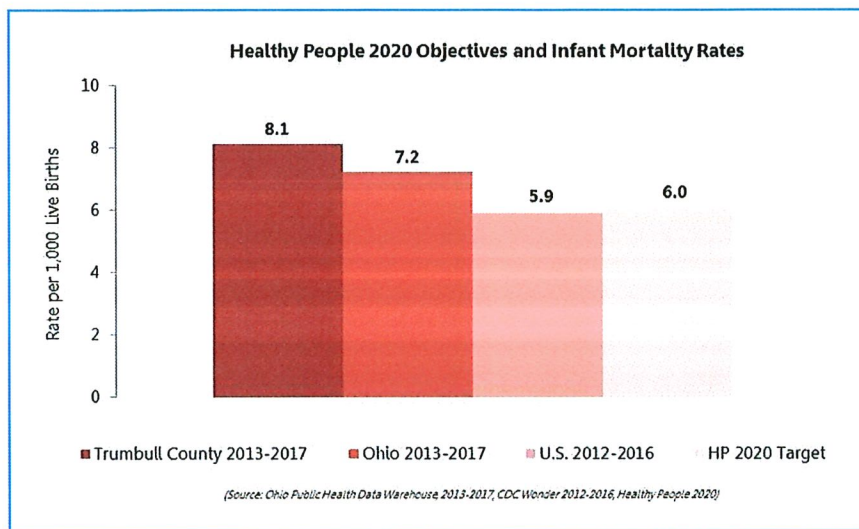


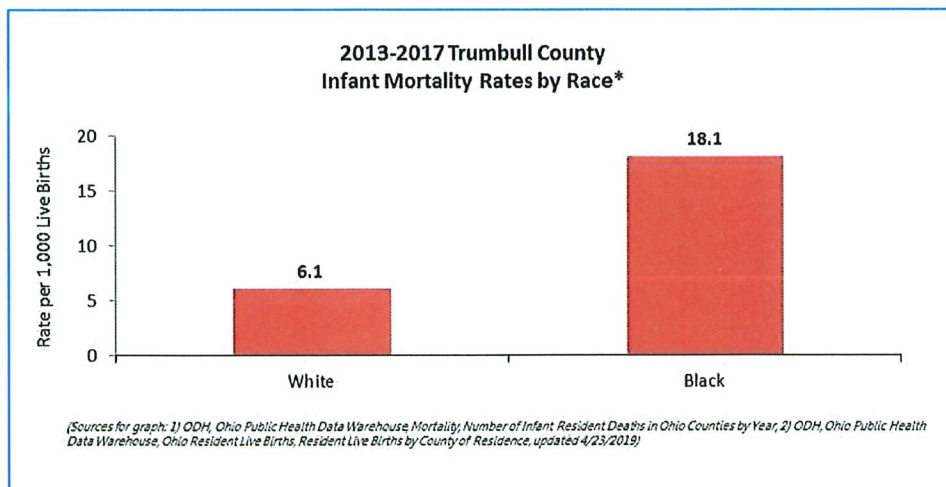
Trumbull County Mental Health and Recovery Board

Racial Disparities: A First Look

According to researchers at the Kaiser Family Foundation, “a health disparity refers to a higher burden of illness, injury, disability, or mortality experienced by one group relative to another.”¹ Disparities can occur across many dimensions, including race/ethnicity, socioeconomic status, age, location, gender, disability status, and sexual orientation. Disparities in infant mortality have persisted in the US for many years. The following graph displays differences in the infant mortality rates of Trumbull County, of Ohio, and of the US:



Even more striking is this graph which displays infant mortality rates by race in Trumbull County:



¹ Samantha Artiga, Kendal Orgera, and Olive Pham, Disparities in health and health care: five key questions and answers, Henry J. Kaiser Family Foundation website, www.kff.org, March 4, 2020

At its June 16, 2020 meeting, the Trumbull County Mental Health and Recovery Board unanimously passed a declaration entitled “Racism is a Public Health Crisis.” In part, this declaration states:

“Because part of our Board’s vision is ‘to support a comprehensive system of care that is individualized, strength based, culturally responsive and recipient driven,’ we are committed to:

- Acknowledge racism as a public health crisis and build alliances and partnerships that confront and work collaboratively to end racism.
- Develop, implement, and support policies and practices to end inequalities in the behavioral health of people of color.
- Work with providers to ensure health equity and cultural competence within all mental health and substance use disorder prevention, treatment, and recovery support programs, ensuring services meet the local needs of diverse populations.
- Engage all community partners to develop and promote prevention and awareness efforts designed to reduce stigma, address trauma, and eliminate barriers to care.”

