



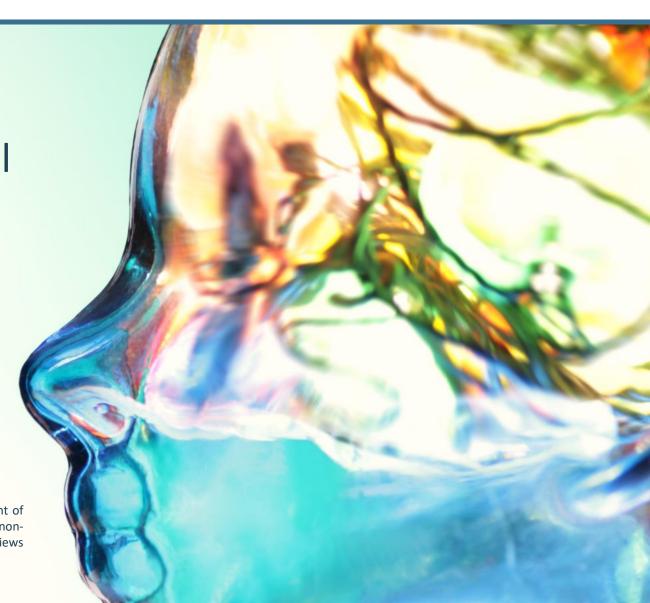
Special Considerations for the Retention & Recruitment of Mental Health Providers Webinar Series

Session 2 | June 15, 2021 | 2-3 PM EST

Association of Clinicians for the Underserved (ACU) | STAR² Center

Community Health Center Inc. (CHC, Inc.) | Weitzman Institute

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YOUR HOSTS







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LAND ACKNOWLEDGEMENT





This presentation was created on, and is being given from unceded territories of the Nacotchtank (Anacostan) people in Washington, DC.

We humbly offer gratitude and respect to the elders, past and present citizens of these tribes, and to all indigenous peoples that are historically and contemporarily tied to the lands that make up Washington, DC.

(Check out this resource to see whose land you're occupying: https://native-land.ca/.)

Yoeme (Yaqui)

Tobosos Alazapas

Cahita

Guaycura Acaxees

Pericú

Náayeure (Cora)

Chiso Karankawa

Karankawa

Ais

Mayalmi

Guarungumbe

Guarungumbe

Guarahatabey

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- National Cooperative Agreement awarded in 2014
- Funded by the Bureau of Primary Healthcare
- One of 21 National Training and Technical Assistance Partners (NTTAPs)
- Produces FREE Resources, Training, and Technical Assistance

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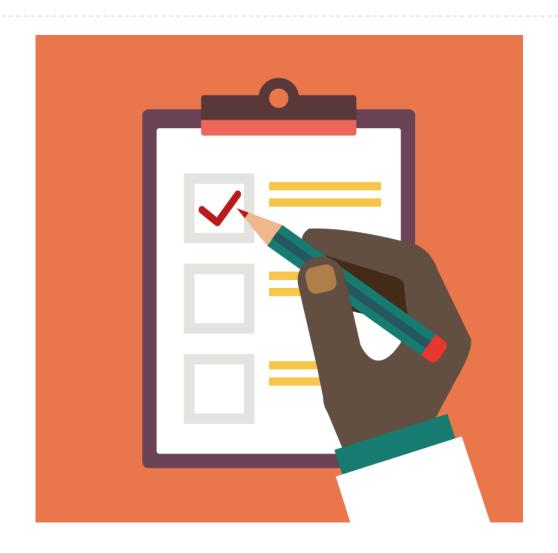
Contact us: info@chcworkforce.org

TODAY'S AGENDA





- Overview of Retention
- Retaining Mental Health Providers
- Building an Inclusive
 Workspace
- Utilizing DEI Principles in Retention



HOUSEKEEPING





- This session is being recorded and the recording will be sent via email to everyone who registered
- Please use the Q&A box to ask questions (use the drop down box and select all participants and panelist so everyone can see your question)
- Use the Chat box to share comments and thoughts
- Send a message to Mariah Blake, if you are experiencing technical difficulties
- Please complete the evaluation at the end of the session

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What are some of the most effective retention strategies your health center uses to keep and engage its mental health workforce?



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What are some of the biggest challenges your health center faces when retaining mental health providers?



