

BUILDING HEALTH EQUITY AND SOCIAL JUSTICE WORKGROUP

LEADERSHIP INTENSIVE

February 15-17, 2022



BELONGING

INCLUSION

DIVERSITY

EQUITY

IDENTITY



PTTC

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

SAMHSA

Substance Abuse and Mental Health
Services Administration

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Letter from the Building Health Equity and Social Justice Chairs

As the current and former chairs of the Building Health Equity and Social Justice Workgroup, we welcome you into this space of learning, collaboration, and action. While we intend to serve you with new knowledge and strategies for making change during this three day intensive, we also know that this space is only possible because leaders like you and the others in this learning community keep demanding change.

KEEP DEMANDING CHANGE.

It's true that, "nothing changes if nothing changes." We are not satisfied with the status quo. We can't settle for a public health system that inadvertently or intentionally prioritizes the lives and wellbeing of some over others. We can't accept that our substance misuse prevention workforce doesn't reflect the communities they intend to serve, and that communities are served inequitably. We cannot live with systems that don't see the potential, intelligence, grace, strength, and worth of each of us, because when those strengths are intellectually and morally eroded in a system intended to bring health and wellbeing to a nation, all that's left are weaknesses and unfixable problems that money can't solve, so the funding never comes.

We cannot live with this because we know we need to get upstream in prevention, and the headwaters of the river that we see killing people are inequality, racism, generational cycles of poverty, unhousing, and violence. This is the work of preventionists, and it is why building health equity and social justice is important to all who attend this conference and should be to all those whom we influence. Keep demanding change.

Recognize the strength of communities. We know that communities which are historically and regularly underserved or ignored have power. Communities of color, black and brown, Indigenous, Latino, Asian, LGBTQIA+, disabled, elderly and young, low income, have power. These communities have the strength and resilience to thrive, and a public health system that recognizes this and serves these communities with respect and financial and social equity will see the change we demand, because the power is already there.

KEEP DEMANDING CHANGE.

During this intensive we hope to illuminate potential paths forward for the substance misuse prevention domain of public health to demand change. Change for how we see our history, for how we conduct our business now, and for how we intentionally build our future. We invite you to take every opportunity to share your experience, hear others, and learn. Today is a good day to start making changes that will build health equity and bring social justice. So, keep demanding change, and more importantly, keep creating it.

-Sarah & Deborah



Land and Labor Acknowledgment

We acknowledge that the land that now makes up the United States of America was the traditional home, hunting ground, trade exchange point, and migration route of more than 574 American Indian and Alaska Native federally recognized tribes and many more tribal nations that are not federally recognized or no longer exist. We recognize the cruel legacy of slavery and colonialism in our nation and acknowledge the people whose labor was exploited for generations to help establish the economy of the United States. We honor indigenous, enslaved, and immigrant peoples' resilience, labor, and stewardship of the land and commit to creating a future founded on respect, justice, and inclusion for all people as we work to heal the deepest generational wounds.

Knowledge to Action: Culturally Humble Leadership in Prevention

DESCRIPTION

The purpose of the Prevention Technology Transfer Center's (PTTC) Building Health Equity and Social Justice Workgroup intensive is to support leaders in developing leadership skills that advance equity work in their organizations and lead to positive substance misuse outcomes in the communities they serve. Prevention leaders play a pivotal role in cultivating socially just prevention prepared communities, and during this intensive, participants will explore the magnitude of their role in building health equity.

The intensive will host prevention leaders from across the US. Leaders will have an opportunity to meet experts in the fields of prevention and equity. Participants who complete all sessions during the intensive will receive 12 continuing education units from the University of Oklahoma.

LEADERSHIP INTENSIVE GOAL

The goal of the Leadership Intensive is to increase the capacity of prevention leaders to apply social justice and equity principles and practices to their work at the state and local levels in field of substance misuse prevention.

LEADERSHIP INTENSIVE OBJECTIVES

At the completion of the leadership intensive participants will be able to:

- 1 Explain the importance of cultural humility when leading prevention professionals.
- 2 Describe the skills necessary for leading a culturally diverse prevention organization.
- 3 Support theoretical models that can facilitate the delivery of culturally responsive prevention services.
- 4 Apply knowledge to create a culturally humble organizational plan.