According to the U.S. Census Bureau, African Americans constitute the largest minority group in both the City of Warren and Trumbull County. The population of the county in 1980 was 241,863, of which 14,605 or 6.0 percent were African American. By 2018, the population of the county had declined by nearly 18 percent to 198,627, of which 16,705 or 8.2 percent, were African American. Beginning in the 1990’s, when the Board partnered with the Ohio Department of Mental Health on projects to enhance services to African–American and Amish communities in Trumbull County, cultural competence has been a service–delivery priority. Over the years several general strategies have been used to operationalize this priority:

- Encouraging improvements in the cultural diversity of our network’s workforce and the cultural competence of workers
- Creating programs targeted at reaching specific cultural communities
- Developing culturally competent policies, procedures, organizations, and systems of care
- Including cultural competency and diversity requirements in contracts. Our current purchase-of-service contracts contain these provisions (Section 3.6.7):

Services shall be provided in accordance with the National Culturally and Linguistically Appropriate Service (CLAS) standards. In addition, Services shall respond effectively to:

- a. The individual’s needs and values present in all cultures, including, but not limited to, the African American, Appalachian, Asian, Latin, Hispanic and Native American cultures,*
- b. The needs of persons with disabilities, including persons who are hearing impaired,*
- c. The needs based on each client’s gender identity and/or expression and sexual orientation*

The purpose of this report is to provide baseline utilization, practice, and policy information regarding our systems of care. Subsequent reports in this series will update this baseline information and document the progress our system is making in addressing this public health crisis.

Attachments 1 and 2 present utilization data on persons served in our system of care in FY2020 by race (Attachment 1 – black, N=1972; Attachment 2 – white, N=10,441). A relatively small number of

service recipients were not classified black or white. Due to the small number of these cases and their cultural diversity, these persons were not included in the analysis.

Age and Gender There are few notable differences in the proportional age distributions of the two groups. Seniors 65 years of age and over comprised 3 percent of both group; children 17 and under comprised 30 percent of African American and 25 percent of white clients. Distributions by gender did show some difference with females comprising nearly 55 percent of white clients and about 50 percent of black clients.

Diagnoses Depressive disorders was the most common diagnosis among adults in both groups. Schizophrenia ranked #2 among black clients and bipolar disorders #2 among white clients. There were four substance use disorders among black clients – opiate, cannabis, alcohol, and cocaine, and two SUDs among white clients – opiate and alcohol along with attention deficit disorder and personality disorders. Among children, both groups had the same “top four” – attention deficit/disruptive behavior disorders ranked #1 for both groups, with conduct, adjustment, and depressive disorders filling out the top four, albeit in slightly different orders.

Average Cost Per Client The data in Attachments 1 and 2 make it possible to compare the amount and costs of services delivered to black and white clients with the same primary diagnosis. The table below highlights some of these comparisons. Average costs are roughly similar with the exception of Opioid use disorder, where white clients appear to be receiving more services, on average. This bears further investigation.

<i>Diagnosis</i>	<i>Average Costs</i>		
	<i>A: Adult C: Children</i>	<i>Black Clients</i>	<i>White Clients</i>
A: Depressive disorders		\$799	\$762
A: Schizophrenia/psychotic		\$2,305	\$2,566
A: Opioid use		\$3,916	\$4,654
A: Anxiety		\$844	\$633
C: Attention deficit		\$1,226	\$1,415
C: Conduct		\$1,827	\$1,589
C: Adjustment		\$1,012	\$1,514
C: Depressive		\$1,112	\$1,094

In order to better understand current policies and practices among our contract agencies, a brief survey was sent to agency directors. The questions covered a variety of areas including demographics of clients served and staff, proportions of clients who did and did not follow-through after initial assessments, cultural competency/diversity training, and special programs targeting minority populations. Highlights from the agencies’ responses follow.

