Outcomes from breakout sessions

African American Community

1) What would a meaningful partnership look like to achieve wellness in your community?
   - Decisions being made from the community – empowering the community to share strategies that work for them instead of the county making decisions based on assumptions. African American leadership.
   - Partnering with groups that are not African American – partnering with many other ethnic groups.
   - Looking at the kinds of partnerships to make – NAMI may need to think about getting outside of its own box to create a strong partnership and support for the African American community.
   - Collaborative relationships with churches in the community
   - Creating relationships with the community through outreach by people with similar backgrounds and life experiences
   - Understanding and accepting African American culture instead of taking a missionary approach
   - Building community needs to be an equal playing field where African Americans are respected on all levels
   - More representation among the workforce – concentrated efforts to diversify workforce, get more people licensed and have more representations at conferences and events like this
   - Really important to increase pipeline and improve availability of services and resources for African American males
   - Use culturally responsive practices and service programs to better address needs of the African American community
   - Befriending people, opening up your social circle – starting with yourself – create sincere relationships and partnership becomes natural
   - Partner with local AKA sorority
   - African American community, like all other communities, is becoming multi-ethnic. Families need to embrace each other’s’ cultures and ethnicities to partner with their communities.
   - When people who have been identified as a cultural broker, who wants to offer assistance, NAMI needs to find a way to accept it
   - If you’re going to embrace African American community, embrace the entire community

2) What are the strengths that the culture brings to mental illness (i.e. traditions, alternative medicine, providers, practitioner, therapist, etc.)?
   - Traditional practices in African American community
   - Church is strong source of cultural support
   - Our tolerance for “being different” is much more than mainstream audience.
   - Resiliency and forgiveness – hopeful. It takes a strength/skill set to see the odds and still have expectation that things will improve
   - Discipline and perseverance
   - Commitment and passion
   - Self-directed
   - Spiritual part of African American allows connection to core strengths and skill sets
Informal circles to talk and encourage one another –
Church and praying creates hope, and is rooted and grounded in African American culture
Because of historical trauma around healthcare, there is skepticism about treatment, which is healthy to a certain extent – when treatment is inappropriate, a “healthy paranoia” is very beneficial as a protective factor
Sharing information with other community members
Barber & beauty shops – traditional venue for sharing and community
Circular perspective instead of western linear perspective. Holistic interaction

3) What are 3-5 outcomes/solutions that would make a difference?
- Increase of the workforce to be more reflective of the communities it serves
- Decision-makers reflective of the community
- Utilizing community-defined practices or evidence-based practices
- If service providers were to respond to what community wants, instead of imposing services and practices on the African American community
- Listen, respond and commit
- Dismantling institutional and structural racism – using policies and laws. Deconstruct racist laws and policies in our government and educating people about cultural humility – white community letting go of white entitlement
- African American males with severe mental illness are dying anywhere from 35-40 years before others – eliminating misdiagnoses and inappropriate treatment
- Respect the differences between cultures
- Not enough platforms to celebrate how African Americans utilize passions for good – There should be more celebration in general to recognize business leaders, pastors, community leaders that speak to African American struggles. Their stories need to be heard not just during National Minority Mental Health Awareness month. Highlight the positive changes community leaders are making.
- Lacking media advocacy – more positive representation in mainstream media
- Mental health friendly communities – NAMI could set aside some time to replicate the approaches of these communities much like the CIT has been replicated. Make a commitment to diversify and help other communities who aren’t currently engaged to participate
- Every local chapter should make a commitment to diversifying their board, their office staff –
- Eliminating mis-definition of those who are seriously mentally ill and those who are highly functional

Asian/Pacific Islander Community

1) What would a meaningful partnership look like to achieve wellness in your community?
- Model of CRDP
- Identify organizations
- Advocacy organizations, ARTs organization
- Language and location
- Strong connections with high schools, Parent organizations, Different communities
- Access to allies, California Mental Health Movement, Spreading mental health awareness, Resources for children, Educate community, Important to work with trusted media and police
- Individuals from community reaching out to their community
- Extend to intermediate schools, connections with local resources and local media, Communication among families (if you teach at university students can bring in knowledge)
Deaf individuals (minority group) – communication barriers, Access for deaf individuals within minority communities, More services for deaf individuals within their communities

Disengagement in organizations (clients struggle trying to navigate the system), System structures are difficult to navigate (need to bridge the gap)

Need to broaden partnerships (A.A., banks, church services). Helping clients become adherent to medication, struggle with disconnection from community. Individuals feel they do not belong. Need to work on mental health stigma in API communities. Emphasize on de-stigmatize. NAMI can help educate communities in this regard.