DAY ONE

FEBRUARY 15

10:00 am - 2:00 pm CST

WELCOME & INTRODUCTION

10:00-10:20

Sarah Johnson
Deborah Nixon Hughes

CREATING SPACE FOR AUTHENTIC DISCUSSIONS & GROUP NORMS SETTING

10:20-11:20

LaShonda Williamson-Jennings
Kristen Erickson

BREAK

11:20-11:30

HISTORY OF PREVENTION & SYSTEMIC INEQUITY

11:30-12:30

Sandra Del Sesto

BREAK

12:30-12:40

WHAT IS PREVENTION?

12:40-1:50

Dan Fitzgerald
Dolka Zelaya
Aron Wahkinney
Tracy Johnson
Moderator: Kristen Gilmore-Powell

CLOSING

1:50-2:00

Sean Bear

DAY TWO

FEBRUARY 16

10:00 am - 2:00 pm CST

WELCOME & INTRODUCTION

10:00-10:10

Priscila Giamassi

LEADERS UNMUTE

10:10-11:15

Joseph Hill

Gisela Rots

Jeremy Goldbach

Fernando Perfas

Moderator: Sarah Johnson

BREAK

11:15-11:25

MENTORSHIP

11:25-12:30

Carlton Hall

BREAK

12:30-12:40

LIFE CYCLE OF YOUR WORK

12:40-1:50

Chuck Klevgaard

CLOSING

1:50-2:00

Cory Ware

DAY THREE

FEBRUARY 17

10:00 am - 2:00 pm CST

WELCOME & INTRODUCTION

10:00-10:15

Perry Chan

SKILLS NECESSARY FOR LEADING

10:15-11:45

Taylor Bryan Turner

Mary Roary

BREAK

11:45-11:55

ACTION PLANNING FOR EQUITY

11:55-1:30

Nicole Augustine

CLOSING/CALL TO ACTION

1:30-2:00

Sarah Johnson

SESSION DESCRIPTIONS

DAY ONE, TUESDAY, FEBRUARY 15

CREATING SPACE FOR AUTHENTIC DISCUSSIONS AND GROUP NORMS SETTING

Learning Objective: Establish group norms for the leadership academy

Collectively generating positive group norms allows participants to envision and create a brave space that supports authentic exchange and unearths beliefs, motivations, mindsets, and behaviors.

Participants will create and discuss expectations for conduct to enrich the collective's experience. The norms created will be used throughout the entire intensive.

SESSION 1 HISTORY OF PREVENTION AND SYSTEMIC INEQUITY

Learning Objectives:

- Define prevention, systemic inequality, cultural humility and cultural competence
- Describe substance use policies, program and practice milestones related to systemic inequality and its impact on the field
- List some recommendations for positive change in addressing systemic inequality in our work as prevention professionals

Historically racial and cultural bias have informed our public policy and enforcement responses to substance use in America. The chasm that exists between those who have traditionally been afforded prevention programs, policies, and practices and the marginalized people denied equitable access to services have continued to negatively impact communities socially, politically, and economically today. This session will provide an overview of major substance use policies throughout U.S. history that shape the way prevention professionals provide services today. During this discussion leaders will explore how US substance use policies directly influence state and local prevention service provision. They will also investigate how to examine policies within their own organization to determine if they promote or have a deleterious effect on equity.

SESSION 2 WHAT IS PREVENTION?

Learning Objectives:

- Explore different definitions of prevention
- Discuss the importance of tailoring prevention strategies to address community substance misuse problems

Have you ever stopped and asked yourself, what is prevention and what does prevention look like elsewhere? Would you recognize it in a community that did not look like your own? We know that for prevention programs, policies, and strategies to be successful they must be tailored to the context in which people live. During this session, a panel of prevention experts from different communities will share what prevention is and what it looks like where they live, work, and play. They will discuss community-based prevention strategies that yield positive outcomes as well as challenges their communities are still working to overcome.

There are several different ways to define community, and in this context, we will discuss it in terms of race, ethnicity, and gender orientation.

DAY TWO, WEDNESDAY, FEBRUARY 16

SESSION 1 LEADERS UNMUTE

Learning Objectives:

- Discuss strategies for building equity
- Describe how leaders create culture change to provide equitable prevention services

During this session, a panel of leaders will discuss practical strategies for centering equity in service provision and internal operations. To build equity, leaders must unmute and share how they have successfully shifted schemas, policies, and organizational structures to ensure equitable prevention services are delivered at state, regional, and national levels. Through sharing their experiences and advocating for change with other leaders we will accelerate the building of equity in prevention.

