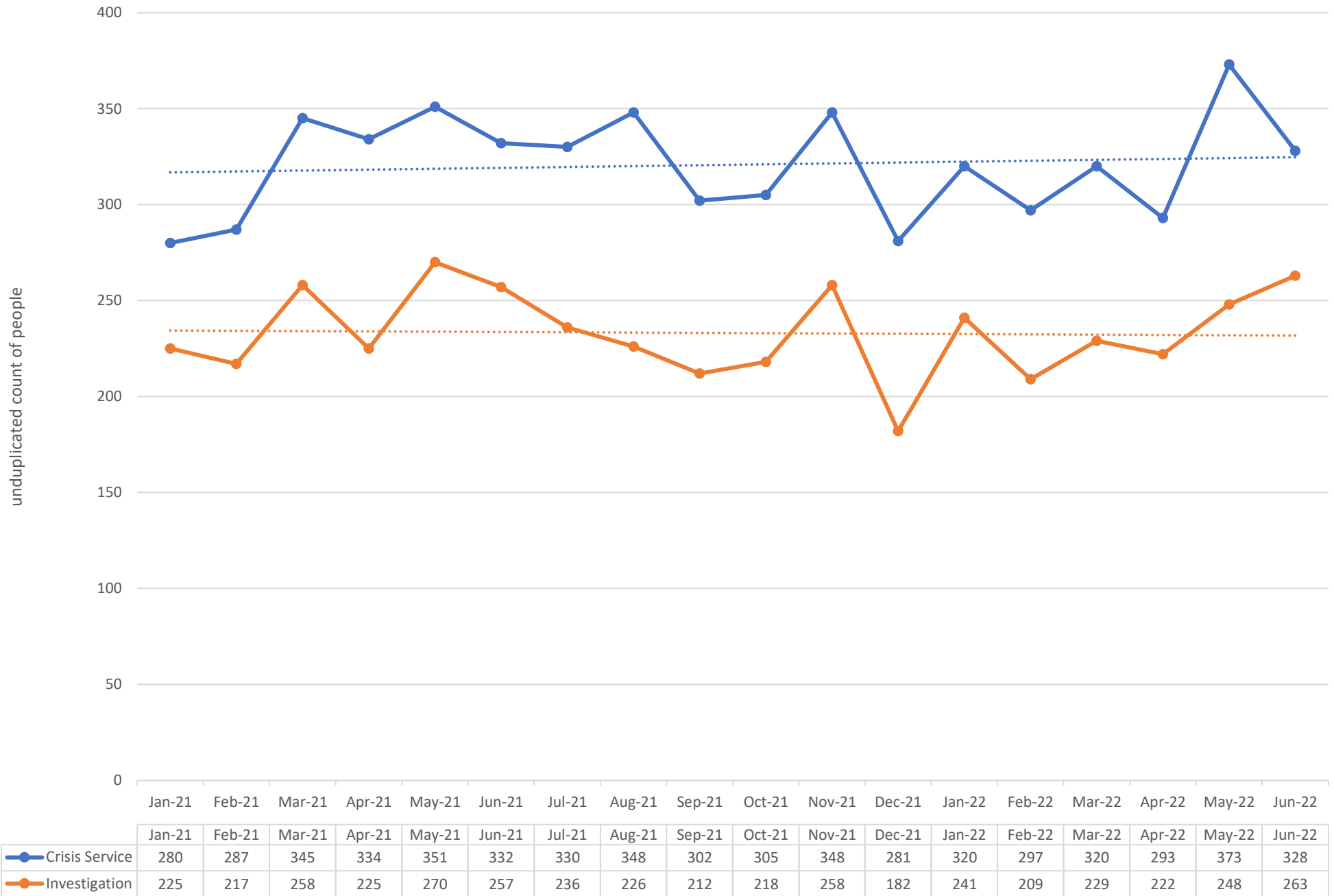




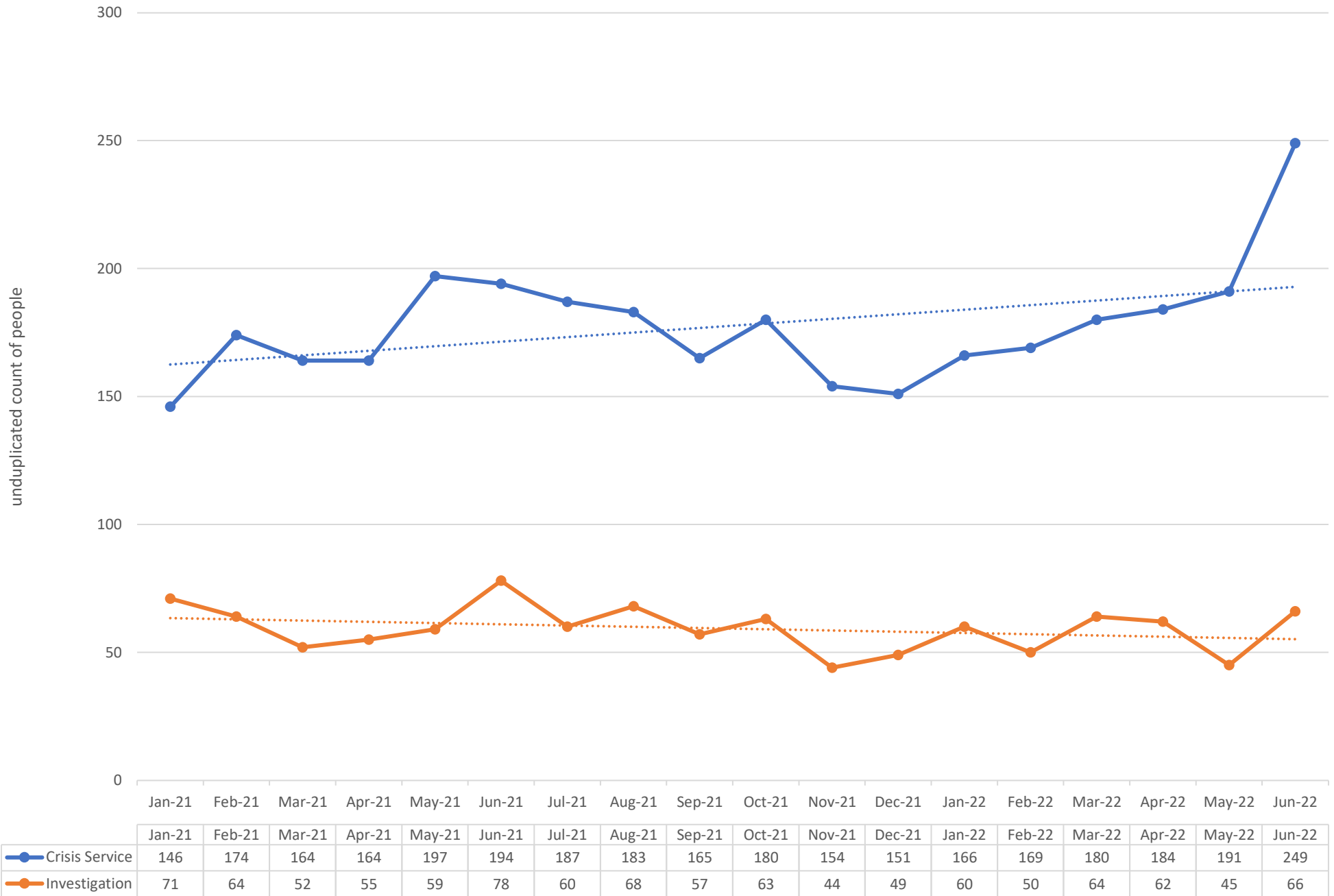
# Skagit - Unduplicated People receiving a crisis system service



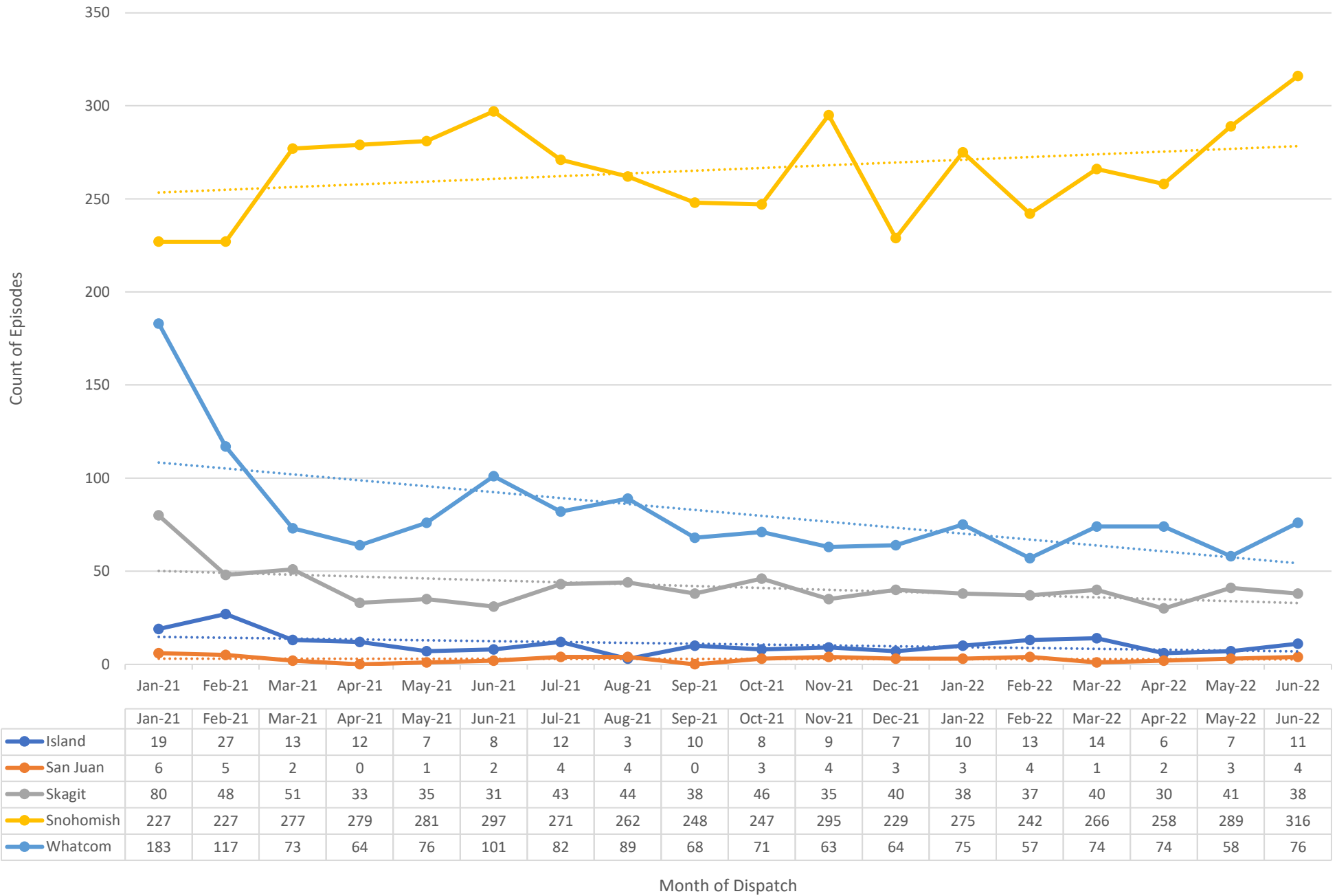
## Snohomish - Unduplicated People receiving a crisis system service



