

ENTRE NOS ...

NEWSLETTER

JULY 2024



HISPANIC/LATINO
BEHAVIORAL HEALTH
CENTER OF EXCELLENCE



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Introducing
Vamos por Más
Hispanic/Latine Behavioral Health
Empowerment and Leadership Academy

CENTER SPOTLIGHT



Empowering Latine Leaders: The Role of Mentorship Relationships in Behavioral Health

by Erick Senior Rogés, PhD, H/LBH CoE Training and Technical Assistance Manager

Mentoring relationships are crucial in fostering the personal and professional growth of the behavioral health workforce. In the context of culturally diverse backgrounds, mentors provide vital insights and guidance on navigating the complexities of behavioral health settings while addressing the unique challenges of serving Hispanic and Latine communities. Thus, mentoring relationships are invaluable for knowledge transfer, advocacy, and the acquisition of leadership skills that go beyond formal education.

Vamos por Más Hispanic/Latine Behavioral Health Empowerment and Leadership Academy emphasizes the importance of culturally responsive mentoring, focusing on the experiences and relationships of Hispanic and Latine mentors and mentees. Cultivating validating and responsive mentorship practices is essential for promoting leadership, growth, and retention in the Hispanic and Latine behavioral health workforce. One important reason for this is that learning is enhanced by empathetic and ethical forms of relating to other who we respect, admire and identify with and who we sense our curious and open to knowing about who we are and what we want to achieve.

Culturally responsive mentorship offers a relational and explorational foundation to identify strengths and leadership skills, build self-confidence, and reflect on personal and professional experiences. These types

of brave and compassionate relationships encourage both mentors and mentees to take risks and challenge traditional models of care, recognizing their potential to effect meaningful change at personal, interpersonal, organizational, and systemic levels (Corbie et al., 2022).

As such, mentoring relationships help drive empowerment, as “a process, a mechanism by which people, organizations, and communities gain mastery over their affairs” (Rappaport, 1987, p. 122). Empowerment through mentorship is cultivated through shared visions of strengths, which serve as a humane and essential practice for bringing health equity to marginalized Latine communities. The mentoring relationship also involves focusing on leadership’s emotional, political, and cultural dimensions, analyzing how power and oppression manifest in behavioral health while developing self-awareness as a leader to engage in transformative practices.

In all, mentorship relationships are critical for developing the next generation of Hispanic and Latine leaders in behavioral health. By integrating cultural values, fomenting critical awareness, and adopting leadership frameworks focused on behavioral health equity, mentors and mentees can together drive meaningful and lasting change for the Hispanic and Latine communities they form part of.

References

- Corbie, G., Brandert, K., Fernandez, C. S., & Noble, C. C. (2022). Leadership development to advance health equity: An equity-centered leadership framework. *Academic Medicine*, 97(12), 1746-1752.
- Rappaport, J. (1987). Terms of empowerment/exemplars of prevention: Toward a theory for community psychology. *American journal of community psychology*, 15(2), 121-148.

COMMUNITY PARTNERSHIPS



by Javier H. Alegre, BScB, CPSS
Executive Director

West side resident Jacqueline Gómez-Arias knew firsthand that something needed to be done about mental health services in the Latine community of Utah. Awareness of mental health and substance use issues was low, treatment and recovery services were hard to come by, and almost none of it was culturally responsive and/or language specific. Jacqueline also knew that the solutions needed to come from community members who had themselves experienced mental illness, substance use, and recovery.

In 2011, Jacqueline and fellow residents launch the Utah Task Force in collaboration with the National Alliance on Mental Illness. Soon, however, they realized they needed an independent organization that would emphasize culture and language. In 2013, these resident leaders founded Latino Behavioral Health Services (LBHS) as a nonprofit Community Based Organization that was peer run and led.

