

WEBVTT

NOTE duration:"01:11:58.8160000"

NOTE language:en-us

NOTE Confidence: 0.8525196

00:00:00.000 --> 00:00:02.496 Everyone today, today's ground red rounds,

NOTE Confidence: 0.8525196

00:00:02.500 --> 00:00:05.083 which is jointly sponsored by the Division

NOTE Confidence: 0.8525196

00:00:05.083 --> 00:00:07.419 of Prevention and Community Research,

NOTE Confidence: 0.8525196

00:00:07.420 --> 00:00:09.880 the psychology section and the Diversity,

NOTE Confidence: 0.8525196

00:00:09.880 --> 00:00:11.488 Equity and Inclusion Committee.

NOTE Confidence: 0.8525196

00:00:11.488 --> 00:00:13.498 It's my pleasure to introduce

NOTE Confidence: 0.8525196

00:00:13.498 --> 00:00:15.209 our speaker Doctor Ever,

NOTE Confidence: 0.8525196

00:00:15.210 --> 00:00:16.578 Arthur C Evans Junior,

NOTE Confidence: 0.8525196

00:00:16.578 --> 00:00:18.630 who's the Chief Executive Officer of

NOTE Confidence: 0.8525196

00:00:18.689 --> 00:00:20.949 the American Psychological Association,

NOTE Confidence: 0.8525196

00:00:20.950 --> 00:00:23.638 the leading scientific.

NOTE Confidence: 0.8525196

00:00:23.640 --> 00:00:25.128 Professional organization representing

NOTE Confidence: 0.8525196

00:00:25.128 --> 00:00:28.104 psychology in the United States with

NOTE Confidence: 0.8525196

00:00:28.104 --> 00:00:30.297 nearly 100 and 22,000 researchers,

NOTE Confidence: 0.8525196

00:00:30.300 --> 00:00:31.254 educators, clinicians,

NOTE Confidence: 0.8525196

00:00:31.254 --> 00:00:33.639 consultants and students as members.

NOTE Confidence: 0.8525196

00:00:33.640 --> 00:00:35.548 APPA promotes and disseminates

NOTE Confidence: 0.8525196

00:00:35.548 --> 00:00:37.456 psychological knowledge to benefit

NOTE Confidence: 0.8525196

00:00:37.456 --> 00:00:39.349 society and improve lives.

NOTE Confidence: 0.8525196

00:00:39.350 --> 00:00:41.254 A mission consistent with

NOTE Confidence: 0.8525196

00:00:41.254 --> 00:00:43.158 Doctor Evans's life work.

NOTE Confidence: 0.8525196

00:00:43.160 --> 00:00:45.535 Doctor Evans is a clinical

NOTE Confidence: 0.8525196

00:00:45.535 --> 00:00:46.960 and community psychologist,

NOTE Confidence: 0.8525196

00:00:46.960 --> 00:00:50.470 a policy maker and healthcare innovator.

NOTE Confidence: 0.8525196

00:00:50.470 --> 00:00:52.200 Who previously served in public

NOTE Confidence: 0.8525196

00:00:52.200 --> 00:00:53.930 policy positions in Philadelphia as

NOTE Confidence: 0.8525196

00:00:53.986 --> 00:00:56.026 Commissioner of the Department of

NOTE Confidence: 0.8525196

00:00:56.026 --> 00:00:57.658 Behavioral Health and Intellectual

NOTE Confidence: 0.8525196

00:00:57.658 --> 00:00:59.570 Disability Services and in Connecticut,

NOTE Confidence: 0.8525196

00:00:59.570 --> 00:01:01.640 where he served as Deputy Commissioner
NOTE Confidence: 0.8525196

00:01:01.640 --> 00:01:03.516 of the Department of Mental
NOTE Confidence: 0.8525196

00:01:03.516 --> 00:01:05.248 Health and Addiction Services.
NOTE Confidence: 0.8525196

00:01:05.250 --> 00:01:06.408 In both positions,
NOTE Confidence: 0.8525196

00:01:06.408 --> 00:01:08.724 he left the transformation of their
NOTE Confidence: 0.8525196

00:01:08.724 --> 00:01:10.275 respective behavioral health systems
NOTE Confidence: 0.8525196

00:01:10.275 --> 00:01:12.483 and their approach to serving a
NOTE Confidence: 0.8525196

00:01:12.483 --> 00:01:14.389 wide range of individuals with
NOTE Confidence: 0.8525196

00:01:14.389 --> 00:01:16.234 complex needs over his tenure.
NOTE Confidence: 0.8525196

00:01:16.240 --> 00:01:18.704 The money each agency saved was reinvested
NOTE Confidence: 0.8525196

00:01:18.704 --> 00:01:20.920 into improving and expanding services.
NOTE Confidence: 0.8525196

00:01:20.920 --> 00:01:22.273 And employing innovative
NOTE Confidence: 0.8525196

00:01:22.273 --> 00:01:24.528 strategies to reach more people.
NOTE Confidence: 0.8525196

00:01:24.530 --> 00:01:27.105 Doctor Evans has always been
NOTE Confidence: 0.8525196

00:01:27.105 --> 00:01:28.650 an unconventional leader,
NOTE Confidence: 0.8525196

00:01:28.650 --> 00:01:30.198 employing science research,

NOTE Confidence: 0.8525196
00:01:30.198 --> 00:01:31.230 community activism,
NOTE Confidence: 0.8525196
00:01:31.230 --> 00:01:31.745 spirituality,
NOTE Confidence: 0.8525196
00:01:31.745 --> 00:01:33.290 traditional clinical care
NOTE Confidence: 0.8525196
00:01:33.290 --> 00:01:35.350 policy and cross systems,
NOTE Confidence: 0.8525196
00:01:35.350 --> 00:01:38.440 collaborations to change the status quo,
NOTE Confidence: 0.8525196
00:01:38.440 --> 00:01:42.370 and behavioral health to improve lives.
NOTE Confidence: 0.8525196
00:01:42.370 --> 00:01:44.290 Doctor Evans is held faculty
NOTE Confidence: 0.8525196
00:01:44.290 --> 00:01:45.826 appointments in our Department
NOTE Confidence: 0.8525196
00:01:45.826 --> 00:01:47.733 at the University of Pennsylvania
NOTE Confidence: 0.8525196
00:01:47.733 --> 00:01:50.373 School of Medicine and is an author
NOTE Confidence: 0.8525196
00:01:50.373 --> 00:01:52.677 of over 50 peer reviewed articles
NOTE Confidence: 0.8525196
00:01:52.677 --> 00:01:54.236 and numerous chapters reviews,
NOTE Confidence: 0.8525196
00:01:54.236 --> 00:01:54.642 editorials.
NOTE Confidence: 0.8525196
00:01:54.642 --> 00:01:56.672 He has received national and
NOTE Confidence: 0.8525196
00:01:56.672 --> 00:01:58.409 international recognition for his work,
NOTE Confidence: 0.8525196

00:01:58.410 --> 00:02:00.225 including the American Medical Association's

NOTE Confidence: 0.8525196

00:02:00.225 --> 00:02:02.620 top Government Service Award in Healthcare,

NOTE Confidence: 0.8525196

00:02:02.620 --> 00:02:04.660 the Lisa Mohair Tortoise Award

NOTE Confidence: 0.8525196

00:02:04.660 --> 00:02:07.450 from Faces and Voices of Recovery.

NOTE Confidence: 0.8525196

00:02:07.450 --> 00:02:09.500 The Visionary Leadership Award from

NOTE Confidence: 0.8525196

00:02:09.500 --> 00:02:11.550 the National Council of Behavioral

NOTE Confidence: 0.8525196

00:02:11.609 --> 00:02:13.361 Health and was named an advocate

NOTE Confidence: 0.8525196

00:02:13.361 --> 00:02:15.299 for action by the White House,

NOTE Confidence: 0.8525196

00:02:15.300 --> 00:02:18.499 is office of National Drug Control policy.

NOTE Confidence: 0.8525196

00:02:18.500 --> 00:02:21.076 A major emphasis of his career has been

NOTE Confidence: 0.8525196

00:02:21.076 --> 00:02:23.909 equity and social justice and need to serve.

NOTE Confidence: 0.8525196

00:02:23.910 --> 00:02:26.025 Multiple has received multiple awards

NOTE Confidence: 0.8525196

00:02:26.025 --> 00:02:28.867 named for the Reverend Doctor Martin Luther

NOTE Confidence: 0.8525196

00:02:28.867 --> 00:02:31.491 King Junior for his work in this area.

NOTE Confidence: 0.8525196

00:02:31.500 --> 00:02:33.480 Doctor Evans holds a doctorate in

NOTE Confidence: 0.8525196

00:02:33.480 --> 00:02:34.800 clinical Community psychology from

NOTE Confidence: 0.8525196
00:02:34.849 --> 00:02:36.619 the University of Maryland Masters
NOTE Confidence: 0.8525196
00:02:36.619 --> 00:02:38.035 degree in experimental psychology
NOTE Confidence: 0.8525196
00:02:38.035 --> 00:02:39.800 from Florida Atlantic University,
NOTE Confidence: 0.8525196
00:02:39.800 --> 00:02:41.495 where he also completed his
NOTE Confidence: 0.8525196
00:02:41.495 --> 00:02:43.190 undergraduate work and in his
NOTE Confidence: 0.8525196
00:02:43.253 --> 00:02:44.857 alumnus of our departments,
NOTE Confidence: 0.8525196
00:02:44.860 --> 00:02:46.228 doctoral Psychology Training Program,
NOTE Confidence: 0.8525196
00:02:46.228 --> 00:02:48.280 where he completed his internship in
NOTE Confidence: 0.8525196
00:02:48.335 --> 00:02:49.907 clinical and Community psychology.
NOTE Confidence: 0.8525196
00:02:49.910 --> 00:02:51.982 I'm pleased to have him join us
NOTE Confidence: 0.8525196
00:02:51.982 --> 00:02:54.671 today to speak to us about addressing
NOTE Confidence: 0.8525196
00:02:54.671 --> 00:02:56.407 the nation's behavioral health,
NOTE Confidence: 0.8525196
00:02:56.410 --> 00:02:59.868 the need for a population health perspective.
NOTE Confidence: 0.8525196
00:02:59.870 --> 00:03:00.400 Arthur
NOTE Confidence: 0.8488521
00:03:08.650 --> 00:03:10.320 I think you're on mute. Yeah,
NOTE Confidence: 0.8488521

00:03:10.320 --> 00:03:12.867 thank you. Sorry I I was trying to do
NOTE Confidence: 0.8488521

00:03:12.867 --> 00:03:15.350 screen share an on you at the same time.
NOTE Confidence: 0.8488521

00:03:15.350 --> 00:03:17.860 There was a little much so then we just
NOTE Confidence: 0.8488521

00:03:17.860 --> 00:03:20.366 have to get you into the slide show mode.
NOTE Confidence: 0.8488521

00:03:20.370 --> 00:03:22.038 OK, can you see my screen?
NOTE Confidence: 0.8488521

00:03:22.040 --> 00:03:23.997 I could see it but I can
NOTE Confidence: 0.8488521

00:03:23.997 --> 00:03:25.706 see all of your slides.
NOTE Confidence: 0.8488521

00:03:25.706 --> 00:03:27.896 OK sure yeah OK good.
NOTE Confidence: 0.8488521

00:03:27.900 --> 00:03:29.161 There were perfect, alright,
NOTE Confidence: 0.8488521

00:03:29.161 --> 00:03:31.338 so you have sound and you have
NOTE Confidence: 0.8488521

00:03:31.338 --> 00:03:33.620 visual so thank you very much Jack.
NOTE Confidence: 0.8488521

00:03:33.620 --> 00:03:35.528 I'm really happy to be here.
NOTE Confidence: 0.8488521

00:03:35.530 --> 00:03:38.074 I wish I could be there in person.
NOTE Confidence: 0.8488521

00:03:38.080 --> 00:03:40.299 For those of you don't know me.
NOTE Confidence: 0.8488521

00:03:40.300 --> 00:03:43.190 I know one question that is on your mind and
NOTE Confidence: 0.8488521

00:03:43.264 --> 00:03:46.024 let me just dispense of that real quickly.

NOTE Confidence: 0.8488521

00:03:46.030 --> 00:03:47.620 It's not Sally's or Pepees,

NOTE Confidence: 0.8488521

00:03:47.620 --> 00:03:49.839 it's modern and it's the clam pizza.

NOTE Confidence: 0.8488521

00:03:49.840 --> 00:03:52.512 One of the things one of the many

NOTE Confidence: 0.8488521

00:03:52.512 --> 00:03:54.856 things that I miss about being in

NOTE Confidence: 0.8488521

00:03:54.856 --> 00:03:57.698 New Haven where I was for many years

NOTE Confidence: 0.8488521

00:03:57.698 --> 00:04:00.026 so I don't have any disclosures.

NOTE Confidence: 0.8488521

00:04:00.030 --> 00:04:02.820 What I want to talk about

NOTE Confidence: 0.8488521

00:04:02.820 --> 00:04:04.680 today is population health,

NOTE Confidence: 0.8488521

00:04:04.680 --> 00:04:08.400 but I couldn't do this in this talk

NOTE Confidence: 0.8488521

00:04:08.400 --> 00:04:11.187 without paying homage to Tom Kirk,

NOTE Confidence: 0.8488521

00:04:11.190 --> 00:04:13.980 who you all know it was.

NOTE Confidence: 0.8488521

00:04:13.980 --> 00:04:16.770 Commissioner Ann passed away last year.

NOTE Confidence: 0.8488521

00:04:16.770 --> 00:04:19.990 Tom was one of the kindest people

NOTE Confidence: 0.8488521

00:04:19.990 --> 00:04:23.282 I have ever met, and with greatly,

NOTE Confidence: 0.8488521

00:04:23.282 --> 00:04:26.066 greatly influenced me and my career.

NOTE Confidence: 0.8488521

00:04:26.070 --> 00:04:29.465 My thinking, and you'll see vestiges of.
NOTE Confidence: 0.8488521

00:04:29.470 --> 00:04:29.841 Tom,
NOTE Confidence: 0.8488521

00:04:29.841 --> 00:04:31.696 throughout my talk and you'll
NOTE Confidence: 0.8488521

00:04:31.696 --> 00:04:33.955 see his influence on my career
NOTE Confidence: 0.8488521

00:04:33.955 --> 00:04:36.079 and how I've approached my work.
NOTE Confidence: 0.8488521

00:04:36.080 --> 00:04:36.403 Now.
NOTE Confidence: 0.8488521

00:04:36.403 --> 00:04:38.664 One thing that I do want to
NOTE Confidence: 0.8488521

00:04:38.664 --> 00:04:40.849 point out about Tom's impact.
NOTE Confidence: 0.8488521

00:04:40.850 --> 00:04:43.419 It was not only on in Connecticut,
NOTE Confidence: 0.8488521

00:04:43.420 --> 00:04:44.984 but it was really,
NOTE Confidence: 0.8488521

00:04:44.984 --> 00:04:46.548 nationally and internationally because
NOTE Confidence: 0.8488521

00:04:46.548 --> 00:04:49.166 he was the first commissioner in the
NOTE Confidence: 0.8488521

00:04:49.166 --> 00:04:52.031 country to adopt recovery as a frame for
NOTE Confidence: 0.8488521

00:04:52.031 --> 00:04:54.425 how we thought about and delivered services.
NOTE Confidence: 0.8488521

00:04:54.430 --> 00:04:56.999 And many people were talking about it.
NOTE Confidence: 0.8488521

00:04:57.000 --> 00:04:58.830 More and more program level,

NOTE Confidence: 0.8488521
00:04:58.830 --> 00:05:00.710 but understood that you have
NOTE Confidence: 0.8488521
00:05:00.710 --> 00:05:01.838 to change systems.
NOTE Confidence: 0.8488521
00:05:01.840 --> 00:05:03.670 In order to really have the
NOTE Confidence: 0.8488521
00:05:03.670 --> 00:05:04.890 impact on people's lives,
NOTE Confidence: 0.8488521
00:05:04.890 --> 00:05:09.074 and that's something that has stuck with me.
NOTE Confidence: 0.8488521
00:05:09.080 --> 00:05:11.190 Today we're facing multiple pandemics,
NOTE Confidence: 0.8488521
00:05:11.190 --> 00:05:14.462 and it's really a perfect storm when we
NOTE Confidence: 0.8488521
00:05:14.462 --> 00:05:17.937 think about the impact on our mental health.
NOTE Confidence: 0.8488521
00:05:17.940 --> 00:05:21.316 First of all, we started with a pandemic,
NOTE Confidence: 0.8488521
00:05:21.320 --> 00:05:24.300 which we know had significant.
NOTE Confidence: 0.8488521
00:05:24.300 --> 00:05:26.030 Impact on our mental health.
NOTE Confidence: 0.8488521
00:05:26.030 --> 00:05:26.666 The fear,
NOTE Confidence: 0.8488521
00:05:26.666 --> 00:05:27.302 the anxiety.
NOTE Confidence: 0.8488521
00:05:27.302 --> 00:05:29.651 If you remember in the very beginning
NOTE Confidence: 0.8488521
00:05:29.651 --> 00:05:31.889 there was a lot of uncertainty,
NOTE Confidence: 0.8488521

00:05:31.890 --> 00:05:34.586 but we do a stress in America survey
NOTE Confidence: 0.8488521

00:05:34.586 --> 00:05:37.320 each year and we saw for the first
NOTE Confidence: 0.8488521

00:05:37.320 --> 00:05:39.773 time after doing the survey for over
NOTE Confidence: 0.8488521

00:05:39.773 --> 00:05:42.237 a decade of the stress levels in
NOTE Confidence: 0.8488521

00:05:42.240 --> 00:05:43.860 America go up appreciatively right
NOTE Confidence: 0.8488521

00:05:43.860 --> 00:05:46.040 at the beginning of the pandemic.
NOTE Confidence: 0.8488521

00:05:46.040 --> 00:05:48.110 But then after the pandemic started,
NOTE Confidence: 0.8488521

00:05:48.110 --> 00:05:50.259 we discovered that we had these inequities
NOTE Confidence: 0.8488521

00:05:50.259 --> 00:05:52.588 and that there were certain communities,
NOTE Confidence: 0.8488521

00:05:52.590 --> 00:05:54.445 communities of color that were
NOTE Confidence: 0.8488521

00:05:54.445 --> 00:05:55.558 being disproportionately impacted.
NOTE Confidence: 0.8488521

00:05:55.560 --> 00:05:58.325 And so the impact on those communities,
NOTE Confidence: 0.8488521

00:05:58.330 --> 00:06:00.928 the increased loss and grief that
NOTE Confidence: 0.8488521

00:06:00.928 --> 00:06:03.096 those communities were facing in
NOTE Confidence: 0.8488521

00:06:03.096 --> 00:06:04.916 addition to the anxiety caused
NOTE Confidence: 0.8488521

00:06:04.916 --> 00:06:07.171 by being at greater risk than

NOTE Confidence: 0.8488521

00:06:07.171 --> 00:06:08.986 the rest of the population.

NOTE Confidence: 0.8488521

00:06:08.990 --> 00:06:11.360 Added to that that psychological

NOTE Confidence: 0.8488521

00:06:11.360 --> 00:06:13.730 distress that people were experiencing

NOTE Confidence: 0.8488521

00:06:13.803 --> 00:06:16.403 and then on top of that we had then the

NOTE Confidence: 0.8848867

00:06:16.477 --> 00:06:17.679 economic downturn,

NOTE Confidence: 0.8848867

00:06:17.680 --> 00:06:20.445 where millions of people lost their jobs.

NOTE Confidence: 0.8848867

00:06:20.450 --> 00:06:22.018 People lost their businesses,

NOTE Confidence: 0.8848867

00:06:22.018 --> 00:06:23.978 and we know from decades

NOTE Confidence: 0.8848867

00:06:23.978 --> 00:06:25.750 of research that that.