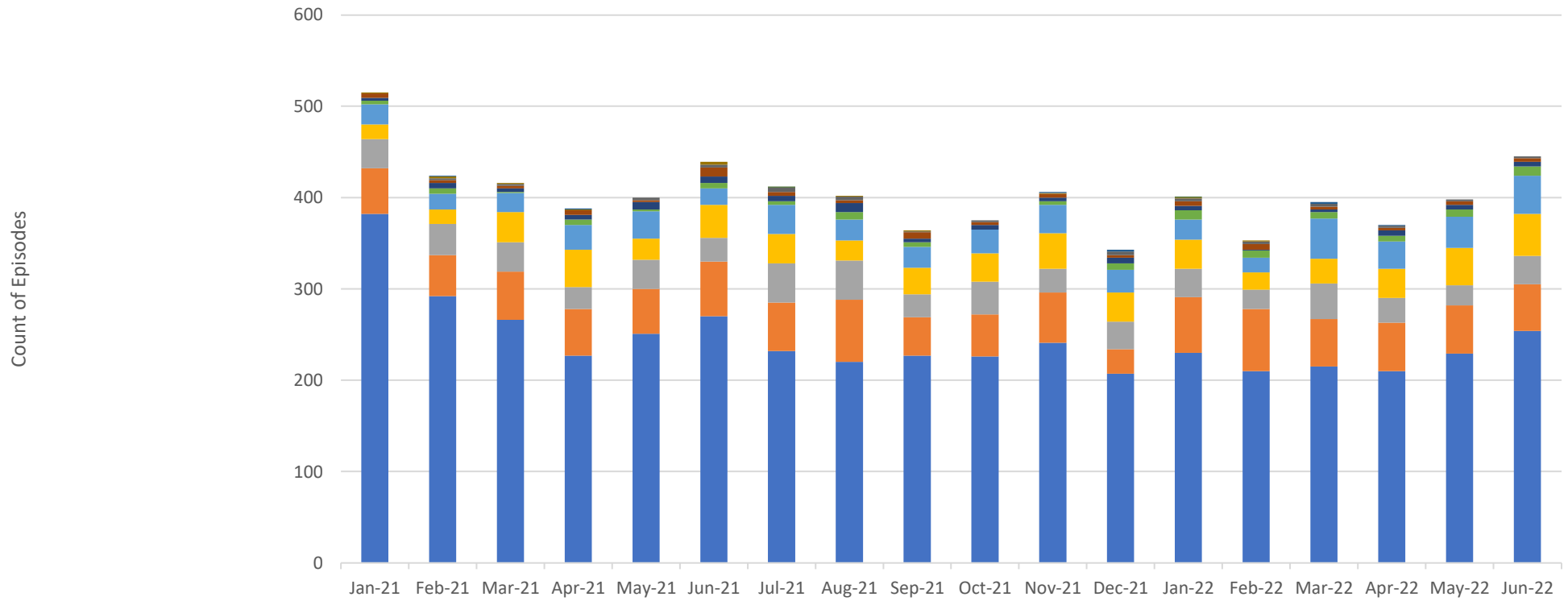
# Whatcom - Unduplicated People receiving a crisis system service



## Region Designated Crisis Responder (DCR) Investigations



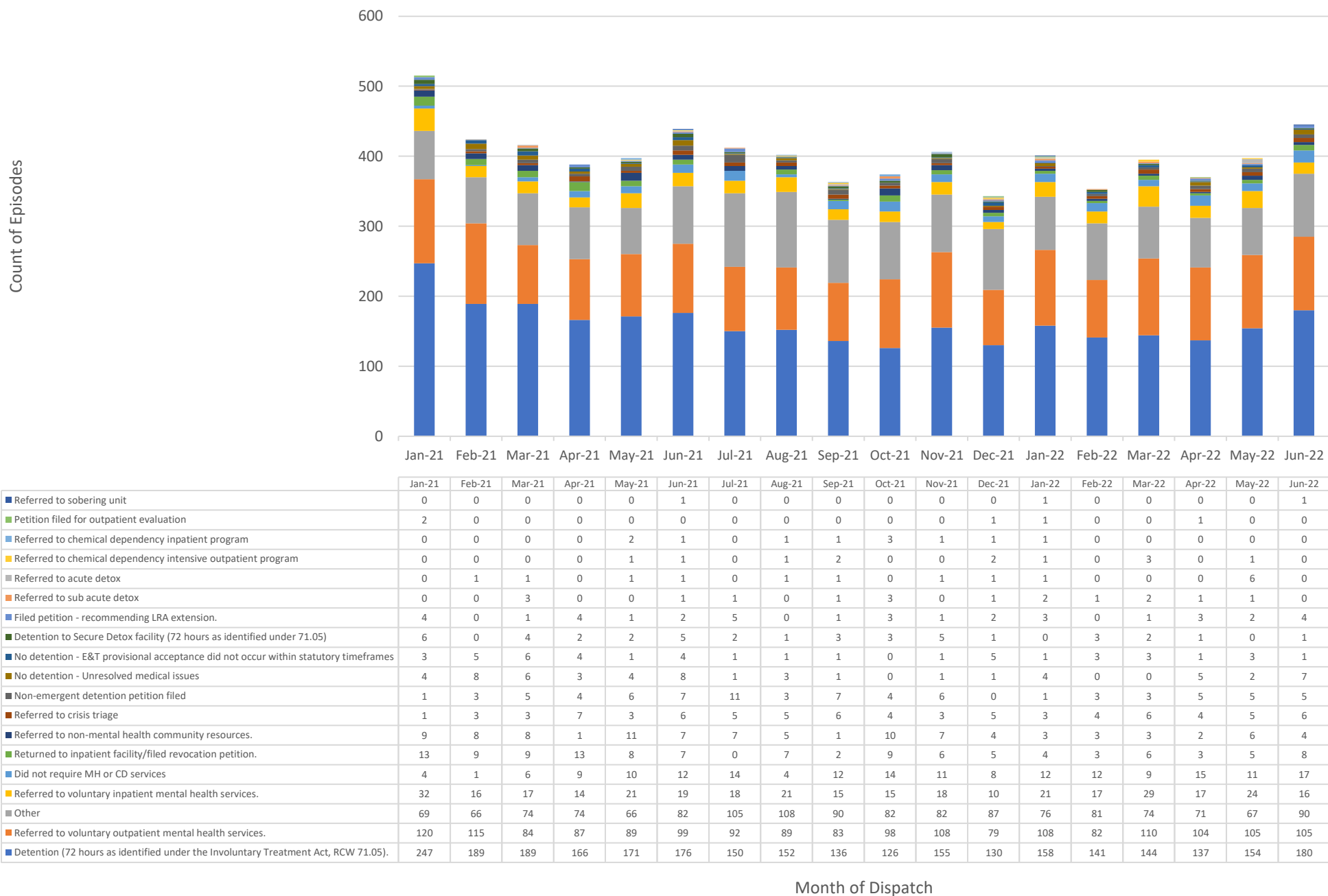
## Region DCR Investigation Referral Sources



	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Impact Team Law Enforcement Referral	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
School	0	1	0	1	0	0	0	0	0	0	1	2	0	0	2	1	0	0
Referral from MCR to DCR	1	2	1	1	0	3	0	1	1	0	1	0	1	1	0	0	0	0
Community	0	2	2	0	3	3	5	4	1	2	0	4	3	3	3	2	2	2
Social Service Provider	5	3	3	5	2	10	4	3	7	3	4	3	5	6	3	3	4	4
Care Facility	3	6	4	5	8	7	6	10	4	5	4	6	5	1	3	6	5	5
Legal Representative	4	6	1	6	2	6	4	8	5	0	4	7	10	8	7	6	8	10
Professional	22	17	21	27	30	18	32	23	23	26	31	25	22	16	44	30	34	42
Other	16	16	33	41	23	36	32	22	29	31	39	32	32	19	27	32	41	46
Law Enforcement	32	34	32	24	32	26	43	43	25	36	26	30	31	21	39	27	22	31
Family	50	45	53	51	49	60	53	68	42	46	55	27	61	68	52	53	53	51
Hospital	382	292	266	227	251	270	232	220	227	226	241	207	230	210	215	210	229	254

