



# Behavioral Health in Ohio: Improving Data, Moving Toward Racial and Ethnic Equity

June 21, 2023

12:00pm PT / 1:00pm MT / 2:00pm CT / 3:00pm ET

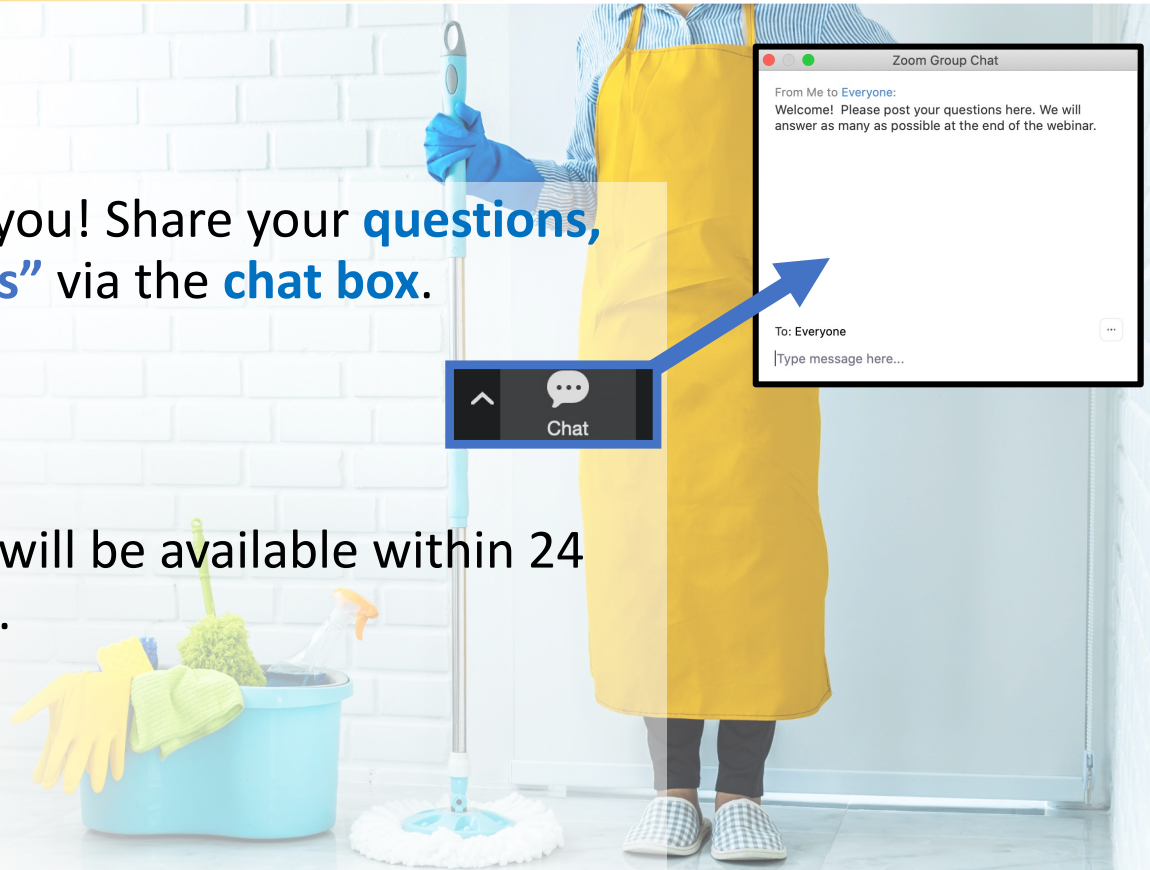
*Welcome! We will get started momentarily.*

Please let us know who you are and where you are from in the chat box  
(click the chat icon at the bottom of your screen).

# Housekeeping

- We want to hear from you! Share your **questions, comments** and **“ah-ha’s”** via the **chat box**.

