

Culture is Relational: Creating Cultures of Equity Within the Mountain Plains Behavioral Health Workforce

Lamarr Lewis
March 12, 2024



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Disclaimer and Funding Statement

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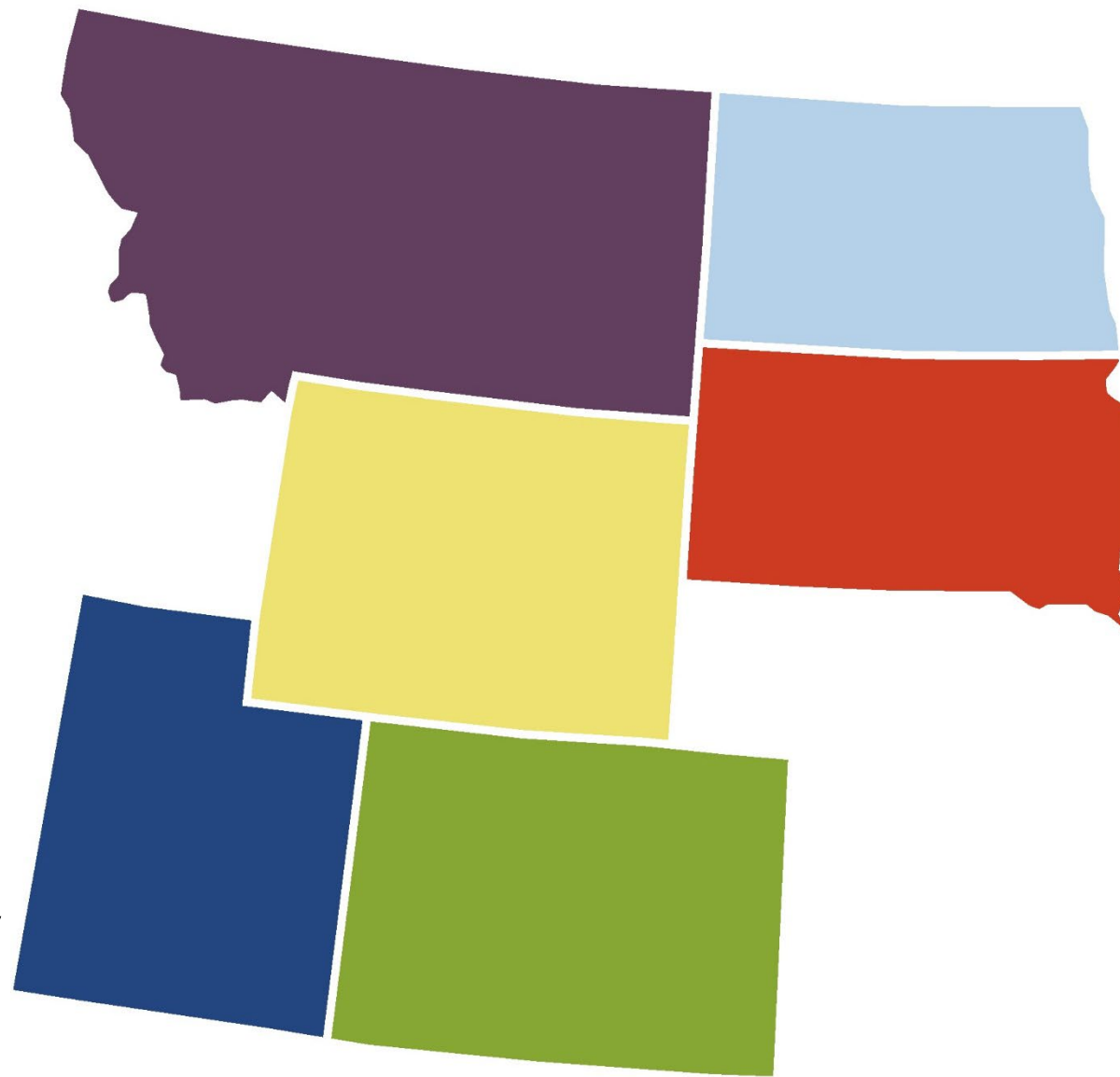
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The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