Month of Dispatch

## Region DCR Investigation Outcomes



2022 Strategic Plan Dashboard				
Strategy	2021 Deliverables/Tasks	2022 Deliverables/Tasks	Accomplishments	Percent
<b>Goal # 1 Remain fully compliant with the HCA-BH ASO Contract</b>				
1.01 Implement any corrective actions arising from the 2021 Annual Review.	Respond to CAP requests from HCA	Respond to CAP requests from HCA		100%
	Follow up at LT regarding CAP action items	Follow up at LT regarding CAP action items		100%
	Respond to CAP approval from HCA	Respond to CAP approval from HCA		100%
1.02 Review and update policies and procedures to align with the 2022 BH-ASO contract.	Send out requests for annual policy review to policy leads	Send out requests for annual policy review to policy leads		50%
	Send out final January 2021 and July 2021 amendments	Send out final January 2022 and July 2022 amendments		50%
	Review policies for approval at LT	Review policies for approval at LT		50%
	Implement policies and train to updated requirements	Implement policies and train to updated requirements		0%
1.03 Design and implement training as needed on the 2022 BH-ASO contract changes.	Develop Training plan based on policy changes in the HCA January & July 2021 Amendments	Update training plan based on changes to policy		0%
		Develop/update Relias training modules		0%
		Assign training on updated policies		0%
		Provide training compliance report to IQMC		0%
1.04 Prepare for the 2022 Annual Review	Implement corrective actions and submit CAPs to HCA	Implement corrective actions and submit CAPs to HCA		100%
	Develop 2021 tracking sheet with recommendations and CAPs	Develop 2022 tracking sheet with recommendations and CAPs		100%
	Update tracking document and folders to mimic 2021 review	Update tracking document and folders to mimic 2021 review		100%
	Send out document collection information and prepare documents for submission	Send out document collection information and prepare documents for submission		100%
1.05 Implement new programming with HCA Compliance		Ensure new program contracts are executed		100%
		Ensure program deliverables and reports are submitted		50%
		Ensure program deliverables are submitted to HCA		50%
<b>Goal # 2 Support continuous process improvement of the crisis services system</b>				
2.01 Complete the crisis services annual assessment	Established Project Team and Timeline	Establish Project team and Timeline		25%
	Conduct stakeholder and crisis agency survey (County Crisis Oversight, Tribal Entities and community organizations)	Review 2021 Opportunities and Recommendations, Establish 2022 Priorities		25%
	Draft Assessment Report Template/define report structure per Exhibit E	Conduct a focused community/partner/stakeholder survey, establish scope and targets		0%
	build metrics, draft analysis, recommendations and strategic planning	Introduce 2022 Priorities to BOD, AB, etc.		0%
	Final annual assessment draft review (January 2021) and submission	Draft and review 2022 Annual Crisis Assessment for final submission January 2023.		0%
	Develop Crisis Annual Assessment recommendations timeline and plan	Implement recommendations identified in the 2021 annual assessment		50%
2.03 Continue to develop (promote?) care-coordination protocols between crisis services and MCO funded services.	Promote ASO/MCO Care coordination protocols with each MCO	Continue Crisis Service Care Management Log reporting to MCOs ("high utilizers"). Identify and re-assess value add to ASOs daily crisis logs vs service/encountering coupled with high utilizer crisis logs.		50%
	Continue discussions with MCOs at JOC or pilot Care Management strategies with each MCO.	Continue discussions with MCOs to identify care management and care coordination opportunities and strategies. Identify and review value add to ASOs reporting high utilizer crisis logs.		50%
	Pilot Joint Care Management protocols with one MCO; take pilot results to Joint ASO/MCO care coordination meetings	Completed in 2021		100%
2.04 Continue to develop and implement protocols to address the needs of high-risk persons coming into frequent contact with crisis services.	Develop/implement Internal Care Management platform	Completed in 2021		100%
	Develop targeted Care Management interventions for non-medicinal individuals identified in our care manager reports	Develop targeted care coordination activities with our contracted Crisis agencies (Mobile Crisis Outreach/DCRs) for non-medicinal individuals identified in our care manager reports		50%
<b>Goal # 3 Implement the updated quality management plan</b>				
3.01 Implement the risk mitigation activities recommended by 2021 Annual Risk Assessment.	Conduct 2020 Annual Compliance Risk Assessment	Build 2022 Compliance Risk Assessment		50%
	Integrate Annual Compliance Risk Assessment with IS/IT Risk Assessment and Privacy Risk Assessment	Conduct 2022 Compliance Risk Assessment		0%
	Develop mitigation strategies to mitigate identified risks	Develop mitigation strategies to mitigate identified risks		0%
	Implement mitigation strategies and track progress of mitigation	Implement mitigation strategies and track progress of mitigation		0%
3.02 Implement the recommended activities in the updated QM work plan to address the major oversight categories.	Review QM Workplan to determine cadence for reporting and review	Review QM Workplan to determine cadence for reporting and review		100%
	Conduct reporting and review of QM Workplan	Conduct reporting and review of QM Workplan		50%

	Determine action necessary and implement corrective actions for areas of deficiency	Determine action necessary and implement corrective actions for areas of deficiency		50%
<b>Goal # 4 [delete:Continue to actively support planning to achieve the goals of physical/behavioral health care integration] Add: Support regional and state planning efforts to improve access to care for behavioral health services</b>				
4.01 Continue to provide staff support to the Interlocal Leadership Structure and Joint Operating Committee.	Continue to support the monthly ILS meetings with agenda support	4.01.1 Continue to provide staff support to the Interlocal Leadership Structure and Joint Operating Committee		50%
4.02 Actively support and advocate for [delete: regional planning around capacity planning] Add: the ILS and JOC to address how to improve access to care in the North Sound region including workforce development strategies and assessing the need for additional behavioral health outpatient and inpatient treatment capacity	Actively encourage and support the ILS to develop a regional capacity building plan	4.02.1 Present the findings from the updated Behavioral Health Needs Assessment being conducted by the Cumming corporation to the ILS and JOC. Advocate for MCO investment in supporting the development of some of the additional capacity recommended in the report.		0%
	Provide staff support and recommendations for the Advisory Board's Advocacy plan and ideas for "virtual advocacy"	4.02.2 Continue to provide leadership support to the statewide MCO/ASO Clinical Coordination Workforce Development ad-hoc workgroup.		0%
<b>Goal # 5 Develop and implement a plan to address social inequity and systemic racism</b>				
5.01 Engage Consulting firm	RFP released; Michelle & Assoc. are successful bidder	Begin implementing strategies of proposal		100%
5.02 Engage North Sound Employees and Boards in DREI learning		Foundation Training and lunch & learns occur in calendar year 2022		50%
5.03 Establish strategic planning workgroup		Identify members and initiate work in September 2022		0%
5.04 Develop and implement a plan to increase social equity in access to services and reduce systemic racism in service delivery systems.		Strategic plan presented to LT and Boards		0%
5.05 Implement DREI Strategic Plan in 2023				
<b>Goal # 6 Advocate for funding to meet the behavioral health needs of all at-risk persons</b>				
6.01 Continue to collect data that identifies gaps in services for crisis services and behavioral health services for low-income non-Medicaid persons.	UM Committee to review metrics monthly, Action items to IQMC			50%
6.02 Support the advocacy efforts of counties and the Behavioral Health Advisory Board.	Keep a standing item on monthly county coordinator meetings to identify areas of unmet need for low-income non-Medicaid persons	6.02.1 Continue to work with the counties to coordinate ASO funded programs with county funded programs		0%
	Provide staff support and recommendations for the Advisory Board's Advocacy plan and ideas for "virtual advocacy"	6.02.2 Continue to provide staff support for development of the Advisory Board's Advocacy plan and advocacy activities		0%
6.03 [Delete: Advocate for a more comprehensive, sustainable state plan for financing crisis services] Add: .Actively participate in and support ASO and County legislative priorities to improve both the funding and the coordination of behavioral health services as a more integrated system of care.	Support the state-wide effort of BH-ASOs to advocate for a more comprehensive approach to funding crisis services and to address particular funding problems, e.g., ITA court costs and the B&O tax	7.03.1 Continue to actively support and participate in the statewide effort of BH-ASOs and counties to provide dedicated funding for ITA court costs, create more flexibility in the use of proviso funding, and advocate with the state to establish more rigorous measures for network adequacy coupled with better monitoring and transparency.		0%



**For Board of Directors Approval**

## Department of Commerce-Community Behavioral Health Rental Assistance

The funding for rental assistance is provided by the Department of Commerce. All five counties have received CBRA funds for individuals discharging from inpatient/residential/corrections facilities. The rental assistance is intended to stabilize the individual in permanent supportive housing; however, short term housing can be accessed with these funds until a long-term housing solution is found. Three providers requested additional funds for case management funded through our federal block grant. The CBRA and FBG funding is renewable and is provided in six-month allocations. The providers and funding for each county are listed below.

- Island County-Pioneer Human Services \$140,182
- San Juan County-Compass Health \$68,227
- Skagit County-Lifeline Connections (HARPS provider) \$88,523
- Snohomish County-Compass Health \$674,685 and Bridgeways \$122,187
- Whatcom County-Lifeline Connections (HARPS provider) \$188,249 and Lake Whatcom Center \$209,724

**Motion #XX-XX**

North Sound BH-ASO-PHS-CBRA-22-23 to provide the CBRA rental assistance and case management services in Island County. The contract term is March 1, 2022, through February 28, 2023, with an automatic one-year renewal on March 1, 2023, based on continued compliance with the terms of the contract.

NS BH-ASO-Bridgeways-CBRA ICN-21-23 to provide the CBRA rental assistance and case management services in Snohomish County. The contract term is November 1, 2021, through June 30, 2023, with an automatic one-year renewal on July 1, 2023, based on continued compliance with the terms of the contract.

NS BH-ASO-Lifeline Connections-MHBG-21-23 Amendment 4 to provide the CBRA rental assistance in Skagit County. The contract term is November 1, 2021, through June 30, 2023, with an automatic one-year renewal on July 1, 2023, based on continued compliance with the terms of the contract.

NS BH-ASO-Compass Health-CBRA ICN-21-23 to provide the CBRA rental assistance in Island, San Juan and Snohomish Counties and case management services in Island and San Juan counties. The contract term is November 1, 2021, through June 30, 2023, with an automatic one-year renewal on July 1, 2023, based on continued compliance with the terms of the contract.

NS BH-ASO-Lake Whatcom-CBRA ICN-21-23 to provide the CBRA rental assistance in Whatcom County. The contract term is November 1, 2021, through June 30, 2023, with an automatic one-year renewal on July 1, 2023, based on continued compliance with the terms of the contract.

Lake Whatcom Center (LWC)

- Lake Whatcom is the provider for the COVID behavioral health services, serving Whatcom County. This funding is from Health Care Authority contract K7455.

**Motion #XX-XX**

North Sound BH-ASO-LWC-COVID PSC-20-23 to provide behavioral health services to individuals experiencing behavioral health challenges due to the pandemic. The maximum consideration on this amendment is \$94,000. The contract term is December 1, 2020, through June 30, 2023, based on continued compliance with the terms of the contract

**For Board of Directors Ratification**Health Care Authority

- HCA is renewing the COVID mental health and substance use grant for individuals affected by COVID-19 and struggling with their mental health wellness and/or experiencing problematic substance use.

**Motion #XX-XX**

Health Care Authority-North Sound BH-ASO-K7455 Amendment 2 for the provision of behavioral health services. The term of this amendment is July 1, 2022, through June 30, 2023. The maximum amount on this amendment is \$94,000.

Tulalip Tribes-Family Haven

- Family Haven receives Federal Block Grants funds for an at-risk youth program focusing on reengaging the youth in behavioral health services, school, and family connections. (\$74,850)

**Motion #XX-XX**

North Sound BH-ASO-Family Haven-MHBG-19-23 Amendment 4 to provide intervention and support to at-risk youth. The contract term is September 12, 2019, through June 30, 2023, with an automatic one-year renewal on July 1, 2023, based on continued compliance with the terms of the contract.

Recovery Navigator Program (RNP)

- Recovery Navigator Program is a legislative proviso delineated in the Blake Bill (ESB 5476), the funding is to establish a RNP in all five counties. The RNP is an outreach and engagement service to individuals with substance use disorders, co-occurring disorders who are risk of arrest and/or have frequent contact with law enforcement. Services include, but are not limited to, facilitation and coordination of community resources, coordination and communication with law enforcement, prosecutors, program staff and other partners. Intensive case management and care coordination are the cornerstones of the services.
- Snohomish County's contract has been approved previously with the full annual funding.