Reach out and partner where which the connections happen every day such as businesses and church. Meet them at their core of their lives.

Helping people to build opportunities to build relationships. Holistic approach to work with different communities.

Partner with hospitals and clinics

Partner with institutions in community to gain access. Each county has an Ethnic Services Manager (Cultural Competence Manager).

Mental health awareness events in different groups for awareness outreach. APIUREP (LA County Dept. of Mental Health).

Intersectionality issues with LGBTQ community/identity - working with local API PFLAG.

2) **What are the strengths that the culture brings to mental illness (i.e. traditions, alternative medicine, providers, practitioner, therapist, etc.)?**

- Allowing for differences such as alternative medicine. Be open to different approaches and forms of dealing with mental health issues.
- Essential Oils
- Cultures bring therapies based (cognitive behavioral therapy and dialectical behavioral therapy) on eastern Asian methods. Touching base with roots of culture. Finding balance with emotions (yin and yang). Connotation is about reaching enlightenment.
- One way to reach out to community is through spiritual practices such as Buddhism.
- Hmong gardening enables individual to utilize their skills and give them a sense of value. Feeling of meaning and satisfaction. Idea of bringing food home to their family allows them to share with their family. Understand what life was like in the old country and bringing it to their new home.
- Intergenerational - Obon – communal festival throughout Southern California. Dancing for the dead. Death is spoken about and not feared. Everyone is encouraged to dance and feel included.
- When there is a death in the family they are not supposed to celebrate for a year (time of grieving – Chinese culture). Challenges in talking about death.
- Spiritually based in Hmong community, terminology doesn't translate with a positive connotation.
- Partnerships needing to bridge and need to seek out alternative methods (not just being open but seeking out). Be proactive in clinics, communities, hospitals to expect opportunities and be prepared to partner with individuals.

3) **What are 3-5 outcomes/solutions that would make a difference?**

- Guidebooks (toolkit) with resources that are available for certain communities that is broken down and not broad.
- NAMI can sponsor the creation of materials regarding helpful methods and give to affiliates.
- Captioning on videos so that everyone can watch and understand.
- Pull resources from different counties and place in different languages - EachMindMatters.org via CALMHSA.
- Bridging between communities and government and every day entities. Identify who they are so we can establish a network (personal connection). Meet with them and build relationships.
- Mental health taught in education system to help alleviate stigma. Children will feel safe to talk about it and not feel alone.
- Remember the deaf community and making events accessible to them such as interpreter. Making them feel more welcome to attend.
- CMMC – has interpreters for the “Big 5” and members of other communities. Identify who is in your county and find out what the needs are. Growing emerging leaders.
- Reach out to communities that are not generally a part of the “Big 5” and that are underrepresented.
- Mental Health Awareness events should be more positive – not “What’s wrong?” but “What’s right?.” Reduce the stigma.
- Parenting classes for API community that is local to their community.

**Latino Community**

1) **What would a meaningful partnership look like to achieve wellness in your community?**

- Provide information at network meetings and resource fairs, what is next step to ensure information is accepted?
- Partnership that puts people first
- Culturally sensitive communication of NAMI signature programs (F2F, P2P, etc.)
- Bring in groups that are not traditionally in the mental health field (eg professional associations, chamber, etc.)
- Respectful of culture and development of programs in cultural origin (be careful not to just translate programs)
- Understand how to utilize the tools within a cultural framework
- Curriculum is missing empathy, it is not always accessible – need to understand different needs, styles and cultures
- Cooperation between affiliates, keep people and community first
- Develop trust through relationship, tap into existing relationships
- Allow programs to change as needed, this is part of trust
- Collaborate with governmental agencies, including county
- Be open to what wellness means for the individual, participate and listen, build trust before offering solutions
- Think about the integration of culturally competent practices with evidence based programs
- Think about who is at the table and who comes back to the table

2) **What are the strengths that the culture brings to mental illness (i.e. traditions, alternative medicine, providers, practitioner, therapist, etc.)?**