NOTE Confidence: 0.8848867

00:06:25.750 --> 00:06:28.612 Those kinds of economic stressors have

NOTE Confidence: 0.8848867

00:06:28.612 --> 00:06:31.765 an impact on suicide rates and an

NOTE Confidence: 0.8848867

00:06:31.765 --> 00:06:35.209 mental health rates and then on top of that,

NOTE Confidence: 0.8848867

00:06:35.210 --> 00:06:38.360 during the summer we started to have

NOTE Confidence: 0.8848867

00:06:38.360 --> 00:06:40.609 these incidents related to racial

NOTE Confidence: 0.8848867

00:06:40.609 --> 00:06:43.493 justice and what our stress in America

NOTE Confidence: 0.8848867

00:06:43.493 --> 00:06:46.457 survey shows is that those incidents not
NOTE Confidence: 0.8848867

00:06:46.457 --> 00:06:48.966 only affect people of those communities,
NOTE Confidence: 0.8848867

00:06:48.966 --> 00:06:52.390 but they have an impact on the broader
NOTE Confidence: 0.8848867

00:06:52.468 --> 00:06:55.844 population and then we had a very tumultuous,
NOTE Confidence: 0.8848867

00:06:55.850 --> 00:06:56.744 very tumultuous.
NOTE Confidence: 0.8848867

00:06:56.744 --> 00:06:58.532 Political environment culminating in
NOTE Confidence: 0.8848867

00:06:58.532 --> 00:07:01.818 January 6 with the attacks on the capital,
NOTE Confidence: 0.8848867

00:07:01.820 --> 00:07:04.669 which again was another set of stresses
NOTE Confidence: 0.8848867

00:07:04.669 --> 00:07:08.050 that we were able to document so we
NOTE Confidence: 0.8848867

00:07:08.050 --> 00:07:11.335 really have this perfect storm of a lot
NOTE Confidence: 0.8848867

00:07:11.335 --> 00:07:13.967 of issues and these layers have created
NOTE Confidence: 0.8848867

00:07:13.970 --> 00:07:17.378 a really unique set of circumstances.
NOTE Confidence: 0.8848867

00:07:17.380 --> 00:07:19.918 It's showing up in the data,
NOTE Confidence: 0.8848867

00:07:19.920 --> 00:07:22.035 so I've mentioned are stress
NOTE Confidence: 0.8848867

00:07:22.035 --> 00:07:24.150 and stress in America survey,
NOTE Confidence: 0.8848867

00:07:24.150 --> 00:07:26.484 which shows that 80% of Americans

NOTE Confidence: 0.8848867

00:07:26.484 --> 00:07:29.082 are saying that they are experiencing

NOTE Confidence: 0.8848867

00:07:29.082 --> 00:07:31.980 significant stress from the pandemic is

NOTE Confidence: 0.8848867

00:07:31.980 --> 00:07:35.693 showing up in our Health 6 and 10 people

NOTE Confidence: 0.8848867

00:07:35.693 --> 00:07:37.684 are reporting undesired weight changes,

NOTE Confidence: 0.8848867

00:07:37.684 --> 00:07:40.216 either gaining too much weight or

NOTE Confidence: 0.8848867

00:07:40.216 --> 00:07:42.339 losing weight that is undesired.

NOTE Confidence: 0.8848867

00:07:42.340 --> 00:07:45.301 And in fact the the weight changes

NOTE Confidence: 0.8848867

00:07:45.301 --> 00:07:48.262 were on average, about £60.00 for.

NOTE Confidence: 0.8848867

00:07:48.262 --> 00:07:53.590 I'm sorry, £29 for those who who.

NOTE Confidence: 0.8848867

00:07:53.590 --> 00:07:56.782 Gain weight and actually it was close to

NOTE Confidence: 0.8848867

00:07:56.782 --> 00:07:59.585 £60.00 for about 10% of the population,

NOTE Confidence: 0.8848867

00:07:59.585 --> 00:08:02.015 so some really massive weight gain

NOTE Confidence: 0.8848867

00:08:02.015 --> 00:08:04.450 for some individuals are the the

NOTE Confidence: 0.8848867

00:08:04.450 --> 00:08:07.230 medium was about 15 pounds of added

NOTE Confidence: 0.8848867

00:08:07.230 --> 00:08:09.110 weight that was not desired.

NOTE Confidence: 0.8848867

00:08:09.110 --> 00:08:11.896 Racine it in terms of sleep disturbances,
NOTE Confidence: 0.8848867

00:08:11.900 --> 00:08:14.330 people filling that they're not getting
NOTE Confidence: 0.8848867

00:08:14.330 --> 00:08:17.069 enough sleep or or too much sleep.
NOTE Confidence: 0.8848867

00:08:17.070 --> 00:08:19.723 We're seeing it in terms of increased
NOTE Confidence: 0.8848867

00:08:19.723 --> 00:08:22.248 alcohol use to manage one stress,
NOTE Confidence: 0.8848867

00:08:22.250 --> 00:08:24.480 and we're seeing it in.
NOTE Confidence: 0.8848867

00:08:24.480 --> 00:08:26.460 Symptomatology the rate of
NOTE Confidence: 0.8848867

00:08:26.460 --> 00:08:27.945 mental health symptoms,
NOTE Confidence: 0.8848867

00:08:27.950 --> 00:08:28.459 anxiety,
NOTE Confidence: 0.8848867

00:08:28.459 --> 00:08:31.004 and depression in particular is
NOTE Confidence: 0.8848867

00:08:31.004 --> 00:08:34.054 about three to four times what
NOTE Confidence: 0.8848867

00:08:34.054 --> 00:08:36.359 it was before the pandemic.
NOTE Confidence: 0.8848867

00:08:36.360 --> 00:08:38.928 We've seen increased overdoses.
NOTE Confidence: 0.8848867

00:08:38.928 --> 00:08:42.780 An increases in intimate partner violence.
NOTE Confidence: 0.8848867

00:08:42.780 --> 00:08:45.013 But we also have to put this
NOTE Confidence: 0.8848867

00:08:45.013 --> 00:08:47.750 in the context of how what was

NOTE Confidence: 0.8848867

00:08:47.750 --> 00:08:49.454 happening before the pandemic,

NOTE Confidence: 0.8848867

00:08:49.460 --> 00:08:52.666 and it suffice it to say that.

NOTE Confidence: 0.8848867

00:08:52.670 --> 00:08:54.974 Are milk behavioral health systems in

NOTE Confidence: 0.8848867

00:08:54.974 --> 00:08:57.297 the country were not really keeping

NOTE Confidence: 0.8848867

00:08:57.297 --> 00:08:59.803 up with the needs of the population

NOTE Confidence: 0.8848867

00:08:59.803 --> 00:09:02.582 and we had some some significant

NOTE Confidence: 0.8848867

00:09:02.582 --> 00:09:04.466 challenges like retention programs.

NOTE Confidence: 0.8848867

00:09:04.470 --> 00:09:07.358 Most of you know that the modal out

NOTE Confidence: 0.8848867

00:09:07.358 --> 00:09:10.167 number of outpatient sessions is 1.

NOTE Confidence: 0.8848867

00:09:10.170 --> 00:09:11.418 Most people come,

NOTE Confidence: 0.8848867

00:09:11.418 --> 00:09:14.330 they leave and we know that if

NOTE Confidence: 0.8848867

00:09:14.422 --> 00:09:17.338 you're not in treatment for a

NOTE Confidence: 0.8848867

00:09:17.338 --> 00:09:20.197 sufficient time that we're not going

NOTE Confidence: 0.8848867

00:09:20.197 --> 00:09:23.095 to get the outcomes that we need.

NOTE Confidence: 0.8848867

00:09:23.100 --> 00:09:25.140 That we have challenges around

NOTE Confidence: 0.8848867

00:09:25.140 --> 00:09:27.180 engagement of people having the
NOTE Confidence: 0.8848867

00:09:27.249 --> 00:09:29.289 right amount of treatment in
NOTE Confidence: 0.8848867

00:09:29.289 --> 00:09:31.815 transitioning from levels of care from
NOTE Confidence: 0.8848867

00:09:31.815 --> 00:09:33.900 between different levels of care.
NOTE Confidence: 0.8848867

00:09:33.900 --> 00:09:36.170 So.
NOTE Confidence: 0.8848867

00:09:36.170 --> 00:09:38.330 We have this perfect storm of
NOTE Confidence: 0.8848867

00:09:38.330 --> 00:09:40.597 issues that have created a really
NOTE Confidence: 0.8848867

00:09:40.597 --> 00:09:42.497 significant challenge for our country
NOTE Confidence: 0.8848867

00:09:42.497 --> 00:09:45.167 when I was growing up in Florida.
NOTE Confidence: 0.8848867

00:09:45.170 --> 00:09:46.358 As a little boy,
NOTE Confidence: 0.8848867

00:09:46.358 --> 00:09:48.140 we used to have these really
NOTE Confidence: 0.8848867

00:09:48.214 --> 00:09:49.670 intense thunderstorms.
NOTE Confidence: 0.8848867

00:09:49.670 --> 00:09:51.695 Lightning the Sky would get
NOTE Confidence: 0.8848867

00:09:51.695 --> 00:09:53.720 dark and and these intense
NOTE Confidence: 0.8528413999999999

00:09:53.795 --> 00:09:56.611 rains and then you know a couple of
NOTE Confidence: 0.8528413999999999

00:09:56.611 --> 00:09:59.507 hours later you would come out and the

NOTE Confidence: 0.8528413999999999

00:09:59.507 --> 00:10:01.880 the the family dried up pretty much

NOTE Confidence: 0.8528413999999999

00:10:01.880 --> 00:10:04.654 all the rain and if you very large

NOTE Confidence: 0.8528413999999999

00:10:04.654 --> 00:10:07.396 building you couldn't even tell that.

NOTE Confidence: 0.8528413999999999

00:10:07.400 --> 00:10:10.058 Sometimes if you had gone through

NOTE Confidence: 0.8528413999999999

00:10:10.058 --> 00:10:11.387 this particular rainstorm.

NOTE Confidence: 0.8528413999999999

00:10:11.390 --> 00:10:15.310 But then we also had tornadoes and

NOTE Confidence: 0.8528413999999999

00:10:15.310 --> 00:10:18.670 hurricanes, and when you came outside,

NOTE Confidence: 0.8528413999999999

00:10:18.670 --> 00:10:22.090 the world had changed.

NOTE Confidence: 0.8528413999999999

00:10:22.090 --> 00:10:25.230 What worries me is that.

NOTE Confidence: 0.8528413999999999

00:10:25.230 --> 00:10:27.442 I think many people in our population

NOTE Confidence: 0.8528413999999999

00:10:27.442 --> 00:10:29.875 think that we have gone through a

NOTE Confidence: 0.8528413999999999

00:10:29.875 --> 00:10:31.645 rainstorm when what we've really

NOTE Confidence: 0.8528413999999999

00:10:31.645 --> 00:10:33.490 gone through is a hurricane,

NOTE Confidence: 0.8528413999999999

00:10:33.490 --> 00:10:36.234 and our lives are going to change forever,

NOTE Confidence: 0.8528413999999999

00:10:36.240 --> 00:10:39.327 but we certainly know that in the short term,

NOTE Confidence: 0.8528413999999999

00:10:39.330 --> 00:10:42.058 over the next three to five years that
NOTE Confidence: 0.8528413999999999

00:10:42.058 --> 00:10:44.587 we're going to be dealing with the
NOTE Confidence: 0.8528413999999999

00:10:44.587 --> 00:10:47.250 results of chronic stress for over a year,
NOTE Confidence: 0.8528413999999999

00:10:47.250 --> 00:10:50.092 and all of the things that I've
NOTE Confidence: 0.8528413999999999

00:10:50.092 --> 00:10:53.157 laid out for quite some time so.
NOTE Confidence: 0.8528413999999999

00:10:53.160 --> 00:10:54.973 No, the whole point of my talk
NOTE Confidence: 0.8528413999999999

00:10:54.973 --> 00:10:57.169 is this is that we can no longer
NOTE Confidence: 0.8528413999999999

00:10:57.169 --> 00:10:59.505 afford to do the same things and
NOTE Confidence: 0.8528413999999999

00:10:59.505 --> 00:11:00.870 expect different results.
NOTE Confidence: 0.8528413999999999

00:11:00.870 --> 00:11:03.257 I believe we have to change our
NOTE Confidence: 0.8528413999999999

00:11:03.257 --> 00:11:05.518 paradigm not only because of the
NOTE Confidence: 0.8528413999999999

00:11:05.518 --> 00:11:07.463 longstanding issues that we've had
NOTE Confidence: 0.8528413999999999

00:11:07.463 --> 00:11:09.919 in our in our service systems,
NOTE Confidence: 0.8528413999999999

00:11:09.920 --> 00:11:12.065 but because of this collective
NOTE Confidence: 0.8528413999999999

00:11:12.065 --> 00:11:14.578 trauma that we've gone through as
NOTE Confidence: 0.8528413999999999

00:11:14.578 --> 00:11:16.324 a nation in the long term.

NOTE Confidence: 0.8528413999999999

00:11:16.330 --> 00:11:18.969 Impact that that's not going to have,

NOTE Confidence: 0.8528413999999999

00:11:18.970 --> 00:11:21.161 and so I want to propose that

NOTE Confidence: 0.8528413999999999

00:11:21.161 --> 00:11:23.546 our field needs to really adopt

NOTE Confidence: 0.8528413999999999

00:11:23.546 --> 00:11:25.374 A population health framework.

NOTE Confidence: 0.8528413999999999

00:11:25.380 --> 00:11:28.460 And I'm going to explain what that means

NOTE Confidence: 0.8528413999999999

00:11:28.460 --> 00:11:32.035 and why I think it's so important for our.

NOTE Confidence: 0.8528413999999999

00:11:32.040 --> 00:11:32.666 Our field.

NOTE Confidence: 0.8528413999999999

00:11:32.666 --> 00:11:35.170 But if I'm going to ask you to

NOTE Confidence: 0.8528413999999999

00:11:35.247 --> 00:11:36.847 adopt A new paradigm,

NOTE Confidence: 0.8528413999999999

00:11:36.850 --> 00:11:38.778 at least I will start with what is

NOTE Confidence: 0.8528413999999999

00:11:38.778 --> 00:11:39.790 the current paradigm.

NOTE Confidence: 0.8528413999999999

00:11:39.790 --> 00:11:41.990 And this is what I think the the

NOTE Confidence: 0.8528413999999999

00:11:41.990 --> 00:11:43.548 current paradigm is for our field.

NOTE Confidence: 0.86283284

00:11:45.870 --> 00:11:49.400 I I refer to it as a black box paradigm.

NOTE Confidence: 0.86283284

00:11:49.400 --> 00:11:51.780 This is the mental model that most

NOTE Confidence: 0.86283284

00:11:51.780 --> 00:11:54.653 of us who are trained in the field
NOTE Confidence: 0.86283284

00:11:54.653 --> 00:11:57.553 have and that is that we create a
NOTE Confidence: 0.86283284

00:11:57.553 --> 00:11:59.982 black box that could be a clinic.
NOTE Confidence: 0.86283284

00:11:59.990 --> 00:12:01.760 It could be doctor's office,
NOTE Confidence: 0.86283284

00:12:01.760 --> 00:12:05.198 it could be a hospital and the way the
NOTE Confidence: 0.86283284

00:12:05.198 --> 00:12:08.098 paradigm works is this people get sick.
NOTE Confidence: 0.86283284

00:12:08.100 --> 00:12:09.692 They come to us.
NOTE Confidence: 0.86283284

00:12:09.692 --> 00:12:12.500 We figure out what's wrong with him.
NOTE Confidence: 0.86283284

00:12:12.500 --> 00:12:13.622 We diagnose them.
NOTE Confidence: 0.86283284

00:12:13.622 --> 00:12:15.492 We treat what's wrong and
NOTE Confidence: 0.86283284

00:12:15.492 --> 00:12:17.109 we discharge them as you.
NOTE Confidence: 0.86283284

00:12:17.110 --> 00:12:19.240 Well people, that's a basic paradigm.
NOTE Confidence: 0.86283284

00:12:19.240 --> 00:12:22.435 So now if I were with you many people,
NOTE Confidence: 0.86283284

00:12:22.440 --> 00:12:25.626 many of you know that I am a Baptist,
NOTE Confidence: 0.86283284

00:12:25.630 --> 00:12:29.427 and when when I present I have to talk and I
NOTE Confidence: 0.86283284

00:12:29.427 --> 00:12:32.730 expect you to talk back and the first world.

NOTE Confidence: 0.86283284

00:12:32.730 --> 00:12:34.334 That's a little harder.

NOTE Confidence: 0.86283284

00:12:34.334 --> 00:12:37.592 So I'm going to tell you what you

NOTE Confidence: 0.86283284

00:12:37.592 --> 00:12:40.259 would have said if I were there.

NOTE Confidence: 0.86283284

00:12:40.260 --> 00:12:42.276 What you would say if I asked

NOTE Confidence: 0.86283284

00:12:42.276 --> 00:12:44.100 you to critique this paradigm,

NOTE Confidence: 0.86283284

00:12:44.100 --> 00:12:45.060 he would say,

NOTE Confidence: 0.86283284

00:12:45.060 --> 00:12:46.340 well, first of all,

NOTE Confidence: 0.86283284

00:12:46.340 --> 00:12:48.405 it doesn't really line up with the

NOTE Confidence: 0.86283284

00:12:48.405 --> 00:12:50.714 science of what we know about how

NOTE Confidence: 0.86283284

00:12:50.714 --> 00:12:52.419 mental health and addictions work.

NOTE Confidence: 0.86283284

00:12:52.420 --> 00:12:54.303 This is an acute care model for

NOTE Confidence: 0.86283284

00:12:54.303 --> 00:12:56.580 what we know are chronic conditions.

NOTE Confidence: 0.86283284

00:12:56.580 --> 00:12:58.180 You would probably say, well,

NOTE Confidence: 0.86283284

00:12:58.180 --> 00:13:00.740 you know many people never come to treatment,

NOTE Confidence: 0.86283284

00:13:00.740 --> 00:13:01.404 and so.

NOTE Confidence: 0.86283284

00:13:01.404 --> 00:13:03.064 This passive model of waiting
NOTE Confidence: 0.86283284

00:13:03.064 --> 00:13:05.304 for people to come to us actually
NOTE Confidence: 0.86283284

00:13:05.304 --> 00:13:07.590 doesn't work for a lot of people.
NOTE Confidence: 0.86283284

00:13:07.590 --> 00:13:09.361 We know that half the people who
NOTE Confidence: 0.86283284

00:13:09.361 --> 00:13:11.167 have a mental health diagnosis are
NOTE Confidence: 0.86283284

00:13:11.167 --> 00:13:13.147 never going to come to treatment,
NOTE Confidence: 0.86283284

00:13:13.150 --> 00:13:15.342 and 90% of those with a substance use
NOTE Confidence: 0.86283284

00:13:15.342 --> 00:13:17.259 problem or not going to treatment.
NOTE Confidence: 0.86283284

00:13:17.260 --> 00:13:19.507 So most of the people with behavioral
NOTE Confidence: 0.86283284

00:13:19.507 --> 00:13:21.309 health conditions in New Haven and
NOTE Confidence: 0.86283284

00:13:21.309 --> 00:13:23.129 every year the other place in the
NOTE Confidence: 0.86283284

00:13:23.188 --> 00:13:25.460 country are not coming to this black box.
NOTE Confidence: 0.86283284

00:13:25.460 --> 00:13:27.796 You would point out that when people leave,
NOTE Confidence: 0.86283284

00:13:27.800 --> 00:13:28.772 they're not well,
NOTE Confidence: 0.86283284

00:13:28.772 --> 00:13:30.716 and one of the challenges we
NOTE Confidence: 0.86283284

00:13:30.716 --> 00:13:32.440 have in our field is that.

NOTE Confidence: 0.86283284

00:13:32.440 --> 00:13:33.612 There is a Cliff.

NOTE Confidence: 0.86283284

00:13:33.612 --> 00:13:35.077 Often when people leave treatment

NOTE Confidence: 0.86283284

00:13:35.077 --> 00:13:36.708 and people don't get the

NOTE Confidence: 0.86283284

00:13:36.708 --> 00:13:38.308 immediate support that they need,

NOTE Confidence: 0.86283284

00:13:38.310 --> 00:13:40.774 the long term support that they often need.

NOTE Confidence: 0.86283284

00:13:40.780 --> 00:13:42.676 You would point out that it is a

NOTE Confidence: 0.86283284

00:13:42.676 --> 00:13:44.496 box and that that metaphor works

NOTE Confidence: 0.86283284

00:13:44.496 --> 00:13:46.416 well for what happens in many

NOTE Confidence: 0.86283284

00:13:46.485 --> 00:13:48.265 treatment programs because one of

NOTE Confidence: 0.86283284

00:13:48.265 --> 00:13:50.359 the things that we require people

NOTE Confidence: 0.86283284

00:13:50.359 --> 00:13:53.140 to do is to go to the right box.

NOTE Confidence: 0.86283284

00:13:53.140 --> 00:13:55.226 So if you have a core occurring

NOTE Confidence: 0.86283284

00:13:55.226 --> 00:13:57.261 condition and you go to a substance

NOTE Confidence: 0.86283284

00:13:57.261 --> 00:13:59.628 use box or a mental health box and

NOTE Confidence: 0.86283284

00:13:59.628 --> 00:14:01.363 that particular box doesn't have

NOTE Confidence: 0.86283284

00:14:01.363 --> 00:14:03.487 the expertise to deal with your.

NOTE Confidence: 0.86283284

00:14:03.487 --> 00:14:05.282 Problem sometimes we put the

NOTE Confidence: 0.86283284

00:14:05.282 --> 00:14:06.830 onus on the person.