For a decade, LBHS has worked to improve behavioral health and wellbeing in the Latine community through peer-based, language-specific, culturally relevant education and services. Today, LBHS has five offices, a full-time staff of 22 and dozens of volunteers. LBHS serves over 4,000 individuals annually across eight cities in Utah — Salt Lake, Provo, Ogden, St. George, Park City, Heber, Price, and Moab. It has increased the Latine workforce by training over 100 mental health paraprofessionals (employees with experience in the field) as Certified Peer Support Specialists, Case Managers, and Family Resource Facilitators. Many have gone on to careers in mental health and social work, helping build linguistically and culturally diverse providers for Utah. LBHS hosts the annual Utah Peer Conference for over 350 peers from across the state and works closely with state level leadership and organizations to increase awareness, reduce disparities, and make mental health and substance use treatment and recovery support services readily available across the state.

LBHS offers a comprehensive range of culturally and linguistically responsive mental health services tailored to diverse community needs. For both youth and adults, our programs include peer support, therapy, group sessions, and educational classes. Our support groups provide a safe space within the Latine community where individuals can openly share their experiences, receive mutual support, and build strong, enduring connections. These groups foster effective coping strategies and promote lasting community bonds rooted in shared cultural understanding. Additionally, our educational classes are designed to reduce stigma and empower Latines by equipping them with essential tools to enhance mental health and address substance use challenges. For families, LBHS provides a variety of group sessions and classes aimed at promoting holistic well-being and resilience.

[Click Here to visit Latino Behavioral Health Services Website](#)

[Click Here to view the Latino Behavioral Health Services YouTube](#)



TRENDING TOPICS

Vamos por Más

Hispanic/Latine Behavioral Health Empowerment and Leadership Academy

by Ibis Carrión González, PsyD - H/LBH CoE Program Director

Jessenia D. Zayas-Ríos, DBH, MPHE, CHES® - H/LBH CoE Program Manager



The importance of being a leader in the Hispanic and Latine community is essential for understanding and representing the needs and interests of our population¹. Leadership contributes to making diversity visible and promoting inclusion through advocacy to achieve equity in behavioral health and other societal environments. Latines in leadership roles support social progress by addressing issues affecting our population, serving as role models, and empowering members of our communities in the challenges they face. According to Hoelting (2013)², “Latinos feel more motivated simply by being able to work together to make a difference. Latinos don’t even see themselves as volunteers. They simply respond to the opportunity to help.”

The development of leadership skills mediates a leader’s effectiveness in impacting their community. The ability to lead successfully often depends on a leader’s capacity to develop strategies, listen to inputs, and incorporate ideas and contributions from their team and community².

The Hispanic and Latine Behavioral Health Empowerment and Leadership Academy “*Vamos por Más*” 2024-2025, is an initiative for Hispanic/Latine behavioral health service providers from community-based organizations. Its goal is to provide training through mentoring and collaborative learning experiences to develop critical leadership skills for transforming the behavioral health system towards equity in healthcare for the Hispanic and Latine population.

The curriculum of “*Vamos por Más*” 2024-2025 was developed by the H/LBH CoE, integrating the participants’ and mentors’ experiences in their work with the Hispanic and Latine community, evidence-based information and data related to the population, culturally appropriate practices, and the development of soft skills necessary for effective leadership³. The Academy began on June 11th, 2024, held in Laredo, Texas, with an Immersion Experience for two and a half days. The activity brought together 10 participants and 5 mentors with a schedule of interactive workshops and skill development exercises. Participants’ life experiences were integrated into the learning dynamic as essential elements to understand their intersectionality with the services provided. Key topics discussed included health disparities among the H/L population, leadership frameworks and equity in behavioral health, and the development of culturally responsive leadership that integrates cultural values into service systems, among others. “*Vamos por Más*” will extend a year and participants will have the opportunity to develop a project within their organization aimed at strengthening services for Hispanic and Latine communities. Throughout the year, they will also receive monthly mentoring sessions and group technical assistance as needed. The Immersion Experience was a unique opportunity to meet colleagues and share experiences in the field of behavioral health.

