



Improving Behavioral Health Outcomes for African American Nursing Facility Residents

February 15, 2024



CENTER OF
EXCELLENCE
FOR BEHAVIORAL HEALTH
IN NURSING FACILITIES

Today's Event Host

Nikki Harris, MA, CBHC-BS

COE-NF TRAINING AND EDUCATION LEAD

For the past 20 years, Nikki has provided program implementation, development, management, external and internal trainings, policy development, quality assurance, and managed training coordination and technical support throughout the southeast region. Previously, she served as the program manager for the Division of Behavioral Health and Substance Use Services within the South Carolina Department of Corrections. She has a B.A. in psychology from the University of South Carolina, a M.A. in Counseling from Webster University and is a Certified Behavioral Specialist.



Today's Presenter

Niasha A. Fray MA, MSPH

CEO, NIASHA FRAY CONSULTING, LLC

Niasha is the CEO of Niasha Fray Consulting. A native of Raleigh, North Carolina, she has over 20 years of experience as a social behavioral researcher focused on minoritized communities and the health disparities affecting them. Her experience includes topics including substance use disorders, criminal justice, HIV/AIDS patient provider communication, cancer, and more.

She has a bachelor of science degree in psychology from Florida Agricultural and Mechanical University, a master of arts degree from the Clinical Psychology Teachers College at Columbia University, and a master of public health with a concentration in health behavior from the University of North Carolina at Chapel Hill.

niashafrayconsultingllc@gmail.com



Learning Objectives

1. Define behavioral health equity and why it's important.
2. Understand social-cultural factors affecting behavioral health among African Americans.
3. Identify social-ecological barriers to behavioral health care among African Americans.
4. Assess organizational policies and procedures affecting behavioral health among African Americans.
5. Share evidence-based strategies to improve behavioral health outcomes for African American residents.

Did you know?

- Non-Hispanic Black adults between the age of 18-64 are 40% less likely to receive mental health care.
- About one in five people over age 65 lives with a mental health condition such as depression, anxiety, dementia, schizophrenia, and bipolar disorder.
- For minority older adults utilizing long-term care services, well-being outcomes are far worse than for Caucasians.
- By the year 2030, racial and ethnic minorities will comprise nearly one-third of the older adult population in America, at an estimated 28%.

(Miller & Hamler, 2019)

Behavioral Health Equity

The Centers for Medicare and Medicaid Services (CMS) behavioral health strategy focuses on three key areas:

1. Substance use disorders prevention, treatment and recovery services.
2. Ensuring effective pain treatment and management.
3. Improving mental health care and services.

(Behavioral Health Equity, 2023)

