



Perinatal Psychiatry Access Program Equity Initiatives





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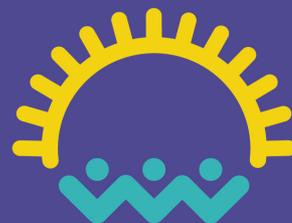
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Florida BH IMPACT

Improving Maternal and
Pediatric Access, Care and
Treatment for Behavioral Health

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About the Florida Perinatal Behavioral Health Screening & Treatment Program

The Florida BH IMPACT Program is an initiative by the Florida Department of Health (DOH), Florida State University (FSU) College of Medicine, and the Florida Maternal Mental Health Collaborative (FLMMHC). BH IMPACT provides direct supports to promote maternal and child health by building the capacity of health care providers who are addressing critical behavioral health issues with their patients.

Florida BH IMPACT

Core Components



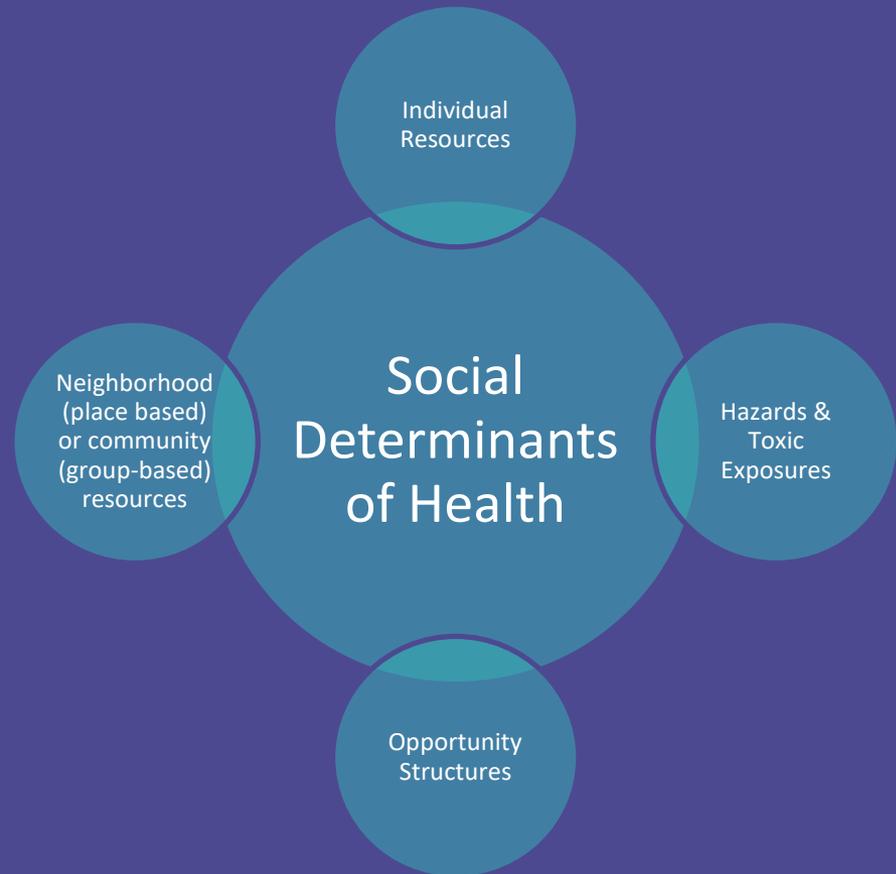
Social Determinants of Health

vs.

Social Determinants of Equity

Addressing the Social Determinants of Health

- According to the American College of Obstetrics and Gynecology (**ACOG**), emerging data indicate disproportionate rates of covid-19 infection, severe morbidity, and mortality in some communities of color, particularly Black, Latinx, and Native American communities.
 - Social determinants of health, current and historic inequities in access to health care and other resources, and structural racism contribute to these disparate outcomes.