Alta Behavioral Health

Total clients served: 2363

African American: 29%

Completed initial assessment + further treatment

White 66%

African American 25%

Completed initial assessment no further treatment

White 58%

African American 35%

Cultural competency training

“Implicit Bias” training for all staff during orientation; cultural sensitivity training quarterly

Special programs targeting minority populations

Infant mortality program (“Alta Baby Bump Program”) works exclusively with African American expectant moms; provides career exploration opportunities specifically for children of color

Approximately 32 percent of all staff FTEs are African American

Staffing

Management (16.25 FTEs)	Caucasian 69%	African American 25%
Support (4.34 FTEs)	Caucasian 85%	African American 15%
Line staff (31.79 FTEs)	Caucasian 47%	African American 41%
Education staff (58.61 FTEs)	Caucasian 58%	African American 32%
TOTAL (110.99 FTEs)	Caucasian 58%	African American 33%

Cadence Care Network

African Americans comprise approximately 6 percent of administrative, 9 percent of direct care, and 13 percent of support staff

Total clients served: 889

African American: 17%

Completed initial assessment + further treatment

White 77%

African American 11%

Completed initial assessment no further treatment

White N=2

African American N=0

Cultural competency training

Part of the orientation process; three-hour, web-based module developed in-house; currently re-assessing needs in this area

Coleman Professional Services

Total clients served	4,164		
White	3,034	(73%)	
African American	913	(22%)	
Support Staff (n=5):	White	3	(60%)
	Hispanic	1	(20%)
	African American	1	(20%)
Direct Service (n=40)	White	26	(65%)
	African American	11	(28%)
	Hispanic	1	(2%)
	Asian	1	(2%)
	None specified	1	(2%)
Administrative (n=5):	White	4	(80%)
	African American	1	(20%)

Compass Family and Community Services

Total clients served:	6374
Clients with unknown race	2189
Clients with known race	4185
African American	1238 (30%)

African Americans comprise approximately 36 percent of all employees

Provides cultural competence and diversity training at hire and annually; also Diversity in the Workplace training through My Learning Pointe

Has cultural competence and diversity plan and EEO/AA plan, both reviewed annually

Support Staff (n=34):	White	31	(91%)
	African American	3	(9%)
Direct Service (n=244)	White	137	(56%)
	African American	107	(44%)
Administrative (n=36):	White	28	(78%)
	African American	8	(22%)

First Step Recovery and Parkman Recovery Center

Total clients served (First Step: 1660; Parkman: 945)						
First Step	White	1441	87%	African American	161	8.3%
Parkman	White	866	92%	African American	60	6.3%

FY2020 admissions

First Step	White 90%	African American 8%
Parkman	White 88%	African American 9%

Staff: First Step

Administrative (9)	White 89%	African American 0%
Support (19)	White 79%	African American 16%
Direct service (77)	White 92%	African American 8%
All (105)	White 90%	African American 9%

Staff: Parkman

Administrative (3)	White 100%	African American 0%
Support (5)	White 100%	African American 0%
Direct service (29)	White 90%	African American 10%
All (37)	White 92%	African American 8%

First Step: 72 of 1660 received an assessment but did not engage in counseling; 246 of the 1660 persons served came and left on the same day (demographics not available)

Parkman: none of the 945 persons served received an assessment but did not engage in counseling; 28 of the 945 persons served came and left on the same day (demographics not available)

Both agencies have detailed cultural competency plans

Meridian Healthcare

Total clients served	6756
African American	1400 (21%)

Completed initial assessment + further treatment

All	690
White	465 (67%)
African American	173 (25%)

Completed initial assessment + no further treatment

All	902
White	616 (68%)
African American	219 (24%)

African Americans comprise approximately 5 percent of administrative, 22 percent of direct service, and 22 percent of support staff

Orientation process includes three hours of cultural competency/diversity training

We do not have any programs that target specific minority populations. However, we serve individuals of various cultures and minority populations while being aware of special needs and disabilities. Our therapists are culturally competent and trained to be specifically aware of the acute needs of individuals from varying cultures including but not limited to individuals identifying of different sexual orientation (LGBTQ+), minority populations, substance use needs, jail populations and pregnant mothers.