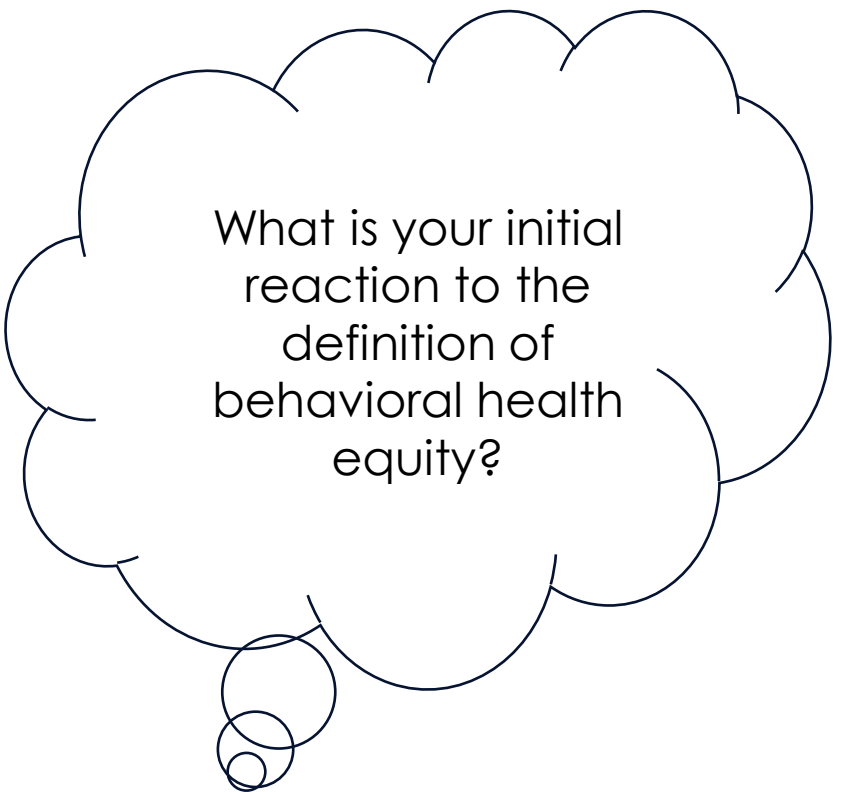


What does behavioral health equity mean to you?

What are the first words, phrases, and ideas that describe what comes to mind when you hear the term behavioral health equity?

Behavioral health equity is...

The right of all individuals, regardless of race, age, ethnicity, gender, disability, socioeconomic status, sexual orientation, citizenship, native language or geographical location, to receive treatment and support for their mental health and substance use needs.



What is your initial reaction to the definition of behavioral health equity?

Understanding Behavioral Health in Nursing Facilities

1. Behavioral health includes mental health and substance use.
2. Influenced by various factors: biological, psychological, social, and cultural.
3. The impact of each factor can vary based on the specific disorder.

(General, 2001); (Cross-cultural Mental Health and Substance Use | Here to Help, n.d.)

Understanding Behavioral Health in Nursing Facilities

Community Focus:

- Individuals from different ethnic or cultural groups may face higher risks due to increased stressors.

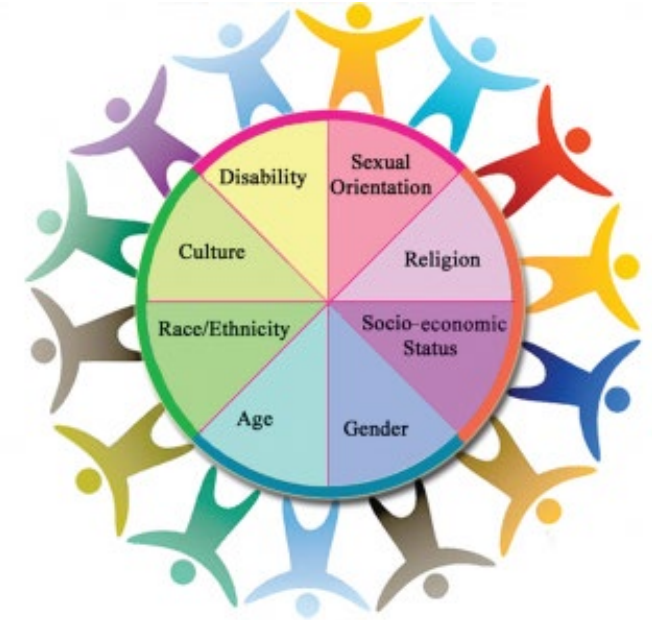
Nursing Facility Role:

- Recognizing these factors is crucial for providing effective support.
- Staff awareness helps in addressing behavioral health equity in our community.

(General, 2001); (Cross-cultural Mental Health and Substance Use | Here to Help, n.d.)