NOTE Confidence: 0.86283284

00:14:06.830 --> 00:14:09.214 One of the things I started to do

NOTE Confidence: 0.86283284

00:14:09.214 --> 00:14:12.117 when I was when I was still doing

NOTE Confidence: 0.86283284

00:14:12.117 --> 00:14:14.562 active clinical work is to watch

NOTE Confidence: 0.86283284

00:14:14.562 --> 00:14:17.196 my language and not use language

NOTE Confidence: 0.86283284

00:14:17.196 --> 00:14:19.163 like recalcitrant or the person

NOTE Confidence: 0.86283284

00:14:19.163 --> 00:14:21.690 isn't ready or all of those kinds

NOTE Confidence: 0.86283284

00:14:21.775 --> 00:14:23.700 of that kind of language,

NOTE Confidence: 0.86283284

00:14:23.700 --> 00:14:25.745 because that's putting the honest

NOTE Confidence: 0.86283284

00:14:25.745 --> 00:14:28.523 on the person as opposed to us

NOTE Confidence: 0.86283284

00:14:28.523 --> 00:14:30.826 looking at are we meeting the needs?

NOTE Confidence: 0.86283284

00:14:30.830 --> 00:14:34.304 Have we modified our program in such a way?

NOTE Confidence: 0.86283284

00:14:34.310 --> 00:14:36.572 To respond to the unique needs

NOTE Confidence: 0.86283284

00:14:36.572 --> 00:14:37.326 of individuals,

NOTE Confidence: 0.8733726

00:14:37.330 --> 00:14:39.843 well, we could spend another 20 or

NOTE Confidence: 0.8733726

00:14:39.843 --> 00:14:41.661 30 minutes critiquing this metaphor

NOTE Confidence: 0.8733726

00:14:41.661 --> 00:14:43.999 and all of the reasons why this

NOTE Confidence: 0.8733726

00:14:43.999 --> 00:14:46.519 mental model doesn't work for mental

NOTE Confidence: 0.8733726

00:14:46.519 --> 00:14:48.639 health and substance use conditions.

NOTE Confidence: 0.8733726

00:14:48.640 --> 00:14:50.944 But I want to point out one thing

NOTE Confidence: 0.8733726

00:14:50.944 --> 00:14:53.754 that I think is the biggest challenge

NOTE Confidence: 0.8733726

00:14:53.754 --> 00:14:55.914 is it constrains our thinking

NOTE Confidence: 0.8733726

00:14:55.990 --> 00:14:58.438 because the focus is on treatment.

NOTE Confidence: 0.8733726

00:14:58.440 --> 00:15:01.240 If you ever watch.

NOTE Confidence: 0.8733726

00:15:01.240 --> 00:15:02.564 Television the talking heads

NOTE Confidence: 0.8733726

00:15:02.564 --> 00:15:04.550 from our field who come on.

NOTE Confidence: 0.8733726

00:15:04.550 --> 00:15:05.717 And you know,

NOTE Confidence: 0.8733726

00:15:05.717 --> 00:15:07.662 after some tragedy or something

NOTE Confidence: 0.8733726

00:15:07.662 --> 00:15:09.310 and they're talking about

NOTE Confidence: 0.8733726

00:15:09.310 --> 00:15:11.310 the need for mental health.

NOTE Confidence: 0.8733726

00:15:11.310 --> 00:15:13.505 What almost invariably people will

NOTE Confidence: 0.8733726

00:15:13.505 --> 00:15:16.600 say is we need more treatment.

NOTE Confidence: 0.8733726

00:15:16.600 --> 00:15:18.742 That's the solution if we get

NOTE Confidence: 0.8733726

00:15:18.742 --> 00:15:20.632 more people into treatment will

NOTE Confidence: 0.8733726

00:15:20.632 --> 00:15:22.577 solve this problem of untreated

NOTE Confidence: 0.8733726

00:15:22.577 --> 00:15:24.779 mental health issues and so forth,

NOTE Confidence: 0.8733726

00:15:24.780 --> 00:15:27.062 and I have spent my entire career

NOTE Confidence: 0.8733726

00:15:27.062 --> 00:15:29.758 over 30 years now believing in trying

NOTE Confidence: 0.8733726

00:15:29.758 --> 00:15:32.218 to get funding for treatments deal.

NOTE Confidence: 0.8733726

00:15:32.220 --> 00:15:33.264 Believe in treatment,

NOTE Confidence: 0.8733726

00:15:33.264 --> 00:15:36.175 but I want to suggest to you that

NOTE Confidence: 0.8733726

00:15:36.175 --> 00:15:38.996 treatment alone is not going to address

NOTE Confidence: 0.8733726

00:15:38.996 --> 00:15:41.896 the magnitude of the problems that we have.

NOTE Confidence: 0.8733726

00:15:41.900 --> 00:15:44.168 The 80% of the population that

NOTE Confidence: 0.8733726

00:15:44.168 --> 00:15:46.484 is saying I'm stressed and it's

NOTE Confidence: 0.8733726

00:15:46.484 --> 00:15:48.314 starting to affect my life.

NOTE Confidence: 0.8733726

00:15:48.320 --> 00:15:50.090 Or the people who are untreated

NOTE Confidence: 0.8733726

00:15:50.090 --> 00:15:52.220 and are not coming into treatment.

NOTE Confidence: 0.8733726

00:15:52.220 --> 00:15:54.790 And so I want to start to make a case

NOTE Confidence: 0.8733726

00:15:54.866 --> 00:15:57.248 for a different way of different

NOTE Confidence: 0.8733726

00:15:57.248 --> 00:15:59.824 paradigm than that black box model that

NOTE Confidence: 0.8733726

00:15:59.824 --> 00:16:03.520 we are most of us are trained under.

NOTE Confidence: 0.8733726

00:16:03.520 --> 00:16:07.130 So here is one way to look at the population.

NOTE Confidence: 0.8733726

00:16:07.130 --> 00:16:10.018 If you look at the population about 25%

NOTE Confidence: 0.8733726

00:16:10.020 --> 00:16:12.547 of the population has a mental illness.

NOTE Confidence: 0.8733726

00:16:12.550 --> 00:16:15.070 About 5% have a severe mental illness.

NOTE Confidence: 0.8733726

00:16:15.070 --> 00:16:18.680 We spend most of our money on that top 5%,

NOTE Confidence: 0.8733726

00:16:18.680 --> 00:16:20.850 about 80% and about 20% sold.

NOTE Confidence: 0.8733726

00:16:20.850 --> 00:16:23.328 8020 rule here and about 20% on

NOTE Confidence: 0.8733726

00:16:23.328 --> 00:16:25.554 the 80% of people who don't have

NOTE Confidence: 0.8733726

00:16:25.554 --> 00:16:27.349 a severe mental illness.
NOTE Confidence: 0.8733726

00:16:27.350 --> 00:16:30.536 But we we miss or we don't spend any
NOTE Confidence: 0.8733726

00:16:30.536 --> 00:16:33.507 resources or very little resources on this.
NOTE Confidence: 0.8733726

00:16:33.510 --> 00:16:35.766 5% of the population that doesn't
NOTE Confidence: 0.8733726

00:16:35.766 --> 00:16:38.222 have a diagnosis as mental health
NOTE Confidence: 0.8733726

00:16:38.222 --> 00:16:40.422 professionals we know that mental
NOTE Confidence: 0.8733726

00:16:40.422 --> 00:16:42.824 health is more on a continuum
NOTE Confidence: 0.8733726

00:16:42.824 --> 00:16:44.509 as opposed to a binary.
NOTE Confidence: 0.8733726

00:16:44.510 --> 00:16:47.414 Either we have a mental health couns or
NOTE Confidence: 0.8733726

00:16:47.414 --> 00:16:50.684 not and that we're moving up and down
NOTE Confidence: 0.8733726

00:16:50.684 --> 00:16:53.950 that continuum over the course of our lives.
NOTE Confidence: 0.8733726

00:16:53.950 --> 00:16:56.308 And some of us crossed that
NOTE Confidence: 0.8733726

00:16:56.308 --> 00:16:57.880 that that diagnostic threshold.
NOTE Confidence: 0.8733726

00:16:57.880 --> 00:17:00.624 Some of us are in recovery ourselves.
NOTE Confidence: 0.8733726

00:17:00.630 --> 00:17:03.846 But the problem with this paradigm?
NOTE Confidence: 0.8733726

00:17:03.850 --> 00:17:07.130 Is that many of the people who are

NOTE Confidence: 0.8733726

00:17:07.130 --> 00:17:10.820 in the 75% will be in the 25% some

NOTE Confidence: 0.8733726

00:17:10.820 --> 00:17:13.280 other point that in the future.

NOTE Confidence: 0.8733726

00:17:13.280 --> 00:17:15.650 But because we've ignored them and

NOTE Confidence: 0.8733726

00:17:15.650 --> 00:17:18.993 we've not tried to do any kind of

NOTE Confidence: 0.8733726

00:17:18.993 --> 00:17:19.837 early intervention,

NOTE Confidence: 0.8733726

00:17:19.840 --> 00:17:21.775 many of those people access

NOTE Confidence: 0.8733726

00:17:21.775 --> 00:17:24.350 treatment much later in the process.

NOTE Confidence: 0.8733726

00:17:24.350 --> 00:17:26.810 And when it's much more difficult

NOTE Confidence: 0.8733726

00:17:26.810 --> 00:17:28.040 to treat folks,

NOTE Confidence: 0.8733726

00:17:28.040 --> 00:17:30.500 let me give you another problem

NOTE Confidence: 0.8733726

00:17:30.500 --> 00:17:32.140 that our field has.

NOTE Confidence: 0.8733726

00:17:32.140 --> 00:17:34.648 Many of you know that that.

NOTE Confidence: 0.8733726

00:17:34.650 --> 00:17:36.355 Healthcare itself only accounts for

NOTE Confidence: 0.8733726

00:17:36.355 --> 00:17:38.745 about 10% of the variance in our

NOTE Confidence: 0.8733726

00:17:38.745 --> 00:17:40.450 health status that other things,

NOTE Confidence: 0.8733726

00:17:40.450 --> 00:17:41.168 particularly behaviors,
NOTE Confidence: 0.8733726

00:17:41.168 --> 00:17:43.681 have a much greater impact on where
NOTE Confidence: 0.8733726

00:17:43.681 --> 00:17:45.897 we live has a much greater impact.
NOTE Confidence: 0.8733726

00:17:45.900 --> 00:17:47.264 Robert Wood Johnson says.
NOTE Confidence: 0.8733726

00:17:47.264 --> 00:17:47.946 You know,
NOTE Confidence: 0.8733726

00:17:47.950 --> 00:17:50.064 our zip code is a much better
NOTE Confidence: 0.8733726

00:17:50.064 --> 00:17:50.970 predictor of our
NOTE Confidence: 0.85443205

00:17:51.042 --> 00:17:53.406 health status than our genetic code.
NOTE Confidence: 0.85443205

00:17:53.410 --> 00:17:55.110 Context matters are behaviors matter,
NOTE Confidence: 0.85443205

00:17:55.110 --> 00:17:56.133 and they matter.
NOTE Confidence: 0.85443205

00:17:56.133 --> 00:17:58.520 And when it comes to our health,
NOTE Confidence: 0.85443205

00:17:58.520 --> 00:18:00.230 much more than health care,
NOTE Confidence: 0.85443205

00:18:00.230 --> 00:18:02.638 but this year, we're going to spend
NOTE Confidence: 0.85443205

00:18:02.638 --> 00:18:05.059 about 3 1/2 trillion with a T.
NOTE Confidence: 0.85443205

00:18:05.060 --> 00:18:06.715 On healthcare and the question
NOTE Confidence: 0.85443205

00:18:06.715 --> 00:18:09.132 is that if that only accounts for

NOTE Confidence: 0.85443205

00:18:09.132 --> 00:18:11.520 10% of the variance in our health,

NOTE Confidence: 0.85443205

00:18:11.520 --> 00:18:13.695 what are we doing about

NOTE Confidence: 0.85443205

00:18:13.695 --> 00:18:15.435 those other areas that?

NOTE Confidence: 0.85443205

00:18:15.440 --> 00:18:17.396 That we know impact on health.

NOTE Confidence: 0.85443205

00:18:17.400 --> 00:18:19.356 The impact on our behavioral health.

NOTE Confidence: 0.85443205

00:18:19.360 --> 00:18:21.584 And I want to suggest to you that

NOTE Confidence: 0.85443205

00:18:21.584 --> 00:18:23.723 that there are things that we can

NOTE Confidence: 0.85443205

00:18:23.723 --> 00:18:25.695 do outside of health care that

NOTE Confidence: 0.85443205

00:18:25.695 --> 00:18:28.011 can have a profound impact on

NOTE Confidence: 0.85443205

00:18:28.011 --> 00:18:29.500 people's behavioral health status.

NOTE Confidence: 0.85443205

00:18:29.500 --> 00:18:32.140 Now we talk about a lot of those

NOTE Confidence: 0.85443205

00:18:32.140 --> 00:18:34.308 as social determinants and we

NOTE Confidence: 0.85443205

00:18:34.308 --> 00:18:37.341 know that many of these things can

NOTE Confidence: 0.85443205

00:18:37.341 --> 00:18:39.602 have a major impact and I'll give

NOTE Confidence: 0.85443205

00:18:39.602 --> 00:18:41.975 A at least a couple of examples

NOTE Confidence: 0.85443205

00:18:41.975 --> 00:18:43.700 of that in the presentation.
NOTE Confidence: 0.85443205

00:18:43.700 --> 00:18:45.140 Now, at this point,
NOTE Confidence: 0.85443205

00:18:45.140 --> 00:18:48.024 I would probably say to you are you
NOTE Confidence: 0.85443205

00:18:48.024 --> 00:18:50.600 with me and I can't see your face,
NOTE Confidence: 0.85443205

00:18:50.600 --> 00:18:53.008 but if you could just virtually nod.
NOTE Confidence: 0.85443205

00:18:53.010 --> 00:18:54.740 If you're still with me,
NOTE Confidence: 0.85443205

00:18:54.740 --> 00:18:55.992 I would appreciate that.
NOTE Confidence: 0.85443205

00:18:55.992 --> 00:18:58.879 I need a little bit of feedback here.
NOTE Confidence: 0.85443205

00:18:58.880 --> 00:18:59.951 Alright, so so.
NOTE Confidence: 0.85443205

00:18:59.951 --> 00:19:02.093 So what I've made the case,
NOTE Confidence: 0.85443205

00:19:02.100 --> 00:19:04.188 so I hope I've made the case that we
NOTE Confidence: 0.85443205

00:19:04.188 --> 00:19:06.034 have significant problems and we have
NOTE Confidence: 0.85443205

00:19:06.034 --> 00:19:08.293 a paradigm that is not equipped to
NOTE Confidence: 0.85443205

00:19:08.293 --> 00:19:10.540 deal with the magnitude of the problem.
NOTE Confidence: 0.85443205

00:19:10.540 --> 00:19:11.990 The complexity of the problem,
NOTE Confidence: 0.85443205

00:19:11.990 --> 00:19:14.078 and the known issues that we have with

NOTE Confidence: 0.85443205

00:19:14.078 --> 00:19:16.357 the way we've dealt with these issues.

NOTE Confidence: 0.85443205

00:19:16.360 --> 00:19:18.680 So I'm going to offer a different way,

NOTE Confidence: 0.85443205

00:19:18.680 --> 00:19:21.264 and this is what I mean by a

NOTE Confidence: 0.85443205

00:19:21.264 --> 00:19:22.620 population health approach.

NOTE Confidence: 0.85443205

00:19:22.620 --> 00:19:24.342 If you took that same population

NOTE Confidence: 0.85443205

00:19:24.342 --> 00:19:26.247 and you divide it into three

NOTE Confidence: 0.85443205

00:19:26.247 --> 00:19:27.627 people who are diagnosed,

NOTE Confidence: 0.85443205

00:19:27.630 --> 00:19:30.126 that's at 25% that we talked about earlier.

NOTE Confidence: 0.85443205

00:19:30.130 --> 00:19:32.104 But we also know in our communities

NOTE Confidence: 0.85443205

00:19:32.104 --> 00:19:34.384 there are people who may not have

NOTE Confidence: 0.85443205

00:19:34.384 --> 00:19:35.764 crossed that diagnostic threshold,

NOTE Confidence: 0.85443205

00:19:35.770 --> 00:19:37.330 but they're at greater risk.

NOTE Confidence: 0.85443205

00:19:37.330 --> 00:19:39.022 And if we spend a little

NOTE Confidence: 0.85443205

00:19:39.022 --> 00:19:40.770 time in about 10 minutes,

NOTE Confidence: 0.85443205

00:19:40.770 --> 00:19:42.842 we could identify most of the people

NOTE Confidence: 0.85443205

00:19:42.842 --> 00:19:45.084 in our communities who are at greater
NOTE Confidence: 0.85443205

00:19:45.084 --> 00:19:47.022 risk for having mental health challenges.
NOTE Confidence: 0.85443205

00:19:47.030 --> 00:19:49.228 And the question for us is what?
NOTE Confidence: 0.85443205

00:19:49.230 --> 00:19:51.726 What are we going to do about that?
NOTE Confidence: 0.85443205

00:19:51.730 --> 00:19:52.512 And then?
NOTE Confidence: 0.85443205

00:19:52.512 --> 00:19:55.249 There are people who are relatively healthy,
NOTE Confidence: 0.85443205

00:19:55.250 --> 00:19:56.822 so despite everything that
NOTE Confidence: 0.85443205

00:19:56.822 --> 00:19:58.394 I've I've talked about,
NOTE Confidence: 0.85443205

00:19:58.400 --> 00:20:00.871 there are still people who are doing
NOTE Confidence: 0.85443205

00:20:00.871 --> 00:20:03.130 quite well in our communities,
NOTE Confidence: 0.85443205

00:20:03.130 --> 00:20:06.970 so our strategies would look like this for.
NOTE Confidence: 0.85443205

00:20:06.970 --> 00:20:10.030 People who are in that top part of the
NOTE Confidence: 0.85443205

00:20:10.030 --> 00:20:12.070 paradigm, the pyramid it would be.
NOTE Confidence: 0.85443205

00:20:12.070 --> 00:20:14.110 How do we create effective and
NOTE Confidence: 0.85443205

00:20:14.110 --> 00:20:15.470 efficient clinical Care now?
NOTE Confidence: 0.85443205

00:20:15.470 --> 00:20:17.786 I think this is really important

NOTE Confidence: 0.85443205

00:20:17.786 --> 00:20:20.150 because when ever people talk about.

NOTE Confidence: 0.85443205

00:20:20.150 --> 00:20:22.065 Population health or using public

NOTE Confidence: 0.85443205

00:20:22.065 --> 00:20:23.980 health strategies in mental health,

NOTE Confidence: 0.85443205

00:20:23.980 --> 00:20:26.311 they hear that as we're going to

NOTE Confidence: 0.85443205

00:20:26.311 --> 00:20:28.128 turn away from our traditional

NOTE Confidence: 0.85443205

00:20:28.128 --> 00:20:30.711 work and now we're going to focus

NOTE Confidence: 0.85443205

00:20:30.711 --> 00:20:32.788 on the broader population,

NOTE Confidence: 0.85443205

00:20:32.790 --> 00:20:35.464 nothing could be further from the truth.

NOTE Confidence: 0.85443205

00:20:35.470 --> 00:20:37.654 Hospitals are a an important part

NOTE Confidence: 0.85443205

00:20:37.654 --> 00:20:39.680 of a public health system.

NOTE Confidence: 0.85443205

00:20:39.680 --> 00:20:41.320 Treatment is an important part

NOTE Confidence: 0.85443205

00:20:41.320 --> 00:20:43.492 of a public health or population

NOTE Confidence: 0.85443205

00:20:43.492 --> 00:20:45.807 health approach to mental health.

NOTE Confidence: 0.9001081

00:20:45.810 --> 00:20:48.714 And if we're going to have a really

NOTE Confidence: 0.9001081

00:20:48.714 --> 00:20:50.659 good population health approach.

NOTE Confidence: 0.9001081

00:20:50.660 --> 00:20:53.108 We have to make sure that treatment is
NOTE Confidence: 0.9001081

00:20:53.108 --> 00:20:55.340 as effective and efficient as possible,
NOTE Confidence: 0.9001081

00:20:55.340 --> 00:20:58.310 but we also should be and this is where we
NOTE Confidence: 0.9001081

00:20:58.388 --> 00:21:01.334 start to expand beyond the black box, right?
NOTE Confidence: 0.9001081

00:21:01.334 --> 00:21:03.926 And we're starting to get out of our
NOTE Confidence: 0.9001081

00:21:03.926 --> 00:21:06.689 four walls and starting to look at well.
NOTE Confidence: 0.9001081

00:21:06.690 --> 00:21:08.825 Who are those people in our community
NOTE Confidence: 0.9001081

00:21:08.825 --> 00:21:11.370 and how can we either mitigate risks,
NOTE Confidence: 0.9001081

00:21:11.370 --> 00:21:13.715 lower the risk that people are actually
NOTE Confidence: 0.9001081

00:21:13.715 --> 00:21:16.382 going to develop a problem, or a minimally?
NOTE Confidence: 0.9001081

00:21:16.382 --> 00:21:18.720 We are intervening at the earliest point.
NOTE Confidence: 0.9001081

00:21:18.720 --> 00:21:20.718 That's our goals for that group.
NOTE Confidence: 0.9001081

00:21:20.720 --> 00:21:21.404 And then.
NOTE Confidence: 0.9001081

00:21:21.404 --> 00:21:23.456 For people who are relatively healthy,
NOTE Confidence: 0.9001081

00:21:23.460 --> 00:21:26.884 it's how do we help keep people healthy?
NOTE Confidence: 0.9001081

00:21:26.890 --> 00:21:29.546 And for me this is in my work.