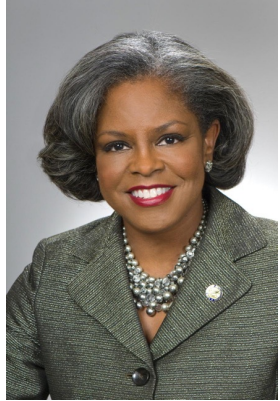
- A **recording and slides** will be available within 24 hours - We’ll email you.



# Welcome



# Our Presenters



**Tracey Maxwell  
Heard**

Executive Director,  
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Department of Social  
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Associate Professor of  
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Osteopathic Medicine

# Behavioral Health in Ohio

Improving Data, Moving Toward Racial & Ethnic Equity



## The College for Behavioral Health Leadership June 21, 2023



# Our Collaborative Team

**Mental Health and Addiction Advocacy Coalition (MHAC)**

<https://mhaadvocacy.org/>

**Multicultural Advocates for Cultural Competence**

<https://www.maccinc.net/>

**Central State University**

<https://www.centralstate.edu/>

**Ohio University**

<https://www.ohio.edu/>



# Behavioral Health in Ohio

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## Funders supporting this project

bi3, CareSource, The Columbus Foundation, The George Gund Foundation, HealthPath Foundation of Ohio, Interact for Health, & Ohio State Bar Foundation

**Report 1** – released January 18, 2023

**Report 2** – released February 21, 2023

# Behavioral Health in Ohio

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## Why?



# Report 1: An Overview of Opportunities



Behavioral Health in Ohio

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Report 1:

An Overview of Opportunities

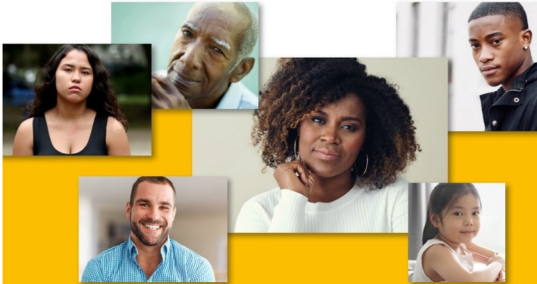
JANUARY 2023

- This report provides an overview including:
  - Data that are needed and currently not available to better understand issues related to behavioral health in marginalized communities.
  - Recommendations to inform initiatives directed at improving systems, policy, and practice that work toward equity in behavioral health in Ohio.
- National research shows marginalized people face barriers including:
  - Access to culturally competent care and provider racial bias.
  - Stigma when seeking help for mental illness and/or substance use disorders.