RETENTION PLANNING

Key Areas







Leadership needs to reflect the organization's values in its day-to-day actions

Alignment of a health center's mission with the beliefs and values of its workforce is critical









COMPENSATION

EQUITY & FAIRNESS

- Conduct regular pay audits
 - Maintain transparency
- Move away (stop) using salary history
- Create equitable, inclusive, and fair salary ranges
- Equitable compensation and fair salaries are a SOCIAL JUSTICE issue
 - Understand the history/impact on BIPOC, women, LGBTQ+, and other underrepresented communities

FOCUS ON BENEFITS

Think Outside the Box





- Go beyond a regular benefits package
- Think about equity, be inclusive, be flexible
 - Does your healthcare plan include transgender care?
 - Does your leave include maternal and paternal leave? Is it paid?
 - Is holiday leave flexible and does it include people of different backgrounds and belief systems?
 - Does your leave policy define family broadly? (ex: bereavement leave)
 - Do your benefits take into account parents (especially single parents)?
- Speak with the workforce about what they need/want

HYBRID WORKPLACES & FLEXIBLE SCHEDULES

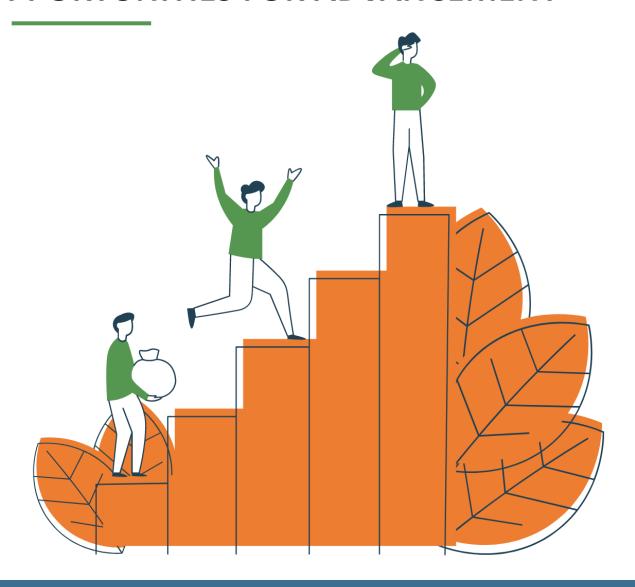


- No longer an option, but an expectation for the workforce of the future
- Need to ensure it addresses work-life balance
- Think about policies, legal requirements, stipends, etc.





OPPORTUNITIES FOR ADVANCEMENT



- Provide professional development, continuing education, mentorship, and career ladders
 - Ensure it meets the needs of BIPOC individuals and other underrepresented/diverse groups
- Experience is as important as education









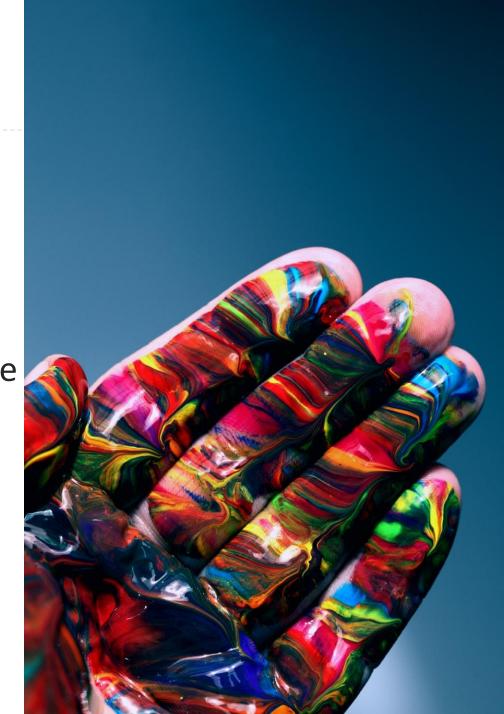
Fundamentals Bringing in Missions-Driven Providers







- Reflect Local Diversity in Your Workforce
- Diversifying Leadership
- Increased access to mental health services / care
- Higher levels of satisfaction
- Reduced cultural and language barriers
- Better understanding of cultural factors







- Retain and Promote Diverse Employees
- Create a Welcoming Environment
- Promote Diversity Through Policies







Creating a Workplace of Understanding and Respect







Creating a Workplace of Understanding and Respect

- Equitable Compensation
- Benefits Focused on Mental Health Providers
- Opportunities for Growth and Leadership







How Can All This Information Be Applied?



QUESTIONS





UPCOMING WEBINAR

Session 3: Special Considerations for the Recruitment of Mental Health Providers

Wednesday, June 30, 2-3 PM EST





STAY IN TOUCH!

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