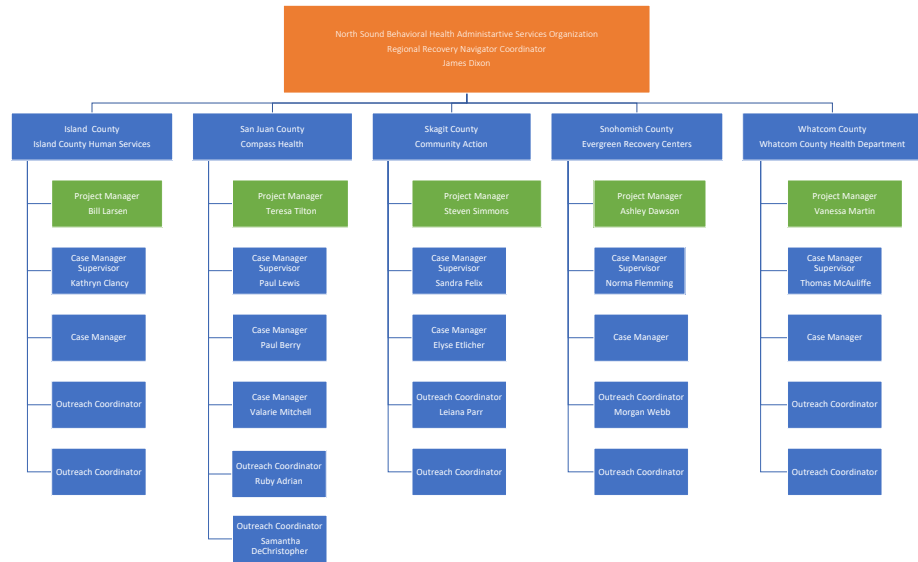
## Motion#

North Sound BH-ASO-Island County-RNP-22-23 for the provision of RNP services in Island County. The annual funding for this contract is \$528,855. The contract term is March 1, 2022, through February 28, 2023, with an automatic one-year renewal on March 1, 2023, based on continued compliance with the terms of the contract.

North Sound BH-ASO-Community Action of Skagit County-RNP-22-23 for the provision of RNP services in Skagit County. The annual funding for this contract is \$528,855. The contract term is March 1, 2022, through February 28, 2023, with an automatic one-year renewal on March 1, 2023, based on continued compliance with the terms of the contract.

North Sound BH-ASO-Compass Health-RNP-22-23 for the provision of RNP services in San Juan County. The annual funding for this contract is \$528,855. The contract term is March 1, 2022, through February 28, 2023, with an automatic one-year renewal on March 1, 2023, based on continued compliance with the terms of the contract.

North Sound BH-ASO-Whatcom County-RNP-22-23 for the provision of RNP services in Whatcom County. The annual funding for this contract is \$512,455. The contract term is March 1, 2022, through February 28, 2023, with an automatic one-year renewal on March 1, 2023, based on continued compliance with the terms of the contract.





## **North Sound Behavioral Health Advisory Board Bylaws**

**Empowering individuals and families to improve their health and well-being**

## ARTICLE I: PURPOSE

The purpose of the **North Sound Behavioral Health Administrative Services Organization, LLC** (North Sound BH-ASO) Advisory Board (AB) is to provide independent and objective advice to the North Sound BH-ASO Board of Directors, and local jurisdictions, county advisory boards and service providers.

Additionally, the AB advocates for a system of care that is shaped by the voices of our communities and people using behavioral health services.

The Advisory Board promotes the North Sound BH-ASO mission: “Empowering individuals and families to improve their health and well-being.”

The North Sound BH-ASO AB is established in compliance with Interlocal *Joint Operating Agreement Establishing A Behavioral Health Administrative Services Organization for Island, San Juan, Skagit, Snohomish and Whatcom Counties* executed in July 2019, and in compliance with the provisions of *RCW, Chapters 71.24.300, 71.05, 71.24, 71.34*, *WAC 182-538C-0252* and Washington Health Care Authority Contract.

## ARTICLE II: SCOPE

A. The responsibilities of the North Sound BH-ASO AB are:

1. Provide advice to the North Sound BH-ASO Board of Directors concerning the planning, delivery, and evaluation of those behavioral health crisis services which promote recovery and resilience, and which are the responsibility of the North Sound BH-ASO.
2. Provide public testimony regarding behavioral health concerns which are the responsibility of the North Sound BH-ASO. The AB will, upon request, cover the cost of an individual’s transportation to appear before the AB to give testimony.
3. Review and provide comment on all North Sound BH-ASO Strategic Plans, Quality Assurance Plans, and Service Delivery Plans and Budgets, which relate to behavioral health and contracted services, before such plans and budgets are acted on by the North Sound BH-ASO Board of Directors.
4. Collaborating with providers, County Coordinators, payors, and others to address identified gaps or barriers to services and service sustainability within the North Sound region, advocate for a BH-ASO regional coordinated approach to behavioral health services delivery to ensure services are meeting regional care needs.
5. Advocating for the needs of all individuals within the region to be met (including, but not limited to, the needs of people with special needs, elderly people, disabled people, children/youth, Native Americans, people who identify as Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ), and people with low

incomes, within the crisis service plans established by the North Sound BH-ASO Board of Directors.

6. Supporting the North Sound BH-ASO Mission, Vision and Values: We endeavor to cultivate cultural humility in attempting to understand the world view of the persons and communities we serve. We commit to working to reduce institutionalized racism and reduced related disparities in health care.
7. Conduct site visits to service providers, hospitals, and other community programs. Site visits are designed to provide North Sound BH-ASO AB members with first-hand information so that AB members might make informed recommendations to the North Sound BH-ASO Board of Directors. In person visits may temporarily be suspended due to health or safety reasons or establish a virtual alternative to in person site visits.
8. Assist North Sound BH-ASO with dissemination of information to the general public and the North Sound BH-ASO Board of Directors for the purpose of advocacy and education.
9. Perform such other duties as the North Sound BH-ASO Board of Directors and Washington State Health Care Authority may require.
10. Create opportunities to empower community members through participation in activities/projects to reduce stigma associated with behavioral health.
11. Members are encouraged to educate themselves about the changes in the behavioral health services needs and emerging practices to be an informed voice in our community.

B. B Limitations of Responsibilities:

1. Although AB members are encouraged to be active in their community on an individual basis the AB member will not give the impression, they are representing the Board or representing the North Sound BH-ASO publicly without express written permission.
2. AB members will not interact with regional contractors as an authoritative representative of the AB without express written permission. Permission must be authorized by a majority vote of the AB, and by the North Sound BH-ASO staff liaison to the AB.
3. AB members will immediately bring concerns regarding a North Sound BH-ASO contract or North Sound BH-ASO staff, or refer any individual who voices a concern regarding a North Sound BH-ASO contract or North Sound BH-ASO staff, to the Chair of the AB, and/or to the North Sound BH-ASO staff liaison to the AB.
4. AB members will refer any individual with questions or concerns regarding North Sound BH-ASO policies or resource management to the Executive Director of North Sound BH-ASO (or his/her designated representative) for action.

5. Failure to adhere to these by-laws may result in administrative action to remove that member from the AB (see ARTICLE IX., below).

### ARTICLE III: MEMBERSHIP

1. The North Sound BH-ASO AB shall consist of twenty-six (26) members representing the five counties that make up the region, and eight (8) regional Tribal members, as follows:

Island County	Four (4)
San Juan County	Three (3)
Skagit County	Four (4)
Snohomish County	Nine (9)
Whatcom County	Six (6)

**County Subtotal      Twenty-Six (26)**

Tribes      Eight (8)

**Advisory Board Total Thirty-Four (34)**

2. Each representative from each county and each regional tribal member shall have one vote.
3. Length of term is limited three years per term for time served, per each advisory board member. Multiple terms may be served see [Article IV, 7]. [WAC 182-538C-0252.]
4. Fifty-one percent (51%) [WAC 182-538C-0252], of the North Sound BH-ASO AB membership will be comprised of persons with lived experience and parents and guardians of persons experiencing and/or are in recovery from a behavioral health disorder. Representative from law enforcement shall be a member of the board. When the BH-ASO is not a function of county government, the AB must include no more than four county elected officials.
5. The North Sound BH-ASO AB will make reasonable efforts to ensure membership is broadly representative of the demographic character of the region and of the ethnicity and broader cultural aspects of individuals being served. The North Sound BH-ASO AB, working with county coordinator's, will ensure board membership will at least be maintained at "Target" level to represent the five counties diverse communities appropriately. Each regional tribe will appoint one representative, separate and above county maximums
6. Although the ultimate responsibility for the appointments lies with each county, AB members are encouraged to reach out to individuals to determine if their interest(s) might be aligned with vision and goals of the AB. If the individual is interested, then the AB member will assist him/her to ensure contact with County representative to pursue application process



7. The members of the North Sound BH-ASO Advisory Board (AB) may have an AB member who serves on the Board and is employed by a subcontractor agency. The person shall not be an owner nor have a controlling interest in the subcontractor's company nor be a member of a senior management of the subcontractor's company. A person who works for an agency shall recuse themselves on potential conflicts of interest. Any conflict of interest must be explicitly declared by the AB member.
8. In accordance with applicable local, state, and federal laws, rules and/or regulations governing the operations of the North Sound BH-ASO, and in accordance with the North Sound BH-ASO Conflict of Interest Policy 4515.00 Advisory Board Representation and with the North Sound BH-ASO Conflict of Interest Policy 3010.00.

## **ARTICLE IV: APPOINTMENT**

### **A. County Representation**

1. County is to notify North Sound BH-ASO AB liaison of their support of the applicant. In the occurrence first contact is with an AB Member or the AB Liaison, that person will facilitate connection between the potential applicant and appropriate County representative to complete the application process.
2. North Sound BH-ASO AB liaison is to coordinate communication with applicant to attend at least 1 to 2 AB meetings. This is to ensure the Board is the appropriate platform to meet the advocacy needs of the applicant.
3. The applicant will have the opportunity to speak on their interest in serving on the AB and meet AB members.
4. After applicant has attended at least 1 to 2 AB meetings, the county or North Sound BH-ASO AB liaison is to communicate with applicant to pursue official appointment.
5. If applicant wants to pursue official appointment, applicant will be requested to attend the next AB meeting for an official AB vote. North Sound BH-ASO AB liaison will notify the county of the vote outcome to either pursue or not pursue official appointment. County will send the official appointment letter to the North Sound BH-ASO AB liaison.
6. If the AB is not in favor of applicants' membership, the Chair of the AB will write a letter to the county notifying of the AB objections.
7. North Sound BH-ASO AB liaison will notify the county of AB member ending term date. The county is to contact the AB member for re appointment confirmation. The county is to notify the North Sound BH-ASO AB liaison of re appointment status. County is to send North Sound BH-ASO AB staff the official re appointment letter notifying re appointment of a three-year term.

## B. Tribal Representation

1. Each of the 8 Tribes within the North Sound region has sovereign entity and may appoint one representative member to the AB without AB vote of approval.
2. Tribal Appointment Process is as follows
  - a) Tribe contacts AB Liaison works with prospective appointee's contact information
  - b) AB Liaison works with prospective appointee to schedule appropriate orientation and provide AB meeting information
  - c) AB Liaison will notify Chair and Vice Chair of prospective appointment to work for a timely introduction at a regularly scheduled AB meeting.
  - d) Tribes are individually responsible for initial appointments and reappointments. Tribes are to send an official appointment letter to AB Liaison.
3. In the occurrence that a tribe identifies two (2) candidates for AB membership, the first will follow the appointment process outlined for Tribal Representation, see above (IV, B, 2). The second candidate may be identified as a County applicant, following the County representation process (IV, A)

## ARTICLE V: OFFICERS

1. The officers of the North Sound BH-ASO AB are a Chair and a Vice- Chair.
2. The term of office for Chair and for the Vice-Chair is one (1) year, served from 1 January until 31 December, following election in the previous calendar year.