NOTE Confidence: 0.9001081

00:21:29.550 --> 00:21:31.720 In Philadelphia is probably one of the

NOTE Confidence: 0.9001081

00:21:31.720 --> 00:21:33.550 most interesting and exciting things,

NOTE Confidence: 0.9001081

00:21:33.550 --> 00:21:35.445 because it's something that our

NOTE Confidence: 0.9001081

00:21:35.445 --> 00:21:37.956 field has not done historically is to

NOTE Confidence: 0.9001081

00:21:37.956 --> 00:21:39.874 look at how we keep people healthy.

NOTE Confidence: 0.9001081

00:21:39.880 --> 00:21:42.536 We do that on the physical health side.

NOTE Confidence: 0.9001081

00:21:42.540 --> 00:21:43.912 We talk about exercise,

NOTE Confidence: 0.9001081

00:21:43.912 --> 00:21:46.347 we talk about wearing a safety belt

NOTE Confidence: 0.9001081

00:21:46.347 --> 00:21:48.787 where we talk about things to avoid so

NOTE Confidence: 0.9001081

00:21:48.787 --> 00:21:51.196 that we decrease our risk for cancer.

NOTE Confidence: 0.9001081

00:21:51.200 --> 00:21:54.197 We actually know quite a bit about the coral.

NOTE Confidence: 0.9001081

00:21:54.200 --> 00:21:55.860 It's of good psychological health.

NOTE Confidence: 0.9001081

00:21:55.860 --> 00:21:56.973 The question is.

NOTE Confidence: 0.9001081

00:21:56.973 --> 00:21:58.086 As a field,

NOTE Confidence: 0.9001081

00:21:58.090 --> 00:22:00.394 how are we helping to educate

NOTE Confidence: 0.9001081

00:22:00.394 --> 00:22:01.930 the public about that?
NOTE Confidence: 0.9001081

00:22:01.930 --> 00:22:05.731 So as many people as possible can
NOTE Confidence: 0.9001081

00:22:05.731 --> 00:22:07.360 stay psychologically healthy?
NOTE Confidence: 0.9001081

00:22:07.360 --> 00:22:10.492 So what I'm going to do at this point?
NOTE Confidence: 0.9001081

00:22:10.500 --> 00:22:13.140 The rest of my presentation is what I've
NOTE Confidence: 0.9001081

00:22:13.140 --> 00:22:16.087 tried to do is make a conceptual argument,
NOTE Confidence: 0.9001081

00:22:16.090 --> 00:22:18.655 but what I want to do is to give
NOTE Confidence: 0.9001081

00:22:18.655 --> 00:22:21.045 you a concrete examples of how
NOTE Confidence: 0.9001081

00:22:21.045 --> 00:22:23.065 we can actually do this,
NOTE Confidence: 0.9001081

00:22:23.070 --> 00:22:25.156 and I'm going to pull very heavily
NOTE Confidence: 0.9001081

00:22:25.156 --> 00:22:27.028 from my work and Philadelphia prior
NOTE Confidence: 0.9001081

00:22:27.028 --> 00:22:30.087 to me going to a PA where I was
NOTE Confidence: 0.9001081

00:22:30.087 --> 00:22:31.811 Commissioner essentially a single
NOTE Confidence: 0.9001081

00:22:31.811 --> 00:22:33.924 payer behavioral health care system,
NOTE Confidence: 0.9001081

00:22:33.924 --> 00:22:35.844 whereas Commissioner my Department had
NOTE Confidence: 0.9001081

00:22:35.844 --> 00:22:37.970 Medicaid dollars to state and local.

NOTE Confidence: 0.9001081
00:22:37.970 --> 00:22:40.930 Grant dollars children and adults,
NOTE Confidence: 0.9001081
00:22:40.930 --> 00:22:44.378 substance use mental health.
NOTE Confidence: 0.9001081
00:22:44.380 --> 00:22:47.145 So that's sort of the whole range
NOTE Confidence: 0.9001081
00:22:47.145 --> 00:22:47.935 of services,
NOTE Confidence: 0.9001081
00:22:47.940 --> 00:22:50.439 and so I'm going to pull different
NOTE Confidence: 0.9001081
00:22:50.439 --> 00:22:52.354 examples just to illustrate how
NOTE Confidence: 0.9001081
00:22:52.354 --> 00:22:55.049 we can as a field implement a
NOTE Confidence: 0.9001081
00:22:55.049 --> 00:22:56.629 population health approach.
NOTE Confidence: 0.9001081
00:22:56.630 --> 00:22:59.142 So let's start at the top of the
NOTE Confidence: 0.9001081
00:22:59.142 --> 00:23:01.339 pyramid and talk about effective
NOTE Confidence: 0.9001081
00:23:01.339 --> 00:23:03.335 and efficient clinical care.
NOTE Confidence: 0.87326586
00:23:05.560 --> 00:23:08.240 So most of you know that that we have a
NOTE Confidence: 0.87326586
00:23:08.312 --> 00:23:11.056 gap between what we know from the science
NOTE Confidence: 0.87326586
00:23:11.056 --> 00:23:14.088 and what is widely practiced in the field,
NOTE Confidence: 0.87326586
00:23:14.090 --> 00:23:16.394 and one of the things that we tried
NOTE Confidence: 0.87326586

00:23:16.394 --> 00:23:18.797 to do in the Philadelphia system is
NOTE Confidence: 0.87326586

00:23:18.797 --> 00:23:21.947 to close that gap so that we had as
NOTE Confidence: 0.87326586

00:23:21.947 --> 00:23:24.258 much of our system operating and using
NOTE Confidence: 0.87326586

00:23:24.258 --> 00:23:25.570 evidence based treatment approaches.
NOTE Confidence: 0.87326586

00:23:25.570 --> 00:23:27.538 These are just some of the
NOTE Confidence: 0.87326586

00:23:27.538 --> 00:23:28.850 initiatives that we use,
NOTE Confidence: 0.87326586

00:23:28.850 --> 00:23:31.154 and I'm going to take one of them
NOTE Confidence: 0.87326586

00:23:31.154 --> 00:23:33.317 and sort of illustrate why it's
NOTE Confidence: 0.87326586

00:23:33.317 --> 00:23:35.860 important for us if we're trying to.
NOTE Confidence: 0.87326586

00:23:35.860 --> 00:23:39.070 Improve clinical care to be very
NOTE Confidence: 0.87326586

00:23:39.070 --> 00:23:40.675 systematic about implementing
NOTE Confidence: 0.87326586

00:23:40.675 --> 00:23:42.512 evidence based treatment strategies
NOTE Confidence: 0.87326586

00:23:42.512 --> 00:23:45.787 and so one of the people we work
NOTE Confidence: 0.87326586

00:23:45.787 --> 00:23:48.216 with was Aaron Beck and trying to
NOTE Confidence: 0.87326586

00:23:48.216 --> 00:23:50.650 get CBT throughout our mental health
NOTE Confidence: 0.87326586

00:23:50.650 --> 00:23:52.825 and or behavioral health system.

NOTE Confidence: 0.87326586

00:23:52.830 --> 00:23:55.720 And so we were implementing

NOTE Confidence: 0.87326586

00:23:55.720 --> 00:23:59.170 in all kinds of settings and.

NOTE Confidence: 0.87326586

00:23:59.170 --> 00:24:00.610 Substance use in children settings,

NOTE Confidence: 0.87326586

00:24:00.610 --> 00:24:01.180 outpatient, inpatient,

NOTE Confidence: 0.87326586

00:24:01.180 --> 00:24:02.605 and one of the challenges,

NOTE Confidence: 0.87326586

00:24:02.610 --> 00:24:04.834 and I should say this 'cause I know

NOTE Confidence: 0.87326586

00:24:04.834 --> 00:24:07.315 there are a lot of people who are

NOTE Confidence: 0.87326586

00:24:07.315 --> 00:24:09.490 probably listening is very interested in.

NOTE Confidence: 0.87326586

00:24:09.490 --> 00:24:13.950 Ebp's aren't thinking around

NOTE Confidence: 0.87326586

00:24:13.950 --> 00:24:16.180 EBP implementation.

NOTE Confidence: 0.87326586

00:24:16.180 --> 00:24:17.460 Transition and transform overtime

NOTE Confidence: 0.87326586

00:24:17.460 --> 00:24:19.740 in the very beginning we were very

NOTE Confidence: 0.87326586

00:24:19.740 --> 00:24:20.940 focused on training clinicians

NOTE Confidence: 0.87326586

00:24:20.940 --> 00:24:22.750 and then we figured out that,

NOTE Confidence: 0.87326586

00:24:22.750 --> 00:24:24.002 you know, training clinicians.

NOTE Confidence: 0.87326586

00:24:24.002 --> 00:24:25.567 It's not where it's at.
NOTE Confidence: 0.87326586

00:24:25.570 --> 00:24:28.081 We really need to think about how we build
NOTE Confidence: 0.87326586

00:24:28.081 --> 00:24:29.949 capacity at the organizational level.
NOTE Confidence: 0.87326586

00:24:29.950 --> 00:24:32.182 And then we evolved to really what we
NOTE Confidence: 0.87326586

00:24:32.182 --> 00:24:34.635 need to be thinking about is how do
NOTE Confidence: 0.87326586

00:24:34.635 --> 00:24:36.604 we create an evidence based treatment
NOTE Confidence: 0.87326586

00:24:36.604 --> 00:24:38.998 system and so over time would happen
NOTE Confidence: 0.87326586

00:24:38.998 --> 00:24:41.218 is we started to ask the question,
NOTE Confidence: 0.87326586

00:24:41.220 --> 00:24:43.229 not how do we get more EVP's
NOTE Confidence: 0.87326586

00:24:43.229 --> 00:24:44.660 out into the system,
NOTE Confidence: 0.87326586

00:24:44.660 --> 00:24:47.060 but how do we use EVP's to address
NOTE Confidence: 0.87326586

00:24:47.060 --> 00:24:48.830 the challenges that we're having?
NOTE Confidence: 0.87326586

00:24:48.830 --> 00:24:51.710 In the system and so that sort of
NOTE Confidence: 0.87326586

00:24:51.710 --> 00:24:55.021 frame that frame that change in that
NOTE Confidence: 0.87326586

00:24:55.021 --> 00:24:58.180 framework actually really was quite useful.
NOTE Confidence: 0.87326586

00:24:58.180 --> 00:24:59.648 And here's an example.

NOTE Confidence: 0.87326586

00:24:59.648 --> 00:25:02.455 So we had a service called extended

NOTE Confidence: 0.87326586

00:25:02.455 --> 00:25:05.080 Acute Inpatient Program 00 hospital

NOTE Confidence: 0.87326586

00:25:05.080 --> 00:25:08.109 based programs for people who did

NOTE Confidence: 0.87326586

00:25:08.109 --> 00:25:10.671 not get better after a traditional

NOTE Confidence: 0.87326586

00:25:10.671 --> 00:25:12.823 impatience day and so historically

NOTE Confidence: 0.87326586

00:25:12.823 --> 00:25:15.840 those people would have gone to state

NOTE Confidence: 0.87326586

00:25:15.923 --> 00:25:18.647 hospitals or when those beds closed,

NOTE Confidence: 0.87326586

00:25:18.650 --> 00:25:19.661 we built those.

NOTE Confidence: 0.87326586

00:25:19.661 --> 00:25:21.683 Services I was long term longer

NOTE Confidence: 0.87326586

00:25:21.683 --> 00:25:23.508 term beds in the community,

NOTE Confidence: 0.87326586

00:25:23.510 --> 00:25:24.788 but what happened?

NOTE Confidence: 0.87326586

00:25:24.788 --> 00:25:27.344 Overtime was the length of stay

NOTE Confidence: 0.87326586

00:25:27.344 --> 00:25:28.508 started to go up.

NOTE Confidence: 0.87326586

00:25:28.510 --> 00:25:31.163 To the point where we had some

NOTE Confidence: 0.87326586

00:25:31.163 --> 00:25:33.138 people that were in inpatient

NOTE Confidence: 0.87326586

00:25:33.138 --> 00:25:36.170 units for six months up to a year,

NOTE Confidence: 0.87326586

00:25:36.170 --> 00:25:38.090 sometimes more than a year.

NOTE Confidence: 0.87326586

00:25:38.090 --> 00:25:40.382 And you can imagine that's not

NOTE Confidence: 0.87326586

00:25:40.382 --> 00:25:41.528 good for anyone,

NOTE Confidence: 0.87326586

00:25:41.530 --> 00:25:43.062 particularly people who have

NOTE Confidence: 0.87326586

00:25:43.062 --> 00:25:44.594 very serious mental illnesses.

NOTE Confidence: 0.87326586

00:25:44.600 --> 00:25:47.656 So we did, was we use a mill.

NOTE Confidence: 0.87326586

00:25:47.660 --> 00:25:50.088 You approach using recovery

NOTE Confidence: 0.87326586

00:25:50.088 --> 00:25:51.909 oriented cognitive therapy.

NOTE Confidence: 0.87326586

00:25:51.910 --> 00:25:54.040 Train everyone on the unit,

NOTE Confidence: 0.87326586

00:25:54.040 --> 00:25:55.744 including the people who

NOTE Confidence: 0.87326586

00:25:55.744 --> 00:25:57.448 brought out the food.

NOTE Confidence: 0.87326586

00:25:57.450 --> 00:25:59.580 The lease on the concepts,

NOTE Confidence: 0.87326586

00:25:59.580 --> 00:26:02.471 and here are some of the results

NOTE Confidence: 0.87326586

00:26:02.471 --> 00:26:05.119 that we got by doing that.

NOTE Confidence: 0.87326586

00:26:05.120 --> 00:26:08.520 We cut the length of stay in half.

NOTE Confidence: 0.87326586

00:26:08.520 --> 00:26:10.224 We reduce the salt,

NOTE Confidence: 0.87326586

00:26:10.224 --> 00:26:12.354 we reduce restraints and seclusion.

NOTE Confidence: 0.87326586

00:26:12.360 --> 00:26:15.768 We reduce the need for I am medication.

NOTE Confidence: 0.87326586

00:26:15.770 --> 00:26:16.676 We reduce.

NOTE Confidence: 0.87326586

00:26:16.676 --> 00:26:18.488 Well we increased the

NOTE Confidence: 0.87326586

00:26:18.488 --> 00:26:20.300 number of people moving

NOTE Confidence: 0.84116

00:26:20.381 --> 00:26:22.156 out of that very high.

NOTE Confidence: 0.84116

00:26:22.160 --> 00:26:25.324 \$700.00 a day service. Into the community,

NOTE Confidence: 0.84116

00:26:25.330 --> 00:26:28.970 and it was simply by using what the

NOTE Confidence: 0.84116

00:26:28.970 --> 00:26:32.678 science says around one of the best

NOTE Confidence: 0.84116

00:26:32.678 --> 00:26:35.378 approaches to treating people want

NOTE Confidence: 0.84116

00:26:35.480 --> 00:26:38.798 to share with you another strategy.

NOTE Confidence: 0.84116

00:26:38.800 --> 00:26:40.770 Using financial levers just go

NOTE Confidence: 0.84116

00:26:40.770 --> 00:26:42.740 through this one pretty quickly.

NOTE Confidence: 0.84116

00:26:42.740 --> 00:26:45.684 This is a you could look at the

NOTE Confidence: 0.84116

00:26:45.684 --> 00:26:48.260 numbers on the left side there.

NOTE Confidence: 0.84116

00:26:48.260 --> 00:26:50.372 Those are actually hospitals.

NOTE Confidence: 0.84116

00:26:50.372 --> 00:26:53.540 This is sort of sample data.

NOTE Confidence: 0.84116

00:26:53.540 --> 00:26:56.940 Going across, going across the

NOTE Confidence: 0.84116

00:26:56.940 --> 00:27:01.057 columns are things that we measured

NOTE Confidence: 0.84116

00:27:01.057 --> 00:27:05.825 providers on and what we did was to.

NOTE Confidence: 0.84116

00:27:05.830 --> 00:27:07.330 Measure providers you know

NOTE Confidence: 0.84116

00:27:07.330 --> 00:27:09.205 they get a green, red,

NOTE Confidence: 0.84116

00:27:09.205 --> 00:27:11.455 yellow took the top performing providers,

NOTE Confidence: 0.84116

00:27:11.460 --> 00:27:13.335 paid them a performance payment

NOTE Confidence: 0.84116

00:27:13.335 --> 00:27:15.210 if they met certain criteria.

NOTE Confidence: 0.84116

00:27:15.210 --> 00:27:17.508 Now what was interesting about this

NOTE Confidence: 0.84116

00:27:17.508 --> 00:27:19.774 is that hospitals we've been saying

NOTE Confidence: 0.84116

00:27:19.774 --> 00:27:22.091 to hospitals for years that we need

NOTE Confidence: 0.84116

00:27:22.091 --> 00:27:24.473 you to improve your continuity of

NOTE Confidence: 0.84116

00:27:24.473 --> 00:27:26.453 care rates and essentially what

NOTE Confidence: 0.84116

00:27:26.460 --> 00:27:29.078 they said back to us as well.

NOTE Confidence: 0.84116

00:27:29.080 --> 00:27:29.830 You know,

NOTE Confidence: 0.84116

00:27:29.830 --> 00:27:32.455 we really can't do anything about that.

NOTE Confidence: 0.84116

00:27:32.460 --> 00:27:33.980 That's the outpatient system.

NOTE Confidence: 0.84116

00:27:33.980 --> 00:27:35.880 Our role is to treat.

NOTE Confidence: 0.84116

00:27:35.880 --> 00:27:37.896 You know the cute illness and

NOTE Confidence: 0.84116

00:27:37.896 --> 00:27:38.904 then to discharge.

NOTE Confidence: 0.84116

00:27:38.910 --> 00:27:40.908 And it's really up to the

NOTE Confidence: 0.84116

00:27:40.908 --> 00:27:42.959 outpatient system to pick people up.

NOTE Confidence: 0.84116

00:27:42.960 --> 00:27:43.262 Well,

NOTE Confidence: 0.84116

00:27:43.262 --> 00:27:44.772 interesting thing happens when we

NOTE Confidence: 0.84116

00:27:44.772 --> 00:27:46.660 started to pay for performance.

NOTE Confidence: 0.84116

00:27:46.660 --> 00:27:48.844 So the first year we did it and

NOTE Confidence: 0.84116

00:27:48.844 --> 00:27:50.551 because we paid providers based

NOTE Confidence: 0.84116

00:27:50.551 --> 00:27:52.735 on their their volume and their

NOTE Confidence: 0.84116

00:27:52.735 --> 00:27:54.079 and their revenue,
NOTE Confidence: 0.84116

00:27:54.080 --> 00:27:56.439 some of the providers are top performers.
NOTE Confidence: 0.84116

00:27:56.440 --> 00:27:58.700 Actually got hundreds of thousands
NOTE Confidence: 0.84116

00:27:58.700 --> 00:28:00.960 of dollars in performance payments
NOTE Confidence: 0.84116

00:28:01.030 --> 00:28:02.210 in the first year.
NOTE Confidence: 0.84116

00:28:02.210 --> 00:28:02.533 Well,
NOTE Confidence: 0.84116

00:28:02.533 --> 00:28:04.471 the provider who was at the
NOTE Confidence: 0.84116

00:28:04.471 --> 00:28:06.410 bottom of the distribution,
NOTE Confidence: 0.84116

00:28:06.410 --> 00:28:07.938 obviously doing performance payment
NOTE Confidence: 0.84116

00:28:07.938 --> 00:28:10.230 comes into us and you know,
NOTE Confidence: 0.84116

00:28:10.230 --> 00:28:11.650 says you know well,
NOTE Confidence: 0.84116

00:28:11.650 --> 00:28:13.780 what can I do around improving
NOTE Confidence: 0.84116

00:28:13.851 --> 00:28:15.198 continuity of care.
NOTE Confidence: 0.84116

00:28:15.200 --> 00:28:17.398 So we shared with him some of
NOTE Confidence: 0.84116

00:28:17.398 --> 00:28:20.207 the things that some of the other
NOTE Confidence: 0.84116

00:28:20.207 --> 00:28:22.452 providers were doing really interesting.