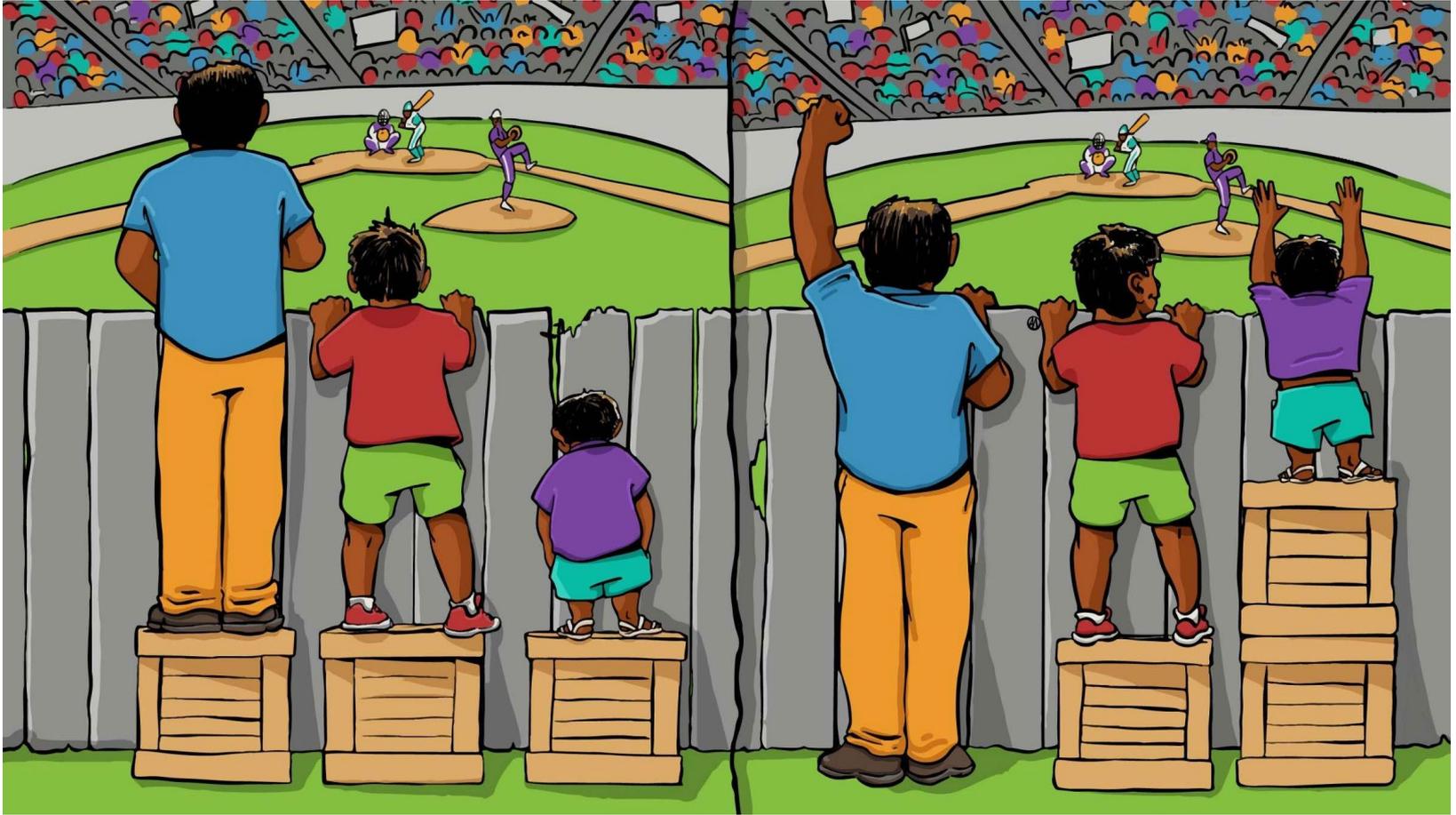


Addressing the Social Determinants of Equity

- They are the factors that determine the range of contexts observed in a given place and time and the distribution of different populations into those different contexts.
- Social determinants of equity include:
 - Economic systems which creates class structure through private ownership of the means of production
 - Racism which structures opportunity and assigns value based on the social interpretation of how one looks
 - Homophobia, sexism, and other “isms” that structure opportunity and assign value based on sexual orientation, gender, and other areas of difference from those in power

Addressing the Social Determinants of Equity

- Addressing the social determinants of equity involves monitoring for inequities along axes of societal power
- It also involves examining and intervening on
 - **structures** (*the “who,” “what,” “when,” and “where” of decision-making*)
 - **policies** (*the written “how” of decision-making*)
 - **practices and norms** (*the unwritten “how” of decision-making*)
 - **values** (*the “why” of decision-making*)
- Addressing social determinants of equity is necessary to eliminate health disparities and achieve health equity.