- Different perspectives, approaches, strategies that can be brought forth to heal
- Help people feel welcome and comfortable through familiar practices, arts, etc.
- Draw on collective practices and traditions for strength and healing and bridge this with programs and information
- Importance of community and family
- Able to continue classes due to willingness to talk and share
- Life coach or spiritual coach
- Willingness to take action or participate for children, can be harder to do it for the individual
- Desire to share and contribute, pass on information
Bring support and comfort
There are many restrictions on applying these principles and strengths – how to remove these?
There is a barrier between psychiatry and holistic or cultural healing – how do we bring these together?
Migration experience and trauma, family separation
Natural support systems exist for care
Radio is an effective way to spread information

3) **What are 3-5 outcomes/solutions that would make a difference?**
- Create adapted classes for different populations, including youth, and provide food
- Keep growing the work and community
- Make sure NAMI has programs and materials that are translated and appropriate
- Provide daycare
- Bicultural professionals to think outside the box and take a risk
- Use existing networks, such as churches and radios

**LGBTQ Community**

1) **What would a meaningful partnership look like to achieve wellness in your community?**
- “See” the community so you understand their issues/needs
- PFLAG – support the families of individuals in the LGBTQ community
- Outreach to the L… center in folks’ communities
- Respectful conversations at organizational levels
  - Develop comfort with respectful terms
  - Training for understanding and terminology
  - Terms change with time
- Come to table with openness and willingness to learn
- Examine how NAMI’s programs for L… community affects relationships with some faith communities
- Nonjudgmental, Learning environment – listen!, Caring, Acceptance
- Services that meet people where they are and that are defined by those needs

2) **What are the strengths that the culture brings to mental illness (i.e. traditions, alternative medicine, providers, practitioner, therapist, etc.)?**
- Appreciate diversity
- Love and/or sexuality are important to everyone
- We all belong to “affinity groups” and all need to create and maintain connections
- Intersectionality/commonality in re issues of stigma and injustice
- L…. has increased its voice that NAMI can leverage
- Resilience and perseverance

3) **What are 3-5 outcomes/solutions that would make a difference?**
- Political will within NAMI to follow through, to build L… membership into NAMI organizations (Look at composition versus representation)
- Specific materials that address the issues pertinent to L… communities, including those already in existence such as reducing disparities project
  - Use reducing disparities project materials
- Active collaborations between NAMI organizations and L…..-specific organizations
• If an affiliate’s mission statement includes L…. inclusion, the Board should be held accountable for operationalizing
• L…. culturally-sensitive demographic data
• Observable indicators of acceptance and respect (such as a rainbow on the door)
• Increased level of participation by L…. community, demonstrated affirmation
• Ask questions rather than making assumptions
• NAMI quantify diversity and match to community diversity
• Gender dysphoria is not in the DSM
• Rates of mental health issues, including suicidal ideation, in the L…. are no higher than the general community

Native American Community

1) What would a meaningful partnership look like to achieve wellness in your community?
   • Reaching schools/educational system
   • Educating counties
   • Connecting/community dialogue
   • Support
   • Education
   • Outreach and advocacy
   • Native American specific committees
   • Accessibility
   • Program/resource collaboration
   • Program flexibility/adaptability

2) What are the strengths that the culture brings to mental illness (i.e. traditions, alternative medicine, providers, practitioner, therapist, etc.)?
   • Alternative medical treatments (herbal medicines, natural vs. Western medicines/treatment, smudging, Shaman, Healers, Medicine Men/Women)
   • Healing/talking circles
   • Prayer (spiritual wellness)
   • Medicine wheel
   • Community engagement and collaboration
   • Community leaders, cultural brokers, Elders
   • Knowledge, education, and experience (ability to cross-train)
   • Community, group, togetherness, collective experience/interventions
   • Acknowledgement of historical and other generational traumas
   • Strong cultural identity, collective unity, social connectedness
   • Resiliency
   • Valuing diversity

3) What are 3-5 outcomes/solutions that would make a difference?
   • Validation/acknowledgement of past experiences and roles in the community (Traditional roles: gender, Two-Spirit, children, Elders)
   • Identifying a vision & pathway of what wellness, recovery, and success looks like to you
   • Cultural awareness, responsiveness, acceptance
   • Value diversity
• Sharing stories on a cultural level
• Mindfulness of others, impacts
• Meaning of behaviors & symptoms instead of pathology