Neil Kennedy Recovery Centers

Total served	1500
African American	17%
Completed initial assessment + further treatment	
All	1108
White	76%
African American	17%
Completed initial assessment + no further treatment	
All	104
White	71%
African American	18%

NKRC is in the process of working with the Mahoning County Mental Health and Recovery Services Board as well as other BH providers to provide cultural diversity training to the BH provider community. NKRC will be requiring cultural diversity training annually.

Staff EEO status

White	33
Black	26
Hispanic/Latino	2
Black, Native, German	1

Travco Behavioral Health

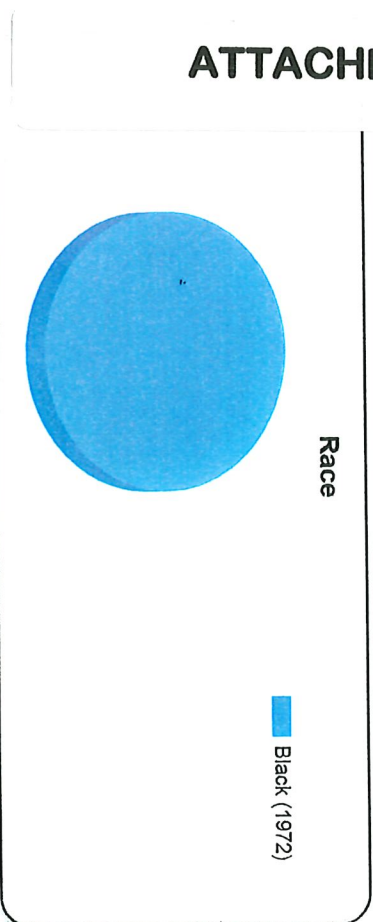
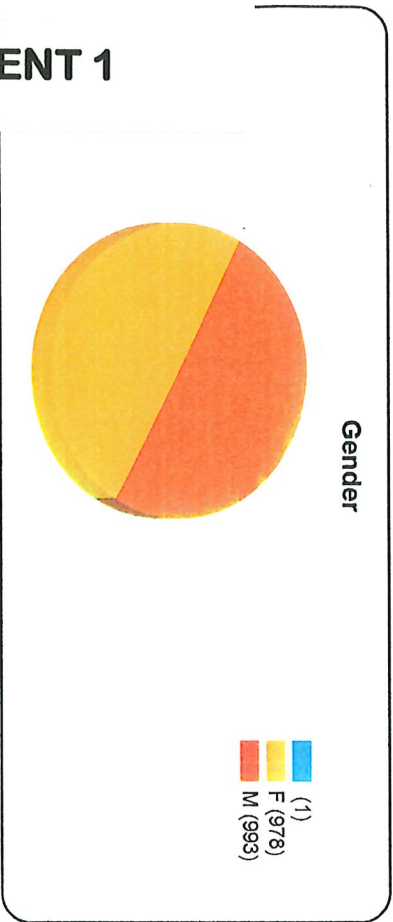
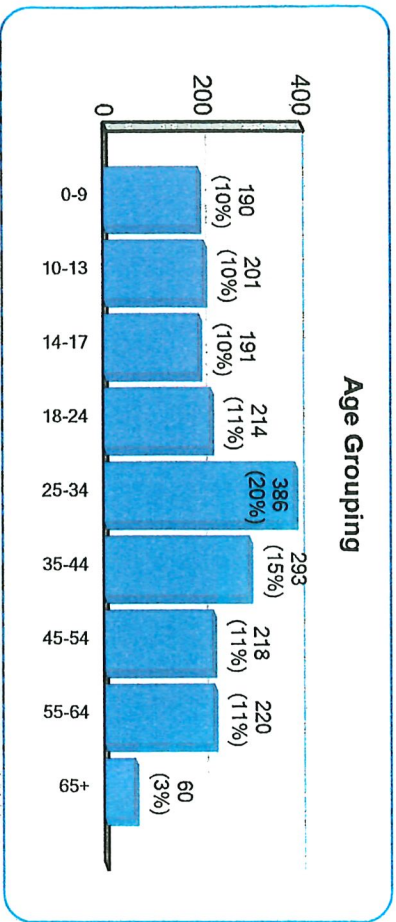
Total served	3132
African American	23%
Administrative staff	0 of 4 positions African American
Support staff	0 of 7 positions African American
Clinical staff	1 of 22 positions African American

