Implement a strategic plan for workforce development, recruitment, and retention by providing mentorship and financial support for BIPOC. This will help secure a path for BIPOC to become licensed mental health providers.

Include BIPOC in all policy decision making.

Ensure Evidence Based Practices are culturally relevant and responsive.

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Culturally Responsive Approaches

In what ways is culture used by mental health providers to help people succeed in mental health and substance use treatment in Utah?

As seen in the figure to the right, 55% of responses were determined to be culturally responsive approaches.

Of those, just under 75% were determined to be minimally responsive approaches.

Employees who identified as BIPOC were less likely to feel included, valued, or heard than employees who didn’t.

I feel that I am a leader
I feel included in my team
I feel heard by my team
I feel valued by my team
I feel heard by my agency
I feel valued by my agency
I have the same opportunities as my peers

BIP, C, and People of Color (BIPOC)

Health Disparities: avoidable and unfair differences in mental health and substance use treatment results experienced by social groups with fewer resources.

Discrimination and Devaluation in the Work Place

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