The Chair and the Vice-Chair can each be re-nominated, and re-elected, an additional two (2) times, serving no more than three (3) consecutive years 4. Nomination Process begins annually in October, ending with AB elections at the December meeting.
3. Election process occurs at the December AB meeting with the announcement of an elected Chair and Vice Chair for the following year.
  - a) Executive Committee creates ad hoc Nominating Committee. (See Article VI, 1 a)
  - b) Nominees for Chair and for Vice-Chair are submitted directly to the Nominating Committee Chair and/or through the AB Liaison, beginning with the October AB meeting through the date of the November AB meeting. Members may contact the Nominating Chair independently, following annual and instructions accommodating for use of current technology when applicable.

- c) All board members are eligible to serve if in good standing and on the board for a minimum of six (6) months, excluding the current Chair and/or Vice if they are completing a third (3<sup>rd</sup>) consecutive term in that office. (See Article V, 3.)
  - d) Eligible members may nominate themselves or other eligible board members.
  - e) In addition, the Nominating Committee can nominate other candidates deemed worthy.
  - f) Nominating Committee Chair presents the slate of nominees who are willing and eligible to serve at the November AB meeting.
  - g) Each member is allowed one vote for the Chair and for the Vice-Chair.
  - h) Voting occurs in-person at the December AB meeting or with accommodating instructions for virtual/hybrid meetings.
  - i) AB Liaison collects the votes, presenting the votes to the recused Nominating Committee for tally.
  - j) In the event of a tie, the Nominating Chair directs the board members for a subsequent vote.
4. All nominees for the offices of Chair and Vice-Chair will be voted on by the Advisory Board at the final (December) meeting of the AB. Immediately following the vote; the Nominating Committee will recuse themselves and count the votes. In the circumstances of AB meetings occurring virtually, to ensure a confidentiality voting will occur by email ballot sent to each eligible board member. Votes will be sent back to the AB Liaison, who will forward votes to Nominating Chair for completion of process with the Nominating Committee. Outcome will be announced by the Chair of the Nominating Committee in the December meeting. If there is a tie for either office, the Nominating Committee members will declare the tie and the AB will vote once again. This process will continue until the chair of the Nominating Committee is able to announce the new AB Chair and new AB Vice-Chair for the next calendar year.
5. In the occurrence of resignation of an Officer during the year term; notification of full AB will occur in next scheduled meeting of vacancy and request nominations. Nominations will remain open for two weeks following this meeting. The following meeting there will be a vote to fill that position for the remainder of the term. Should the Chair tender his/her resignation, the Vice-Chair will assume the Chair position for the rest of initial term, to ensure continuity.

## ARTICLE VI: COMMITTEES

1. Standing committees of the North Sound BH-ASO AB are:

### The Executive Committee

- a) The Executive Committee consist of the Chair, Vice-Chair, plus a minimum of three (3) other AB members appointed by the Chair. Efforts to ensure that at least one member of the Executive Committee has experience and/or understanding of financial management, and at least one member has lived experience with a substance use disorder (SUD) and or mental health lived experience.
  - b) The Executive Committee may convene to hear pressing matters of business that might arise during the interval between regularly scheduled AB meetings. The committee will review and make recommendations regarding all AB fiscal expenditures. Any decision made by the Executive Committee will be subject to the ratification of the full Board at its next regularly scheduled meeting. The Executive Committee will review the by-laws once each calendar year for the purpose of amending them if necessary.
2. The Chair may establish and appoint members to Ad-Hoc Committees, as the need arises.

## ARTICLE VII: MEETINGS

1. The North Sound BH-ASO AB meets at least ten (10) times each year at a date and time mutually agreeable to the members of that Board. Any regularly scheduled meeting may be canceled at the discretion of the Chair.
2. Special meetings may be called by the Chair, as needed, and/or as requested by a minimum of one (1) member from each of three (3) of the five (5) counties which are party to the North Sound BH-ASO, by contacting the Chair. Special meetings shall be called within five (5) working days of the request, following notice of at least forty-eight (48) hours to all members of the AB.
3. Use of Technology for Attendance
  - a) The level of “engagement” — via social interaction, hearing and comprehension — can be limited when using the technology (or a North Sound BH-ASO identified substitute) in lieu of physically attending the North Sound BH-ASO AB meetings, any or all AB members representing San Juan County are allowed to use a North Sound BH-ASO identified

substitute for any and all meetings of the AB, due to the difficulty of, and time required for, travel. AB members from all other counties (Whatcom, Skagit, Snohomish and Island) are encouraged to meet in-person when possible, however will be allowed to use a North Sound BH-ASO identified substitute when in-person meetings are not possible given health or safety constraints.

- b) Absences from AB meeting will be considered “excused” if the AB Chair and/or the North Sound BH-ASO liaison are notified prior to the meeting.
  - c) Additionally, The AB Chair may use technology, at any time in lieu of physical attendance or for a special meeting by the AB when call by the Chair
- 4. Committee meetings shall be held at the discretion of the Committee Chair.
  - 5. Robert’s Rules of Order shall be used as an informal guideline for formal meetings of the North Sound BH-ASO AB and committees, insofar as the Rules do not conflict with, or are not inconsistent with, the provisions of these By-Laws.
  - 6. The Board shall comply with the State of Washington Open Public Meetings Act (RCW 42.30).

## ARTICLE VIII: QUORUM

- 1. The presence of at least fifty - one percent (51%) of the appointed representatives to the AB, with at least three (3) of the five (5) counties which are party to North Sound BH-ASO, constitutes a quorum of the North Sound BH-ASO AB.
- 2. A quorum of the Executive Committee exists when a simple majority of the Executive Committee members are present.
- 3. Members of the AB who attend via digital conferencing (by phone or any other allowable technological means), will be counted as *present* in determining the constitution of a quorum.

## ARTICLE IX: RESIGNATION/TERMINATION/Dismissal

- 1. Following two unexcused absences of a North Sound BH-ASO Advisory Board (AB) member, from AB meetings, the Chair of the AB will *informally* contact the absentee member to ascertain whether the member is willing and able to continue serving on the AB.
- 2. Following (3) *unexcused* absences from the North Sound BH-ASO Advisory Board (AB) meetings in a single calendar year, whether consecutive or non-

consecutive, and/or the AB member indicates he/she will not be able to attend regularly the AB Chair will formally recommend (in writing), to both the absent member and to the County Coordinator that the absent member resigns from the AB, and that another representative from the same county be appointed by the County Coordinator to represent that county as a replacement member of the AB.

3. Resignations can be received in writing or verbally to the AB Chair, North Sound BH-ASO AB liaison or County Coordinator. The county will send North Sound BH-ASO AB liaison an official resolution letter informing of the AB members resignation.
4. Members of the North Sound BH-ASO AB, by virtue of their appointment to the AB, agree to adhere to the *Advisory Board Guiding Principles*. AB members will adhere to the *Advisory Board Guiding Principles* in their interactions with all other AB members, with the community, and with North Sound BH-ASO staff. The AB Chair will work to ensure that all AB members will be given an opportunity to participate in discussions during AB meetings.
5. Failure to adhere to the *Advisory Board Guiding Principles* may result in a recommendation for that member's dismissal from the AB. Dismissal from the AB will be undertaken in the following manner:
  - a) Any member of the AB in attendance at a Board meeting at which an alleged violation of the *Guiding Principles* occurs may bring a 'complaint' regarding another member's behavior to the AB Chair, and/or to the North Sound BH-ASO staff liaison.
  - b) The AB Chair will explore the complaint with the complaining member of the AB. to assess validity of the complaint
  - c) The AB Chair will then bring the complaint to the Executive Committee of the AB, and, upon decision by the members of the Executive Committee, will *then* bring the complaint to the entire AB as a written motion.
  - d) A simple majority vote of the AB will be required to formally reprimand ("censure"), and/or recommend dismissal of the violating member from the AB.
  - e) In the event the Executive Committee recommends a dismissal, the AB Chair will formally notify in writing both the dismissed AB member and the county coordinator of the dismissal action.



## **North Sound Behavioral Health Advisory Board Bylaws**

**Empowering individuals and families to improve their health and well-being**

## ARTICLE I: PURPOSE

The purpose of the **North Sound Behavioral Health Administrative Services Organization, LLC** (North Sound BH-ASO) Advisory Board (AB) is to provide independent and objective advice to the North Sound BH-ASO Board of Directors, and local jurisdictions, county advisory boards and service providers.

Additionally, the AB advocates for a system of care that is shaped by the voices of our communities and people using behavioral health services.

The Advisory Board promotes the North Sound BH-ASO mission: “Empowering individuals and families to improve their health and well-being.”

The North Sound BH-ASO AB is established in compliance with Interlocal *Joint Operating Agreement Establishing A Behavioral Health Administrative Services Organization for Island, San Juan, Skagit, Snohomish and Whatcom Counties* executed in July 2019, and in compliance with the provisions of *RCW, Chapters 71.24.300, 71.05, 71.24, 71.34, WAC 182-538C-0252* and Washington Health Care Authority Contract.

## ARTICLE II: SCOPE

A. The responsibilities of the North Sound BH-ASO AB are:

1. Provide advice to the North Sound BH-ASO Board of Directors concerning the planning, delivery, and evaluation of those behavioral health crisis services which promote recovery and resilience, and which are the responsibility of the North Sound BH-ASO.
2. Provide public testimony regarding behavioral health concerns which are the responsibility of the North Sound BH-ASO. The AB will, upon request, cover the cost of an individual’s transportation to appear before the AB to give testimony.
3. Review and provide comment on all North Sound BH-ASO Strategic Plans, Quality Assurance Plans, and Service Delivery Plans and Budgets, which relate to behavioral health and contracted services, before such plans and budgets are acted on by the North Sound BH-ASO Board of Directors.
4. Collaborating with providers, County Coordinators, payors, and others to address identified gaps or barriers to services and service sustainability within the North Sound region, advocate for a BH-ASO regional coordinated approach to behavioral health services delivery to ensure services are meeting regional care needs.
5. Advocating for the needs of all individuals within the region to be met (including, but not limited to, the needs of people with special needs, elderly people, disabled people, children/youth, Native Americans, people who identify as



Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ), and people with low incomes, within the crisis service plans established by the North Sound BH-ASO Board of Directors.

