

YIT PROGRAM PROGRESS REPORT

1. Grant Number: 03150-5225
2. Grantee Name and Address:
Howard Center, 208 Flynn Avenue, Suite 3J, Burlington, VT 05401
3. Telephone Number: (802) 488-6600
4. Project Title:
Culturally-Competent Planning and Leadership for Vermont's Youth in Transition Grant
5. Period of Performance from January 1, 2014 through June 31, 2014
6. Approved Project Period from January 1, 2014 through June 31, 2014
7. Author's Name and Telephone number: Mercedes Avila, (802) 999-4985
8. Date of report: July 31st, 2014
9. Comments (if any): None

The federal Government Performance and Results Act (GPRA) primarily focuses on demonstrating accountability and achieving meaningful outcomes for all federally funded programs. Please make sure to include information on the outcomes of your project activities and the impact of your project on improving the lives of Youth in Transition and their families in the Program Progress Reports submitted.

Two Program Progress Reports must be submitted for this sub-grant:

1. one for the time period from July 1 – December 31, 2013 (due by January 31, 2014), and
2. one for the period from January 1 – June 30, 2014 (due by July 30, 2014).

Report Contents

1. Major Activities and Accomplishments During this Period

Report both quantifiable and non-quantifiable accomplishments for the General Expectations and Regional Goals listed in Attachment A (see page 3 of the grant award):

- Quantifiable accomplishments include numbers of youth/families served, people trained, support groups established, etc.
- Non-quantifiable accomplishments should be listed in chronological order. Describe any draft/final products in this section.

Please report major activities and accomplishments for the following goal and indicators as relevant for the sub-grant. [This section of the report may be entered directly into the table below.]

<p>Goal for strengthening the systems of care</p>	<p>4: System of Care partners gain cultural & linguistic competence (CLC)....</p>
<p>System of Care Infrastructure Indicators (for federal TRAC):</p>	<p><u>Workforce Development</u>: Organizations or communities implementing mental health-related training programs as a result of the grant. Please enter the number of organizations or communities and briefly describe the training programs....</p> <ul style="list-style-type: none"> ○ Organizations continue hosting Cultural and Linguistic Competence (CLC) Trainings for staff and community members. This grant period's trainings took place at the following locations: <ul style="list-style-type: none"> ● HowardCenter Developmental Services – Burlington, Vermont → 32 participants ● Pathways → Burlington, Vermont 12 participants ● Region 11 - Clara Martin - Randolph, Vermont → 22 participants ● Region 12 – Newport – Newport, Vermont → 6 participants ● Vermont Legal Aid - Burlington, Vermont → 36 participants ● Saint Michael's College – Burlington, Vermont → 24 participants ● Vermont Department of Health CHSN – Burlington, Vermont → 24 participants <p>From January 1st to June 30th 2014, a total of 156 participants at 7 trainings were trained in CLC in this time period; for a cumulative total of 856 participants in the grant time period. Pre and post surveys continue to be administered immediately before; and after each of the trainings above. Data analyses continue to show improvement in participants' attitude and knowledge change as they relate to cultural competency and health and racial disparities.</p> <p>The CLC coordinator and Dr. Jody Kamon wrote a book chapter on newer CLC data for a book in Diversity and Inclusion in Higher Education. The chapter, entitled "<i>Building Cultural and Linguistic Competence in Medical and Mental Health Education</i>" will be published in the fall of 2014.</p>

The summary of trainings hosted by the 12 YIT regions and numbers of participants are described in the table below:

Region	Number of Trainings	Number of Participants	Years
Lamoille	1	5	2012
Newport	1	6	2014
St. Johnsbury	1	9	2011
Washington	1	11	2012
Springfield	1	17	2013
Windham	1	17	2011
Hartford	1	21	2014
Addison	2	34	2013
Rutland	2	38	2013
Franklin/Gl	3	54	2011 & 2013
Chittenden	3	71	2010 & 2014
Bennington	5	84	2011 & 2012

The table above only includes the 12 YIT regions. Other trainings offered during the YIT grant include: VCRHYP, BI Conference, UVM Dept. Psychology, UVM Dept. Pediatrics, UVM Center for Health & Wellbeing, AHECs, Pathways, Prevent Child Abuse VT, VT Legal Aid, Peace & Justice Center & VFFCMH.