**STRENGTHS-BASED
AND HOPEFUL**

**INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES**

**HEALING-CENTERED AND
TRAUMA-RESPONSIVE**

**INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS**

**PERSON-FIRST AND
FREE OF LABELS**

**NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS**

**RESPECTFUL, CLEAR
AND UNDERSTANDABLE**

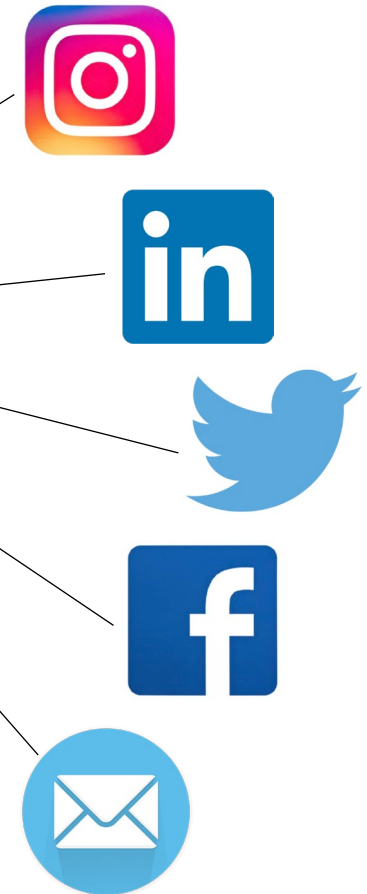
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OUR ACTIONS,
POLICIES, AND PRODUCTS**

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SCAN ME





CULTURE IS RELATIONAL:
CREATING CULTURES OF
EQUITY WITHIN THE
MOUNTAIN PLAINS
BEHAVIORAL HEALTH
WORKFORCE

LAMARR LEWIS, LEWIS FAMILY CONSULTING
AND
MOUNTAIN PLAINS MHTTC

LEARNING OBJECTIVES

- Learn ways to validate the experience of others while identifying your own “blind spots” to increase empathy for those we serve.
- Acknowledge the need for cultural awareness and understanding, through self-reflection to create change and more supportive healing environments.
- Develop the ability to reframe interactions with others as one of collaborative equals.

Big Question to Answer:

How do we create a culture that is equitable and inclusive of mountain plains diversity?

QUOTES TO PONDER

CULTURE EATS STRATEGY FOR LUNCH

PETER DRUCKER

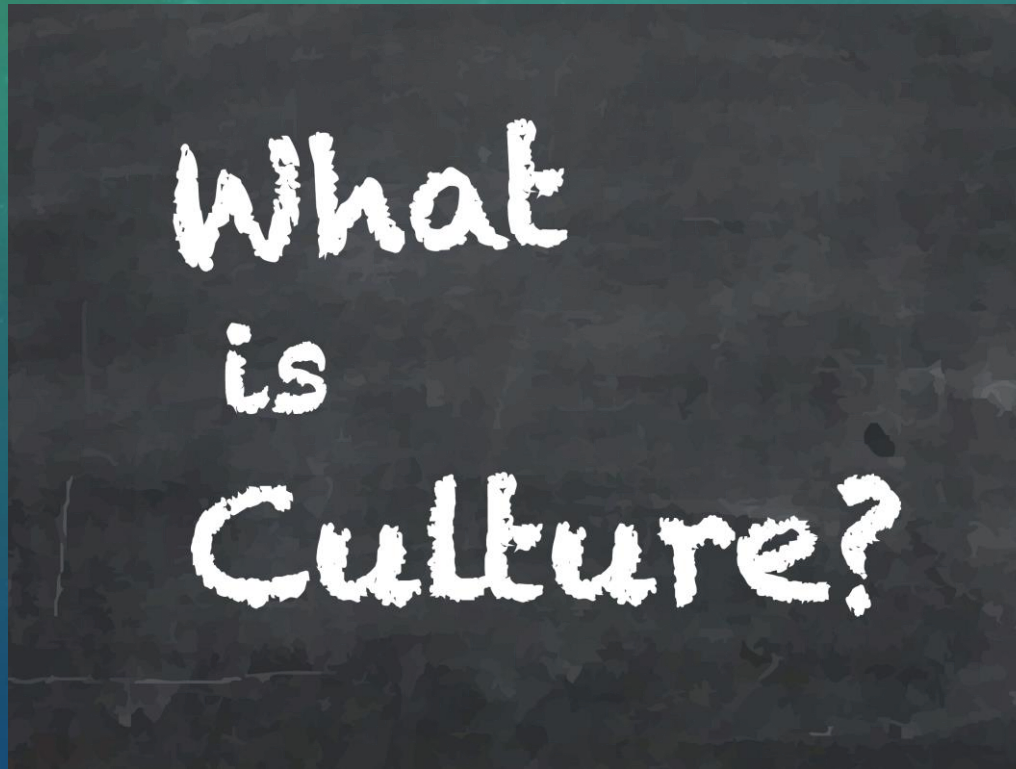
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“Culture is a relational thing..”