SESSION 2

MENTORSHIP

Mentoring can look like a lot of different things, but in this Culturally and Linguistically Appropriate Leadership Academy, we seek to be intentional in all of our practices. We want to be specific in the “how” of social justice in prevention. So to be clear: Mentoring is not about empowerment, because a mentor can't bestow power upon a mentee. Mentoring is the mental, emotional, physical and fiscal labor of creating space within an environment for another person to enter and flourish within the power they already have.

It is a mentor's job to move over. Give the information, networks, and positions you hold to a mentee and let them take that opportunity to grow as your peer.

Here is the HOW:

- Bring your mentee into circles you thrive in, introduce them with respect to how they want to be introduced, and genuinely give them time to speak for themselves when they are ready to.
- Make sure your mentee is on the short list when positions are open and it's time to hire. If they have the experience and expertise, make sure they have that resume seen, and they know where to submit it.
- Share information that is arbitrarily kept exclusive. Excluding people from the information means limiting solutions to challenges and having a narrow perspective.
- Give credit where credit is due: When your mentor is a part of a project, let other's know. If they have done research or work in an area other haven't explored, say so. Look for opportunities to share the work they are doing so other's know about their work without them having to be the one to always share.
- Don't expect your mentee to be you: Your mentee shouldn't look, sound, and act like you. If your mentee is from another culture, race, gender, or socioeconomic background, that is a vital and important part of who they are. Don't expect them to see through your lens – encourage them to see more clearly through theirs and respect that perspective.
- Plan your exit. If you're looking to plan your cession from the workforce, you are literally making room for the next person. Be sure that the people responsible for hiring your replacement see that your mentor has the same abilities you did.

SESSION 3

LIFE CYCLE OF YOUR CAREER

Have you ever gotten the announcement that a long standing leader in prevention is retiring and wondered who would replace them? Have you thought about what is the next step for your career, and how you can increase your leadership role? Do you know the benefits of creating a diverse team and giving them opportunities to increase their leadership skills?

From education to retirement, careers tend to follow a life cycle. These cycles will vary depending on the person, and life changes outside of work, such as having a family or making a long distance move, can affect the path forward. Planning your career's life cycle, and using your leadership to intentionally build a diverse workforce, are part of contributing to an equitable and sustainable field of prevention. In this workshop, we will discuss how you can plan your career life cycle from wherever you are now, so moving forward you can support the growth and continued institutional knowledge of the prevention workforce.

DAY THREE, THURSDAY, FEBRUARY 17

SESSION 1

SKILLS NECESSARY FOR LEADING

Learning Objectives:

- Understand the challenges faced by prevention specialist
- Learn how to become an innovator prevention leader
- Learn about opportunities and resources available to become an innovator prevention leader

Individual's and families' physical and mental health and basic necessities are challenged by high levels of bureaucracy and highlighted with the COVID 19 pandemic. Prevention funds are always facing cuts, resulting in the lack of resources in the prevention field. It is critical to build and enhance a diverse prevention workforce and equip them with skills to create innovative strategies as potential solutions to these challenges to achieve positive social change and build healthy communities. During this workshop, we will learn about the difficulties that prevention leaders face when serving underserved communities.

The importance and advantages of having diverse prevention teams within the behavioral health organizations. Understanding of the innovator leader's characteristics and learning opportunities/resources available to become an innovator prevention leader.

SESSION 2

EQUITY ACTION PLAN: MOVING THE EQUITY NEEDLE INTO ACTION

Learning Objectives:

- Better comprehend the importance of equity
- Gain knowledge of actionable steps in how to develop and Implement an Equity Action Plan in their prevention organizations and communities

Equity is a trending topic. The COVID 19 pandemic has brought to light the chronic inequities that have affected marginalized communities for decades. The process of dismantling interlocking systems of oppression involves deep personal self-examination and planning. Now is the time to merge knowledge and practice, the question is how?

During this workshop we will learn actionable steps to create and implement an Equity Action Plan to advance the equity work in prevention organizations and communities.

GRATITUDE

The Building Health Equity and Social Justice workgroup is grateful to those who have supported this leadership intensive with their time, talents, and treasures. The substance misuse prevention field is stronger thanks to people and institutions with a fundamental mission to develop leaders.