- The CLC coordinator developed a 6' video that is now part of the CLC trainings. The video entitled *"Institutional Oppression: A History of US"* describes the historical trauma suffered by many groups in this country, the current consequences of these trauma, and what needs to be done to change these issues moving forward.
- Bennington has already scheduled two more trainings for August 2014. With these two trainings the region will have offered 7 trainings and reached out to most of their organizational staff.
- This year, the CLC Coordinator collected quotes from training participants. Here are a few of them:
 - *"Mercedes is an informative, eye-opening, dynamic speaker who challenges our assumptions about diversity and the need for cultural competence in a "white" state like Vermont. With powerful examples of historical, institutionalized racism whose legacy of oppression continues today, she helps us all examine our own internalized biases and unconscious beliefs. Her training gave me a much deeper understanding of health disparities in this country."*
 –Social Worker & Policy Director

- *"The historical context of the construction of race in America was incredibly helpful. It really opened my eyes to the specific laws and policies that perpetuated racism and still have an impact today. I wish I could download Mercedes brain into mine -she is a wealth of knowledge and does a fantastic job facilitating the learning in this training. I want to take the three credit version!!" –Health Educator & Director of Student Services*

- *"Dr. Avila's cultural competence training, specifically the intersect between racism, health disparities and culturally responsive care, has been instrumental in helping our LEND program deepen and broaden its impact in service provision and education statewide." – Nursing Faculty & Training Director*

- *"This training was an absolute wonderful look into the challenges that can arise when we are not aware of possible cultural divides. Unlike many previous cultural trainings I had attended this training left me feeling informed and empowered." –Mental Health Clinician & Supervisor*

Organizational Change: Organizational changes made to support improvement of mental health-related practices/activities that are consistent with the goals of the grant. Please enter the number of changes and briefly describe them....

- o The CLC training developed under the Vermont YIT grant continues to be offered as "**D1: Racism and Health Disparities in the US**"; a 3-credit course at UVM in the College of Nursing and Health Sciences (CNHS). With this course the Cultural and Linguistic Competency training continues to be institutionalized and offered to future health professionals beyond the YIT grant and to the larger community. This course is now a permanent course with two offerings every semester. This summer 2014 two sections of the course were offered completely online. With online options, the course and content is now reaching almost 200 students every year.

- o The CLC trainings will continue to be offered by three other SAMHSA grants/Initiatives:
 - SAMHSA's Screening Brief Intervention and Referral to Treatment (SBIRT) grant
 - SAMHSA's Targeted Capacity Expansion Peer-to-Peer grant. This grant was recently awarded to the Vermont Recovery Network for the Pathways to Recovery program.
 - SAMHSA's Mental Health Transformation grant.

Partnership/Collaboration: Organizations that entered into formal written inter/intra-organizational agreements (e.g., MOUs/MOAs) to improve mental health-related practices/activities that are consistent with the goals of the grant. Please enter the number of organizations and briefly describe the agreements....

- The CLC coordinator is the co-chair of the Health Disparities and Cultural Competence Committee; part of the Screening Brief Intervention and Referral to Treatment (SBIRT) new SAMHSA grant. She leads this work with Ms. Pat Nelson from the Vermont Office of Minority Health.
- The CLC coordinator continues collaborating with the Vermont Coalition of Runaway and Homeless Youth Programs (VCRHYP) on CLC related topics.
- The Vermont Youth In Transition Project and the Vermont Federation of Families for Children’s Mental Health continues partnering with the Vermont Department of Health (VDH) Office of Minority Health.
- The CLC coordinator continues partnering with Theresa Lay-Sleeper (Juvenile Justice) and Pat Nelson (Office of Minority Health) to discuss strategies for addressing Disproportionate Minority Contact (DMC) in Juvenile Justice.
- The CLC coordinator continues to be part of the Vermont Governor’s Family and Children Council on Prevention Programs.
- The CLC Coordinator continues partnering with the Area Health Education Centers (AHEC) around the state supporting the work on CLC and helping recruit young adults from underrepresented backgrounds interested in health and mental health careers.
- The CLC Coordinator continues supporting the Diversity Rocks! youth group:
 - She helped write and submit the nominations for the “I AM THE WORLD” video that resulted in two national awards: Bronze for Audience: Family, Youth and Young Adults & Gold: for Media Outreach. Below is the link to the Seven Days newspaper describing the awards received by the group:
<http://www.sevendaysvt.com/LiveCulture/archives/2014/07/25/burlingtons-diversity-rocks-wins-national-awards>
 - She helped recruit seven members and two adult advisors to attend the 2014 Georgetown Training Institutes in National Harbor, MD.
 - She helped organize the April retreat for the group at UVM. During this event, the young people developed their mission and vision for the group. A young adult advisor and a member of the group received the *YIT Young Adult Leadership Awards* at this retreat.