NOTE Confidence: 0.84116
00:28:22.460 --> 00:28:24.945 Thing was at the very next year
NOTE Confidence: 0.84116
00:28:24.945 --> 00:28:27.066 that same provider was at the
NOTE Confidence: 0.84116
00:28:27.066 --> 00:28:29.028 top of the distribution and so
NOTE Confidence: 0.84116
00:28:29.028 --> 00:28:31.290 this notion that people couldn't
NOTE Confidence: 0.84116
00:28:31.290 --> 00:28:33.620 do couldn't make these changes.
NOTE Confidence: 0.84116
00:28:33.620 --> 00:28:35.740 Actually change it pretty quickly.
NOTE Confidence: 0.84116
00:28:35.740 --> 00:28:37.620 Once we introduced financial
NOTE Confidence: 0.84116
00:28:37.620 --> 00:28:40.440 incentives and let me just show
NOTE Confidence: 0.84116
00:28:40.521 --> 00:28:42.950 you a few other levels of care.
NOTE Confidence: 0.84116
00:28:42.950 --> 00:28:45.070 This is the dropout rate.
NOTE Confidence: 0.84116
00:28:45.070 --> 00:28:48.038 So for ASD or autism spectrum disorder,
NOTE Confidence: 0.84116
00:28:48.040 --> 00:28:49.975 these are services for children
NOTE Confidence: 0.84116
00:28:49.975 --> 00:28:52.916 had 2/3 of people of the children
NOTE Confidence: 0.84116
00:28:52.916 --> 00:28:55.226 in those services dropping out
NOTE Confidence: 0.84116
00:28:55.226 --> 00:28:57.359 after two sessions or fewer.
NOTE Confidence: 0.8762213

00:28:59.530 --> 00:29:01.792 We introduce pay for performance and
NOTE Confidence: 0.8762213

00:29:01.792 --> 00:29:04.690 you can see the dramatic decrease,
NOTE Confidence: 0.8762213

00:29:04.690 --> 00:29:06.174 so improving retention rates.
NOTE Confidence: 0.8762213

00:29:06.174 --> 00:29:08.400 This is the transfer rate from
NOTE Confidence: 0.8762213

00:29:08.467 --> 00:29:10.447 residential programs to inpatient
NOTE Confidence: 0.8762213

00:29:10.447 --> 00:29:12.427 program programs for children,
NOTE Confidence: 0.8762213

00:29:12.430 --> 00:29:15.678 and so we're trying to do is get
NOTE Confidence: 0.8762213

00:29:15.678 --> 00:29:18.234 those providers to do a better
NOTE Confidence: 0.8762213

00:29:18.234 --> 00:29:20.304 job of managing those children
NOTE Confidence: 0.8762213

00:29:20.304 --> 00:29:23.180 and not just referring them out.
NOTE Confidence: 0.8762213

00:29:23.180 --> 00:29:26.532 And you can see what happens once you
NOTE Confidence: 0.8762213

00:29:26.532 --> 00:29:28.849 introduce financial incentives or this.
NOTE Confidence: 0.8762213

00:29:28.850 --> 00:29:31.790 Other data that shows.
NOTE Confidence: 0.8762213

00:29:31.790 --> 00:29:35.140 Contact of targeted case management
NOTE Confidence: 0.8762213

00:29:35.140 --> 00:29:38.490 services for people in patient.
NOTE Confidence: 0.8762213

00:29:38.490 --> 00:29:41.170 So another strategy for

NOTE Confidence: 0.8762213

00:29:41.170 --> 00:29:43.180 improving clinical care.

NOTE Confidence: 0.8643673

00:29:46.020 --> 00:29:48.956 We also have to make sure that we're

NOTE Confidence: 0.8643673

00:29:48.956 --> 00:29:52.310 not only using evidence based practices,

NOTE Confidence: 0.8643673

00:29:52.310 --> 00:29:55.481 but we also need to individualize and

NOTE Confidence: 0.8643673

00:29:55.481 --> 00:29:58.230 have strategies for those things that

NOTE Confidence: 0.8643673

00:29:58.230 --> 00:30:01.289 we know have are related to outcomes.

NOTE Confidence: 0.8643673

00:30:01.290 --> 00:30:04.230 So what you're looking at here is

NOTE Confidence: 0.8643673

00:30:04.230 --> 00:30:06.490 penetration data and penetration data

NOTE Confidence: 0.8643673

00:30:06.490 --> 00:30:09.703 is simply the proportion of people who

NOTE Confidence: 0.8643673

00:30:09.703 --> 00:30:13.401 are in a an insurance program who are

NOTE Confidence: 0.8643673

00:30:13.401 --> 00:30:15.474 accessing the behavioral health benefit.

NOTE Confidence: 0.8643673

00:30:15.474 --> 00:30:18.330 So if you have Blue Cross Blue shield,

NOTE Confidence: 0.8643673

00:30:18.330 --> 00:30:21.165 typically 3 to 5% of people who

NOTE Confidence: 0.8643673

00:30:21.165 --> 00:30:23.940 have Blue Cross Blue shield will.

NOTE Confidence: 0.8643673

00:30:23.940 --> 00:30:25.390 Access to behavioral health benefit

NOTE Confidence: 0.8643673

00:30:25.390 --> 00:30:26.840 well in the Medicaid program,
NOTE Confidence: 0.8643673

00:30:26.840 --> 00:30:28.000 it's actually pretty high,
NOTE Confidence: 0.8643673

00:30:28.000 --> 00:30:30.202 so like 20% and you could see
NOTE Confidence: 0.8643673

00:30:30.202 --> 00:30:32.200 that it was improving overtime for
NOTE Confidence: 0.8643673

00:30:32.267 --> 00:30:33.867 both children and adults.
NOTE Confidence: 0.8643673

00:30:33.870 --> 00:30:36.198 But if you disaggregate that data,
NOTE Confidence: 0.8643673

00:30:36.200 --> 00:30:38.540 you get a very different picture.
NOTE Confidence: 0.8643673

00:30:38.540 --> 00:30:40.868 What you see is that for
NOTE Confidence: 0.8643673

00:30:40.868 --> 00:30:42.032 whites and Hispanics,
NOTE Confidence: 0.8643673

00:30:42.040 --> 00:30:43.204 pretty high penetration
NOTE Confidence: 0.8643673

00:30:43.204 --> 00:30:44.368 for African Americans,
NOTE Confidence: 0.8643673

00:30:44.370 --> 00:30:47.862 half of that and for Asians half of that.
NOTE Confidence: 0.8643673

00:30:47.870 --> 00:30:49.550 So disaggregating the data on
NOTE Confidence: 0.8643673

00:30:49.550 --> 00:30:52.235 based on things that we know affect
NOTE Confidence: 0.8643673

00:30:52.235 --> 00:30:54.099 outcomes is extremely important.
NOTE Confidence: 0.8643673

00:30:54.100 --> 00:30:56.040 Then the question is, well,

NOTE Confidence: 0.8643673

00:30:56.040 --> 00:30:58.380 what do you do about that?

NOTE Confidence: 0.8643673

00:30:58.380 --> 00:30:59.544 In this case,

NOTE Confidence: 0.8643673

00:30:59.544 --> 00:31:01.484 some researchers at University of

NOTE Confidence: 0.8643673

00:31:01.484 --> 00:31:04.460 Pennsylvania, I mean Rothbart and her.

NOTE Confidence: 0.8643673

00:31:04.460 --> 00:31:05.048 Colleagues.

NOTE Confidence: 0.8643673

00:31:05.048 --> 00:31:07.400 Did the interesting thing,

NOTE Confidence: 0.8643673

00:31:07.400 --> 00:31:09.950 but they did what you see here is a map

NOTE Confidence: 0.8643673

00:31:10.016 --> 00:31:12.956 of Philadelphia an explain this real quickly.

NOTE Confidence: 0.8643673

00:31:12.960 --> 00:31:15.192 What she did was she did a Geo mapping

NOTE Confidence: 0.8643673

00:31:15.192 --> 00:31:17.061 and she mapped the utilization

NOTE Confidence: 0.8643673

00:31:17.061 --> 00:31:19.011 rates were African Americans that

NOTE Confidence: 0.8643673

00:31:19.011 --> 00:31:20.781 where providers were an essentially

NOTE Confidence: 0.8643673

00:31:20.781 --> 00:31:23.128 what this data told us was that.

NOTE Confidence: 0.8643673

00:31:23.128 --> 00:31:25.634 In the areas where we had high

NOTE Confidence: 0.8643673

00:31:25.634 --> 00:31:27.620 concentrations of African Americans,

NOTE Confidence: 0.8643673

00:31:27.620 --> 00:31:29.340 we had low utilization rates
NOTE Confidence: 0.8643673

00:31:29.340 --> 00:31:30.716 and what explained that?
NOTE Confidence: 0.8643673

00:31:30.720 --> 00:31:33.480 Or one of the things that explained that,
NOTE Confidence: 0.8643673

00:31:33.480 --> 00:31:35.895 was that we also had fewer providers.
NOTE Confidence: 0.8643673

00:31:35.900 --> 00:31:37.688 Given the density of people that
NOTE Confidence: 0.8643673

00:31:37.688 --> 00:31:39.690 we had in those communities.
NOTE Confidence: 0.8643673

00:31:39.690 --> 00:31:41.587 So the solution here was to then
NOTE Confidence: 0.8643673

00:31:41.587 --> 00:31:43.262 do RFP's in those particular
NOTE Confidence: 0.8643673

00:31:43.262 --> 00:31:46.062 areas where where we had a higher
NOTE Confidence: 0.8643673

00:31:46.062 --> 00:31:47.581 concentrations of African Americans
NOTE Confidence: 0.8643673

00:31:47.581 --> 00:31:50.038 low utilization and I point that out
NOTE Confidence: 0.8643673

00:31:50.040 --> 00:31:52.784 because a lot of times when we're
NOTE Confidence: 0.8643673

00:31:52.784 --> 00:31:54.868 thinking about how do we help.
NOTE Confidence: 0.8643673

00:31:54.870 --> 00:31:56.415 Communities of color or routes
NOTE Confidence: 0.8643673

00:31:56.415 --> 00:31:58.410 that were not being well served.
NOTE Confidence: 0.8643673

00:31:58.410 --> 00:32:00.664 We talk a lot about cultural competency,

NOTE Confidence: 0.8643673

00:32:00.670 --> 00:32:02.945 but sometimes it issues are at the

NOTE Confidence: 0.8643673

00:32:02.945 --> 00:32:05.165 systems level and the only way we're

NOTE Confidence: 0.8643673

00:32:05.165 --> 00:32:07.662 going to know how to address those issues

NOTE Confidence: 0.8643673

00:32:07.662 --> 00:32:10.000 is to have that systems level data.

NOTE Confidence: 0.8643673

00:32:10.000 --> 00:32:12.144 Now we did in fact require that those

NOTE Confidence: 0.8643673

00:32:12.144 --> 00:32:13.869 providers be culturally competent,

NOTE Confidence: 0.8643673

00:32:13.870 --> 00:32:15.874 but cultural competence in the absence

NOTE Confidence: 0.8643673

00:32:15.874 --> 00:32:17.878 of dealing with the structural issue

NOTE Confidence: 0.8643673

00:32:17.878 --> 00:32:19.985 was not going to get us there.

NOTE Confidence: 0.8684108

00:32:22.780 --> 00:32:24.000 So those are examples

NOTE Confidence: 0.8684108

00:32:24.000 --> 00:32:25.525 from a real life system,

NOTE Confidence: 0.8684108

00:32:25.530 --> 00:32:27.858 but at a PA we are adopting this

NOTE Confidence: 0.8684108

00:32:27.858 --> 00:32:29.490 population health approach as well,

NOTE Confidence: 0.8684108

00:32:29.490 --> 00:32:31.320 and so as I go through,

NOTE Confidence: 0.8684108

00:32:31.320 --> 00:32:34.080 I just want to share with you a couple of

NOTE Confidence: 0.8684108

00:32:34.153 --> 00:32:37.114 examples of things that we're doing at a PA.

NOTE Confidence: 0.8684108

00:32:37.120 --> 00:32:41.125 One of the major things that we're doing is.

NOTE Confidence: 0.8684108

00:32:41.130 --> 00:32:42.522 Especially during the pandemic,

NOTE Confidence: 0.8684108

00:32:42.522 --> 00:32:44.930 is really looking at the issue of

NOTE Confidence: 0.8684108

00:32:44.930 --> 00:32:46.508 Tele Health and making sure that

NOTE Confidence: 0.8684108

00:32:46.508 --> 00:32:48.370 we are that Tele health services

NOTE Confidence: 0.8684108

00:32:48.370 --> 00:32:50.050 are available to people because

NOTE Confidence: 0.8684108

00:32:50.050 --> 00:32:52.710 we know that that will make a huge

NOTE Confidence: 0.8684108

00:32:52.710 --> 00:32:54.569 difference in people's access to care.

NOTE Confidence: 0.77032584

00:32:56.930 --> 00:32:59.936 So what about risk? So if.

NOTE Confidence: 0.77032584

00:32:59.940 --> 00:33:01.644 Tomorrow we gave you the keys to the

NOTE Confidence: 0.77032584

00:33:01.644 --> 00:33:03.018 mental health system and said look,

NOTE Confidence: 0.77032584

00:33:03.020 --> 00:33:05.348 we want you to implement a.

NOTE Confidence: 0.77032584

00:33:05.350 --> 00:33:06.232 A population approach?

NOTE Confidence: 0.77032584

00:33:06.232 --> 00:33:07.996 How would you think about the

NOTE Confidence: 0.77032584

00:33:07.996 --> 00:33:10.033 at risk communities or at risk

NOTE Confidence: 0.77032584

00:33:10.033 --> 00:33:11.385 individuals in the community?

NOTE Confidence: 0.77032584

00:33:11.390 --> 00:33:13.244 So I think there are two

NOTE Confidence: 0.77032584

00:33:13.244 --> 00:33:15.209 ways that we think about it.

NOTE Confidence: 0.77032584

00:33:15.210 --> 00:33:16.442 I think about it.

NOTE Confidence: 0.77032584

00:33:16.442 --> 00:33:17.982 One is what are things

NOTE Confidence: 0.77032584

00:33:17.982 --> 00:33:19.659 that put people at risk?

NOTE Confidence: 0.77032584

00:33:19.660 --> 00:33:21.252 And are there groups

NOTE Confidence: 0.77032584

00:33:21.252 --> 00:33:23.242 that are at greater risk?

NOTE Confidence: 0.77032584

00:33:23.250 --> 00:33:24.810 And so one of the things

NOTE Confidence: 0.77032584

00:33:24.810 --> 00:33:26.699 that we know puts people at

NOTE Confidence: 0.77032584

00:33:26.699 --> 00:33:28.267 risk is experiencing trauma,

NOTE Confidence: 0.77032584

00:33:28.270 --> 00:33:29.239 particularly childhood trauma.

NOTE Confidence: 0.77032584

00:33:29.239 --> 00:33:30.854 So most of you probably

NOTE Confidence: 0.77032584

00:33:30.854 --> 00:33:32.359 familiar with the Aces studies,

NOTE Confidence: 0.77032584

00:33:32.360 --> 00:33:35.500 and so one of the things that we did well,

NOTE Confidence: 0.77032584

00:33:35.500 --> 00:33:37.378 this is a map of Philadelphia.

NOTE Confidence: 0.77032584

00:33:37.380 --> 00:33:40.425 What you see here are evidence based

NOTE Confidence: 0.77032584

00:33:40.425 --> 00:33:42.097 treatment programs throughout the

NOTE Confidence: 0.77032584

00:33:42.097 --> 00:33:44.761 system that we built up over a few years.

NOTE Confidence: 0.77032584

00:33:44.770 --> 00:33:46.880 So after a federal grant,

NOTE Confidence: 0.77032584

00:33:46.880 --> 00:33:49.302 what we did was we started to

NOTE Confidence: 0.77032584

00:33:49.302 --> 00:33:51.420 screen children for traumatic stress

NOTE Confidence: 0.77032584

00:33:51.420 --> 00:33:53.930 in pediatric settings in either

NOTE Confidence: 0.77032584

00:33:53.930 --> 00:33:55.912 pediatric primary care settings

NOTE Confidence: 0.77032584

00:33:55.912 --> 00:33:57.927 or even mental health settings

NOTE Confidence: 0.77032584

00:33:57.927 --> 00:34:01.348 and what we found is about 30% of

NOTE Confidence: 0.77032584

00:34:01.348 --> 00:34:03.608 those kids in Philadelphia were

NOTE Confidence: 0.77032584

00:34:03.608 --> 00:34:05.572 screening positively for traumatic

NOTE Confidence: 0.77032584

00:34:05.572 --> 00:34:08.428 stress and once we identify them

NOTE Confidence: 0.77032584

00:34:08.428 --> 00:34:11.129 we were able to refer them to.

NOTE Confidence: 0.77032584

00:34:11.130 --> 00:34:12.470 These are men in space.

NOTE Confidence: 0.77032584

00:34:12.470 --> 00:34:14.460 Treatment programs is probably one

NOTE Confidence: 0.77032584

00:34:14.460 --> 00:34:17.084 of the most important things that I

NOTE Confidence: 0.77032584

00:34:17.084 --> 00:34:19.356 felt that we did in my tenure because.

NOTE Confidence: 0.77032584

00:34:19.360 --> 00:34:20.940 Those of you particularly work

NOTE Confidence: 0.77032584

00:34:20.940 --> 00:34:22.204 in substance use programs,

NOTE Confidence: 0.77032584

00:34:22.210 --> 00:34:24.052 but mental health programs as well

NOTE Confidence: 0.77032584

00:34:24.052 --> 00:34:26.371 know that that there are a lot of

NOTE Confidence: 0.77032584

00:34:26.371 --> 00:34:27.913 people that were treating in late

NOTE Confidence: 0.77032584

00:34:27.972 --> 00:34:29.842 adulthood who had experienced early

NOTE Confidence: 0.77032584

00:34:29.842 --> 00:34:32.037 childhood trauma that was never identified.

NOTE Confidence: 0.77032584

00:34:32.037 --> 00:34:33.305 Many of those individuals

NOTE Confidence: 0.77032584

00:34:33.305 --> 00:34:34.573 develop substance use problems.

NOTE Confidence: 0.77032584

00:34:34.580 --> 00:34:36.160 They don't develop other problems.

NOTE Confidence: 0.77032584

00:34:36.160 --> 00:34:38.056 It really changes their life trajectory.

NOTE Confidence: 0.77032584

00:34:38.060 --> 00:34:40.404 And so if we can be systematic and

NOTE Confidence: 0.77032584

00:34:40.404 --> 00:34:41.733 identifying those children early
NOTE Confidence: 0.77032584

00:34:41.733 --> 00:34:43.428 on and getting them connected
NOTE Confidence: 0.77032584

00:34:43.428 --> 00:34:45.348 to the services that they need,
NOTE Confidence: 0.77032584

00:34:45.350 --> 00:34:48.203 it can make a big difference in their lives.
NOTE Confidence: 0.77032584

00:34:48.210 --> 00:34:50.028 Another strategy we started to think
NOTE Confidence: 0.77032584

00:34:50.028 --> 00:34:51.986 about trauma from a public health
NOTE Confidence: 0.77032584

00:34:51.986 --> 00:34:54.387 standpoint from not just thinking about it.
NOTE Confidence: 0.77032584

00:34:54.390 --> 00:34:56.514 As something where we treated an
NOTE Confidence: 0.77032584

00:34:56.514 --> 00:34:58.581 individual but more like a contagion
NOTE Confidence: 0.77032584

00:34:58.581 --> 00:35:00.917 that was in a community and that we
NOTE Confidence: 0.77032584

00:35:00.982 --> 00:35:03.778 needed to have Community level interventions.
NOTE Confidence: 0.77032584

00:35:03.780 --> 00:35:06.055 So one of the strategies that we
NOTE Confidence: 0.77032584

00:35:06.055 --> 00:35:08.191 employed was just making sure that
NOTE Confidence: 0.77032584

00:35:08.191 --> 00:35:10.011 whenever there was a traumatic
NOTE Confidence: 0.77032584

00:35:10.011 --> 00:35:11.719 event in the community,
NOTE Confidence: 0.77032584

00:35:11.720 --> 00:35:13.676 we sent people in the community

NOTE Confidence: 0.77032584

00:35:13.676 --> 00:35:15.468 who were trained in psychological

NOTE Confidence: 0.77032584

00:35:15.468 --> 00:35:18.380 first aid to provide support to help

NOTE Confidence: 0.77032584

00:35:18.380 --> 00:35:20.586 educate people about what a normal

NOTE Confidence: 0.77032584

00:35:20.586 --> 00:35:22.542 trauma response was and to give

NOTE Confidence: 0.77032584

00:35:22.550 --> 00:35:25.016 people resources so that if they.

NOTE Confidence: 0.77032584

00:35:25.020 --> 00:35:26.664 Started to experience difficulties

NOTE Confidence: 0.77032584

00:35:26.664 --> 00:35:29.130 that they could get connected to

NOTE Confidence: 0.77032584

00:35:29.198 --> 00:35:31.484 care earlier and that work actually

NOTE Confidence: 0.77032584

00:35:31.484 --> 00:35:33.499 transitioned over time and it

NOTE Confidence: 0.77032584

00:35:33.499 --> 00:35:34.789 moved from professionals.