National Hispanic and Latino PTTC, National Latino Behavioral Health Association

Region 1 New England PTTC, AdCare Maine

Region 2 Northeast & Caribbean PTTC, Rutgers University

Region 3 Central East PTTC, Danya Institute

Region 5 Great Lakes PTTC, University of Wisconsin-Madison

Region 6 South Southwest PTTC, University of Oklahoma

Region 9 Pacific Southwest PTTC, University of Reno-Nevada

Region 10 Northwest PTTC, University of Washington

FACULTY MEMBERS

SANDRA PUERINI DEL SESTO, M.ED, ACPS

HISTORY OF PREVENTION AND SYSTEMIC INEQUITY

Sandra Del Sesto has worked in prevention for over 35 years, though her work spans the continuum of care (prevention, treatment, and recovery). In her home state of Rhode Island, Sandra is the founder and past executive director of Initiatives for Human Development, the only statewide prevention agency; a founder and current board chair of CODAC, a statewide treatment program specializing in opioid treatment services, and a member of several state boards and committees with behavioral health agendas.

She has worked extensively at both the community and state levels developing strategic prevention/behavioral health care plans, curricula and programs for high-risk youth and families, and instructional guidelines for substance abuse and mental health education. She was also the founding director of the Institute for Addiction Recovery at Rhode Island College. Ms. Del Sesto is co-chair of the International Certification and Reciprocity Consortium (IC&RC), Prevention Committee, the international organization that certifies professionals working in behavioral health.



DANIEL FITZGERALD, MPH, ICPS

WHAT IS PREVENTION?

Daniel Fitzgerald is a National Senior Manager of Advocacy for the American Lung Association and the Executive Director of the Chariho Youth Task Force. Dan's educational background is in prevention science, social marketing, nonprofit management, and public health. Dan has worked at the state, local, and national levels with nonprofits and state and federal agencies working at the intersection of public health and social justice.

Under his direction over the last 14 years, the Chariho Youth Task Force has become a 501(c)3 nonprofit working to create a society driven toward physical and mental well-being created through collaboration, education, and activism working primarily in Charlestown, Hopkinton, and Richmond, RI. In this role, Dan was recognized as the Washington County Champion for Children by the RI General Assembly and as the RI Advocate of Year by the Rhode Island Department of Health. Recently, Dan was recognized for his impact in the world of tobacco control and received the 2019 C. Everette Koop Unsung Hero Award in honor of the late United States Surgeon General. Dan is an Internationally Certified Prevention Specialist and sits on the Rhode Island Certification Board.



ARON WAHKINNEY

WHAT IS PREVENTION?

Aron Wahkinney is an enrolled member of the Comanche Nation of Oklahoma, holds a Master of Science degree in Wellness Management Health Promotion, and is currently the Contracts & Grants Program Manager at Denver Indian Health and Family Services (DIHFS). Aron manages the administrative duties and provides oversight to coordinate federal, state, and foundational grant funding, guidelines, and requirements. These grant opportunities provide funding to assess the community needs, develop capacity & infrastructure, and implement & evaluate culturally based programs at the community level. He has seven years experience in tribal public health and is a certified trainer of the Substance Abuse Prevention Skills Training (SAPST).



TRACY JOHNSON

WHAT IS PREVENTION?

Tracy Johnson with over 25 years of experience, has worked closely with nonprofits, small businesses, and communities in helping them with community organizing, implementing environmental strategies, and strategic planning.

He is the Director of Training and Technical Assistance for SheRay's & Associates, LLC, Los Angeles, CA. He leads and directs the training needs of clients and as well as development and implementation of training plans. He identifies experts needed to fulfill the client's needs. He oversees the 60+ expert Associates and Consultants utilized around the United States.

He has received numerous certificates in training in prevention including awards for crime prevention as well as being the lead facilitator for a northern Illinois urban city for its comprehensive crime prevention plan. He was former President and is now lead consultant of Martin Luther King Jr. Community Services of Illinois. He led the implementation of a CSAP "High Risk Youth" grant in reducing substance abuse in high risk communities.



DOLKA MICHELLE ZELAYA

WHAT IS PREVENTION?

Dolka Michelle Zelaya is a Certified Prevention Specialist. She has nineteen years of experience working in the prevention field as a youth educator/ advocate. She has done extensive work addressing alcohol, tobacco, substance abuse, mental health, HIV, and hepatitis C. She is equally adept at creating cultural adaptations, communication in Spanish and English, planning and implementing leadership programs, providing technical assistance, in-person and virtual trainings, and coaching individuals to obtain Prevention Certification nationwide.