	<p><u>Types/Targets of Practice:</u> Programs/organizations/communities that implemented evidence-based mental health-related practices/activities as a result of the grant. Please enter the number of programs/ organizations/ communities and briefly describe the evidence-based practices....</p> <ul style="list-style-type: none"> ○ The CLC section of the YIT website continues to be the most visited section of the site and a place where providers can access EBP resources. ○ The CLC coordinator continues to provide training participants and agencies with evidence-based CLC resources via CDs and list of resources available electronically on the YIT website. To this date more than 1000 CDs have been distributed in Vermont to health and mental health agencies' service providers and young adults.
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2. Problems

Describe any deviations or departures from the original project plan including actual/anticipated slippage in task completion dates, and special problems encountered or expected. Use this section to describe barriers to accomplishment, actions taken to overcome difficulties, and to advise DMH of any needs for assistance.

None for this reporting period.

3. Significant Findings and Events

For special notice to Principal Investigator, State Outreach Team for Youth in Transition, Federal Project Officer, etc. This should include any changes in staffing, including of persons, time spent, and/or responsibilities. Attach resumes and qualifications of new staff.

- In March 2014, the CLC Coordinator was elected co-chair of the National Association of University Centers on Disability (AUCD) Multicultural Council. Through this role she also joined the National AUCD Board of Directors.
- The CLC Coordinator is now Assistant Professor of Pediatrics at the University of Vermont's College of Medicine; and Multicultural Director for the Leadership Education in Neurodevelopmental Disabilities (VT-LEND) program at UVM's College of Medicine.
- The CLC Coordinator won the 2014 Edith D. Hendley award at UVM; recognizing a woman who has demonstrated excellence in research, scholarship and teaching, and who has performed dedicated service to women and the community.

- The CLC Coordinator was recently nominated by her students for the 2015 Kroepsch-Maurice Excellence in Teaching Award for her *Racism & Health Disparities in the US* courses taught at UVM.
- The CLC Coordinator was invited by the National Center for Cultural Competence to co-lead the 2014 Georgetown University National Training Institutes CLC Pre-Institute: *“Addressing the Complex and Pernicious Problem of Disparities: Achieving Equity in Children’s Mental Health Care”*
- The CLC Coordinator joined the National TA Network for Children’s Behavioral Health. In this role, she will be developing a checklist/rubric to help System of Care communities evaluate and select CLC trainings for their sites.
- The CLC Coordinator was selected nationally to be a grant reviewer for the Office of Refugee Resettlement (ORR) Self-Help Grants through the US Department of Children and Families. In this role she reviewed 10 applications for federal funding.

4. Dissemination activities

Briefly describe project related inquiries and information dissemination activities carried out over the reporting period. Itemize and include a copy of any newspaper, newsletter, and magazine articles or other published materials considered relevant to project activities, or used for project information or public relations purposes.

All presentations submitted by the CLC coordinator in the spring were accepted and offered at National Venues (*invited):

*Goode, T., Jackson, V., Avila, M., Wang, E. Long, J. & Wells, C. (2014) *“Cultural and Linguistic Competence Institute: Addressing the Complex and Pernicious Problem of Disparities: Achieving Equity in Children’s Mental Health Care.”* Georgetown University National Training Institutes, Washington D.C.

Within this pre-institute the CLC Coordinator co-lead the following presentations:

- Wang, E. & Avila, M. *“Overcoming the Barriers that Sustain Disparities- Building Opportunities for Equity -Community Engagement and Partnership”*
- Avila, M., Jackson, V. & Wang, E. *“How do I know what disparities exist in my community? Taking a look at the data”*
- Goode, T., Avila, M. & Long, J. *“Leadership for Organizational Change”*

*Bulle, F., Avila, M. & Beatson, J. (2014) *“Webinar: Supporting Former Refugee Families with Children with Disabilities in LEND Programs”* AUCD Technical Assistance National Network

Biss, C., Avila, M., Mattern, L. & Kassim, I. (2014) *“Institute: Young Adults Driving into New System of Care Territory: A Public Health Approach”* Georgetown University National Training Institutes, Washington D.C.