# Report 1, Continued



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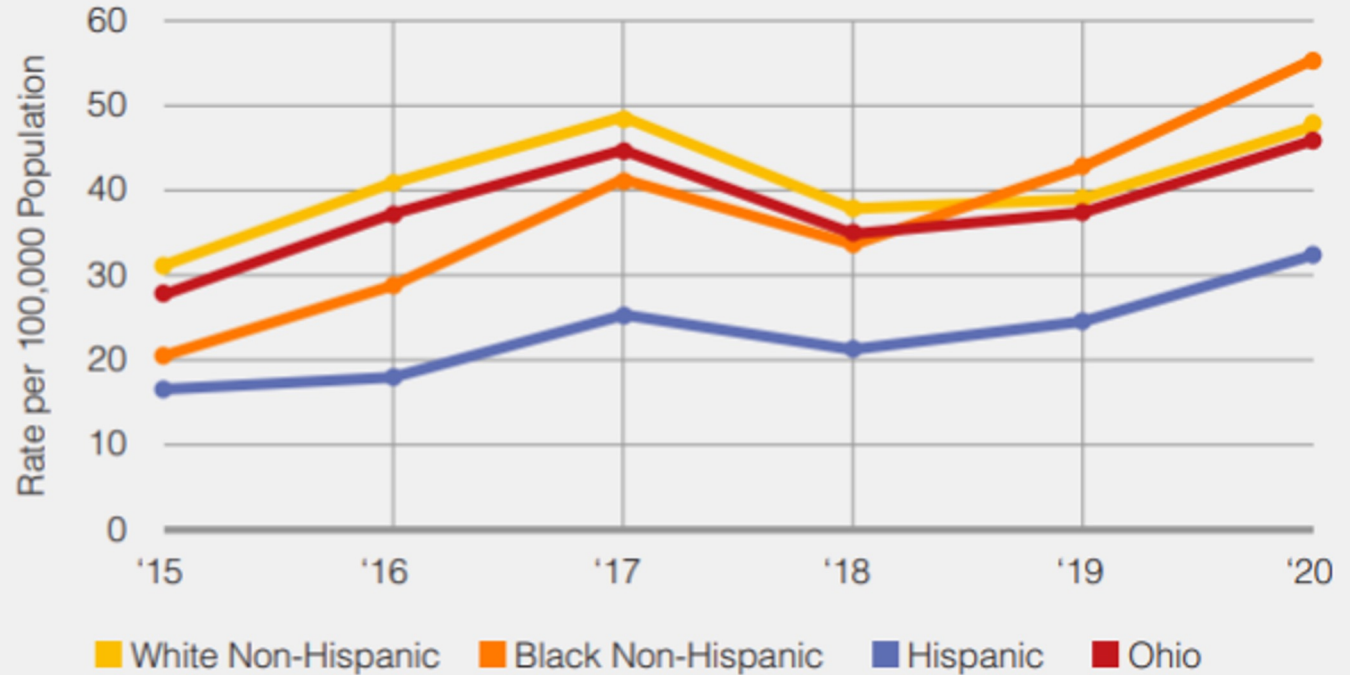
**Report 1:**  
An Overview of Opportunities

JANUARY 2023

- Racially and ethnically concordant services are associated with positive outcomes.
- For the whole population of Ohio, from 2010-2020 there was a 14.0% increase in the age-adjusted death rate for suicide. For non-Hispanic Black Ohioans, there was an alarming 87.3% increase during that same interval.
- Black non-Hispanic males now have the highest drug overdose death rate in Ohio compared with other sex and race/ethnicity groups.

# Report 1: An Overview of Opportunities

**FIGURE 5**  
Age-Adjusted Rate of Unintentional Drug Overdose Deaths by Race/Ethnicity, Ohio, 2015-2020.



# Report 2: Opportunities for the Workforce



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**Report 2:**  
Opportunities for the Workforce

FEBRUARY 2023

- According to the Association of Social Work Boards (ASWB) analysis of its licensing exam pass rate, White test takers had a pass rate of 83.9%, whereas Black test takers only had a pass rate of 45%.
- 12.5% of Ohioans identify as Black alone and 4.4% as Hispanic alone. However, only 4.68% of all Ohio psychologists are Black. Hispanic psychologists constitute 2.54%.
- Only 4.86% of physicians are Black and 3.02% are Hispanic.
- The vast majority of pharmacists (87.2%) in Ohio are White. Just 3.5% of pharmacists are Black and 0.5% are Hispanic.
- In many professions, as educational requirements increase, Black professionals are increasingly underrepresented as compared to their White counterparts.

**TABLE 1: Types of Professional Credentials in Ohio's Behavioral Health Services Examined in this Report**

TITLE	TITLE / ABBREVIATION	LEVEL OF EDUCATION & SUPERVISION REQUIRED
<b>Ohio Counselor, Social Worker &amp; Marriage and Family Therapist Board</b> 100% of licensees self-reported race; 98.99% self-reported ethnicity		
Independent Marriage and Family Therapist	IMFT	master's + 2 years clinical supervision post master's as a MFT
Marriage and Family Therapist	MFT	master's
Licensed Independent Social Worker	LISW	master's + 2 years of clinical supervision post master's
Licensed Social Worker	LSW	bachelor's
Registered Social Work Assistant	SWA	associate's
Licensed Professional Clinical Counselor	LPCC	master's + 2 years of clinical supervision post master's
Licensed Professional Counselor	LPC	master's
<b>Ohio State Medical Board</b> 96.36% of licensees self-reported race; separate ethnicity data not provided		
Physicians	MD or DO	Completion of bachelor's + medical/osteopathic school and residency
<b>Ohio Board of Psychology</b> 98.98% of licensees self-reported race; 98.82% self-reported ethnicity		
Psychologist	PhD or PsyD	doctorate

