

Creating Healthy Asian American Native Hawaiian Communities

Background



- Dr. DJ Ida, Executive Director, NAAPIMHA and team leader ~ Denver, Colorado
- Dr. Rachele Espiritu, CEO Change MATRIX, project evaluator; Denver, Colorado
- Krystal Ka'ai, Executive Director, Congressional Asian Pacific American Caucus (CAPAC) Washington, DC
- Janet SooHoo, Former Deputy Director, Asian Counseling Referral Services, Training Director; Seattle, Washington
- NLAPH Coach, Dr Art Chen – Oakland, California

History:

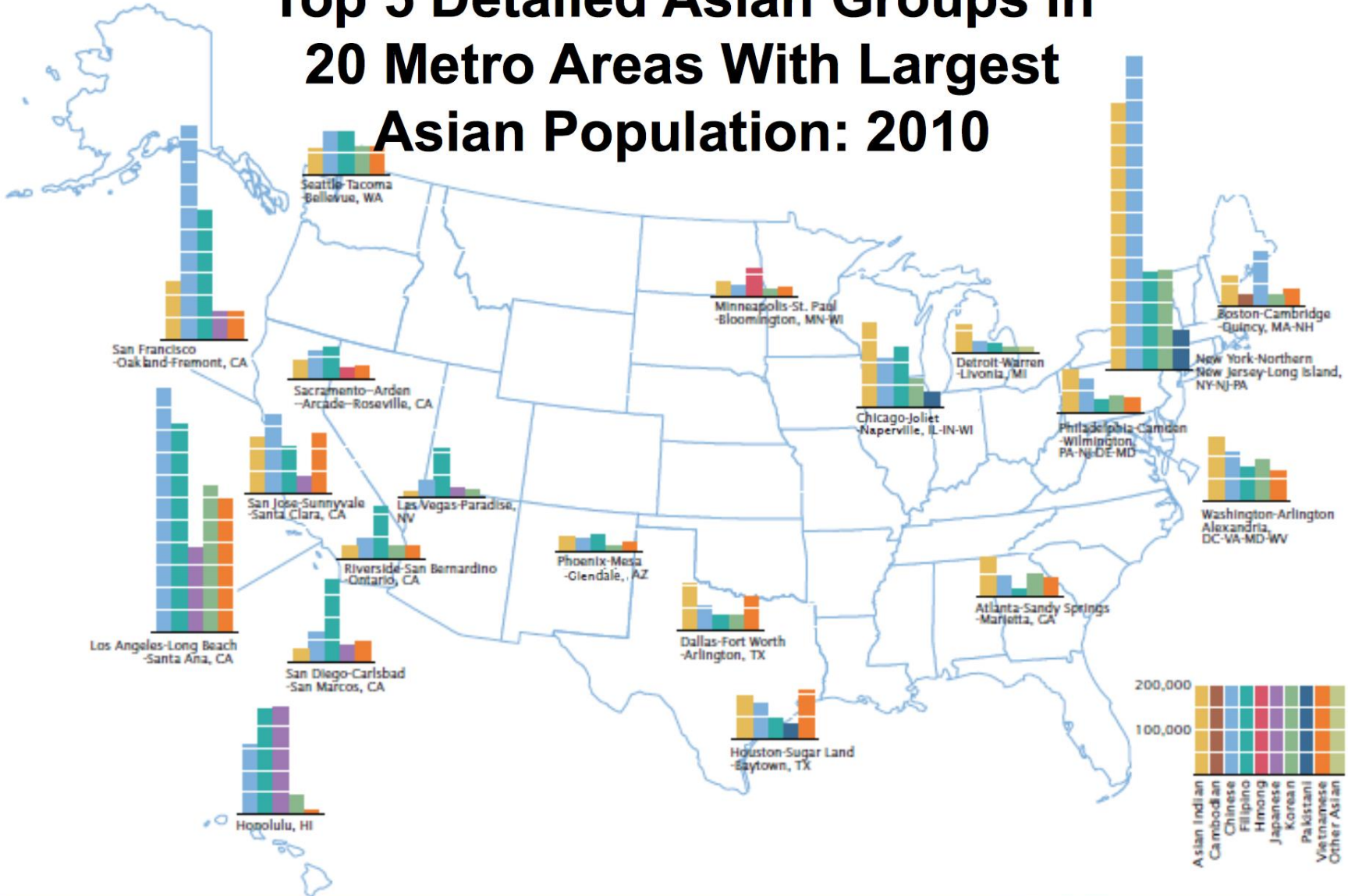
- Team was formed to address national dialog on improving health outcomes for Asian Americans, Native Hawaiians and Pacific Islanders with a focus on mental health and impact on health
- Team members represent different geographical areas and each have personal commitment to improving health outcomes for AANHPIs
- Three of team members have worked closely on the Wellness Coach and other NAAPIMHA projects
- Team was interested in expanding leadership skills to help sustain and strengthen project