Avila, M. (2014) *“Poster: Suicide Prevention Gatekeeper Trainings: A Mixed Methods Sequential Explanatory Study”* The 27th Annual Children’s Mental Health Research and Policy Conference, Tampa, Florida

Bean, B., Marshall, C., Avila, M., Kamon, J. & Suter, J. (2014) "Symposium: Building the Bridge to Adulthood: Vermont's Youth in Transition Grant" The 27th Annual Children's Mental Health Research and Policy Conference, Tampa, Florida

5. Other Activities

Briefly describe other activities undertaken during the reporting period.

- The CLC Coordinator and Dr. Jody Kamon held 4 focus groups with male and female young people (approximately 40 participants) to learn about what young people think about mental health and substance use among youth and how people in refugee or minority communities cope with mental health and substance use problems. The focus groups also sought to hear what young people think about the services available in the community that can help these types of problems get better. We are now in the process of conducting focus groups with parents. The results/findings will be disseminated back to communities and to the Department of Mental Health to inform current and future direction in serving and working with diverse and/or underrepresented communities.
- The CLC Coordinator continues advocating for former refugee community members and students to enter health and mental health careers and graduate programs at the University of Vermont. As a consequence of this advocacy work, this coming fall 2014:
 - One Somali Bantu female will start her undergraduate Medical Laboratory Radiation Sciences (MLRS) studies at UVM.
 - One Congolese female starts her Nursing undergraduate degree at UVM.
 - Three Bhutanese community members will be policy fellows in the VT-LEND program at UVM's College of Medicine.
 - One Somali Bantu mother will be a family fellow in the VT-LEND program at UVM's College of Medicine.
 - A Burmese young lady (former YIT Young Adult Leadership Awardee) was hired as Program Coordinator for the VT-LEND program at UVM's College of Medicine. She will start in August 2014 and will concurrently apply to the new Master's Degree in Public Health at UVM.
 - A disability advocate from Ghana was accepted into the PhD program at UVM. She will be relocating to the US in 2016.
 - 30% to 40% of trainees and fellows at the VT-LEND program are now from racially/ethnically diverse backgrounds. The VT-LEND program was a 100% white/non-Hispanic program for almost 15 years.
- The CLC Coordinator and two young adult advisors from Diversity Rocks! attended the National Network for the Elimination of Disparities in Behavioral Health (NNED) Learn 2014 Conference. At this conference, we attended the PLAAY (preventing Long-Term Anger and Aggression in Youth) training. This training was developed by Dr. Howard Stevenson specifically for African American males (picture below)



- The CLC coordinator attended the White Privilege Conference in Madison, WI. She is already incorporating what she has learned at her CLC educational activities as well as with young people.
- The CLC Coordinator helped support a Bhutanese young male to continue to be part of the Results International Conference, The Power to End Poverty (http://www.results.org/events/IC_2014/). Here is a brief report (and pictures) from the young adult on his work and achievements in his fight against poverty:

"I got to hear from very powerful people. This year's conference featured president of the World Bank, Dr. Jim Kim, former prime minister of Australia, Julia Gillard, CEO of GAVI alliance Seth Berkley and many other speakers including actor and advocate Sean Astin, Raj shah from US AID and the founder of freedom school Meredith anchor, journalist Travis Smiley talked about how racism is on top of poverty and hunger. After all I lobbied Legislative director of Senator Sanders, foreign aides from Senator Leahy's office and another foreign affairs coordinator for Congressman Welch. Now I'm in a mission of opening a Vermont chapter for results international it will open the door for many young generations to reach the poor people and let them know about public issues. I will also be meeting Senators in August one more time and I will be getting a year-long fellowship training on advocacy"



6. Activities Planned for Next Reporting Period

Briefly describe the project activities planned for the next reporting period.

- Continue working with Dr. Jody Kamon on the Hear our Voices community focus groups.
- CLC trainings and/or related presentations will continue to be offered at different regions and venues.
- Continue partnering with the Vermont Department of Health Office of Minority Health to support activities as they relate to Diversity and Cultural and Linguistic Competence issues.
- Continue working with other local and state partners on issues related to CLC.
- Continue supporting YIT regions in Cultural and Linguistic Competency related topics.
- Continue supporting Diversity Rocks! in their youth leadership efforts.
- Continue supporting young adults, parents and community members from diverse backgrounds to enter health and mental health careers and/or graduate/training programs. This will help diversify the workforce and increase CLC as well as improve service providing and accessibility of services for children, youth and families from diverse backgrounds.

DMH only:

Date received: _____

Approved by: _____

Date approved: _____

Approved by: _____

Date approved: _____