## Report 2: Opportunities for the Workforce *Table 1*

Table 1 (continued)

TITLE	TITLE / ABBREVIATION	LEVEL OF EDUCATION & SUPERVISION REQUIRED
<b>Ohio Chemical Dependency Professionals Board</b> <b>99.4% of licensees self-reported race; 93.26% self-reported ethnicity</b>		
Licensed Independent Chemical Dependency Counselor – Clinical Supervisor	LICDC-CS	master's + 1 year clinical supervision as a LICDC
Licensed Independent Chemical Dependency Counselor	LICDC	master's in behavioral science
Licensed Chemical Dependency Counselor III	LCDC III / Counselor III	bachelor's in behavioral science
Licensed Chemical Dependency Counselor II	LCDC II / Counselor II	qualified associate's, or bachelor's in behavioral science
Chemical Dependency Counselor Assistant	CDCA	high school or GED + must be supervised
Chemical Dependency Counselor Assistant-Preliminary	CDCA-PRE	high school or GED
Ohio Certified Prevention Consultant	OCPC	bachelor's
Ohio Certified Prevention Specialist	OCPS	associate's
Ohio Certified Prevention Specialist Assistant	OCPSA	high school or GED

Table 1 (continued)

<b>State of Ohio Board of Pharmacy</b> <b>97.79% of licensees self-reported race; separate ethnicity data not collected</b>		
Pharmacist	PharmD or PhD	doctorate/ Pharm D (5 years)
Pharmacy Tech		Various; see <a href="http://pharmacy.ohio.org">pharmacy.ohio.org</a>
<b>Ohio Board of Nursing</b> <b>99.99% of licensees self-reported race; separate ethnicity data not collected</b>		
Advanced Practice Registered Nurse/Nurse Practitioner	APRN	master's or doctorate
Registered Nurse	RN	bachelor's
Licensed Practical Nurse	LPN	associate's
<b>Ohio Department of Mental Health &amp; Addiction Services</b> <b>100% of certified individuals self-reported race; separate ethnicity data not collected</b>		
Peer Supporter		high school or GED