References:

¹Navarro, W. (2023). The importance of being a Latino Leader in the United States. <https://www.linkedin.com/pulse/importance-being-latino-leader-united-states-washington-navarro/>

²Hoelting, J. (2013). Creating Pathways for Leadership among Latino Community Members. University of Minnesota Extension. <https://extension.umn.edu/vital-connections/creating-pathways-leadership-among-latino-community-members>

³Indeed Editorial Team. (2023, February). Retrieved from Indeed Career Site: <https://www.indeed.com/career-advice/career-development/soft-skills-for-leadership>

FEATURED PRODUCTS

WEBINARS

HISPANIC/LATINO BEHAVIORAL HEALTH CENTER OF EXCELLENCE

CENTER OF EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY

Latine LGBTQ+:
Behavioral Health Disparities and Culturally Responsive Approaches

June 17, 2024 | 12:30 - 2:00 P.M. EST

Presenters:

- David Zelaya, PhD
- Carlos A. O. Pavão, DrPH, MPA
- Alison Cerezo, PhD
- Miguel Vazquez, PsyD - (moderator)

[WATCH HERE](#)

PRODUCTS

INFOGRAPHIC

Culturally Attuned, Community-Centered Approaches: Understanding Suicidality among Latine Communities

Overview

Suicide is defined as a death that results from an action taken by a person with the intent to die (CDC, 2022).¹ Suicide is a public health issue that affects many communities including Latine communities. Culturally attuned and community-centered prevention, intervention and postvention approaches are more effective and in alignment with the Latine experience.

Recent data indicates that:

- Native Hawaiian or other Pacific Islander adults were at the highest risk or past-year suicide attempts, followed by Latine and White adults respectively.¹
- Suicide rates for Latines were stable from 2000 (5.9) to 2012 (5.8) and then increased 29% through 2020 (7.5).²
- Between 2011 and 2020, the suicide death rate among Latine males was more than 4x the rate among Latines. Death by suicide rates among the overall U.S. population was more than double the rate among Latine populations in both males and females.³
- In 2021, higher percentages of Latine high school youth reported they felt sad or hopeless, made a suicide plan, attempted suicide, and made a suicide attempt requiring treatment in the past year compared to youth in the overall U.S. population. The percentage of Latine high school youth who reported they seriously considered suicide was equal to the percentage among youth in the overall U.S. population.⁴
- Suicide rates among Latine populations increased from 5.7 per 100,000 in 2011 to 7.5 per 100,000 in 2020. Among the overall U.S. population, the increase was from 12.3 per 100,000 in 2011 to 13.5 per 100,000 in 2020.⁵
- Latine LGBTQ+ youth have a 22% higher risk of suicide attempts in the past year compared to non-Latine LGBTQ+ youth.⁶

Social Determinants of Health to Consider in Prevention Efforts with Latine Communities:

- Limited literacy on mental health issues
- Acculturative stress
- Lack of access to care
- Poverty
- Racism and discrimination
- Housing insecurity
- Alienation
- Fatalism

The excess burden these living conditions create may increase risk of suicidal behaviors among Latine populations.

Cultural Variables that may Serve as Protective Factors for Suicide Risk:

- Familismo
- Ethnic identity/affiliation
- Spirituality and moral objections to suicide
- Feelings of connectedness
- Among students: feeling cared by teachers⁷

These variables reflect the value of collectivism common in Latine communities. Collectivism consists of four components: the superiority of group goals, interest in membership in the group, having common features with the group, and common concerns. Collectivism provides a sense of belonging among Latine individuals, where mutual reciprocity is highly valued and practiced among members.⁸

Studies have found a relationship between sense of belonging, connectedness, community integration, engagement, well-being, and decreased suicide risk. With such evidence, it is key that suicide prevention, intervention and postvention efforts consider cultural values, particularly those that reflect collectivism. Collectivism implies that the well being of one is the well being of all, and that a sense of community is key in preventing as well as healing from a death by suicide.⁹

Community Approaches

- Provide a space for community members to share their feelings and coping strategies.

