

# SACRAMENTO COUNTY BEHAVIORAL HEALTH SERVICES (BHS) EQUITY INCENTIVE

## Self-Assessment for Modification of Anti-Racism Tool (SMART) *Training and Technical Assistance*

### Overview

Beginning in July 2023, many Sacramento BHS Providers will be eligible to receive an incentive bonus if they complete the Self-Assessment for Modification of Anti-Racism Tool (SMART). Created by the American Association for Community Psychiatry (AAP), the SMART was designed specifically for behavioral health care organizations. It helps internal teams made up of individuals from diverse backgrounds and at different levels across the organization to assess the extent to which organizational domains specific to behavioral health are impacted by structural racism. These domains are:

- Community Engagement/Co-Production
- Workplace Culture
- Hiring, Recruitment, Retention, and Promotion
- Community Advocacy
- Population Health Outcomes
- Clinical Care

Sacramento County BHS proposes to work in collaboration with the California Institute for Behavioral Health Solutions (CIBHS) to offer training and technical assistance on completion of the SMART as well as the development of policies and procedures to guide racial equity improvements based on the assessment results. Earning the incentive payment requires completing the SMART, as well as designing Racial Equity Improvement Plan policies, procedures, and projects to promote organizational change, advance equity, and counter structural racism.

### Kickoff Event

Sacramento County BHS in collaboration with CIBHS will offer training and technical assistance throughout FY 23/24 on completion of the SMART and development of racial equity improvement plans for BHS providers. During the Sacramento BHS Equity Incentive Kick Off, all Short Doyle Provider and Short Term Residential Therapeutic Program (STRTP) providers, pending Board of Supervisor approval, will be introduced to:

1. Equity Incentive Pay Requirements.
2. Basic Foundational Equity Training, including introduction to the SMART organizational assessment tool.
3. Small Group Discussion/Reflection Sessions to Discuss Potential Impact of the Incentive Program.