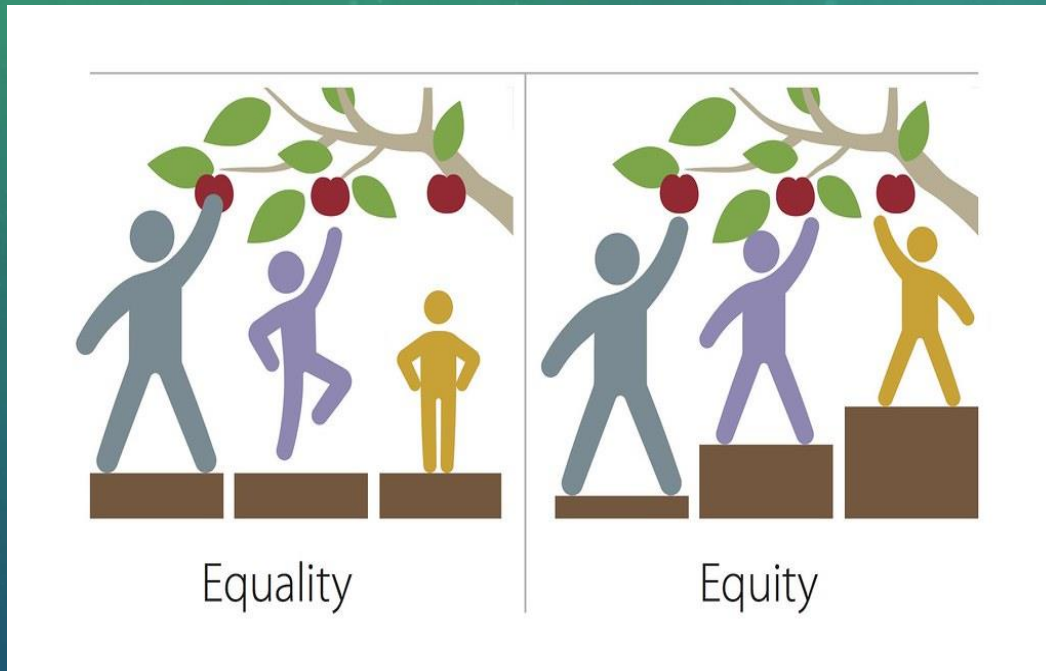
- Dr. Chris Reina, Leadership without
Ego

CULTURE

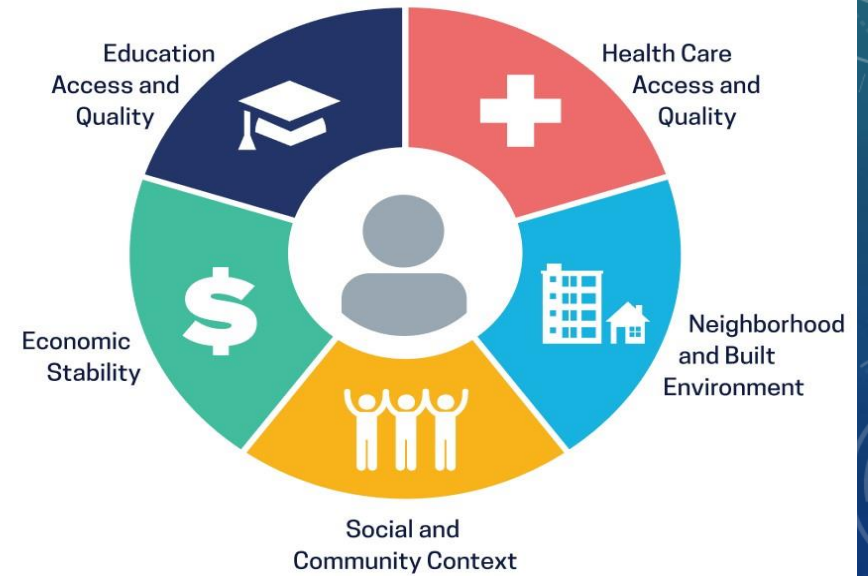


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EQUITY



Social Determinants of Health



CULTURAL COMPETENCE CULTURAL HUMILITY

Humility

is not thinking less of yourself
but thinking of yourself less
- CS Lewis

HOW DO WE CREATE A CULTURE? ONE WAY



ONE WAY

Open

Niceness

Empathy

Willingness to Learn

Ask Questions, Avoid Assumptions

You may be wrong, and that's OKAY

ONE

Open
Niceness
Empathy



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WAY



1. Willingness to Learn
2. Ask Questions, Avoid Assumptions
3. You may be wrong, and that's OKAY

FINDING COMMONALITIES



The BALL Process

- Be Deliberate
- Ask the **RIGHT** questions
- Listen 2 Learn
- Laugh at Yourself

IN CONCLUSION...

- Cultural Competence
Cultural Humility
 - ONE WAY
- The BALL Process



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STAY IN TOUCH!!!



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<https://mhttcnetwork.org/centers/content/mountain-plains-mhttc>