NOTE Confidence: 0.77032584

00:35:34.790 --> 00:35:36.855 Quote unquote going into communities

NOTE Confidence: 0.77032584

00:35:36.855 --> 00:35:39.376 doing that work to training people

NOTE Confidence: 0.77032584

00:35:39.376 --> 00:35:41.311 in those communities themselves to

NOTE Confidence: 0.77032584

00:35:41.311 --> 00:35:44.151 be peer to provide peer support to

NOTE Confidence: 0.77032584

00:35:44.151 --> 00:35:46.186 their other neighbors when these

NOTE Confidence: 0.77032584

00:35:46.186 --> 00:35:47.000 events happen.
NOTE Confidence: 0.77032584

00:35:47.000 --> 00:35:49.776 And so in the city after every major
NOTE Confidence: 0.77032584

00:35:49.776 --> 00:35:52.388 kind of traumatic event where there
NOTE Confidence: 0.77032584

00:35:52.388 --> 00:35:55.634 was a shooting in a community, or.
NOTE Confidence: 0.77032584

00:35:55.634 --> 00:35:58.104 Building collapse or whatever it
NOTE Confidence: 0.77032584

00:35:58.104 --> 00:36:00.080 was there was almost
NOTE Confidence: 0.867866192941177

00:36:00.172 --> 00:36:03.987 always a behavioral health response to that.
NOTE Confidence: 0.867866192941177

00:36:03.990 --> 00:36:07.078 So that that is.
NOTE Confidence: 0.867866192941177

00:36:07.080 --> 00:36:09.270 A something that happens to people
NOTE Confidence: 0.867866192941177

00:36:09.270 --> 00:36:11.720 that puts them at greater risk.
NOTE Confidence: 0.867866192941177

00:36:11.720 --> 00:36:15.850 Homelessness is an example of a social
NOTE Confidence: 0.867866192941177

00:36:15.850 --> 00:36:19.459 determinant that can have a profound
NOTE Confidence: 0.867866192941177

00:36:19.459 --> 00:36:22.927 impact on people's mental health so.
NOTE Confidence: 0.867866192941177

00:36:22.930 --> 00:36:25.456 One of the strategies that we
NOTE Confidence: 0.867866192941177

00:36:25.456 --> 00:36:27.620 employed was using multiple pathways
NOTE Confidence: 0.867866192941177

00:36:27.620 --> 00:36:30.413 off of the street that was really

NOTE Confidence: 0.867866192941177

00:36:30.413 --> 00:36:32.709 grounded in this notion that the

NOTE Confidence: 0.867866192941177

00:36:32.709 --> 00:36:35.294 best way to help people who are

NOTE Confidence: 0.867866192941177

00:36:35.294 --> 00:36:38.926 homeless is to give them a house or

NOTE Confidence: 0.867866192941177

00:36:38.926 --> 00:36:42.957 to provide housing for them and so.

NOTE Confidence: 0.867866192941177

00:36:42.960 --> 00:36:45.288 In a partnership that was set

NOTE Confidence: 0.867866192941177

00:36:45.288 --> 00:36:48.309 up by the Mayor of Philadelphia,

NOTE Confidence: 0.867866192941177

00:36:48.310 --> 00:36:49.723 then Michael Nutter,

NOTE Confidence: 0.867866192941177

00:36:49.723 --> 00:36:52.078 he negotiated about 200 Section

NOTE Confidence: 0.867866192941177

00:36:52.078 --> 00:36:54.973 8 vouchers and So what we did

NOTE Confidence: 0.867866192941177

00:36:54.973 --> 00:36:56.843 is we leverage Medicaid dollars

NOTE Confidence: 0.867866192941177

00:36:56.922 --> 00:36:58.569 by providing services.

NOTE Confidence: 0.8824241

00:37:00.890 --> 00:37:03.392 Compare that with housing dollars to

NOTE Confidence: 0.8824241

00:37:03.392 --> 00:37:05.427 provide housing for individuals who

NOTE Confidence: 0.8824241

00:37:05.427 --> 00:37:07.827 are living on the streets and not just

NOTE Confidence: 0.8824241

00:37:07.827 --> 00:37:10.040 people who are living on the streets,

NOTE Confidence: 0.8824241

00:37:10.040 --> 00:37:11.800 but people who were who
NOTE Confidence: 0.8824241

00:37:11.800 --> 00:37:12.856 were chronically homeless.
NOTE Confidence: 0.8824241

00:37:12.860 --> 00:37:15.580 That means that they have been living on
NOTE Confidence: 0.8824241

00:37:15.580 --> 00:37:18.860 the Street seven, 10-15 years sometimes.
NOTE Confidence: 0.8824241

00:37:18.860 --> 00:37:21.370 Most people in most communities
NOTE Confidence: 0.8824241

00:37:21.370 --> 00:37:23.880 give up on these individuals.
NOTE Confidence: 0.8824241

00:37:23.880 --> 00:37:25.415 But a really interesting thing
NOTE Confidence: 0.8824241

00:37:25.415 --> 00:37:27.490 happens when you change the approach,
NOTE Confidence: 0.8824241

00:37:27.490 --> 00:37:30.163 because what we have been doing is the black
NOTE Confidence: 0.8824241

00:37:30.163 --> 00:37:33.057 box model of let's get people into treatment.
NOTE Confidence: 0.8824241

00:37:33.060 --> 00:37:34.675 Let's stabilize them and then
NOTE Confidence: 0.8824241

00:37:34.675 --> 00:37:36.670 we can if we stabilize them.
NOTE Confidence: 0.8824241

00:37:36.670 --> 00:37:38.458 Perhaps they can get a job
NOTE Confidence: 0.8824241

00:37:38.458 --> 00:37:40.280 and they can get housing.
NOTE Confidence: 0.8824241

00:37:40.280 --> 00:37:42.506 That was the model that we were
NOTE Confidence: 0.8824241

00:37:42.506 --> 00:37:44.219 using that was a failure.

NOTE Confidence: 0.8824241

00:37:44.220 --> 00:37:45.908 It helped some people,

NOTE Confidence: 0.8824241

00:37:45.908 --> 00:37:48.930 but for most people it didn't work.

NOTE Confidence: 0.8824241

00:37:48.930 --> 00:37:50.740 Interesting thing happens when you

NOTE Confidence: 0.8824241

00:37:50.740 --> 00:37:53.200 can go to someone and say look,

NOTE Confidence: 0.8824241

00:37:53.200 --> 00:37:55.336 we're using a housing first model.

NOTE Confidence: 0.8824241

00:37:55.340 --> 00:37:56.050 For example,

NOTE Confidence: 0.8824241

00:37:56.050 --> 00:37:58.535 we can get you directly into housing.

NOTE Confidence: 0.8824241

00:37:58.540 --> 00:37:59.602 Will you go?

NOTE Confidence: 0.8824241

00:37:59.602 --> 00:38:02.562 Many more people were able to many more

NOTE Confidence: 0.8824241

00:38:02.562 --> 00:38:05.404 people agreed to go into housing support

NOTE Confidence: 0.8824241

00:38:05.404 --> 00:38:08.408 of those people with mobile services.

NOTE Confidence: 0.8824241

00:38:08.410 --> 00:38:10.860 But we also created other pathways because

NOTE Confidence: 0.8824241

00:38:10.860 --> 00:38:12.756 that pathway doesn't necessarily work

NOTE Confidence: 0.8824241

00:38:12.756 --> 00:38:15.120 for people who have chronic longstanding

NOTE Confidence: 0.8824241

00:38:15.120 --> 00:38:17.249 substance use programs with problems,

NOTE Confidence: 0.8824241

00:38:17.250 --> 00:38:20.346 and so for them we created a different

NOTE Confidence: 0.8824241

00:38:20.346 --> 00:38:22.690 pathway which relied on long term

NOTE Confidence: 0.8824241

00:38:22.690 --> 00:38:24.922 residential care up to a year.

NOTE Confidence: 0.8824241

00:38:24.930 --> 00:38:28.202 I remember when we ran a managed care

NOTE Confidence: 0.8824241

00:38:28.202 --> 00:38:31.185 program and when I said to our staff.

NOTE Confidence: 0.8824241

00:38:31.190 --> 00:38:32.822 We're going to authorize people for

NOTE Confidence: 0.8824241

00:38:32.822 --> 00:38:35.098 up to a year in residential care.

NOTE Confidence: 0.8824241

00:38:35.100 --> 00:38:36.906 I saw a lot I rolling.

NOTE Confidence: 0.8824241

00:38:36.910 --> 00:38:39.920 I was like what is he talking about is like,

NOTE Confidence: 0.8824241

00:38:39.920 --> 00:38:40.204 yeah,

NOTE Confidence: 0.8824241

00:38:40.204 --> 00:38:40.488 well,

NOTE Confidence: 0.8824241

00:38:40.488 --> 00:38:42.476 we know from the research that the

NOTE Confidence: 0.8824241

00:38:42.476 --> 00:38:44.429 longer people stay in these programs,

NOTE Confidence: 0.8824241

00:38:44.430 --> 00:38:46.236 the better shot that they have.

NOTE Confidence: 0.8824241

00:38:46.240 --> 00:38:48.016 And for people who've been living

NOTE Confidence: 0.8824241

00:38:48.016 --> 00:38:50.149 on streets for a very long time,

NOTE Confidence: 0.8824241

00:38:50.150 --> 00:38:51.378 that was very important.

NOTE Confidence: 0.8824241

00:38:51.378 --> 00:38:52.913 Turns out that most people

NOTE Confidence: 0.8824241

00:38:52.913 --> 00:38:54.070 didn't need that long,

NOTE Confidence: 0.8824241

00:38:54.070 --> 00:38:55.615 but just the psychological stress

NOTE Confidence: 0.8824241

00:38:55.615 --> 00:38:57.160 that we removed from people

NOTE Confidence: 0.8824241

00:38:57.212 --> 00:38:58.577 within people told us this.

NOTE Confidence: 0.8824241

00:38:58.580 --> 00:38:59.688 It was like, OK,

NOTE Confidence: 0.8824241

00:38:59.688 --> 00:39:02.930 I'm in a place I can get better before I.

NOTE Confidence: 0.8824241

00:39:02.930 --> 00:39:05.066 Move out well at any rate,

NOTE Confidence: 0.8824241

00:39:05.070 --> 00:39:07.373 what we're able to do is to

NOTE Confidence: 0.8824241

00:39:07.373 --> 00:39:09.359 get people into housing 89%.

NOTE Confidence: 0.8824241

00:39:09.360 --> 00:39:11.496 When we looked a year later,

NOTE Confidence: 0.8824241

00:39:11.500 --> 00:39:12.888 we're still in housing,

NOTE Confidence: 0.8824241

00:39:12.888 --> 00:39:15.409 but let me show you a little

NOTE Confidence: 0.8824241

00:39:15.409 --> 00:39:17.209 bit of the cost data.

NOTE Confidence: 0.8824241

00:39:17.210 --> 00:39:20.650 This shows you the first, really.
NOTE Confidence: 0.8824241

00:39:20.650 --> 00:39:23.100 Light blue bar. Over here I'm just
NOTE Confidence: 0.8824241

00:39:23.100 --> 00:39:25.689 going to take one of the pathways.
NOTE Confidence: 0.8824241

00:39:25.690 --> 00:39:27.050 These are different pathways.
NOTE Confidence: 0.8824241

00:39:27.050 --> 00:39:29.907 You can see the different costs based on
NOTE Confidence: 0.8824241

00:39:29.907 --> 00:39:32.169 the clinical presentation of the individuals.
NOTE Confidence: 0.8824241

00:39:32.170 --> 00:39:33.970 This is a harm reduction
NOTE Confidence: 0.8824241

00:39:33.970 --> 00:39:35.410 strategy that we use.
NOTE Confidence: 0.8824241

00:39:35.410 --> 00:39:38.551 You can see that two years before the person
NOTE Confidence: 0.8824241

00:39:38.551 --> 00:39:41.890 was house they were causing about \$85 a day.
NOTE Confidence: 0.8824241

00:39:41.890 --> 00:39:44.501 Then as we engage people you can
NOTE Confidence: 0.8824241

00:39:44.501 --> 00:39:46.927 see the costs start to go up.
NOTE Confidence: 0.8824241

00:39:46.930 --> 00:39:48.925 But look what happens the
NOTE Confidence: 0.8824241

00:39:48.925 --> 00:39:50.920 year that the person's house.
NOTE Confidence: 0.8824241

00:39:50.920 --> 00:39:51.958 \$18.00 a day.
NOTE Confidence: 0.8824241

00:39:51.958 --> 00:39:54.034 So we ended up saving literally

NOTE Confidence: 0.8824241

00:39:54.034 --> 00:39:55.159 millions of dollars.

NOTE Confidence: 0.8824241

00:39:55.160 --> 00:39:57.278 People were able to get into

NOTE Confidence: 0.8824241

00:39:57.278 --> 00:39:58.690 housing and be successful.

NOTE Confidence: 0.8824241

00:39:58.690 --> 00:40:00.098 The streets of Philadelphia

NOTE Confidence: 0.8824241

00:40:00.098 --> 00:40:01.154 were better because,

NOTE Confidence: 0.8633914

00:40:01.160 --> 00:40:03.092 you know, we were able to

NOTE Confidence: 0.8633914

00:40:03.092 --> 00:40:05.040 get people off the streets.

NOTE Confidence: 0.8633914

00:40:05.040 --> 00:40:07.510 It is a win win and it was simply by

NOTE Confidence: 0.8633914

00:40:07.579 --> 00:40:09.979 understanding that treatment alone,

NOTE Confidence: 0.8633914

00:40:09.980 --> 00:40:12.556 even though many of the people who are

NOTE Confidence: 0.8633914

00:40:12.556 --> 00:40:14.569 homeless have mental health issues,

NOTE Confidence: 0.8633914

00:40:14.570 --> 00:40:17.034 was not going to get us there.

NOTE Confidence: 0.8633914

00:40:17.040 --> 00:40:20.104 We had to deal with the social determinant

NOTE Confidence: 0.8633914

00:40:20.104 --> 00:40:22.389 of housing and when we do that.

NOTE Confidence: 0.8633914

00:40:22.390 --> 00:40:24.778 We can get pretty dramatic effects.

NOTE Confidence: 0.8633914

00:40:24.780 --> 00:40:25.971 One other example,
NOTE Confidence: 0.8633914

00:40:25.971 --> 00:40:27.956 this is about the population.
NOTE Confidence: 0.8633914

00:40:27.960 --> 00:40:29.950 I've talked about things that
NOTE Confidence: 0.8633914

00:40:29.950 --> 00:40:31.940 make put people at risk,
NOTE Confidence: 0.8633914

00:40:31.940 --> 00:40:34.155 but sometimes we have populations
NOTE Confidence: 0.8633914

00:40:34.155 --> 00:40:37.485 that are at risk and one of the
NOTE Confidence: 0.8633914

00:40:37.485 --> 00:40:39.893 roots is men and boys of color.
NOTE Confidence: 0.8633914

00:40:39.900 --> 00:40:41.898 And so we understood this group
NOTE Confidence: 0.8633914

00:40:41.898 --> 00:40:44.943 will know that that many of the men
NOTE Confidence: 0.8633914

00:40:44.943 --> 00:40:46.587 of color are disproportionately
NOTE Confidence: 0.8633914

00:40:46.587 --> 00:40:48.659 have behavioral health challenges,
NOTE Confidence: 0.8633914

00:40:48.660 --> 00:40:49.896 or disproportionately incarcerated.
NOTE Confidence: 0.8633914

00:40:49.896 --> 00:40:52.780 They just personally end up in hospital.
NOTE Confidence: 0.8633914

00:40:52.780 --> 00:40:54.970 Urgency Department as opposed to treatment,
NOTE Confidence: 0.8633914

00:40:54.970 --> 00:40:57.730 and so we we decided we were going
NOTE Confidence: 0.8633914

00:40:57.730 --> 00:41:00.528 to try to change the change that

NOTE Confidence: 0.8633914

00:41:00.528 --> 00:41:03.291 dynamic and one of the ways we

NOTE Confidence: 0.8633914

00:41:03.291 --> 00:41:05.915 wanted to do that is it sort of

NOTE Confidence: 0.8633914

00:41:05.920 --> 00:41:07.785 change the narrative around mental

NOTE Confidence: 0.8633914

00:41:07.785 --> 00:41:10.300 health for men and boys of color.

NOTE Confidence: 0.8633914

00:41:10.300 --> 00:41:11.760 These are Asian American,

NOTE Confidence: 0.8633914

00:41:11.760 --> 00:41:13.585 Latin X and African American.

NOTE Confidence: 0.8633914

00:41:13.590 --> 00:41:16.138 And here's just one example of that.

NOTE Confidence: 0.8633914

00:41:16.140 --> 00:41:17.965 Using storytelling as a strategy

NOTE Confidence: 0.8633914

00:41:17.965 --> 00:41:19.060 with this group,

NOTE Confidence: 0.8633914

00:41:19.060 --> 00:41:22.680 we put out a call to ask men if they

NOTE Confidence: 0.8633914

00:41:22.790 --> 00:41:26.514 would be willing to tell their story.

NOTE Confidence: 0.8633914

00:41:26.520 --> 00:41:28.470 And we use different language.

NOTE Confidence: 0.8633914

00:41:28.470 --> 00:41:30.810 We didn't talk about mental health,

NOTE Confidence: 0.8633914

00:41:30.810 --> 00:41:32.760 we didn't talk about psychopathology.

NOTE Confidence: 0.8633914

00:41:32.760 --> 00:41:35.100 What we talked about is your

NOTE Confidence: 0.8633914

00:41:35.100 --> 00:41:36.660 stories around mental strength.
NOTE Confidence: 0.8633914

00:41:36.660 --> 00:41:39.468 And we talked about psychological well
NOTE Confidence: 0.8633914

00:41:39.468 --> 00:41:42.018 being and psychological health and not
NOTE Confidence: 0.8633914

00:41:42.018 --> 00:41:44.458 sure that people were going to do it.
NOTE Confidence: 0.8633914

00:41:44.460 --> 00:41:44.888 Actually,
NOTE Confidence: 0.8633914

00:41:44.888 --> 00:41:47.456 men from all kinds of backgrounds
NOTE Confidence: 0.8633914

00:41:47.456 --> 00:41:49.529 ended up volunteering to do this.
NOTE Confidence: 0.8633914

00:41:49.530 --> 00:41:51.480 We coached them from that.
NOTE Confidence: 0.8633914

00:41:51.480 --> 00:41:53.430 We were mental health people.
NOTE Confidence: 0.8633914

00:41:53.430 --> 00:41:55.920 We we partnered with a.
NOTE Confidence: 0.8633914

00:41:55.920 --> 00:41:57.180 Storytelling organization First
NOTE Confidence: 0.8633914

00:41:57.180 --> 00:41:58.860 person arts in Philadelphia.
NOTE Confidence: 0.8633914

00:41:58.860 --> 00:42:00.496 We got a popular,
NOTE Confidence: 0.8633914

00:42:00.496 --> 00:42:03.480 uh well known person from the city.
NOTE Confidence: 0.8633914

00:42:03.480 --> 00:42:08.160 The person up here at the top is a.
NOTE Confidence: 0.8633914

00:42:08.160 --> 00:42:11.415 Actor from a program called Empire is

NOTE Confidence: 0.8633914

00:42:11.415 --> 00:42:13.907 actually from Philadelphia and so we got,

NOTE Confidence: 0.8633914

00:42:13.910 --> 00:42:14.732 you know,

NOTE Confidence: 0.8633914

00:42:14.732 --> 00:42:17.609 celebrities to have a little star power.

NOTE Confidence: 0.8633914

00:42:17.610 --> 00:42:18.843 Interesting thing happens,

NOTE Confidence: 0.8633914

00:42:18.843 --> 00:42:21.309 so we have these storytelling events.

NOTE Confidence: 0.8633914

00:42:21.310 --> 00:42:23.365 These men from different cultural

NOTE Confidence: 0.8633914

00:42:23.365 --> 00:42:24.598 backgrounds telling stories,

NOTE Confidence: 0.8633914

00:42:24.600 --> 00:42:26.660 their stories of psychological health.

NOTE Confidence: 0.8633914

00:42:26.660 --> 00:42:28.710 First time we do it,

NOTE Confidence: 0.8633914

00:42:28.710 --> 00:42:31.587 we get about 300 the Phillip division.

NOTE Confidence: 0.8633914

00:42:31.590 --> 00:42:33.924 So it's 300 people come out

NOTE Confidence: 0.8633914

00:42:33.924 --> 00:42:36.475 Friday night and we always have

NOTE Confidence: 0.8633914

00:42:36.475 --> 00:42:39.660 a top back where people have an

NOTE Confidence: 0.8633914

00:42:39.660 --> 00:42:42.187 opportunity to talk to the audience.