Social and cultural factors affecting behavioral health

- Symptom Expression
- Meaning of illness
- Coping Mechanisms
- Treatment Disparities
- Medical Mistrust
- Stigma
- Misdiagnosis



(General, 2001)

Common social-cultural factors affecting behavioral health among African Americans

- Health insurance disparities
- Mental health care disparities
- Digital access discrepancies
- Coping approaches
- Therapist preferences
- Behavioral health care preferences
- Inaccurate diagnosis



(HHS Roadmap for Behavioral Health Integration, 2022); (CMS Framework for Health Equity | CMS, n.d.); (General, 2001)

Guarding Against Stereotypes and Bias

- **Avoid Stereotyping:**
 - Be careful not to judge people.
 - Everyone is different.
- **People are Diverse:**
 - There are more differences among individuals in a group than between different groups.
 - Age, money, health, and where they fit in society matter more than just being part of a particular group.

(General, 2001)

Poll Question

Which behavioral health barriers do you see, experience, or imagine occurs in **nursing facilities** among African Americans?

Mark all that apply.



What is the Social Ecological Model of Health?

The Social Ecological Model of Health



Adapted by Tasha Golden © 2019

(Scarneo et al., 2019)

Social Ecological Barriers to Behavioral Health Equity



(Ray, 2021); (Thompson, 2015); (SEED Atlas Offers Duke Researchers Access to Social Drivers of Health Data, 2023); (Social Drivers of Health, 2022)

Common Social Ecological Barriers to Behavioral Health Equity among African Americans

- Violence experiences
- Poverty and financial strain
- Health care shortages
- Provider challenges
- Access challenges
- Institutional challenges
- Religious barriers and family disapproval



(Connell et al., 2019); (Holden et al., 2012); (Davis et al., 2008)

Guarding Against Stereotypes and Bias

Avoid Stereotyping:

- Be careful not to judge.
- Everyone is different.

People are Diverse:

- There are more differences among individuals in a group than between different groups.
- Age, money, health, and where they fit in society matter more than just being part of a particular group.

(General, 2001)

Poll Question

Which behavioral health barriers do you see, hear, or imagine occurs in **your local organization or local health** that African Americans face? **Mark all that apply.**



Poll Question

How can a nursing facility practice enhance behavioral equity at their facility? **Mark all that apply.**



Remember - behavioral health equity is the right of all individuals, regardless of race, age, ethnicity, gender, disability, socioeconomic status, sexual orientation, citizen status undocumented immigrant status, English language learner, or geographical location, to receive treatment and support for their behavioral health needs.

Poll Question

Which nursing facility policies and practices **create unintentional barriers** to behavioral health among African American residents?
Mark all that apply.



Remember - behavioral health equity is the right of all individuals, regardless of race, age, ethnicity, gender, disability, socioeconomic status, sexual orientation, citizen status, undocumented immigrant status, English language learner, or geographical location, to receive treatment and support for their behavioral health needs.

Evidence-based strategies to improve behavioral health outcomes for African-American residents

1. Explore resident preferences and values
2. Use assessment information for person-centered care
3. Encourage self-compassion for mental illnesses
4. Account for variations in caregiving, caregiver support, and social networks
5. Aid caregivers through support groups and assistance



(Miller & Hamler, 2019b); (N. J. Thompson et al., 2015)

Evidence-based strategies to improve behavioral health outcomes for African-American residents

6. Recruit and retain nursing facility Social Workers
7. Require continuing education for all disciplines
8. Provide space for advocacy
9. Establish resident councils
10. Acknowledge community-level barriers



(Miller & Hamler, 2019b); (N. J. Thompson et al., 2015)