6. Supporting the North Sound BH-ASO Mission, Vision and Values: We endeavor to cultivate cultural humility in attempting to understand the world view of the persons and communities we serve. We commit to working to reduce institutionalized racism and reduced related disparities in health care.
7. Conduct site visits to service providers, hospitals, and other community programs. Site visits are designed to provide North Sound BH-ASO AB members with first-hand information so that AB members might make informed recommendations to the North Sound BH-ASO Board of Directors. In person visits may temporarily be suspended due to health or safety reasons or establish a virtual alternative to in person site visits.
8. Assist North Sound BH-ASO with dissemination of information to the general public and the North Sound BH-ASO Board of Directors for the purpose of advocacy and education.
9. Perform such other duties as the North Sound BH-ASO Board of Directors and Washington State Health Care Authority may require.
10. Create opportunities to empower community members through participation in activities/projects to reduce stigma associated with behavioral health.
11. Members are encouraged to educate themselves about the changes in the behavioral health services needs and emerging practices to be an informed voice in our community.

#### B. B Limitations of Responsibilities:

1. Although AB members are encouraged to be active in their community on an individual basis the AB member will not give the impression, they are representing the Board or representing the North Sound BH-ASO publicly without express written permission.
2. AB members will not interact with regional contractors as an authoritative representative of the AB without express written permission. Permission must be authorized by a majority vote of the AB, and by the North Sound BH-ASO staff liaison to the AB.
3. AB members will immediately bring concerns regarding a North Sound BH-ASO contract or North Sound BH-ASO staff, or refer any individual who voices a concern regarding a North Sound BH-ASO contract or North Sound BH-ASO staff, to the Chair of the AB, and/or to the North Sound BH-ASO staff liaison to the

AB.

4. AB members will refer any individual with questions or concerns regarding North Sound BH-ASO policies or resource management to the Executive Director of North Sound BH-ASO (or his/her designated representative) for action.
5. Failure to adhere to these by-laws may result in administrative action to remove that member from the AB (see ARTICLE IX., below).

### ARTICLE III: MEMBERSHIP

1. The North Sound BH-ASO AB shall consist of twenty-six (26) members representing the five counties that make up the region, and eight (8) regional Tribal members, as follows:

Island County	Four (4)
San Juan County	Three (3)
Skagit County	Four (4)
Snohomish County	Nine (9)
Whatcom County	Six (6)

**County Subtotal      Twenty-Six (26)**

Tribes      Eight (8)

**Advisory Board Total Thirty-Four (34)**

2. Each representative from each county and each regional tribal member **shall have one vote.**
3. Length of term is limited three years per term for time served, per each advisory board member. Multiple terms may be served see [Article IV, 7]. [WAC 182-538C-0252.]
4. Fifty-one percent (51%) [WAC 182-538C-0252], of the North Sound BH-ASO AB membership will be comprised of persons with lived experience and parents and guardians of persons experiencing and/or are in recovery from a behavioral health disorder. Representative from law enforcement shall be a member of the board. When the BH-ASO is not a function of county government, the AB must include no more than four county elected officials.

5. The North Sound BH-ASO AB will make reasonable efforts to ensure membership is broadly representative of the demographic character of the region and of the ethnicity and broader cultural aspects of individuals being served. The North Sound BH-ASO AB, working with county coordinator's, will ensure board membership will at least be maintained at "Target" level to represent the five counties diverse communities appropriately. Each regional tribe will appoint one representative, separate and above county maximums

5.6. Although the ultimate responsibility for the appointments lies with each county, AB members are encouraged to reach out to individuals to determine if

their interest(s) might be aligned with vision and goals of the AB. If the individual is interested, then the AB member will assist him/her to ensure contact with County representative to pursue application process

6.7. The members of the North Sound BH-ASO Advisory Board (AB) may have an AB member who serves on the Board and is employed by a subcontractor agency. The person shall not be an owner nor have a controlling interest in the subcontractor's company nor be a member of a senior management of the subcontractor's company. A person who works for an agency shall recuse themselves on potential conflicts of interest. Any conflict of interest must be explicitly declared by the AB member.

7.8. In accordance with applicable local, state, and federal laws, rules and/or regulations governing the operations of the North Sound BH-ASO, and in accordance with the North Sound BH-ASO Conflict of Interest Policy 4515.00 Advisory Board Representation and with the North Sound BH-ASO Conflict of Interest Policy 3010.00.

## **ARTICLE IV: APPOINTMENT**

### A. County Representation

1. County is to notify North Sound BH-ASO AB liaison of their support of the applicant. In the occurrence first contact is with an AB Member or the AB Liaison, that person will facilitate connection between the potential applicant and appropriate County representative to complete the application process.
2. North Sound BH-ASO AB liaison is to coordinate communication with applicant to attend at least 1 to 2 AB meetings. This is to ensure the Board is the appropriate platform to meet the advocacy needs of the applicant.
3. The applicant will have the opportunity to speak on their interest in serving on the AB and meet AB members.
4. After applicant has attended at least 1 to 2 AB meetings, the county or North Sound BH-ASO AB liaison is to communicate with applicant to pursue official appointment.
5. If applicant wants to pursue official appointment, applicant will be requested to attend the next AB meeting for an official AB vote. North Sound BH-ASO AB liaison will notify the county of the vote outcome to either pursue or not pursue official appointment. County will send the official appointment letter to the North Sound BH-ASO AB liaison.
6. If the AB is not in favor of applicants' membership, the Chair of the AB will write a letter to the county notifying of the AB objections.
7. North Sound BH-ASO AB liaison will notify the county of AB member ending term date. The county is to contact the AB member for re appointment confirmation. The county is to notify the North Sound BH-ASO AB liaison of re

appointment status. County is to send North Sound BH-ASO AB staff the official re appointment letter notifying re appointment of a three-year term.

## B. Tribal Representation

1. Each of the 8 Tribes within the North Sound region as sovereign entity and may appoint one representative member to the AB without AB vote of approval.

2. Tribal Appointment Process is as follows

a. Tribe contacts AB Liaison works with prospective appointee's contact information

b. AB Liaison works with prospective appointee to schedule appropriate orientation and provide AB meeting information

c. AB Liaison will notify Chair and Vice Chair of prospective appointment to work for a timely introduction at a regularly scheduled AB meeting.

d. Tribes are individually responsible for initial appointments and reappointments. Tribes are to send an official appointment letter to AB Liaison.

7. 3. In the occurrence that a tribe identifies two (2) candidates for AB membership, the first will follow the appointment process outlined for Tribal Representation, see above (VI, B, 2). The second candidate may be identified as a County applicant, following the County representation process (VI, A)

## **ARTICLE V: OFFICERS**

1. The officers of the North Sound BH-ASO AB are a Chair and a Vice- Chair.
2. The term of office for Chair and for the Vice-Chair is one (1) year, served from 1 January until 31 December, following election in the previous calendar year.

The Chair and the Vice-Chair can each be re-nominated, and re-elected, an additional two (2) times, serving no more than three (3) consecutive years 4. Nomination Process begins annually in October, ending with AB elections at the December meeting. Election Process occurs at the December AB meeting with the announcement of an elected Chair and Vice Chair for the following year.

3. Election process occurs at the December AB meeting with the announcement of an elected Chair and Vice Chair for the following year.
  - a. Executive Committee creates ad hoc Nominating Committee. (See Article VI, 1 a)
  - b. Nominees for Chair and for Vice-Chair are submitted directly to the Nominating Committee Chair and/or through the AB Liaison, beginning with the October AB meeting through the date of the November AB meeting. Members may contact the Nominating Chair independently,

following annual and instructions accommodating for use of current technology when applicable.

- c. All board members are eligible to serve if in good standing and on the board for a minimum of six (6) months, excluding the current Chair and/or Vice if they are completing a third (3<sup>rd</sup>) consecutive term in that office. (See Article V, 3.)
- d. Eligible members may nominate themselves or other eligible board members.
- e. In addition, the Nominating Committee can nominate other candidates deemed worthy.
- f. Nominating Committee Chair presents the slate of nominees who are willing and eligible to serve at the November AB meeting.

~~4. Election Process occurs at the December AB meeting with the announcement of an elected Chair and Vice Chair for the following year.~~

- ~~a.~~ g. Each member is allowed one vote for the Chair and for the Vice-Chair.
- ~~b.~~ h. Voting occurs in-person at the December AB meeting or with accommodating instructions for virtual/hybrid meetings.
- ~~c.~~ i. AB Liaison collects the votes, presenting the votes to the recused Nominating Committee for tally.
- ~~d.~~ j. In the event of a tie, the Nominating Chair directs the board members for a subsequent vote.

3. All nominees for the offices of Chair and Vice-Chair will be voted on by the Advisory Board at the final (December) meeting of the AB. Immediately following the vote; the Nominating Committee will recuse themselves and count the votes. In the circumstances of AB meetings occurring virtually, to ensure a confidentiality voting will occur by email ballot sent to each eligible board member. Votes will be sent back to the AB Liaison, who will forward votes to Nominating Chair for completion of process with the Nominating Committee. Outcome will be announced by the Chair of the Nomination Committee in the December meeting. If there is a tie for either office, the Nominating Committee members will declare the tie and the AB will vote once again. This process will continue until the chair of the Nominating Committee is able to announce the new AB Chair and new AB Vice-Chair for the next calendar year.

4. In the occurrence of resignation of an Officer during the year term; notification of full AB will occur in next scheduled meeting of vacancy and request nominations. Nominations will remain open for two weeks following this meeting. The following meeting there will be a vote to fill that position for the remainder of the term. Should the Chair tender his/her resignation, the Vice-Chair will assume the Chair position for the rest of initial term, to ensure continuity.

5.

## ARTICLE VI: COMMITTEES

1. Standing committees of the North Sound BH-ASO AB are:

The Executive Committee

- a) The Executive Committee consist of the Chair, Vice-Chair, plus a minimum of three (3) other AB members appointed by the Chair. Efforts to ensure that at least one member of the Executive Committee has experience and/or understanding of financial management, and at least one member has lived experience with a substance use disorder (SUD) and or mental health lived experience.
  - b) The Executive Committee may convene to hear pressing matters of business that might arise during the interval between regularly scheduled AB meetings. The committee will review and make recommendations regarding all AB fiscal expenditures. Any decision made by the Executive Committee will be subject to the ratification of the full Board at its next regularly scheduled meeting. The Executive Committee will review the by-laws once each calendar year for the purpose of amending them if necessary.
2. The Chair may establish and appoint members to Ad-Hoc Committees, as the need arises.