Agency has cultural diversity training annually and they incorporate Bridges Out Of Poverty when possible; SUD services in Spanish offered at Boardman location

Valley Counseling Services

Total served	4244
African American	597 (14%)
Completed initial assessment + further treatment	
All	1393
White	82%
African American	16%
Completed initial assessment + no further treatment	
All	265
White	87%
African American	9%
Administrative staff	1 of 10 positions African American (10%)
Clinical and support staff	17 of 68 positions African American (25%)

SFY 2020 All Client Profile for Trumbull for 1,972 Clients

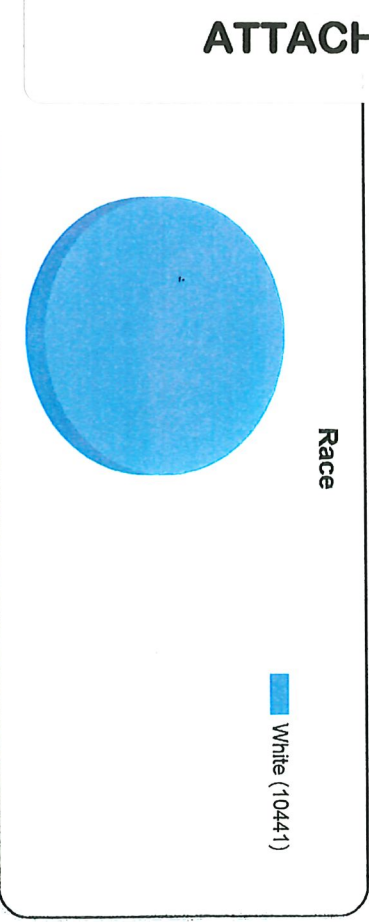
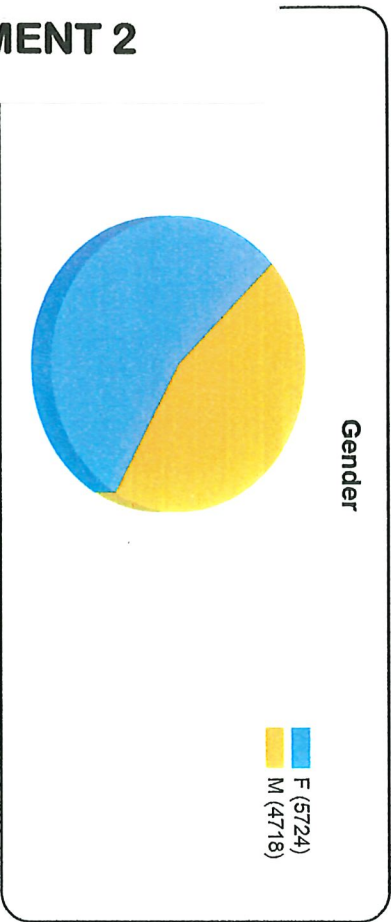
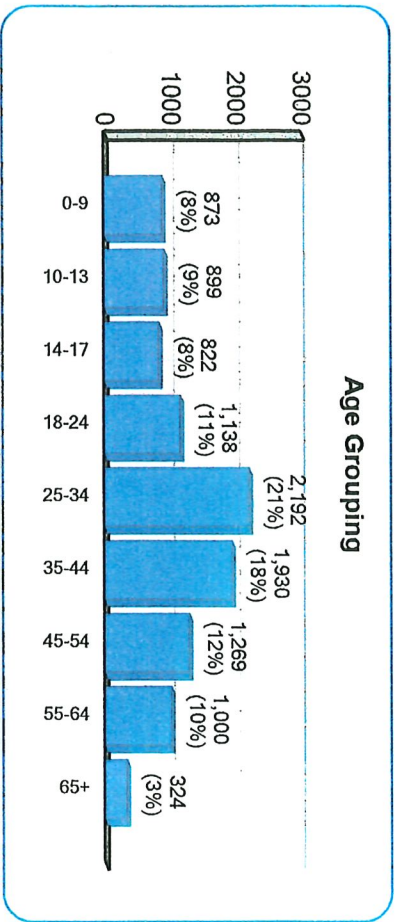