**TABLE 2: Summary of Data Sources**







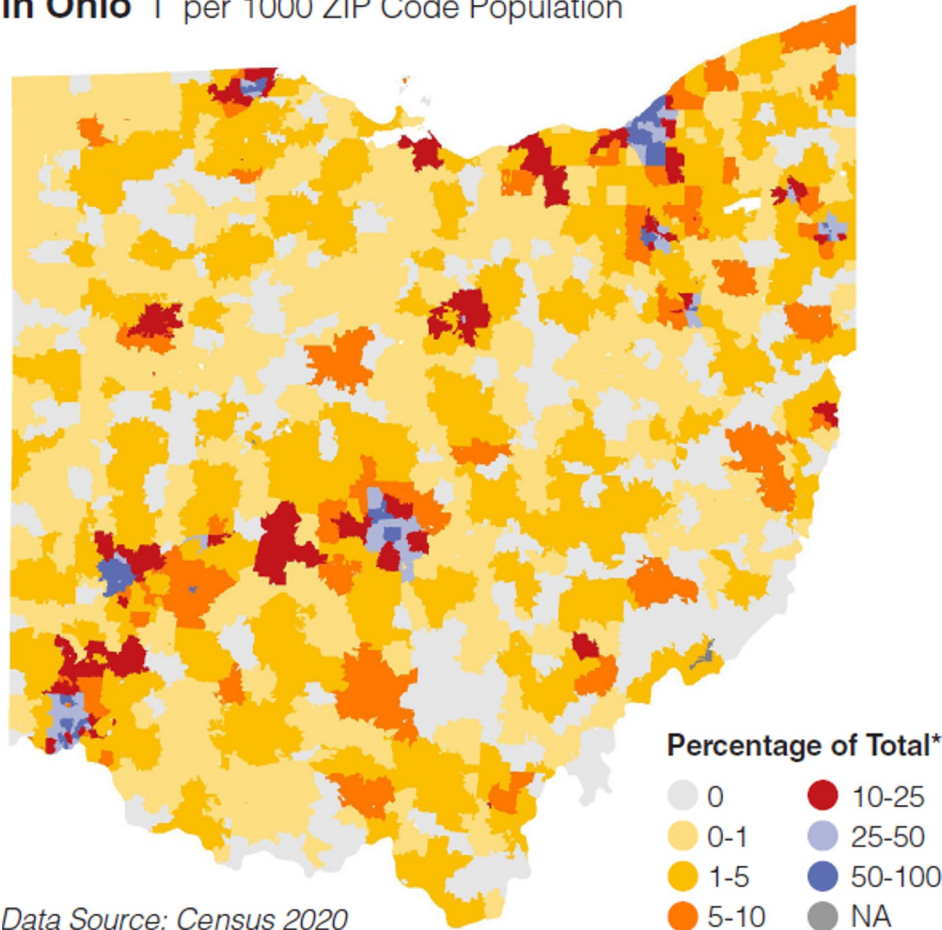
DATA SOURCE NAME	SEPARATE VARIABLES FOR RACE/ETHNICITY?	% OF DATA THAT INCLUDES RACE	% OF DATA THAT INCLUDES ETHNICITY	ZIP OR COUNTY LEVEL DATA?	HOME OR OFFICE LOCATION USED	LANGUAGES SERVICE PROVIDERS SPEAK	% WHITE ALONE	% BLACK ALONE	% HISPANIC ALONE	% OTHER	% OF ZIP CODES THAT DO NOT HAVE THESE PROFESSIONALS
<b>Counselor, Social Worker &amp; Marriage &amp; Family Therapist Board</b>	Yes	100	98.99	ZIP	Home	Missing Data: 76.43% English: 99.83% Spanish: 1.83% Other: <1%	80.64	11.39	2.32	7.97	 15.87%
<b>Medical Board</b>	Yes	100	99.99	ZIP	Both	N/A	66.41	4.86	3.02	28.73	 45.55%
<b>Psychology Board</b>	Yes	98.98	98.82	ZIP	N/A	Missing Data: 89.97% English: 100% Spanish: 2.88% Other: <1%	86.95	4.68	2.54	8.38	 64.08%
<b>Chemical Dependency Board</b>	Yes	99.4	93.26	ZIP	N/A	Missing Data: 61.70% English: 99.81% Spanish: 0.79% Other: <1%	70.99	21.57	2.09	7.44	 26.65%



TABLE 2 (continued)