Ms. Zelaya has provided outstanding leadership for prevention programs at local, state, and national levels. She also, has worked in a variety of settings including local and national non -profit organizations, elementary, middle, high schools and universities, prevention clubhouses, summer camps, LGBTQ2+, Latino/ Hispanic, and military and their families.

GISELA ROTS, MSC, CPS

LEADERS UNMUTE

Gisela Rots, a public health expert and highly skilled trainer, leads programs that improve outcomes for vulnerable populations through the use of evidence-based strategies. She specializes in substance misuse prevention, youth risk prevention, and building resilience, and is committed to centering equity in all of her efforts. For over 15 years, she has managed award-winning training programs, integrated trauma-informed approaches into prevention, designed successful social marketing campaigns, advised state agencies and community coalitions, and developed cross-sector partnerships to improve services. Rots translates research into practice to address implementation hurdles across community, social, demographic, and environmental contexts. She is the director of the Center for Strategic Prevention Support (CSPS) and consults for Prevention Solutions@EDC. She also leads an effort to address the needs of children experiencing opioid misuse in their homes. Rots received a BA in Political Science-International Relations from the University of Maryland, College Park and an MS in Gender and Social Policy from the London School of Economics and Political Science. She is a Certified Prevention Specialist and holds a certification in Global Mental Health: Trauma and Recovery from the Harvard Program in Refugee Trauma.



JEREMY T. GOLDBACH, PHD, LMSW

LEADERS UNMUTE

Dr. Jeremy Goldbach is the lead investigator for CARECG. He has nearly twenty years in behavioral health prevention, intervention, treatment and recovery beginning with the SAMHSA Prevention Fellowship in 2008 (cohort 2) and as the Director for Texas SPF-SIG from 2009-2012. Dr. Goldbach has more than 80 peer reviewed publications, primarily on marginalized youth, and has conducted a number of studies on substance use, mental health and behavior (e.g., Goldbach & Castro, 2016; Goldbach, Tanner-Smith, Bagwell & Dunlap, 2014). In the past 5 years, he has worked on more than 50 SAMHSA funded projects as part of an evaluation team as well as been PI on projects funded through NICHD, NIMHD, a study funded by the Trevor Project, and two Department of Defense (DOD) grants.



JOSEPH HILL, M.S. ED

LEADERS UNMUTE

Joseph Hill is Bureau Chief in the Office of Medical Director for the Ohio Department of Mental Health and Addiction Services (OhioMHAS). As Bureau Chief and member of OhioMHAS senior leadership is responsible for administrative leadership and statewide coordination of behavioral health supports to address issues of cultural competency, health equity, special population needs including veterans and military members, their families, older adults, and services impacting ethnic and diverse minority community members. The office is responsible for identifying culturally competent strategies and program initiative for improved opportunity and sustainability of health equity.



Mr. Hill previously served as OhioMHAS Chief for the Office of Community Support Services and in the Office of Hospital services as State Hospital Risk Administrator. He has been Mental Health Services Coordinator and Acting Deputy Director of Adult Mental Health services in Northwest Ohio providing resources and technical support to county ADAMHS Boards, providers and Ohio's behavioral healthcare hospitals.

Joseph is a graduate of the Central State University, Case Western Reserve University Mental Health Executive Leadership program, graduate study at California State University and Master of Science degree Alabama State University.

CARLTON HALL

MENTORSHIP

Carlton Hall is the President and CEO of Carlton Hall Consulting LLC (CHC), a multi-faceted, full-service consulting firm designed to provide customized solutions and enable measurable change for communities, organizations, families and individuals. Carlton Hall has been providing intensive substance abuse prevention focused and community problem solving services to the nation for the last 25 years. His responsibilities, unique set of skills and experience have made him one of the most highly sought after instructors and guides for community problem solving in every state and territory in the nation as well as internationally, with successful achievements in South Africa, Ghana, Bermuda, Kenya and others.



Carlton spent twelve years with the Community Anti-Drug Coalitions of America (CADCA) serving in several leadership positions and including most recently, Acting Vice President, Training Operations, and Acting Director for CADCA's National Coalition Institute. In this role, Carlton provided critical leadership supporting the successful design, and delivery of the community outreach component of the Drug Enforcement Administration's DEA 360 Strategy in priority cities across the country. Carlton is one of the primary architects of CADCA's National Coalition Academy.

Currently, Carlton and the CHC team provide executive training and technical assistance support to the Southeast PTTC (Region 4).

