

Building a Health Workforce to Address SDMH: Lessons from Social Work

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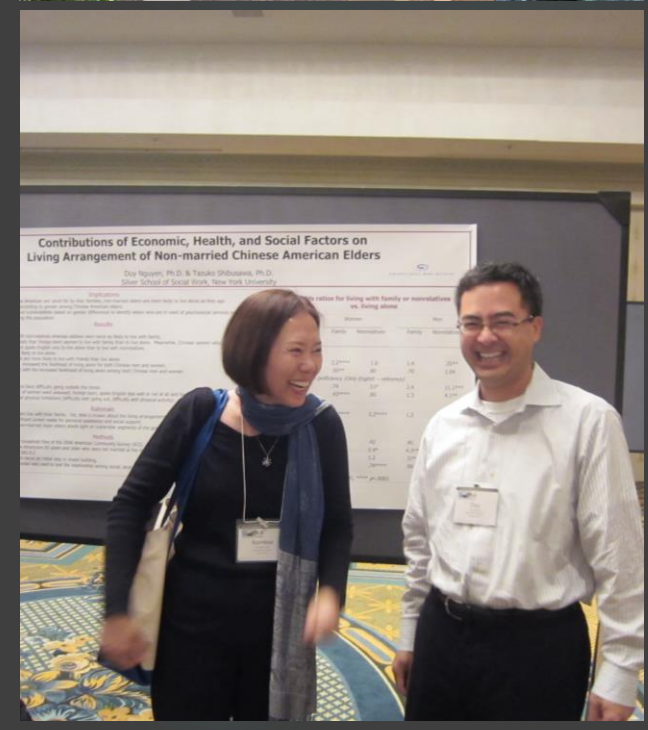
**Why
Care**





The letters "MFP" in a large, white, serif font, centered within a blue rectangular box with a white border.

COUNCIL ON SOCIAL WORK EDUCATION
MINORITY FELLOWSHIP PROGRAM



Fellowship: Shared Experience



Fellowship: Representation Matters



How does the CSWE MFP embody these values?

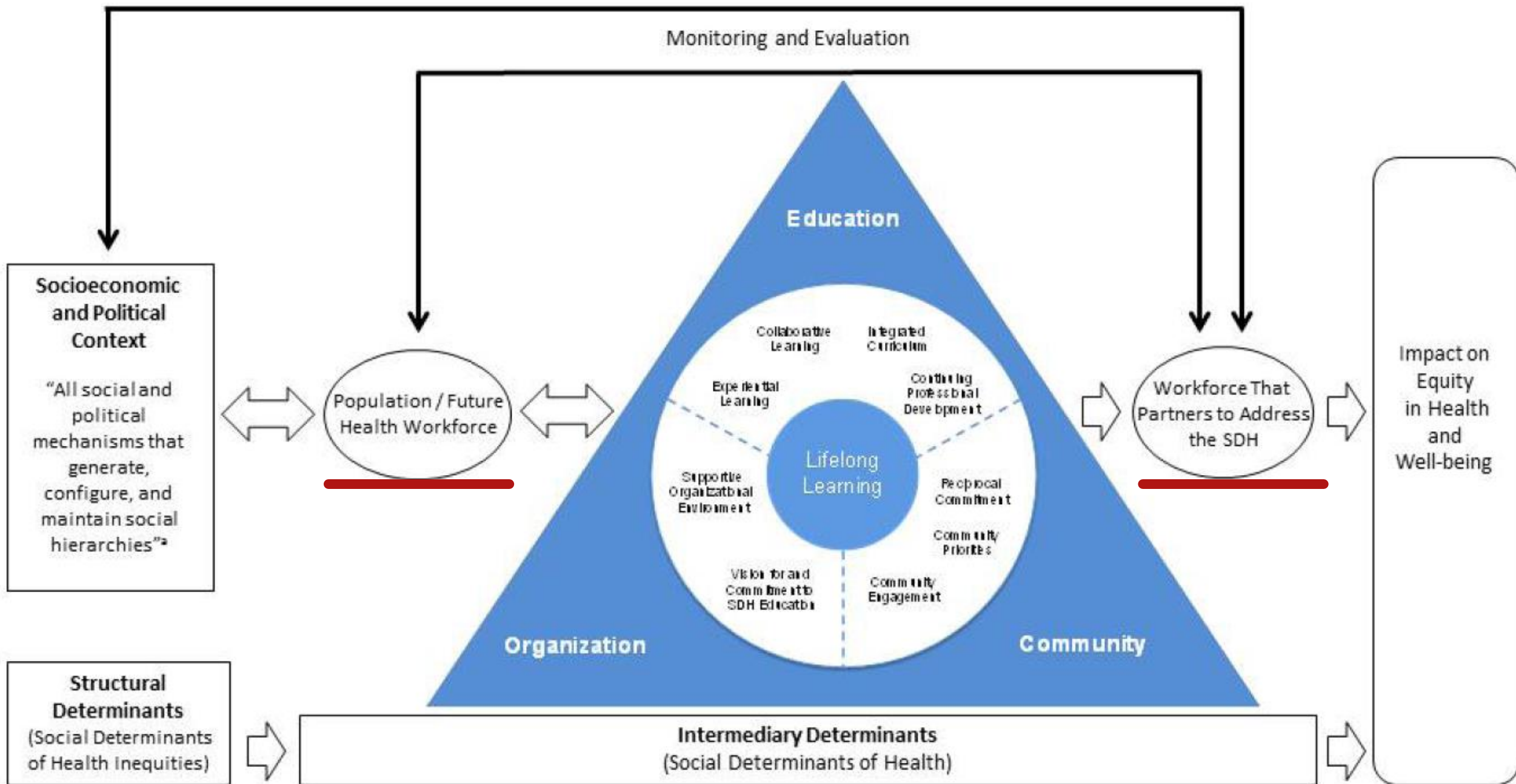


- ▶ We listen; honor the legacies with an eye to future trends.
- ▶ We look for programmatic flexibility; balance fellows' needs with funding demands and expectations.

Create a learning environment that:

- ▶ Affirms and validates experience
- ▶ Values authenticity
- ▶ Promotes self-efficacy
- ▶ Builds community
- ▶ Empowers creativity





What's the workforce carrot?

- ▶ **Community**: MFP, HRSA Behavioral Health Workforce initiatives including LRP.
- ▶ **Organizations**: Federal and state funding priorities
Examine the economic models of our CBOs, and the disparities in grants, contracts, reimbursement, & employee compensation.



Minority behavioral health – Training and Education

- ▶ How do we address the role of class and privilege?
 - ▶ PWI, MSIs & HBCUs
 - ▶ Public vs private degree granting institutions
 - ▶ Workforce pipeline from HS-> AA -> BSW -> MSW
- ▶ We cannot assume that because you belong to racial/ethnic minority group that you will be interested or committed to addressing the behavioral health needs of their community.
 - ▶ Need larger numbers in behavioral health programs to YIELD professionally trained mental health professionals to work in underserved communities.

Future of minority behavioral health – Education

- ▶ Move towards a values-based system.
- ▶ Diversity within programs
 - ▶ Diversity within faculties and student bodies at colleges and universities.
 - ▶ Being seen in the curriculum.
 - ▶ Is our curriculum training *all* students? Or does it train *NHW* students?