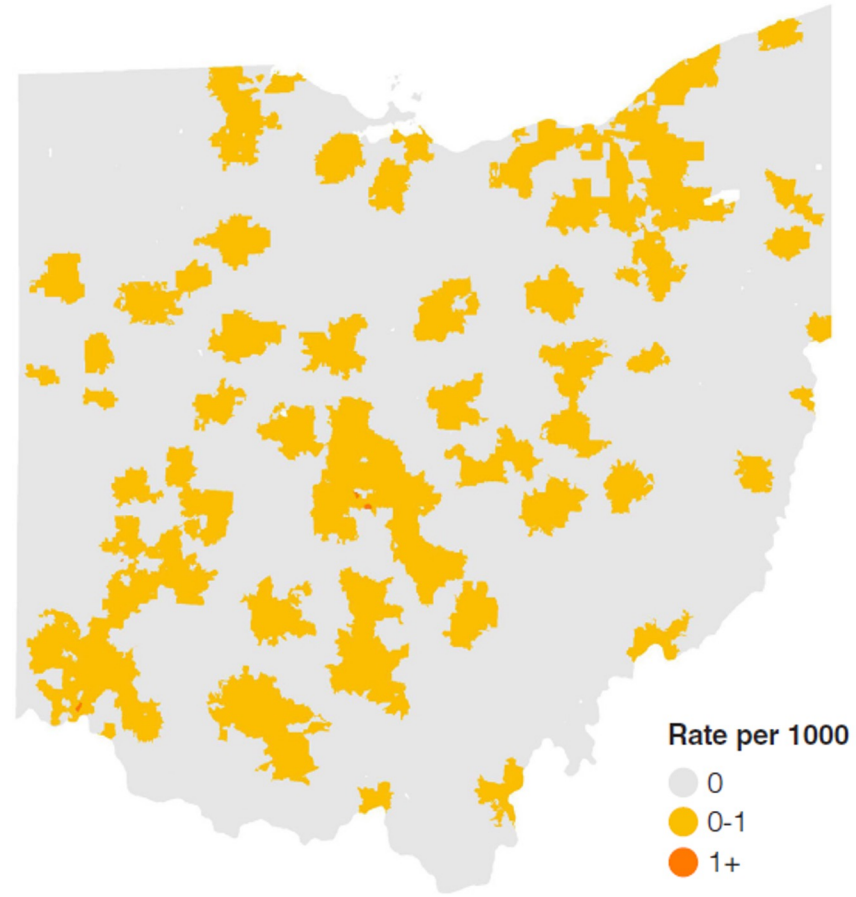
<b>Prevention Professionals</b>	Yes	99.8	89.38	County	N/A	Missing Data: 53.75% English: 100% Spanish: 1% Other: 2.68%	70.27	23.00	2.19	4.69	N/A
<b>Ohio Board of Pharmacy</b>	No	97.79	N/A	ZIP	Home	N/A	87.20	3.50	0.51	8.78	 31.08%
<b>Nursing Board</b>	No	99.99	N/A	ZIP	Office	N/A	85.57	9.49	1.44	3.50	 15.13%
<b>OhioMHAS - Peer Support Specialists</b>	No	100	N/A	ZIP	N/A	N/A	67.90	25.68	2.33	4.09	N/A
<b>Ohio Resident Demographics</b>							77.0	12.5	4.4	1.9	

**FIGURE 1: Black or African American Population in Ohio** | per 1000 ZIP Code Population



Data Source: Census 2020

**FIGURE 16: Physicians (Black)** per 1000 ZIP Code Population



Data Source: Medical Board & Census 2020

**There are six areas where action is needed, including:**

**1**

Improve engagement of BIPOC communities in planning and decision-making.

**2**

Collect and use data to understand behavioral health workforce needs related to race and ethnicity.

**3**

Conduct statewide workforce planning and programming in a way that facilitates diversity, equity, and inclusion in behavioral health.

**4**

Improve recruitment, retention, and advancement of BIPOC professionals by creating a more culturally inclusive workplace.

**5**

Align behavioral health workforce efforts across state agencies and all other relevant partners.

**6**

Establish a pipeline for future BIPOC workers.

# Report 3: Opportunities for Treatment & Supports

## Report 4: Opportunities for Funding



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**Report 3:**  
Opportunities for Treatment & Supports

A collage of six diverse individuals of various ages and ethnicities, arranged in a grid-like pattern. The background is a solid red color.

**Report 4:**  
Opportunities for Funding

A collage of six diverse individuals of various ages and ethnicities, arranged in a grid-like pattern. The background is a solid blue color.



# SELECTED LEARNINGS

**Data**

**Questions Raised**

**Messaging**

**Partnership**

**Training**

**Workforce**

**Treatment**

**Funding**

**Replicable**

**State investment and leadership**



# Opportunities for Policy Change - in Ohio or elsewhere

- Improve data collection approaches, frequency & analysis
- Adopt new approaches for workforce pipeline, recruitment & retention efforts
- Enhance culturally competent treatment and supports
- Implement strategies to mitigate social determinants of health that impact marginalized individuals

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**Access the  
Reports Online:**



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## Thank you!

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## Q&A



**Please use the chat box or the "Q&A" feature to ask questions.**

# Contact

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