[DOWNLOAD](#)

HISPANIC/LATINO BEHAVIORAL HEALTH CENTER OF EXCELLENCE

Latines and Suicide Prevention Resource Guide

Embedding Equity and Building the Suicide Prevention Workforce for Underserved Communities Technical Experts Panel

[DOWNLOAD](#)

WHAT ARE WE DOING?

por Paola Díaz, MS, H/LBH CoE Outreach and Engagement Manager
Ibis S. Carrión González, PsyD, H/LBH CoE Program Director
Jessenia D. Zayas-Ríos, DBH, MPHE, CHES® - H/LBH CoE Program Manager

This month, the H/LBH CoE team has been very active. We traveled to Washington DC, Laredo, and Utah, and throughout, celebrated Pride Month with a host of in-person and virtual events. Our center also participated in a summit focused on eliminating the stigma towards people with mental illnesses and substance use disorders.

Notably, this June, we officially began our immersive series of activities with the mentors and participants of the *Vamos por Más* Empowerment and Leadership Academy, as one of the central initiatives of our center to support and strengthen the Latine behavioral health workforce, as allies of the communities they serve.

Beyond the formal agenda, the conference offered ample networking opportunities for attendees to connect with colleagues from across the country. These interactions, characterized by mutual respect and shared purpose, laid the foundation to develop meaningful collaborations and partnerships. The H/LBH CoE had a booth presenting the different resources available on behavioral health topics. Information was provided in Spanish and English for the benefit of the Hispanic and Latine communities.



During June 11-13, 2024, we launched the first Hispanic/Latine Behavioral Health Empowerment and Leadership Academy *Vamos por Más* through the Immersion Experience. We are glad that this initiative began as part of all the efforts we continuously develop to improve the delivery of behavioral health services that impact Hispanic and Latine populations and reduce health disparities.



This immersion experience was the first point of meeting of 10 behavioral health latine providers seeking new and innovative strategies to lead a quality behavioral health service for the Hispanic and Latine communities. Participants had the opportunity to discuss in-depth and listen to strategies to improve the disparities among Hispanic/Latine communities and behavioral health equity. The rationale for culturally responsive care coordination, integration of cultural values into behavioral health services, leadership frameworks, and effective leadership to promote equity in community care were discussed. We are excited to learn more about the projects that participants will be developing to impact services for Hispanic and Latino communities in their regions this year.

Some quotes from the participants:

“The academy provides an invaluable network of peers and mentors, along with exceptional and critical learning experiences facilitated by the experts and academy staff crucial for leadership growth. Looking forward to this upcoming year in the academy, I am thrilled to continue participating in this amazing opportunity within the academy’s supportive environment.”

- Mario Zayas, Senior Manager
Certified Community Behavioral Health Clinic

“The Vamos Por mas! Leadership training was life changing. I was honored to have met so many dedicated MH professionals luchando por nuestros comunidades! I was inspired by my colleagues and humbled to have been part of those few selected. We arrived as 10 individual souls and left bonded ¡como familia! The interpersonal friendships I created have already blessed me with so much knowledge and validation. I cannot wait to see what the next year brings - Vamos por más!”

- Dolores González, Clinician II, Southwest Key Programs



Dr. Alison Cerezo and Dr. Ibis Carrión presented the workshop Evidence-Based Interventions and Practices to Eliminate Behavioral Health Disparities and Achieve Health Equity for People in the Latino LGBTQI+ Community at the Behavioral Health Summit for the LGBTQI+ Community held by SAMHSA on June 24 and 25, 2024. They shared the importance of understanding the intersectionality involved in the lived experience of Hispanic and Latino people in the LGBTQ+ community.



Paola Díaz, Outreach and Engagement Manager of the H/LBH CoE participated in the Stop Stigma Together National Summit to End Stigma, held in Salt Lake City, Utah, from June 24th to 26th, 2024. This summit featured an enriching agenda of sessions and distinguished speakers, providing attendees with valuable insights and strategies to address the complexities of mental health and substance use disorders. The event not only inspired participants but also equipped them with tools to effectively navigate and mitigate the stigma associated with these critical health issues.

The summit served as a pivotal platform to rejuvenate public perception and reinforce a collective commitment to dismantling stigma. By fostering meaningful discussions and promoting evidence-based practices, attendees were empowered to drive positive change within their respective communities and organizations.