CHUCK KLEVGAARD, BSW, CPRS

LIFE CYCLE OF YOUR WORK

Chuck Klevgaard is a nationally recognized expert in substance misuse prevention, public health, and school-based health. Drawing on his experience in collective impact and prevention-focused partnerships, he builds the capacity of states, tribes, schools, communities, and cities to use evidence-based substance misuse prevention and intervention strategies. He specializes in behavioral health support; training and technical assistance; and evidence-based alcohol, opioid, and substance misuse programs and policies.



As a consultant to Great Lakes Prevention Technology Transfer Center, Klevgaard provides training and technical assistance to substance misuse prevention entities within the Great Lakes region, which includes Illinois, Indiana, Minnesota, Wisconsin, Michigan, and Ohio.

Klevgaard, a Certified Senior Prevention Specialist through the Illinois Certification Board, Inc., holds a BSW from Minnesota State University Moorhead.

TAYLOR BRYAN TURNER

LEADERS UNMUTE

Taylor Bryan Turner is the Assistant Regional Administrator for the Substance Abuse and Mental Health Services Administration (SAMHSA) where she serves as part of SAMHSA's leadership team and works to advance SAMHSA's mission in the six New England States (CT, ME, MA, NH, RI & VT). In this role, she develops, supports and leads collaborative initiatives and supports other federal agencies to assure behavioral health is a priority throughout the nation. She engages stakeholders through technical assistance, promoting program development, policy innovation, and system transformation. While at SAMHSA, she is recognized as the creator of the Diversity Inclusion Project Showcase, a forum designed to provide underserved community-based organizations an opportunity to present their purpose, populations served, and community impact to regional behavioral health leaders to increase partnerships and funding potential. Prior to joining SAMHSA in March 2020, she spent over 20 years at the U.S. Department of Housing and Urban Development promoting affordable housing and empowering vulnerable populations through policy design and implementation.



She studied Business Management at Johnson and Wales University and is currently a Manresa Scholar Leader at the Woods College of Advancing Studies at Boston College.

NICOLE M. AUGUSTINE, MPH, MCHES, PS

ACTION PLANNING FOR EQUITY

Nicole M. Augustine is the Founder & CEO of RIZE Consultants, LLC, a strategic consulting firm founded in January 2015. RIZE provides advisory services that increase performance, prioritize diversity, and cultivate the development of equitable and inclusive work environments. RIZE is anchored in a core value: Diversity breeds innovation. Nicole received her B.A. in Sociology from Cornell University and her Master of Public Health from The George Washington University School of Public Health. Nicole has served as the Project Coordinator for the Southeast PTTC, the Project Director of the NC Behavioral Health Equity Initiative, and the Prevention Director for the Addiction Professionals of NC. Nicole currently serves as an Advanced Implementation Specialist with the Opioid Response Network. This network is building trust across justice, corrections, and medical systems to address the opioid and stimulants crisis.



MARY ROARY

SKILLS NECESSARY FOR LEADING

Dr. Mary Roary is a public health epidemiologist who focuses on infectious and chronic diseases. Dr. Roary is currently the Director of the Office of Behavioral Health Equity (OBHE) at the U.S. Department of Health and Human Services (HHS) - Substance Abuse and Mental Health Services Administration (SAMHSA). She is also an Adjunct Professor at The Catholic University of America. She has worked across government, academia, and the private industry.

Dr. Roary has worked in two components of the National Institutes (NIH) since 2013 as a Program Director and Officer. At NIH, Dr. Roary was responsible for Health Promotion, Disease Prevention, Environmental Influences, Health Disparities, low resources in the "IDeA States" and Child Health portfolio.

Dr. Roary previously served as the data lead for the U.S. Department of Health and Human Services - Office of Minority Health Committees on the Patient Protection and Affordable Care Act, Healthy People 2020, and Environmental Justice. She was the Principal Investigator and Co-Principal Investigator for multiple community-based participatory research grants at Johns Hopkins University and the University of Arizona.

Dr. Roary earned her Ph. D. in Epidemiology and was an Epidemiology and Biostatistician CDC fellow at the University of Arizona. She holds several Master's Degrees from Johns Hopkins University.