References

- Behavioral Health Equity. (2023, December 15). SAMHSA. Retrieved December 21, 2023, from <https://www.samhsa.gov/behavioral-health-equity>
- Center of Excellence for Building Capacity in Nursing Facilities to Care for Residents with Behavioral Health Conditions. (2023, August 17). SAMHSA. <https://www.samhsa.gov/coe-building-capacity-nursing-facilities-care-residents-behavioral-health-conditions>
- Connell, C., Wang, S., Crook, L., & Yadrick, K. (2019). Barriers to healthcare seeking and provision among African American adults in the rural Mississippi Delta region: community and provider perspectives. *Journal of Community Health*, 44(4), 636–645. <https://doi.org/10.1007/s10900-019-00620-1>
- CMS Framework for Health Equity | CMS. (n.d.). <https://www.cms.gov/priorities/health-equity/minority-health/equity-programs/framework>
- Cross-cultural Mental Health and Substance Use | here to help. (n.d.). <https://www.heretohelp.bc.ca/infosheet/cross-cultural-mental-health-and-substance-use>
- Davis, R., Ressler, K. J., Schwartz, A. C., Stephens, K. J., & Bradley, R. (2008). Treatment barriers for low-income, urban African Americans with undiagnosed posttraumatic stress disorder. *Journal of Traumatic Stress*, 21(2), 218–222. <https://doi.org/10.1002/jts.20313>
- General, O. O. T. S. (2001, August 1). Chapter 2 Culture Counts: The Influence of Culture and Society on Mental health. Mental Health: Culture, Race, and Ethnicity - NCBI Bookshelf. <https://www.ncbi.nlm.nih.gov/books/NBK44249/>
- HHS Roadmap for Behavioral Health Integration. (2022, September 16). ASPE. <https://aspe.hhs.gov/reports/hhs-roadmap-behavioral-health-integration>
- Holden, K. B., McGregor, B., Blanks, S. H., & Mahaffey, C. (2012). Psychosocial, socio-cultural, and environmental influences on mental health help-seeking among African-American men. *Journal of Men's Health*, 9(2), 63–69. <https://doi.org/10.1016/j.jomh.2012.03.002>
- Miller, V. J., & Hamler, T. (2019). A value-critical policy analysis of the nursing home reform act: a focus on care of African American and Latino residents. *Social Work in Health Care*, 58(5), 471–493. <https://doi.org/10.1080/00981389.2019.1587660>
- Ray, C. (2021). Barriers in assessing alcohol use disorder among elderly African American men - ProQuest. In ProQuest (No. 28319818). Capella University ProQuest Dissertations Publishing. Retrieved December 28, 2023, from <https://www.proquest.com/openview/4e8d0c075126afe687f234933aca8035/1?pq-origsite=gscholar&cbl=18750&diss=y>
- Scarneo, S. E., Kerr, Z. Y., Kroshus, E., Register-Mihalik, J. K., Hosokawa, Y., Stearns, R. L., DiStefano, L. J., & Casa, D. J. (2019). The Socioecological Framework: a multifaceted approach to preventing Sport-Related deaths in high school sports. *Journal of Athletic Training*, 54(4), 356–360. <https://doi.org/10.4085/1062-6050-173-18>
- SEED Atlas offers Duke researchers access to social drivers of health data. (2023, May 2). Duke Clinical and Translational Science Institute. <https://ctsi.duke.edu/news/seed-atlas-offers-duke-researchers-access-social-drivers-health-data>
- Social drivers of health. (2022). Association of Community Care Centers. <https://www.accc-cancer.org/home/learn/health-equity/social-drivers-of-health>
- Thompson, N. J., McGee, R. E., Munoz, L. C., & Walker, E. R. (2015). Reflections on mental health advocacy across differing ecological levels. *Journal of the Georgia Public Health Association*, 5(1), 126–134. <https://doi.org/10.20429/jgpha.2015.050131>

Stay up-to-date on COE-NF News and Services!

- **Subscribe to the COE Monthly Newsletter** - https://bit.ly/COENF_Newsletter
- **Join our text message list!** - <https://bit.ly/COETextList>
- **Connect with us on social media:**
 - LinkedIn: www.linkedin.com/company/nursinghomebh/
 - Twitter: twitter.com/NursingHomeBH
 - Facebook: www.facebook.com/NursingHomeBH
 - YouTube: www.youtube.com/channel/UCgnRi9EFB9rXApnIUwS09sw

Contact us:

For more information or to request assistance, we can be reached by phone at **1-844-314-1433** or by email at coeinfo@allianthealth.org.

Visit the website:

nursinghomebehavioralhealth.org

Thank You!