As part of the development of new partnerships, she met with Mr. Javier Alegre, Executive Director of the the Latino Behavioral Health Services (LBHS) and the team (June 27-28). LBHS is a non-profit organization dedicated to delivering behavioral health services tailored to the Latine community in Utah. The LBHS team warmly welcomed us, expressing their enthusiasm for collaboration with our Center and their shared commitment to enhancing mental health support for the Latine population. Discussions were productive, highlighting mutual goals of expanding access to culturally competent care and advocating for the well-

being of Hispanic and Latine people in our community. We achieved a plan to strengthen the services they offer through the development of specific initiatives adapted to the needs of the community in the area of behavioral health. All LBHS representatives expressed optimism about the impact of this collaboration in promoting health and well-being for Hispanic and Latino people in Utah. Looking forward, the H/LBH CoE looks forward to working closely with LBHS to leverage our collective strengths and resources in moving toward equitable access to behavioral health services.

SAVE THE DATE



Structural Barriers in Substance Use Disorders Care among Hispanic Populations: Means, Strategies and Resources to Improve Access and Services

[REGISTER HERE](#)

July 23 | 11:00 a.m. - 12:30 p.m. | Webinar

The presentation aims to equip participants with a deep understanding of the structural barriers impacting substance use disorder care services within Hispanic communities. It focuses on discussing effective models, programs, and resources that enhance accessibility and responsiveness of care, tailored to Hispanic cultural contexts. Participants will also learn strategies and recommendations for developing and implementing advocacy initiatives, fostering connections to community-based supports. Ultimately, the presentation aims to empower attendees with the knowledge and tools necessary to improve outcomes and support systems for Hispanics affected by substance use disorders.

Entre colegas...

Dialogue among Behavioral Health providers for Latine Communities



[REGISTER HERE](#)

July 24 | 1:00 - 2:00 p.m. | Webinar

Do you provide behavioral health services to Latine populations as part of a community-based organization? Participating in these dialogues gives you the opportunity to listen, converse, and learn more about effective and culturally informed practices with Latine populations. Along with colleagues and a guest specialist, you will discuss aspects that influence the behavioral health of Latine people as well as service models applicable to their well-being.

We will dialogue about: Cultural Safety
Guest expert: Michelle Evans, DSW, MBA





INTERPERSONAL RISK AND RESILIENCE IN LATINE IMMIGRANTS

[REGISTER HERE](#)

July 29 | 12:00 - 1:30 p.m. | Webinar

The aim of this presentation is to outline interpersonal factors that exacerbate and mitigate risk for mental health problems among Latine immigrants, particularly asylum seekers from Central America. Data from across the lifespan, including children, adolescents, young adults, and adults, will be presented centered on how interpersonal processes shape risk and resilience for immigrants. At the conclusion of the webinar participants will be able to:

- Identify major sources of trauma exposure in Latine asylum seekers
- Understand significant health disparity in the area of posttraumatic stress facing Latine asylum seekers of all ages
- Elaborate several interpersonal factors including attachment, familismo, and belonging that shape mental health risk
- Leverage interpersonal factors in clinical practice with trauma exposed asylum seekers

Resource: Amanda Ventas, Ph.D



**“The challenge is not so much to change the sound.
The challenge is to connect and to create something special.”**

- Gustavo Dudamel



OUR TEAM

Hispanic/Latino Behavioral Health Center of Excellence Team

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For more information on the H/LBH CoE, visit:

www.hispaniclatinobehavioralhealth.org

You can also contact the center directly by email at:

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REQUEST TA

*The Hispanic/Latino Behavioral Health Center of Excellence recognizes the complexities associated with gender and ethnic identification as well as the right of all individuals to self-identify. The Center uses the term Latine with the intention of both facilitating fluent reading and pronunciation and supporting an inclusive and respectful language. Latine is a gender-neutral form of the word Latino that uses the letter e at the end, an idea native to the Spanish language.

The Hispanic/Latino Behavioral Health Center of Excellence is led by the Institute of Research, Education, and Services in Addiction at the Universidad Central del Caribe School of Medicine and is funded by the Substance Abuse and Mental Health Services Administration under grant number H79FG001136.