FERNANDO PERFAS

LEADERS UNMUTE

Fernando Perfás is a person of faith, a son, a brother, a husband, and a father. He is also a prevention professional who has served the Commonwealth of Massachusetts for over 15 years. He is currently the Assistant Director for youth substance misuse prevention efforts at the Department of Public Health's Bureau of Substance Addiction Services. Fernando has dedicated his entire public health career to the application of prevention science, which he believes is one of the most meaningful ways our systems of health and care can improve the quality of life for everyone in our communities. He embraces a restorative and strength-based approach as foundational to this work, believing relationships are key to building the health and resilience of individuals and communities. Fernando is a certified Prevention Specialist with a Bachelor of Science in Business Administration from Boston University's Questrom School of Business. In addition to being a public servant, he is also an avid outdoorsman who enjoys spending his free time in the mountains and on the ocean, be it in beautiful New England or his native state of New York.



WORKGROUP MEMBERS

The Building Health Equity and Social Justice Workgroup exists to improve the quality of services provided by the substance misuse prevention workforce in order to reduce health disparities and achieve health equity so that all individuals receiving prevention services feel acknowledged and respected.

PRISCILA GIAMASSI

NATIONAL HISPANIC & LATINO PTTC

Priscila Giamassi joined the Behavioral Health world in 2019, working for the National Hispanic and Latino Prevention Technology Transfer Center, housed at The National Latino Behavioral Health Association, funded by SAMHSA.

Currently, she is working as the Project Coordinator for the National Hispanic and Latino PTTC; she is a Bilingual Certified Prevention Specialist (CPS).



She is passionate about Prevention, and she understands that this is part of her mission on earth. As a Latina, woman, an immigrant living in the USA, Priscila strongly believes that it is her duty to use her voice and resources to advocate for mental health and substance abuse prevention, and she is committed to the improvement and enhancement of behavioral health service delivery for Latinx and other underserved communities.

SEAN BEAR

NATIONAL AMERICAN INDIAN & ALASKA NATIVE PTTC

Sean A. Bear earned his B.A. from Buena Vista University in 2002, majoring in psychology/human services. He also studied mental health counseling at Drake University for 2 years. He is a member of the Meskwaki Tribe, in Tama, Iowa, and has worked with Native Americans with Substance Use disorders for many years. He is an Army Veteran of 9 years, honorarily discharged from the Army after serving with the 82nd Airborne. He has worked as an Administrator/Counselor in EAP, a counselor in adolescent behavioral programs, substance abuse, and in-home family therapy. He has experience in building holistic, Native American based curriculum, and implementation with substance abuse clientele. He was the training coordinator for the National AI/AN ATTC from 2013 and former member of the Advisory committee.



KRISTEN ERICKSON

NEW ENGLAND PTTC REGION 1

Kristen Erickson is the Distance Learning Coordinator for the New England PTTC, developing virtual learning opportunities for the substance misuse prevention workforce. She is currently the co-chair of the PTTC Network Building Health Equity and Social Justice workgroup. She earned her Master of Public Health degree from Boston University in 2016, concentrating in social and behavioral sciences. Before joining the substance misuse prevention field, she worked in research labs studying the brain and behavior and coordinated a K-12 STEM outreach program. With this background, she is particularly interested in helping the prevention field translate information from research to practice. Kristen is also currently serving on the Maine Prevention Certification Board.



Outside of work, Kristen can be found sewing, crafting, and spending time outdoors where she lives in Maine.

SARAH JOHNSON

NEW ENGLAND PTTC REGION 1

Sarah Johnson is the New England PTTC Training and Technical Assistance Coordinator. Sarah has worked in the prevention field in a variety of roles, including outreach and communications for a Drug Free Communities grantee, coordinating child abuse and neglect prevention efforts county wide, and her current role in training and technical assistance for the New England substance misuse prevention workforce. Sarah has a BA in Social Science and a BS in Public Administration from the University of Maine at Augusta. She graduates with her MA in Peace and Reconciliation studies at the University of Maine in May, 2022, and is currently working on a final project that joins the worlds of theatre with substance misuse prevention. She will talk at length about this project if you want to engage! She was the 2021 winner of the Maine Public Health Association Public Health Rising Star Award. Sarah Chairs the PTTC Network Building Health Equity and Social Justice workgroup, and is proud of authoring the vaping prevention graphic medicine, *In the Air*.



KRISTEN GILMORE-POWELL

NORTHEAST & CARIBBEAN PTTC REGION 2

Dr. Kristen Gilmore-Powell is an Assistant Research Professor with the Rutgers University School of Social Work and Associate Director of the Center for Prevention Science. She is also the Director of the Northeast and Caribbean Prevention Technology Transfer Center. Dr. Powell earned her Ph.D. from Rutgers, The State University of New Jersey, School of Social Work, in 2013. She has been conducting research on topics relevant to prevention science, community coalitions, and empowerment theory for nearly 15 years. Dr. Powell currently serves as Principal Investigator and Investigator on multiple externally funded research projects. Much of this work focuses on how individual and environmental strategies can prevent the harmful consequences of substance misuse, particularly in communities identified with high need and existing health disparities.