NOTE Confidence: 0.8633914

00:42:42.190 --> 00:42:44.236 About what they heard or the

NOTE Confidence: 0.8633914

00:42:44.236 --> 00:42:46.869 audience to talk to that to the
NOTE Confidence: 0.8633914

00:42:46.869 --> 00:42:48.864 presenters about what they heard.
NOTE Confidence: 0.8633914

00:42:48.870 --> 00:42:52.110 The first time we do it with 300 people,
NOTE Confidence: 0.8633914

00:42:52.110 --> 00:42:54.990 6 next time we do it 600 people.
NOTE Confidence: 0.8633914

00:42:54.990 --> 00:42:57.150 The next time we do it,
NOTE Confidence: 0.8633914

00:42:57.150 --> 00:42:59.022 1000 people and what started to
NOTE Confidence: 0.8633914

00:42:59.022 --> 00:43:01.175 happen is many of these individuals
NOTE Confidence: 0.8633914

00:43:01.175 --> 00:43:03.270 and there were other events,
NOTE Confidence: 0.8633914

00:43:03.270 --> 00:43:05.316 but the what started to happen
NOTE Confidence: 0.8633914

00:43:05.316 --> 00:43:08.089 is that we started to change the
NOTE Confidence: 0.8633914

00:43:08.089 --> 00:43:10.314 narrative around mental health and
NOTE Confidence: 0.8633914

00:43:10.314 --> 00:43:12.395 mental Wellness for men of color
NOTE Confidence: 0.8633914

00:43:12.395 --> 00:43:14.446 an so that we could get people
NOTE Confidence: 0.8633914

00:43:14.446 --> 00:43:16.326 one more activated around their
NOTE Confidence: 0.8633914

00:43:16.326 --> 00:43:17.830 own mental health but
NOTE Confidence: 0.8380306

00:43:17.901 --> 00:43:19.905 also seeking out help when they.

NOTE Confidence: 0.8380306

00:43:19.910 --> 00:43:21.830 Needed it similarly for people.

NOTE Confidence: 0.8380306

00:43:21.830 --> 00:43:24.026 This something that we're

NOTE Confidence: 0.8380306

00:43:24.026 --> 00:43:27.900 doing at a PA which is too.

NOTE Confidence: 0.8380306

00:43:27.900 --> 00:43:30.675 Create tools for frontline health

NOTE Confidence: 0.8380306

00:43:30.675 --> 00:43:34.700 care workers to help them manage their

NOTE Confidence: 0.8380306

00:43:34.700 --> 00:43:38.156 stress envivo on during their shift.

NOTE Confidence: 0.8380306

00:43:38.160 --> 00:43:41.658 It's based on psychological science and

NOTE Confidence: 0.8380306

00:43:41.658 --> 00:43:45.000 what we essentially done is to say.

NOTE Confidence: 0.8380306

00:43:45.000 --> 00:43:46.870 Here's an exercise that you

NOTE Confidence: 0.8380306

00:43:46.870 --> 00:43:49.360 can do to manage your stress.

NOTE Confidence: 0.8380306

00:43:49.360 --> 00:43:52.125 Here's the science behind why it works,

NOTE Confidence: 0.8380306

00:43:52.130 --> 00:43:54.762 and it's another strategy to try to reduce

NOTE Confidence: 0.8380306

00:43:54.762 --> 00:43:57.670 risk of people developing other problems.

NOTE Confidence: 0.8380306

00:43:57.670 --> 00:43:58.813 OK, so homestretch,

NOTE Confidence: 0.8380306

00:43:58.813 --> 00:44:02.419 let me just give you the last group here.

NOTE Confidence: 0.8380306

00:44:02.420 --> 00:44:05.003 Keeping people healthy and thinking about how

NOTE Confidence: 0.8380306

00:44:05.003 --> 00:44:08.357 do we work with communities who are healthy.

NOTE Confidence: 0.8380306

00:44:08.360 --> 00:44:11.392 So one of the strategies that we're actually

NOTE Confidence: 0.8380306

00:44:11.392 --> 00:44:14.300 doing at Appa is working with leaders,

NOTE Confidence: 0.8380306

00:44:14.300 --> 00:44:15.050 CEOs, and.

NOTE Confidence: 0.8380306

00:44:15.050 --> 00:44:15.800 Political leaders,

NOTE Confidence: 0.8380306

00:44:15.800 --> 00:44:18.376 and the reason that we're doing that

NOTE Confidence: 0.8380306

00:44:18.376 --> 00:44:20.944 is that as a leader, if you're a CEO,

NOTE Confidence: 0.8380306

00:44:20.944 --> 00:44:22.549 if you're a school Superintendent,

NOTE Confidence: 0.8380306

00:44:22.550 --> 00:44:25.458 if you're a teacher.

NOTE Confidence: 0.8380306

00:44:25.460 --> 00:44:28.284 The way you conduct your work and the

NOTE Confidence: 0.8380306

00:44:28.284 --> 00:44:31.374 way you do your work and create a

NOTE Confidence: 0.8380306

00:44:31.374 --> 00:44:34.593 toxic environment or it can create an

NOTE Confidence: 0.8380306

00:44:34.593 --> 00:44:36.725 environment that's more psychologically

NOTE Confidence: 0.8380306

00:44:36.725 --> 00:44:39.794 healthy and so one of our strategies

NOTE Confidence: 0.8380306

00:44:39.794 --> 00:44:41.990 is to help leaders understand the

NOTE Confidence: 0.8380306

00:44:42.057 --> 00:44:44.552 coral it's of environments that

NOTE Confidence: 0.8380306

00:44:44.552 --> 00:44:46.049 create psychological health.

NOTE Confidence: 0.8380306

00:44:46.050 --> 00:44:46.906 In fact,

NOTE Confidence: 0.8380306

00:44:46.906 --> 00:44:49.474 we have a program called psychological,

NOTE Confidence: 0.8380306

00:44:49.480 --> 00:44:50.956 psychologically healthy workplaces,

NOTE Confidence: 0.8380306

00:44:50.956 --> 00:44:54.400 and it's based on the science around

NOTE Confidence: 0.8380306

00:44:54.473 --> 00:44:56.729 what we know about what actually.

NOTE Confidence: 0.8380306

00:44:56.730 --> 00:44:58.750 You know the environments that

NOTE Confidence: 0.8380306

00:44:58.750 --> 00:44:59.962 actually create psychologically

NOTE Confidence: 0.8380306

00:44:59.962 --> 00:45:01.530 healthy work environments?

NOTE Confidence: 0.8380306

00:45:01.530 --> 00:45:03.522 Interesting thing is that.

NOTE Confidence: 0.8380306

00:45:03.522 --> 00:45:07.412 That CEOs get that this pandemic has had

NOTE Confidence: 0.8380306

00:45:07.412 --> 00:45:10.652 a big impact on them on their workforce,

NOTE Confidence: 0.8380306

00:45:10.660 --> 00:45:12.780 and they're actually paying a

NOTE Confidence: 0.8380306

00:45:12.780 --> 00:45:14.900 lot of attention to it.

NOTE Confidence: 0.8380306

00:45:14.900 --> 00:45:17.450 So it's another strategy where we,
NOTE Confidence: 0.8380306

00:45:17.450 --> 00:45:19.046 as mental health professionals,
NOTE Confidence: 0.8380306

00:45:19.046 --> 00:45:22.270 can have an impact on larger groups of
NOTE Confidence: 0.8380306

00:45:22.270 --> 00:45:24.544 people simply by helping leaders in
NOTE Confidence: 0.8380306

00:45:24.544 --> 00:45:26.812 those other systems and organizations
NOTE Confidence: 0.8380306

00:45:26.812 --> 00:45:29.207 understand how their role can
NOTE Confidence: 0.8380306

00:45:29.207 --> 00:45:30.856 promote people's mental health.
NOTE Confidence: 0.8380306

00:45:30.856 --> 00:45:32.914 Another strategy is just to go
NOTE Confidence: 0.8380306

00:45:32.914 --> 00:45:34.310 out into community,
NOTE Confidence: 0.8380306

00:45:34.310 --> 00:45:36.347 so getting out of the black box,
NOTE Confidence: 0.8380306

00:45:36.350 --> 00:45:37.571 going into communities,
NOTE Confidence: 0.8380306

00:45:37.571 --> 00:45:40.013 doing community screenings when we when
NOTE Confidence: 0.8380306

00:45:40.013 --> 00:45:42.707 we first started doing this we started.
NOTE Confidence: 0.8380306

00:45:42.710 --> 00:45:44.110 Going to train stations,
NOTE Confidence: 0.8380306

00:45:44.110 --> 00:45:46.162 libraries and people said, you know,
NOTE Confidence: 0.8380306

00:45:46.162 --> 00:45:48.118 look people are never going to

NOTE Confidence: 0.8380306

00:45:48.118 --> 00:45:50.759 go up to a table in Philadelphia.

NOTE Confidence: 0.8380306

00:45:50.760 --> 00:45:52.510 That's about mental health and

NOTE Confidence: 0.8380306

00:45:52.510 --> 00:45:53.560 talk to someone,

NOTE Confidence: 0.8380306

00:45:53.560 --> 00:45:55.310 let alone do a screening.

NOTE Confidence: 0.8380306

00:45:55.310 --> 00:45:57.760 Turns out that actually people do an.

NOTE Confidence: 0.8380306

00:45:57.760 --> 00:45:59.794 In fact, people are wanting that

NOTE Confidence: 0.8380306

00:45:59.794 --> 00:46:02.309 they will come up and they'll say,

NOTE Confidence: 0.8380306

00:46:02.310 --> 00:46:04.060 well, you know, I've been,

NOTE Confidence: 0.8380306

00:46:04.060 --> 00:46:05.810 you know, feeling pretty depressed.

NOTE Confidence: 0.8380306

00:46:05.810 --> 00:46:08.029 Or you know my husband or my

NOTE Confidence: 0.8380306

00:46:08.029 --> 00:46:09.660 daughter is having problems.

NOTE Confidence: 0.8380306

00:46:09.660 --> 00:46:12.250 How can I get help and almost?

NOTE Confidence: 0.8380306

00:46:12.250 --> 00:46:14.266 Every time that we did this,

NOTE Confidence: 0.8380306

00:46:14.270 --> 00:46:16.433 there was at least one person who

NOTE Confidence: 0.8380306

00:46:16.433 --> 00:46:19.328 came up to the table who was suicidal.

NOTE Confidence: 0.8380306

00:46:19.330 --> 00:46:21.352 I always wonder what would have
NOTE Confidence: 0.8380306

00:46:21.352 --> 00:46:23.710 happened if we weren't there that day,
NOTE Confidence: 0.8380306

00:46:23.710 --> 00:46:25.390 and what happens every day?
NOTE Confidence: 0.8380306

00:46:25.390 --> 00:46:27.581 Because we're in our black box when
NOTE Confidence: 0.8380306

00:46:27.581 --> 00:46:29.309 the problems and the challenges
NOTE Confidence: 0.8380306

00:46:29.309 --> 00:46:31.114 are are in our communities.
NOTE Confidence: 0.8380306

00:46:31.120 --> 00:46:33.058 I have a belief that inherent
NOTE Confidence: 0.8380306

00:46:33.058 --> 00:46:35.113 in every community is wisdom to
NOTE Confidence: 0.8380306

00:46:35.113 --> 00:46:36.505 solve its own problems.
NOTE Confidence: 0.8380306

00:46:36.510 --> 00:46:38.316 These are members of the Burmese
NOTE Confidence: 0.8380306

00:46:38.316 --> 00:46:39.520 and Bhutanese communities in
NOTE Confidence: 0.860418

00:46:39.577 --> 00:46:41.249 Philadelphia. Very small immigrant
NOTE Confidence: 0.860418

00:46:41.249 --> 00:46:42.964 community and it's easy to.
NOTE Confidence: 0.860418

00:46:42.970 --> 00:46:45.842 Miss these folks, but if you go to
NOTE Confidence: 0.860418

00:46:45.842 --> 00:46:48.004 these communities who often have
NOTE Confidence: 0.860418

00:46:48.004 --> 00:46:49.828 significant mental health challenges

NOTE Confidence: 0.860418
00:46:49.828 --> 00:46:52.930 and you expect them that they're going
NOTE Confidence: 0.860418
00:46:52.930 --> 00:46:55.420 to come to our traditional treatment
NOTE Confidence: 0.860418
00:46:55.420 --> 00:46:57.080 approaches or treatment systems,
NOTE Confidence: 0.860418
00:46:57.080 --> 00:46:58.325 that doesn't work.
NOTE Confidence: 0.860418
00:46:58.330 --> 00:46:59.910 It's an unrealistic expectation,
NOTE Confidence: 0.860418
00:46:59.910 --> 00:47:02.794 but if you go to them and
NOTE Confidence: 0.860418
00:47:02.794 --> 00:47:04.550 you ask those communities,
NOTE Confidence: 0.860418
00:47:04.550 --> 00:47:07.455 what are the challenges that they're facing,
NOTE Confidence: 0.860418
00:47:07.460 --> 00:47:10.274 and what did they believe the solutions
NOTE Confidence: 0.860418
00:47:10.274 --> 00:47:13.119 are they those communities can help.
NOTE Confidence: 0.860418
00:47:13.120 --> 00:47:14.604 Designed the interventions that
NOTE Confidence: 0.860418
00:47:14.604 --> 00:47:16.830 their communities need and in the
NOTE Confidence: 0.860418
00:47:16.893 --> 00:47:18.981 case of the Burmese and Bhutanese
NOTE Confidence: 0.860418
00:47:18.981 --> 00:47:20.373 communities they said look,
NOTE Confidence: 0.860418
00:47:20.380 --> 00:47:22.204 let's create rather than asking our
NOTE Confidence: 0.860418

00:47:22.204 --> 00:47:24.740 people to go to traditional programs.
NOTE Confidence: 0.860418

00:47:24.740 --> 00:47:26.906 Let's take a mental health professional,
NOTE Confidence: 0.860418

00:47:26.910 --> 00:47:29.028 embed them in the places where
NOTE Confidence: 0.860418

00:47:29.028 --> 00:47:30.910 our people are already going.
NOTE Confidence: 0.860418

00:47:30.910 --> 00:47:32.986 In this case a storefront program
NOTE Confidence: 0.860418

00:47:32.986 --> 00:47:34.817 where people are going for
NOTE Confidence: 0.860418

00:47:34.817 --> 00:47:36.349 English as second language.
NOTE Confidence: 0.860418

00:47:36.350 --> 00:47:39.045 That kind of thing and that mental
NOTE Confidence: 0.860418

00:47:39.045 --> 00:47:40.946 health professionals either help people
NOTE Confidence: 0.860418

00:47:40.946 --> 00:47:43.333 within that context or they help to
NOTE Confidence: 0.860418

00:47:43.333 --> 00:47:45.669 connect them to a culturally competent.
NOTE Confidence: 0.860418

00:47:45.670 --> 00:47:46.322 Provider,
NOTE Confidence: 0.860418

00:47:46.322 --> 00:47:48.930 that's a solution that.
NOTE Confidence: 0.860418

00:47:48.930 --> 00:47:51.219 He never would have come up with,
NOTE Confidence: 0.860418

00:47:51.220 --> 00:47:52.972 but because we were going to
NOTE Confidence: 0.860418

00:47:52.972 --> 00:47:54.820 listen to bring our resources,

NOTE Confidence: 0.860418

00:47:54.820 --> 00:47:57.032 our expertise and marry that with the

NOTE Confidence: 0.860418

00:47:57.032 --> 00:47:59.070 knowledge and wisdom from the community,

NOTE Confidence: 0.860418

00:47:59.070 --> 00:48:01.205 we were able to get a solution

NOTE Confidence: 0.860418

00:48:01.205 --> 00:48:02.989 that reach many more people.

NOTE Confidence: 0.860418

00:48:02.990 --> 00:48:04.946 And so here's my last example.

NOTE Confidence: 0.860418

00:48:04.950 --> 00:48:06.918 This is this is a mural.

NOTE Confidence: 0.860418

00:48:06.920 --> 00:48:08.876 If you ever been to Philadelphia,

NOTE Confidence: 0.860418

00:48:08.880 --> 00:48:11.169 will see murals all over the city.

NOTE Confidence: 0.860418

00:48:11.170 --> 00:48:13.585 This is taken from about a mile

NOTE Confidence: 0.860418

00:48:13.585 --> 00:48:16.343 away so it gives you a sense of

NOTE Confidence: 0.860418

00:48:16.343 --> 00:48:19.140 the size of some of these murals.

NOTE Confidence: 0.860418

00:48:19.140 --> 00:48:22.059 Which are actually painted by the community,

NOTE Confidence: 0.860418

00:48:22.060 --> 00:48:25.210 the city's mural arts program.

NOTE Confidence: 0.860418

00:48:25.210 --> 00:48:26.542 Goes into communities.

NOTE Confidence: 0.860418

00:48:26.542 --> 00:48:29.206 They engage people around a topic

NOTE Confidence: 0.860418

00:48:29.206 --> 00:48:31.697 and then the community comes up
NOTE Confidence: 0.860418

00:48:31.697 --> 00:48:34.180 with the concept and they actually
NOTE Confidence: 0.860418

00:48:34.180 --> 00:48:35.956 paint the mural well.
NOTE Confidence: 0.860418

00:48:35.960 --> 00:48:38.180 When I first heard this,
NOTE Confidence: 0.860418

00:48:38.180 --> 00:48:40.952 I got really excited because we
NOTE Confidence: 0.860418

00:48:40.952 --> 00:48:43.294 were struggling with this idea
NOTE Confidence: 0.860418

00:48:43.294 --> 00:48:45.724 about how do we engage people?
NOTE Confidence: 0.860418

00:48:45.730 --> 00:48:49.126 How do we engage people around
NOTE Confidence: 0.860418

00:48:49.126 --> 00:48:51.780 issues around mental health an?
NOTE Confidence: 0.860418

00:48:51.780 --> 00:48:53.488 And so I asked,
NOTE Confidence: 0.860418

00:48:53.488 --> 00:48:54.769 if you know,
NOTE Confidence: 0.860418

00:48:54.770 --> 00:48:57.314 could we partner around some mental
NOTE Confidence: 0.860418

00:48:57.314 --> 00:49:00.061 health topics and we actually started
NOTE Confidence: 0.860418

00:49:00.061 --> 00:49:02.486 a collaboration that actually is
NOTE Confidence: 0.860418

00:49:02.486 --> 00:49:05.441 still going on today and some of
NOTE Confidence: 0.860418

00:49:05.441 --> 00:49:08.132 the topics that we started to engage

NOTE Confidence: 0.860418

00:49:08.132 --> 00:49:10.340 communities around where issues

NOTE Confidence: 0.860418

00:49:10.340 --> 00:49:13.607 like recovery and trauma is one

NOTE Confidence: 0.860418

00:49:13.607 --> 00:49:16.115 of the first ones that children's

NOTE Confidence: 0.860418

00:49:16.115 --> 00:49:19.298 trauma or in the Latin X community.

NOTE Confidence: 0.860418

00:49:19.300 --> 00:49:21.040 Talking about immigration and the

NOTE Confidence: 0.860418

00:49:21.040 --> 00:49:22.780 impact and the struggles that

NOTE Confidence: 0.860418

00:49:22.839 --> 00:49:24.827 communities have around immigration,

NOTE Confidence: 0.860418

00:49:24.830 --> 00:49:27.672 this is one on suicide over 1000

NOTE Confidence: 0.860418

00:49:27.672 --> 00:49:30.429 people worked on this mural and if

NOTE Confidence: 0.860418

00:49:30.429 --> 00:49:33.099 you could look over to the right

NOTE Confidence: 0.860418

00:49:33.099 --> 00:49:35.878 you can see these portraits so many

NOTE Confidence: 0.860418

00:49:35.878 --> 00:49:38.260 of the people were family members

NOTE Confidence: 0.860418

00:49:38.260 --> 00:49:40.630 of people who died by suicide.

NOTE Confidence: 0.860418

00:49:40.630 --> 00:49:43.164 Some of them were were people who

NOTE Confidence: 0.860418

00:49:43.164 --> 00:49:44.980 were survived suicide survivors.

NOTE Confidence: 0.860418

00:49:44.980 --> 00:49:46.955 These portraits are people who
NOTE Confidence: 0.860418

00:49:46.955 --> 00:49:50.210 died by suicide. It was a way of.
NOTE Confidence: 0.860418

00:49:50.210 --> 00:49:53.066 People who came together to talk
NOTE Confidence: 0.860418

00:49:53.066 --> 00:49:54.970 about their experiences honoring
NOTE Confidence: 0.860418

00:49:55.046 --> 00:49:57.096 their family members and friends
NOTE Confidence: 0.860418

00:49:57.096 --> 00:49:59.146 who died by by suicide.
NOTE Confidence: 0.860418

00:49:59.150 --> 00:50:00.395 And, you know,
NOTE Confidence: 0.860418

00:50:00.395 --> 00:50:03.300 one of the things that happens with
NOTE Confidence: 0.8447527

00:50:03.392 --> 00:50:06.848 suicide is that many of the families you
NOTE Confidence: 0.8447527

00:50:06.848 --> 00:50:09.877 know pretty isolated because of that.
NOTE Confidence: 0.8447527

00:50:09.880 --> 00:50:12.316 People don't talk about it is
NOTE Confidence: 0.8447527

00:50:12.316 --> 00:50:15.192 openly and so over the course of
NOTE Confidence: 0.8447527

00:50:15.192 --> 00:50:17.915 over a year there were series of
NOTE Confidence: 0.8447527

00:50:18.000 --> 00:50:21.130 workshops around suicide and suicide.
NOTE Confidence: 0.8447527

00:50:21.130 --> 00:50:22.430 Prevention and people coming
NOTE Confidence: 0.8447527

00:50:22.430 --> 00:50:24.055 up with this this concept.