## ARTICLE VII: MEETINGS

1. The North Sound BH-ASO AB meets at least ten (10) times each year at a date and time mutually agreeable to the members of that Board. Any regularly scheduled meeting may be canceled at the discretion of the Chair.
2. Special meetings may be called by the Chair, as needed, and/or as requested by a minimum of one (1) member from each of three (3) of the five (5) counties which are party to the North Sound BH-ASO, by contacting the Chair. Special meetings shall be called within five (5) working days of the request, following notice of at least forty-eight (48) hours to all members of the AB.
3. Use of Technology for Attendance

- a) The level of “engagement” — via social interaction, hearing and comprehension — can be limited when using the technology (or a North Sound BH-ASO identified substitute) in lieu of physically attending the North Sound BH-ASO AB meetings, any or all AB members representing San Juan County are allowed to use the Go To Meeting technology (or a North Sound BH-ASO identified substitute) for any and all meetings of the AB, due to the difficulty of, and time required for, travel. AB members from all other counties (Whatcom, Skagit, Snohomish and Island) are encouraged to meet in-person when possible, however will be allowed to use ~~the “Go To Meeting” technology (or a North Sound BH-ASO identified substitute)~~ when in-person meetings are not possible given health or safety constraints.
  - b) Absences from AB meeting will be considered “excused” if the AB Chair and/or the North Sound BH-ASO liaison are notified prior to the meeting.
  - c) Additionally, The AB Chair may use technology, at any time in lieu of physical attendance or for a special meeting by the AB when call by the Chair
4. Committee meetings shall be held at the discretion of the Committee Chair.
  5. Robert’s Rules of Order shall be used as an informal guideline for formal meetings of the North Sound BH-ASO AB and committees, insofar as the Rules do not conflict with, or are not inconsistent with, the provisions of these By-Laws.
  6. The Board shall comply with the State of Washington Open Public Meetings Act (RCW 42.30).

## ARTICLE VIII: QUORUM

1. The presence of at least fifty - one percent (51%) of the appointed representatives to the AB, with at least three (3) of the five (5) counties which are party to North Sound BH-ASO, constitutes a quorum of the North Sound BH-ASO AB.
2. A quorum of the Executive Committee exists when a simple majority of the Executive Committee members are present.
3. Members of the AB who attend via digital conferencing (by phone or any other allowable technological means), will be counted as *present* in determining the constitution of a quorum.

## ARTICLE IX: RESIGNATION/TERMINATION/Dismissal

1. Following two unexcused absences of a North Sound BH-ASO Advisory Board (AB)

member, from AB meetings, the Chair of the AB will *informally* contact the absentee member to ascertain whether the member is willing and able to continue serving on the AB.

2. Following (3) *unexcused* absences from the North Sound BH-ASO Advisory Board (AB) meetings in a single calendar year, whether consecutive or non-consecutive, and/or the AB member indicates he/she will not be able to attend regularly the AB Chair will formally recommend (in writing), to both the absent member and to the County Coordinator that the absent member resigns from the AB, and that another representative from the same county be appointed by the County Coordinator to represent that county as a replacement member of the AB.
3. Resignations can be received in writing or verbally to the AB Chair, North Sound BH-ASO AB liaison or County Coordinator. The county will send North Sound BH-ASO AB liaison an official resolution letter informing of the AB members resignation.
4. Members of the North Sound BH-ASO AB, by virtue of their appointment to the AB, agree to adhere to the *Advisory Board Guiding Principles*. AB members will adhere to the *Advisory Board Guiding Principles* in their interactions with all other AB members, with the community, and with North Sound BH-ASO staff. The AB Chair will work to ensure that all AB members will be given an opportunity to participate in discussions during AB meetings.
5. Failure to adhere to the *Advisory Board Guiding Principles* may result in a recommendation for that member's dismissal from the AB. Dismissal from the AB will be undertaken in the following manner:
  - a) Any member of the AB in attendance at a Board meeting at which an alleged violation of the *Guiding Principles* occurs may bring a 'complaint' regarding another member's behavior to the AB Chair, and/or to the North Sound BH-ASO staff liaison.
  - b) The AB Chair will explore the complaint with the complaining member of the AB. to assess validity of the complaint
  - c) The AB Chair will then bring the complaint to the Executive Committee of the AB, and, upon decision by the members of the Executive Committee, will *then* bring the complaint to the entire AB as a written motion.
  - d) A simple majority vote of the AB will be required to formally reprimand ("censure"), and/or recommend dismissal of the violating member from the AB.
  - e) In the event the Executive Committee recommends a dismissal, the AB Chair will formally notify in writing both the dismissed AB member and the county coordinator of the dismissal action.





# The Journey So Far

## North Sound Mid-Project Report Out to Advisory Board

---

August 2022

Michelle M. Osborne, J.D. & Associates, LLC

# Making Space for Antiracism

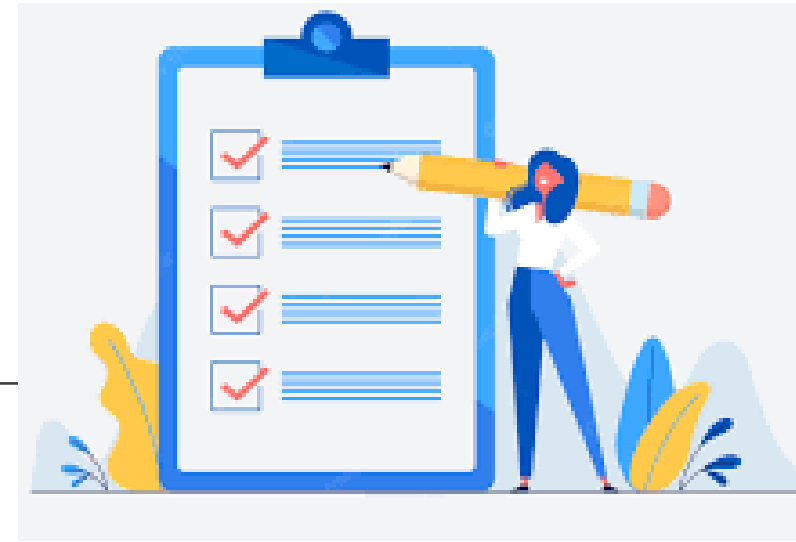
---

- Be brave
- Get curious
- Lean into discomfort
- Practice self-care
- Open-up to empathy
- Allow silence, especially the awkward kind
- Resist assumptions
- Let go of closure



# Today's Agenda

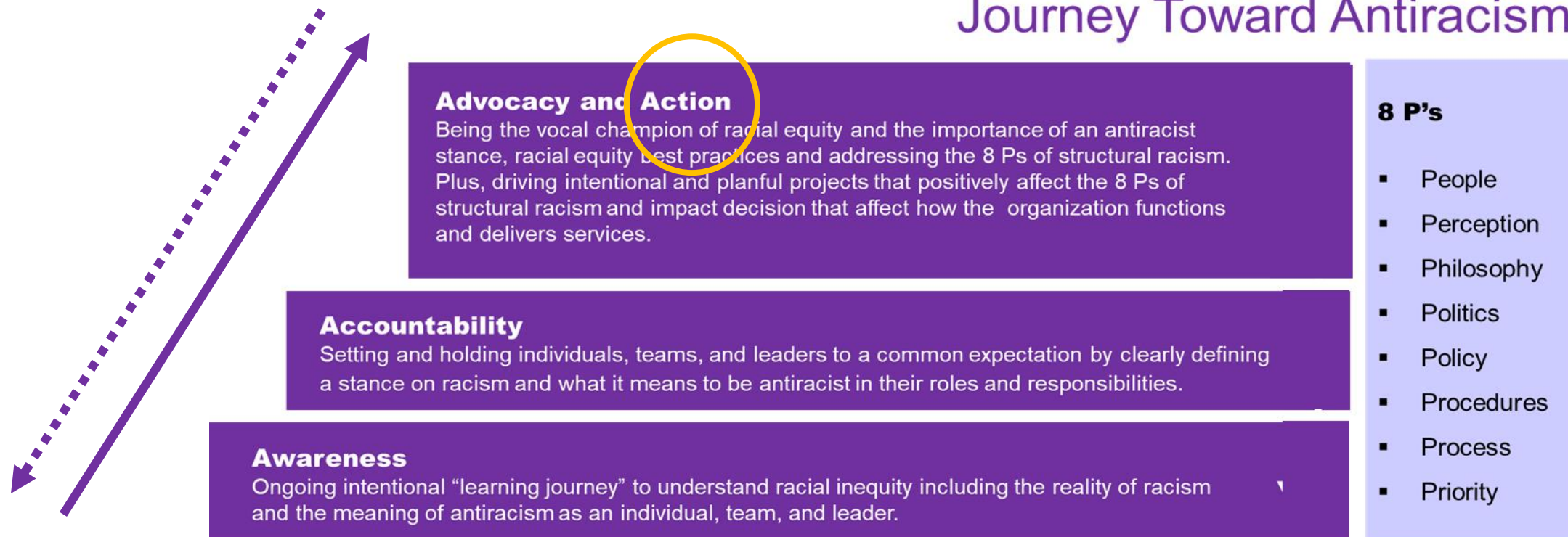
---



- The Journey So Far: Recap of Where We've Been
- Where We Are Now
- Next Steps

# The DREI Journey Requires More than Awareness

## Journey Toward Antiracism



Kaleidoscope Leadership Institute™

# Kendi Offers an Intentional, Constructive and Productive Approach - *Action!*

---

“Racism is the marriage of racist **policies** and racist **ideas** that produce and normalize racial inequity.”

- A racist policy produces or sustains inequity between racial groups.
- A racist idea suggests one racial group is inferior or superior to another

**Focus on bad policies and ideas, not bad people.**



Professor Ibram X. Kendi, PhD  
Center for Antiracist Research  
Boston University  
MacArthur Fellow



# Project Activities and Deliverables

**1**

Analyze organizational practices and DREI competency and develop baseline report

**2**

Provide training and information about DREI best practices with focus on behavioral health

**3**

Develop shared language and framework that enhances the organization's ability to execute its mission, operations and strategic direction

**4**

Develop recommendations for initial DREI strategies to drive the DREI strategic plan

**5**

Inspire and support the development of organizational commitment and framework to sustain the DREI strategic plan

**6**

Increase staff DREI competencies and capacities as the foundation for continuous improvement

**7**

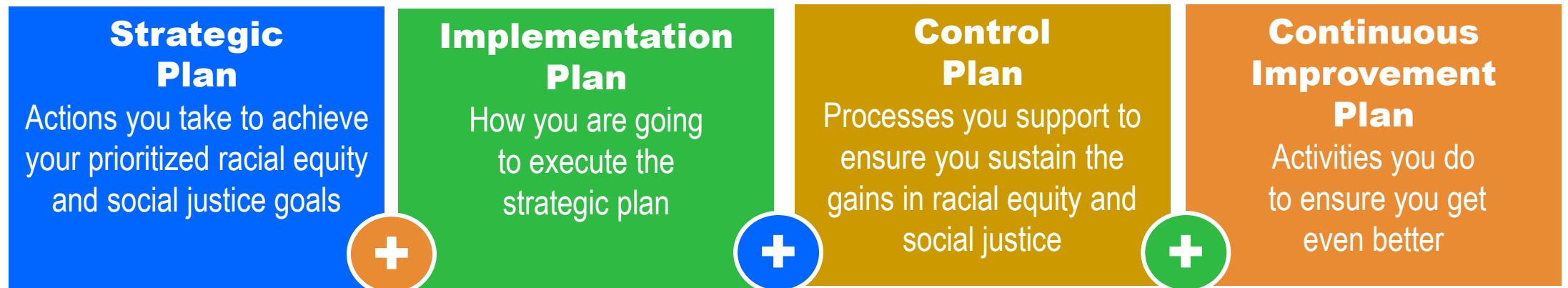
Integrate all activities to deliver DREI strategic plan that increases awareness, accountability, action, and advocacy to drive **better behavioral health care in the North Sound Region**