Population of Focus

Asian American, Native Hawaiians, and Pacific Islanders



Top 5 Detailed Asian Groups in 20 Metro Areas With Largest Asian Population: 2010



Challenges

- Continued lack of providers with the necessary language and cultural skills to work effectively with AANHPIs
- Great diversity between AANHPI communities
- There is a need to improve the current service delivery system in a time and cost effective manner. AANHPI communities cannot wait for providers to receive their PhDs and MDs which does not guarantee cultural competency anyway.
- Need to meet the changing landscape that is moving towards integrated ~ whole health models of care that address both mental and physical health as well as social determinants of health.
- Resources to pay for services with disproportionate level of funding going towards primary care settings that are often ill equipped to handle mental health issues

Pathway to Change

- Provide training to untapped resources e.g. paraprofessional community members and consumers who have the language and cultural skills to work effectively with the community
- As Wellness Coaches, they can work with communities in a timely and cost effective manner
- Develop culturally relevant materials based on Evidence Based Practices designed to empower consumers to become wellness coaches
- Implement training that helps individuals learn how to make healthy decisions for the mind, body and/or spirit
- Develop national network to standardize and share data, information and resources across sites
- Engage those involved with the legislative process to become more sensitive to the complex health/mental health needs of AANHPIs

Vision

- Develop workforce of AANHPI paraprofessionals and consumers so they can take active role in improving the health of their local community.
- Develop national dialog to share culturally appropriate intervention strategies, research and data collecting efforts that are designed to work with AANHPIs.
- Provide format for agencies in various parts of the country to share lessons learned and help each other become stronger.
- Raise awareness of legislators and policy makers on impact of mental health on a person's overall health.

Project Activities

- Identify and prioritize needs of AANHPIs communities
- Bring together stakeholders to modify existing EBP to make materials culturally and linguistically appropriate for use with AANHPIs
- Pilot materials and modify to make user friendly and readily available to community members
- Implement training with AANHPI serving community based organizations providing services throughout California and Hawaii as well as in Seattle, Denver, Albuquerque, Boston and Guam
- Provide forum for agencies to share information on lessons learned, creative solutions and challenges
- Educate those working with elected officials and policy makers on importance of integrated care and use of paraprofessionals to improve the service delivery system

Project Outcomes

- Increase awareness of the significance of health disparities for AANHPI
- Increased knowledge of AANHPI consumers, para-professional providers, and clients about self-care and the relationship between physical & mental health
- Increased provider skills in considering culture and language for physical and health issues
- Improved CLC competency and the diversity of the health-related workforce

Project Outcomes contd

Improved collection, analysis, and use of racial/ethnic data for planning, research/evaluation, performance monitoring, and quality assurance purposes through the collection of feedback evaluation data from two trainings (user-centered design)

- Increase strategic partnerships and leverage of resources
- Increase capacity of organizations to serve population of focus
- Support achievement of clients' whole health goals

Increased availability of culturally and linguistically appropriate services through training of a culturally-adapted training for AANHPI paraprofessionals and consumers (user-centered design)
15 racial/ethnic minority or minority-serving organizations have increased capacity through the training of their providers (social capital)

Team Leadership Goals

- Step outside our comfort zones
- Slow down and be more strategic in activities
- Improve accountability to each other
- Improve communication and feedback process
- Strengthen partnerships with other systems
- Develop business plan and marketing strategy to sustain project

Team Challenges

- Scheduling problems: National Team with members live in different parts of the country 2 in Denver, 1 in Seattle, 1 in DC. Each has full schedule and fly to different parts of the country on regular basis.
- Bringing in a new team member to a team where the other 3 have a long standing work relationship with each other
- Having strong team that works well together can make it difficult to challenge each other because of longstanding professional relationships as well as friendships.
- Being team of Asian American females sometimes made it difficult to challenge each other if something needed to be changed.
- Life happens – there were a number of personal issues that impacted different team members. This included newly diagnosed serious health problem, death of family members.
- The team did rise to the occasion and provided support for person in need at any given moment.

NLAPH Leadership Element

- Strengthened an already tight team
- Opportunity to process communication and interaction with each other
- NLAPH gave team permission to address expectations of each other that had not been verbalized for fear of creating conflict
- While there was great amount of trust and respect, NLAPH coaching made explicit the importance of slowing down to bring new team member up to speed
- Slowing down process was of benefit to everyone
- Gave team time to develop new partnerships

Future

- Continue to develop new partnerships
- Strengthen partnership with other national organizations
- Continue working with elected officials to raise awareness on health/mental health issues for AANHPIs
- Developing marketing strategies
- Identifying other sources of funding
- Continue collecting data and improving research efforts