DEBORAH NIXON-HUGHES

CENTRAL EAST PTTC REGION 3

Deborah Nixon Hughes is an advanced license social worker in both the state of Maryland and Ohio with over 40 year of behavioral health experience. She is the Project Director for the Central East Prevention Technology Transfer Center (PTTC) housed at The Danya Institute in Silver Spring, Maryland. She is responsible for providing training and technical assistance to entities within HHS Region 3 (DE, PA, MD, VA, WV, and DC). The goal of the PTTC is to develop and strengthen the prevention behavioral health and primary care workforce via the promotion and broad dissemination of evidence based and promising practices.



Prior to joining the Danya Institute, she was the technical expert lead (TEL) for the Medication Assisted Treatment – Prescription Drug and Opioid Addiction (PDOA) Program while employed at JBS International.

Deborah received her master's degree in social work from The Ohio State University and her undergraduate degree in community mental health from Morgan State University in Baltimore, Maryland.

LASHONDA WILLIAMSON-JENNINGS

SOUTH SOUTHWEST PTTC REGION 6

LaShonda Williamson-Jennings is co-director of the South Southwest Prevention Technology and Transfer Center Region 6. She leads the delivery of high-impact training and technical assistance by PTTC staff and consultants for stakeholders across Region 6 for over 60 events in Year 2. Her work emphasizes cultural responsiveness and trauma-informed prevention.

Named Oklahoma Certified Preventionist of the Year in 2015, Ms. Williamson-Jennings brings nearly 20 years of experience working on state and federal contracts and grants and building trusting relationships with states and tribal-level clients. She has expertise in media-based prevention strategies, reducing compassion fatigue, reducing youth access to alcohol, tobacco, and other drugs, and addressing historical trauma. Using the Strategic Prevention Framework, she coaches clients to align state and local prevention systems with priority need.



PERRY CHAN

SAMHSA'S OFFICE OF BEHAVIORAL HEALTH EQUITY

Perry Chan is a Public Health Advisor at SAMHSA's Office of Behavioral Health Equity (OBHE). He leads a policy-driven initiative that aims to build capacity, increase the visibility, and highlight the unique role of CBOs serving under-resourced communities in behavioral health. Prior to joining SAMHSA, he spearheaded the efforts in the overall management of the Asian American Health Initiative (AAHI) of Montgomery County Department of Health and Human Services. As the program manager, he provided executive leadership on strategic planning, implementation, evaluation, and administrative duties of AAHI's programs.



CORY WARE

AFRICAN AMERICAN BEHAVIORAL HEALTH CENTER OF EXCELLENCE

Cory Ware is the Training and Technical Assistance Coordinator for the African American Behavioral Health Center of Excellence (AABH-CoE). In this role, Cory offers technical assistance from requestors around the nation. Additionally, he serves as a writer and researcher, releasing information to raise awareness of the behavioral health disparities African Americans face and evidence-based approaches to eliminate these disparities. Cory earned his Master of Public Administration from Georgia Southern University in May 2021, where he focused on Diversity, Equity, and Inclusion (DEI) and its intersection with policy. During this time, he headed his research (in collaboration with his faculty advisor) entitled "Black Students' Perceptions of Diversity, Equity, and Inclusion at Predominantly White Institutions," a project that won honorable mention at the University's Research Symposium.



CLARISSA LAM YUEN, MSW

CENTER FOR THE APPLICATION OF SUBSTANCE ABUSE TECHNOLOGIES (CASAT)

Clarissa Lam Yuen is a Workforce Development Coordinator at the Center for the Application of Substance Abuse Technologies (CASAT) at the University of Nevada, Reno (UNR). In this role, she provides training and technical assistance for both the Pacific Southwest Prevention Technology Transfer Center (PTTC), administered by CASAT at UNR, as well as the Northwest PTTC, a collaboration led by the Social Development Research Group (SDRG) at the University of Washington in partnership with Washington State University, and CASAT. Clarissa's educational experience includes a Master of Social Work from UNR focusing on SAMHSA's Strategic Prevention Framework (SPF), wellness, and prevention. In addition, she received her Bachelor of Social Work from UNR.