Equality

Equity

The team has identified eight (8) actionable ways to make ongoing modifications to the operation of the BH IMPACT program and empower our healthcare community to address biases, health inequities and systemic/structural racism.

Core Value Action

1. Address our own implicit bias and the role it plays in perpetuating disparities in perinatal and behavioral health care.
2. Address the necessity of self-reflection in addressing disparities, especially regarding the role that privilege, bias, and micro aggressions have in shaping the delivery of services.
3. Work as a team to identify power structures that create and maintain racial inequities within domains that are in the scope of our projects purview and create/update plans to address these issues.
4. Maintain a culturally sensitive and humble approach to providers and patients we serve.

Practical Action

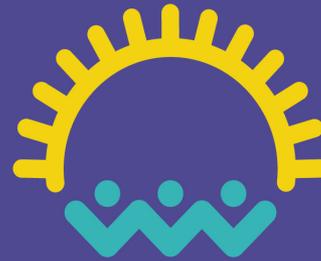
5. Include accurate and up-to-date information on health disparities in our trainings and technical assistance activities.
6. Include information and updates regarding health equity in our other materials such as newsletters, websites and social media platforms.
7. Continue to include accurate and updated information on providers of color in our mental health resource directories and how best to access those mental health clinicians.
8. Maintain up-to-date knowledge of the validity of clinical and research assessments and effectiveness of interventions on underserved populations.

Putting it into Practice

1. Team members conduct ongoing reviews of emergent literature to provide most up-to-date strategies for addressing health disparities.
2. Technical assistance activities with Obstetric practices on strategies to screen, assess, treat and refer perinatal individuals more equitably.
3. Partnerships with community and state agencies/organizations invested in maternal child health (i.e. MCH Collaborative, FLMMHC, FPQC) to enhance the statewide maternal mental health provider database with service providers of diverse backgrounds.
4. Qualitative interviews to explore community needs and desires for behavioral health integration strategies.

References

1. **Addressing the Social Determinants of Children's Health: A Cliff Analogy**, Camara Phyllis Jones, MD, MPH, et. al. <https://pubmed.ncbi.nlm.nih.gov/20168027/>
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Strategic Plan & Guiding Principles

PSI Strategic Plan prioritizes DEI and access to care:

#1 Reach More People Who Need Help

- Focus specifically on reaching people of color and LGBTQIA parents.
- Advocate to remove insurance challenges as a barrier to care

#2 Incorporate PSI's Values of Diversity and Inclusion at All Levels

- Must include people of color, men, LGBTQIA, diverse religions and cultures
- Be reflected among board, staff, volunteers and membership, as well as in our marketing and training
- Focus on health and wellness of minoritized groups by building and stewarding partnerships with providers that represent and serve those populations.

Board and Staff development

- DEI efforts must start by reflecting and improving awareness of our implicit bias and gaps in knowledge and experience
- Increase diversity in positions of influence and leadership



PSI Equity Initiatives

- **Consultation**

- Change Matrix: evaluation of services/communications
- Dr. Sayida Peprah (Diversity Uplifts): Board training - Implicit bias and Black MMH

- **Increase diversity of programs and leadership**

- Board and Staff
- PSI National Training Faculty
- Volunteers (groups, state coordinators, helpline volunteers, mentors)
- Spanish-Speaking resources

- **Referrals + Resources**

- <https://psidirectory.com/listing/provider-of-color> (264)

- **Partnerships**

- Perinatal Mental Health Alliance for People of Color
- Black Women's Health Imperative

- **Future improvements**

- Increase number of BIPOC consultants
- Evaluation + Listening Meetings





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PSI Perinatal Consult Line

www.postpartum.net/professionals/perinatal-psychiatric-consult-line

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