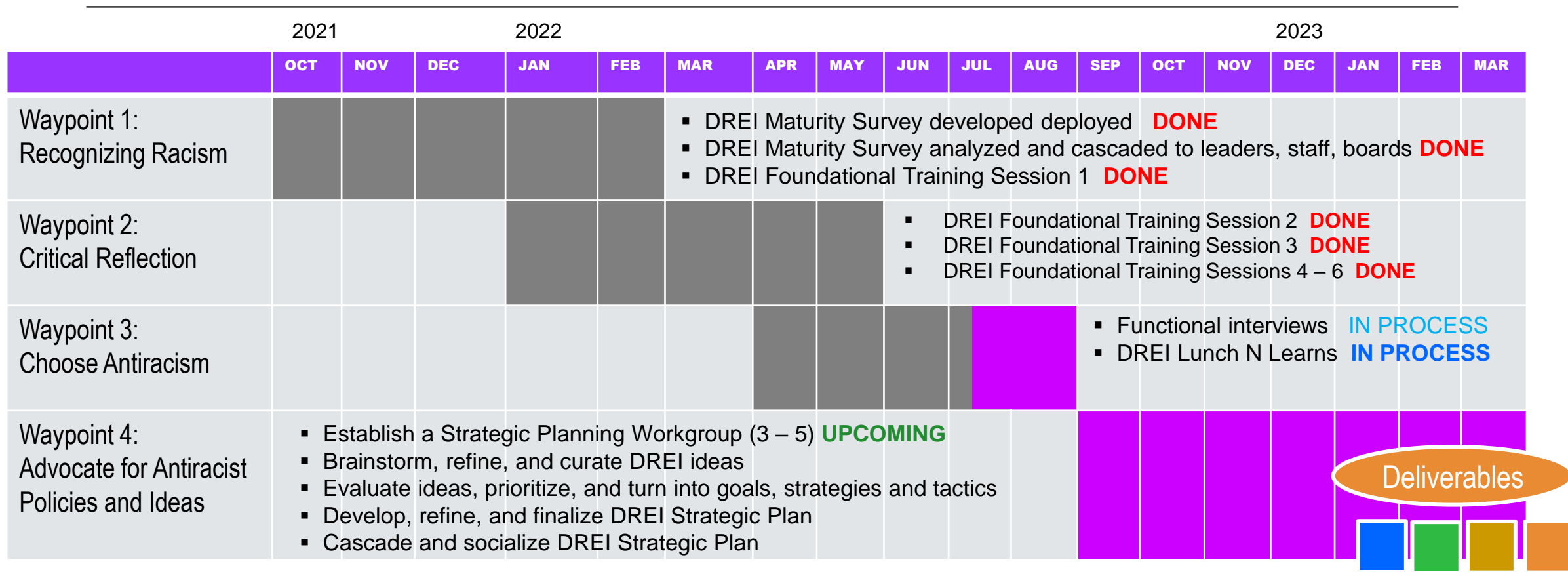
# What We Plan to Do

---

## Racial Equity and Social Justice Priorities Plan



# DREI Journey to Create a Strategic Plan





# 6 Sessions of DREI Foundational Training

---

## **AWARENESS**



- |             |                                       |                   |                  |
|-------------|---------------------------------------|-------------------|------------------|
| ▪ Session 1 | Racism: A Definition that Works!      | February 24, 2022 | <b>Completed</b> |
| ▪ Session 2 | Develop Your Antiracist Understanding | March 22, 2022    | <b>Completed</b> |

## **ACCOUNTABILITY**

- |             |                                       |                |                  |
|-------------|---------------------------------------|----------------|------------------|
| ▪ Session 3 | Nurture Your Antiracist Relationships | April 11, 2022 | <b>Completed</b> |
| ▪ Session 4 | Locate Your Antiracist Power          | April 19, 2022 | <b>Completed</b> |

## **ACTION & ADVOCACY**

- |             |                                        |                |                  |
|-------------|----------------------------------------|----------------|------------------|
| ▪ Session 5 | DREI Centered Strategic Planning       | April 28, 2022 | <b>Completed</b> |
| ▪ Session 6 | DREI Centered Personal Action Planning | May 19, 2022   | <b>Completed</b> |

## Schedule

- June 15, 2022 **Completed**
- July 20, 2022 **Completed**
- August 17, 2022
- September 21, 2022
- October 19, 2022
- November 16, 2022
- December 21, 2022
- January 18, 2022
- February 15, 2022
- March 15, 2022

**June 15  
Race Is  
Not Real**

**July 20  
History of  
Racism in  
Washington  
State**

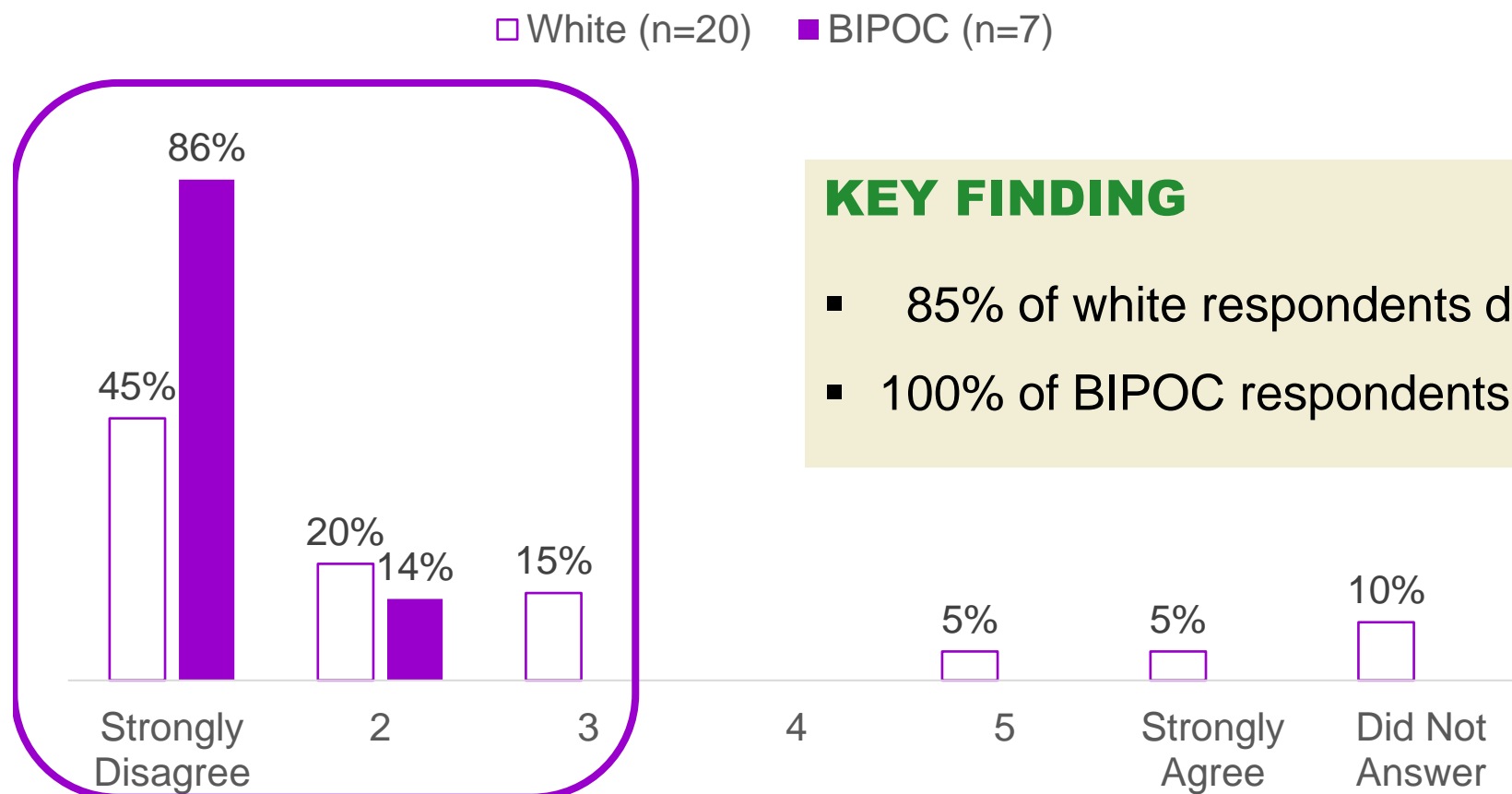
**August 17  
Tokenism**

DIVERSITY, RACIAL EQUITY, AND INCLUSION TOPICS

10 Sessions . Wednesdays . 12:15 p.m. – 1:00 p.m.

- Scheduled Lunch & Learns
- Identified first 3 topics:
- June 15 Lunch & Learn - **Completed**
- July 20 Lunch & Learn – **Completed**

Q: Racism has been and is a problem at this organization/agency.



### KEY FINDING

- 85% of white respondents disagree
- 100% of BIPOC respondents disagree



# North Sound: Enhanced Understanding of Policies, Ideas and Outcomes

---

## **Antiracist Policies, Ideas and Outcomes**

- **Increasing critical thinking and reflection**
- **Increasing use of common language related to DREI**
- **Increasing awareness**
- **Increasing accountability**
- **Increasing buy-in of DREI concepts**
- **Increasing understanding of antiracist power**



# DREI Action Plan

## INPUTS TURN AWARENESS INTO ACTION



# Next Steps

---



- Continue Lunch & Learns
- Begin Functional interviews
- Select Racial Equity Strategic Workgroup participants
- Begin Racial Equity Strategic Workgroup
- Draft DREI Strategic Plan
- Support 1<sup>st</sup> Qtr Implementation of DREI Strategic Plan

# What you can do right now!

---

- Remind yourself you are doing DREI work now!
- Acknowledge accomplishments to date
- Let others know about the DREI work you are doing
- Trust the process
- Continue to find your antiracist power
  - Discuss DREI opportunities with each other
  - Nurture and support DREI activities
  - Explore DREI resources provided by consultants





# Midway Report Out Schedule

---

- Leadership Team      Tuesday      **July 12**      9:00 a.m. - 11:30 a.m.      **Completed**
- All Staff      Monday      **July 18**      3:00 p.m. - 05:00 p.m.      **Completed**
- Advisory Board      Tuesday      **August 2**      1:00 p.m. - 03:00 p.m.
- Board      Thursday      **September 8**      1:30 p.m. - 03:00 p.m.



# Questions?