Diagnostic Group	Clients	Claims	Claims/Client	Total Cost	Avg Cost
Depressive Disorders	437	4,163	9	\$349,028	\$799
Schizophrenia/Other Psychotic Disorders	262	6,407	24	\$604,037	\$2,305
Bipolar Disorders	255	3,136	12	\$291,834	\$1,144
Anxiety Disorders	169	1,642	9	\$142,680	\$844
Opioid Use Disorders	131	13,636	104	\$513,047	\$3,916
Post-traumatic Stress Disorder	131	1,356	10	\$115,963	\$885
Cannabis Use Disorders	79	952	12	\$77,322	\$979
Alcohol Use Disorders	76	1,154	15	\$126,572	\$1,665
Adjustment Disorders	73	507	6	\$38,644	\$529
Cocaine Use Disorders	47	838	17	\$95,858	\$2,040

Diagnostic Group	Clients	Claims	Claims/Client	Total Cost	Avg Cost
Attention-Deficit/Disruptive Behavior Disorders	163	2,717	16	\$199,774	\$1,226
Conduct Disorders	155	3,158	20	\$246,287	\$1,589
Adjustment Disorders	126	2,263	17	\$190,803	\$1,514
Depressive Disorders	100	1,469	14	\$111,183	\$1,112
Post-traumatic Stress Disorder	87	1,831	21	\$119,919	\$1,378
Anxiety Disorders	63	1,251	19	\$105,391	\$1,673
Bipolar Disorders	47	683	14	\$49,965	\$1,063
Other Childhood Disorders	16	469	29	\$33,130	\$2,071
Pervasive Developmental Disorders	16	399	24	\$26,244	\$1,640
Personality Disorders	10	152	15	\$9,884	\$988

ATTACHMENT 1

SFY 2020 All Client Profile for Trumbull for 10,441 Clients



Diagnostic Group	Clients	Claims	Claims/Client	Total Cost	Avg Cost
Depressive Disorders	2,623	24,420	9	\$1,998,366	\$762
Bipolar Disorders	1,758	22,097	12	\$1,805,783	\$1,027
Opioid Use Disorders	1,508	160,264	106	\$7,018,361	\$4,654
Anxiety Disorders	1,435	11,314	7	\$907,726	\$633
Post-traumatic Stress Disorder	712	7,129	10	\$548,094	\$770
Schizophrenia/Other Psychotic Disorders	617	20,049	32	\$1,583,139	\$2,566
Attention-Deficit/Disruptive Behavior Disorders	390	2,603	6	\$197,308	\$506
Alcohol Use Disorders	376	7,674	20	\$892,217	\$2,373
Adjustment Disorders	305	2,199	7	\$184,047	\$603
Personality Disorders	249	2,510	10	\$161,409	\$648

Top Ten Most Common Primary Diagnostic Groups for Children	Clients	Claims	Claims/Client	Total Cost	Avg Cost
Attention-Deficit/Disruptive Behavior Disorders	855	15,463	18	\$1,210,098	\$1,415
Adjustment Disorders	565	7,710	13	\$571,531	\$1,012
Conduct Disorders	481	9,924	20	\$879,015	\$1,827
Depressive Disorders	448	6,324	14	\$490,074	\$1,094
Anxiety Disorders	385	4,815	12	\$378,844	\$984
Post-traumatic Stress Disorder	334	7,551	22	\$622,244	\$1,863
Bipolar Disorders	233	3,996	17	\$341,160	\$1,464
Pervasive Developmental Disorders	161	3,749	23	\$302,644	\$1,880
Personality Disorders	57	978	17	\$71,318	\$1,251
Impulse Control Disorders	22	316	14	\$29,296	\$1,332

ATTACHMENT 2