NOTE Confidence: 0.8447527

00:50:24.060 --> 00:50:26.237 There were a lot of firefighters who

NOTE Confidence: 0.8447527

00:50:26.237 --> 00:50:28.565 had had probably about five or six

NOTE Confidence: 0.8447527

00:50:28.565 --> 00:50:30.230 firefighters who died by suicide,

NOTE Confidence: 0.8447527

00:50:30.230 --> 00:50:32.862 and you know the previous couple of

NOTE Confidence: 0.8447527

00:50:32.862 --> 00:50:36.316 years and a lot of them participated so.

NOTE Confidence: 0.8447527

00:50:36.320 --> 00:50:37.361 Just another example,

NOTE Confidence: 0.8447527

00:50:37.361 --> 00:50:39.443 and this is one last example.

NOTE Confidence: 0.8447527

00:50:39.450 --> 00:50:42.234 This particular one is in a methadone clinic,

NOTE Confidence: 0.8447527

00:50:42.240 --> 00:50:44.448 and because the community and the

NOTE Confidence: 0.8447527

00:50:44.448 --> 00:50:45.920 methadone clinic worked together

NOTE Confidence: 0.8447527

00:50:45.979 --> 00:50:47.801 on this mural, it actually changed

NOTE Confidence: 0.8447527

00:50:47.801 --> 00:50:49.536 the dynamic between that provider,

NOTE Confidence: 0.8447527

00:50:49.540 --> 00:50:51.976 an the community and I always said,

NOTE Confidence: 0.8447527

00:50:51.980 --> 00:50:52.688 you know,

NOTE Confidence: 0.8447527

00:50:52.688 --> 00:50:56.160 if we were to go into community and say hi,

NOTE Confidence: 0.8447527

00:50:56.160 --> 00:50:57.204 I'm doctor Evans,
NOTE Confidence: 0.8447527

00:50:57.204 --> 00:50:59.640 I'm here from the mental health Department.
NOTE Confidence: 0.8447527

00:50:59.640 --> 00:51:01.824 Would like to talk to you about
NOTE Confidence: 0.8447527

00:51:01.824 --> 00:51:04.160 suicide or have a community meeting.
NOTE Confidence: 0.8447527

00:51:04.160 --> 00:51:06.370 You know we get like.
NOTE Confidence: 0.8447527

00:51:06.370 --> 00:51:08.314 Three people and two of them
NOTE Confidence: 0.8447527

00:51:08.314 --> 00:51:09.890 would be related to me,
NOTE Confidence: 0.8447527

00:51:09.890 --> 00:51:10.772 but you know,
NOTE Confidence: 0.8447527

00:51:10.772 --> 00:51:12.830 when you can use the resources that
NOTE Confidence: 0.8447527

00:51:12.890 --> 00:51:15.410 are already in the community and make
NOTE Confidence: 0.8447527

00:51:15.410 --> 00:51:17.726 those connections that can make a big
NOTE Confidence: 0.8447527

00:51:17.726 --> 00:51:19.762 difference in our ability to reach people.
NOTE Confidence: 0.8447527

00:51:19.762 --> 00:51:21.938 And I just want to say and give
NOTE Confidence: 0.8447527

00:51:21.938 --> 00:51:24.396 a public shout out to Jack teams
NOTE Confidence: 0.8447527

00:51:24.396 --> 00:51:26.210 who evaluated this and this.
NOTE Confidence: 0.8447527

00:51:26.210 --> 00:51:27.780 This program and essentially found

NOTE Confidence: 0.8447527

00:51:27.780 --> 00:51:30.050 that even for people who were not

NOTE Confidence: 0.8447527

00:51:30.050 --> 00:51:31.650 directly working on these murals,

NOTE Confidence: 0.8447527

00:51:31.650 --> 00:51:33.890 it had an impact in the community.

NOTE Confidence: 0.8447527

00:51:33.890 --> 00:51:35.852 So thanks to Jack for demonstrating

NOTE Confidence: 0.8447527

00:51:35.852 --> 00:51:38.579 that we were on the right track with.

NOTE Confidence: 0.8447527

00:51:38.580 --> 00:51:39.350 This work?

NOTE Confidence: 0.8447527

00:51:39.350 --> 00:51:42.430 So that's what I mean by population health.

NOTE Confidence: 0.8447527

00:51:42.430 --> 00:51:45.070 So what I hope I've done is to share with

NOTE Confidence: 0.8447527

00:51:45.136 --> 00:51:47.964 you conceptually why I think it's important,

NOTE Confidence: 0.8447527

00:51:47.970 --> 00:51:50.895 but also to demonstrate that it can be done.

NOTE Confidence: 0.8447527

00:51:50.900 --> 00:51:52.530 But we can reach people

NOTE Confidence: 0.8447527

00:51:52.530 --> 00:51:53.834 that were not reaching.

NOTE Confidence: 0.8447527

00:51:53.840 --> 00:51:56.171 We can make a difference in the

NOTE Confidence: 0.8447527

00:51:56.171 --> 00:51:57.749 outcomes that people can get.

NOTE Confidence: 0.8447527

00:51:57.750 --> 00:51:58.366 We can.

NOTE Confidence: 0.8447527

00:51:58.366 --> 00:52:00.830 We can make a difference in the lives
NOTE Confidence: 0.8447527

00:52:00.900 --> 00:52:02.868 of children and people that frankly
NOTE Confidence: 0.8447527

00:52:02.868 --> 00:52:05.896 a lot of our society has given up on.
NOTE Confidence: 0.8447527

00:52:05.900 --> 00:52:08.564 But it's going to take us being willing
NOTE Confidence: 0.8447527

00:52:08.564 --> 00:52:11.290 to push out of our black boxes into.
NOTE Confidence: 0.8447527

00:52:11.290 --> 00:52:13.796 Innovate and to frankly take some risks.
NOTE Confidence: 0.8447527

00:52:13.800 --> 00:52:15.960 So about now people will say,
NOTE Confidence: 0.8447527

00:52:15.960 --> 00:52:16.303 well,
NOTE Confidence: 0.8447527

00:52:16.303 --> 00:52:20.270 you know how do we pay for all of this and.
NOTE Confidence: 0.8774499

00:52:22.420 --> 00:52:24.646 The first thing my first response is
NOTE Confidence: 0.8774499

00:52:24.646 --> 00:52:27.584 how we think is free and just as we have
NOTE Confidence: 0.8774499

00:52:27.584 --> 00:52:29.899 a mental model and we're training on
NOTE Confidence: 0.8774499

00:52:29.899 --> 00:52:32.371 mental model to think that people should
NOTE Confidence: 0.8774499

00:52:32.371 --> 00:52:34.939 come to us and we should treat them,
NOTE Confidence: 0.8774499

00:52:34.940 --> 00:52:37.372 we can have a different model that that
NOTE Confidence: 0.8774499

00:52:37.372 --> 00:52:40.018 is about how we can take our expertise

NOTE Confidence: 0.8774499

00:52:40.018 --> 00:52:42.666 and use that expertise in all kinds of

NOTE Confidence: 0.8774499

00:52:42.666 --> 00:52:44.868 settings in all kinds of different ways.

NOTE Confidence: 0.8774499

00:52:44.868 --> 00:52:47.252 But we also know that there is a

NOTE Confidence: 0.8774499

00:52:47.252 --> 00:52:48.972 paradigm shift in how Healthcare

NOTE Confidence: 0.8774499

00:52:48.972 --> 00:52:50.662 is going to be financed,

NOTE Confidence: 0.8774499

00:52:50.670 --> 00:52:53.667 and while now we have a fee for service.

NOTE Confidence: 0.8774499

00:52:53.670 --> 00:52:56.110 Paradigm which generating more revenue

NOTE Confidence: 0.8774499

00:52:56.110 --> 00:52:58.550 means just doing more services,

NOTE Confidence: 0.8774499

00:52:58.550 --> 00:53:01.966 independent of the outcomes that people get.

NOTE Confidence: 0.8774499

00:53:01.970 --> 00:53:02.445 Increasingly,

NOTE Confidence: 0.8774499

00:53:02.445 --> 00:53:04.820 our healthcare system is moving

NOTE Confidence: 0.8774499

00:53:04.820 --> 00:53:08.778 to a pay for performance or a a

NOTE Confidence: 0.8774499

00:53:08.778 --> 00:53:11.238 performance based way of financing.

NOTE Confidence: 0.8774499

00:53:11.240 --> 00:53:13.188 In particular putting healthcare

NOTE Confidence: 0.8774499

00:53:13.188 --> 00:53:15.136 systems at financial risk.

NOTE Confidence: 0.8774499

00:53:15.140 --> 00:53:18.176 Where where you know provide assistance

NOTE Confidence: 0.8774499

00:53:18.176 --> 00:53:21.488 will be given a pot of money.

NOTE Confidence: 0.8774499

00:53:21.490 --> 00:53:24.010 A population of people and.

NOTE Confidence: 0.8774499

00:53:24.010 --> 00:53:25.246 When that happens,

NOTE Confidence: 0.8774499

00:53:25.246 --> 00:53:27.306 it changes the financial incentives.

NOTE Confidence: 0.8774499

00:53:27.310 --> 00:53:30.486 Now there is a very strong incentive to

NOTE Confidence: 0.8774499

00:53:30.486 --> 00:53:32.678 provide effective and efficient care.

NOTE Confidence: 0.8774499

00:53:32.680 --> 00:53:34.500 There's a very strong incentive

NOTE Confidence: 0.8774499

00:53:34.500 --> 00:53:36.880 to reduce risk and to intervene

NOTE Confidence: 0.8774499

00:53:36.880 --> 00:53:39.290 at the earliest possible moment.

NOTE Confidence: 0.8774499

00:53:39.290 --> 00:53:41.355 There's a very strong financial

NOTE Confidence: 0.8774499

00:53:41.355 --> 00:53:43.420 incentive to keep people healthy,

NOTE Confidence: 0.8774499

00:53:43.420 --> 00:53:46.252 and so over time we're going to see

NOTE Confidence: 0.8774499

00:53:46.252 --> 00:53:48.380 as accountable care organizations,

NOTE Confidence: 0.8774499

00:53:48.380 --> 00:53:49.510 health homes,

NOTE Confidence: 0.8774499

00:53:49.510 --> 00:53:52.335 those kinds of alternative payment

NOTE Confidence: 0.8774499

00:53:52.335 --> 00:53:54.680 arrangements start to emerge.

NOTE Confidence: 0.8774499

00:53:54.680 --> 00:53:57.050 There will be a very strong

NOTE Confidence: 0.8774499

00:53:57.050 --> 00:53:59.080 financial incentive to do this.

NOTE Confidence: 0.8774499

00:53:59.080 --> 00:54:02.098 Going to end with just a

NOTE Confidence: 0.8774499

00:54:02.098 --> 00:54:04.110 couple of words about.

NOTE Confidence: 0.8774499

00:54:04.110 --> 00:54:05.960 Implications obviously for our field,

NOTE Confidence: 0.8774499

00:54:05.960 --> 00:54:07.988 we have to start thinking about

NOTE Confidence: 0.8774499

00:54:07.988 --> 00:54:10.010 how we work further upstream,

NOTE Confidence: 0.8774499

00:54:10.010 --> 00:54:11.860 how we address social determinants.

NOTE Confidence: 0.8774499

00:54:11.860 --> 00:54:15.172 We need to have more research in this area.

NOTE Confidence: 0.8774499

00:54:15.180 --> 00:54:17.385 We need to be training our our

NOTE Confidence: 0.8774499

00:54:17.385 --> 00:54:19.739 folks around how to pay attention

NOTE Confidence: 0.8774499

00:54:19.739 --> 00:54:21.080 to social determinants.

NOTE Confidence: 0.8774499

00:54:21.080 --> 00:54:24.410 We don't have to solve all of these problems,

NOTE Confidence: 0.8774499

00:54:24.410 --> 00:54:27.084 but we have to include them in

NOTE Confidence: 0.8774499

00:54:27.084 --> 00:54:28.628 our conceptualizations of how
NOTE Confidence: 0.8774499

00:54:28.628 --> 00:54:29.936 we work with people.
NOTE Confidence: 0.8774499

00:54:29.940 --> 00:54:32.919 We have to partner with other people who can
NOTE Confidence: 0.8774499

00:54:32.919 --> 00:54:35.900 help us address some of those determinants.
NOTE Confidence: 0.8774499

00:54:35.900 --> 00:54:37.475 But if we don't think about them,
NOTE Confidence: 0.8774499

00:54:37.480 --> 00:54:40.518 we're not we're going to miss that.
NOTE Confidence: 0.8774499

00:54:40.520 --> 00:54:42.935 We have to look at how we
NOTE Confidence: 0.8774499

00:54:42.935 --> 00:54:44.710 help keep people healthy.
NOTE Confidence: 0.8774499

00:54:44.710 --> 00:54:47.582 I'd like to see more research on the
NOTE Confidence: 0.8774499

00:54:47.582 --> 00:54:49.919 recovery process and helping us
NOTE Confidence: 0.8774499

00:54:49.919 --> 00:54:51.849 to better understand strategies that
NOTE Confidence: 0.8774499

00:54:51.849 --> 00:54:54.616 we can employ to keep people healthy.
NOTE Confidence: 0.8774499

00:54:54.620 --> 00:54:57.716 So the point is that I think we have
NOTE Confidence: 0.8774499

00:54:57.716 --> 00:55:00.879 a lot of room here to change our
NOTE Confidence: 0.8774499

00:55:00.879 --> 00:55:04.140 system and I want to end with this.
NOTE Confidence: 0.8774499

00:55:04.140 --> 00:55:04.874 You know,

NOTE Confidence: 0.8774499

00:55:04.874 --> 00:55:07.443 yell is one of the Premier academic

NOTE Confidence: 0.8774499

00:55:07.443 --> 00:55:09.477 medical centers in the country,

NOTE Confidence: 0.8774499

00:55:09.480 --> 00:55:11.004 right in the world.

NOTE Confidence: 0.8774499

00:55:11.004 --> 00:55:12.147 For that matter,

NOTE Confidence: 0.8774499

00:55:12.150 --> 00:55:14.663 and if we're going to make these

NOTE Confidence: 0.8774499

00:55:14.663 --> 00:55:15.740 kind of changes,

NOTE Confidence: 0.8774499

00:55:15.740 --> 00:55:18.962 it's going to take the yells of the world,

NOTE Confidence: 0.8774499

00:55:18.970 --> 00:55:20.760 helping to do do that.

NOTE Confidence: 0.8774499

00:55:20.760 --> 00:55:22.698 The picture you're looking at is

NOTE Confidence: 0.8774499

00:55:22.698 --> 00:55:25.245 what the people who were doing the

NOTE Confidence: 0.8774499

00:55:25.245 --> 00:55:27.225 first recovery walk in Philadelphia.

NOTE Confidence: 0.8774499

00:55:27.230 --> 00:55:29.020 They had about 150 people,

NOTE Confidence: 0.8774499

00:55:29.020 --> 00:55:31.180 and these people understood that that

NOTE Confidence: 0.8774499

00:55:31.180 --> 00:55:33.652 we needed to change the paradigm if

NOTE Confidence: 0.8774499

00:55:33.652 --> 00:55:35.906 we're going to make a difference in

NOTE Confidence: 0.85691774

00:55:35.972 --> 00:55:38.184 people's lives, and so they were

NOTE Confidence: 0.85691774

00:55:38.184 --> 00:55:42.590 trying to put a face on recovery, Anne.

NOTE Confidence: 0.85691774

00:55:42.590 --> 00:55:45.460 And to change the paradigm so that

NOTE Confidence: 0.85691774

00:55:45.460 --> 00:55:48.045 people wouldn't be ashamed of being

NOTE Confidence: 0.85691774

00:55:48.045 --> 00:55:50.595 in recovery that same walk today

NOTE Confidence: 0.85691774

00:55:50.595 --> 00:55:53.115 looks like this like 26,000 people

NOTE Confidence: 0.85691774

00:55:53.115 --> 00:55:55.966 that come and all kinds of people,

NOTE Confidence: 0.85691774

00:55:55.966 --> 00:55:58.056 not just people in recovery.

NOTE Confidence: 0.85691774

00:55:58.060 --> 00:56:00.345 These early pioneers were really

NOTE Confidence: 0.85691774

00:56:00.345 --> 00:56:03.037 important in helping to shape and

NOTE Confidence: 0.85691774

00:56:03.037 --> 00:56:05.354 change the paradigm and the way I

NOTE Confidence: 0.85691774

00:56:05.354 --> 00:56:08.087 see are moved to population health.

NOTE Confidence: 0.85691774

00:56:08.090 --> 00:56:10.598 It really is about a movement.

NOTE Confidence: 0.85691774

00:56:10.600 --> 00:56:13.180 It was really clear to us.

NOTE Confidence: 0.85691774

00:56:13.180 --> 00:56:15.406 As we got into the later stages

NOTE Confidence: 0.85691774

00:56:15.406 --> 00:56:18.385 of this work that that it was more

NOTE Confidence: 0.85691774

00:56:18.385 --> 00:56:20.335 than just changing our thinking,

NOTE Confidence: 0.85691774

00:56:20.340 --> 00:56:22.503 it was really changing how we relate

NOTE Confidence: 0.85691774

00:56:22.503 --> 00:56:24.716 it to the community and bringing

NOTE Confidence: 0.85691774

00:56:24.716 --> 00:56:27.140 the community into how we work.

NOTE Confidence: 0.8798998

00:56:30.790 --> 00:56:33.634 A huge difference in a lot of people's lives,

NOTE Confidence: 0.8798998

00:56:33.640 --> 00:56:36.115 and I think that as a field we can

NOTE Confidence: 0.8798998

00:56:36.115 --> 00:56:38.718 keep pushing the envelope to do that.

NOTE Confidence: 0.8798998

00:56:38.720 --> 00:56:41.195 So with that, I'm going to say thank you

NOTE Confidence: 0.8798998

00:56:41.195 --> 00:56:43.787 and we'll see what questions folks have.

NOTE Confidence: 0.81234396

00:56:46.800 --> 00:56:49.000 Thank you so much Arthur.

NOTE Confidence: 0.81234396

00:56:49.000 --> 00:56:53.157 Just a really. Inspiring talk that

NOTE Confidence: 0.81234396

00:56:53.157 --> 00:56:56.530 you gave every time I I hear you,

NOTE Confidence: 0.81234396

00:56:56.530 --> 00:56:58.774 I learn something more and inspired

NOTE Confidence: 0.81234396

00:56:58.774 --> 00:57:00.820 by you so there's opportunities

NOTE Confidence: 0.81234396

00:57:00.820 --> 00:57:03.658 for folks to ask questions either

NOTE Confidence: 0.81234396

00:57:03.658 --> 00:57:05.790 directly or through the chat.
NOTE Confidence: 0.81234396

00:57:05.790 --> 00:57:09.381 Be happy to monitor that and and pass that
NOTE Confidence: 0.81234396

00:57:09.381 --> 00:57:12.525 along and so as you develop questions,
NOTE Confidence: 0.81234396

00:57:12.530 --> 00:57:15.418 I have one I can get you started
NOTE Confidence: 0.81234396

00:57:15.418 --> 00:57:18.137 with with Arthur is so you're
NOTE Confidence: 0.81234396

00:57:18.137 --> 00:57:20.522 talking about a change effort,
NOTE Confidence: 0.81234396

00:57:20.530 --> 00:57:22.318 a significant change effort.
NOTE Confidence: 0.81234396

00:57:22.318 --> 00:57:25.825 And you need both people that are staff
NOTE Confidence: 0.81234396

00:57:25.825 --> 00:57:28.785 and partners and allies to help do it.
NOTE Confidence: 0.81234396

00:57:28.790 --> 00:57:31.145 But then you're also going
NOTE Confidence: 0.81234396

00:57:31.145 --> 00:57:32.558 to encounter individuals.
NOTE Confidence: 0.81234396

00:57:32.560 --> 00:57:34.100 Systems that resist it.
NOTE Confidence: 0.81234396

00:57:34.100 --> 00:57:36.410 What have been some of your
NOTE Confidence: 0.81234396

00:57:36.495 --> 00:57:39.365 strategies to deal with both of those?
NOTE Confidence: 0.81234396

00:57:39.370 --> 00:57:39.690 Those
NOTE Confidence: 0.8568148

00:57:39.690 --> 00:57:41.993 dynamics? That is such a great question

NOTE Confidence: 0.8568148

00:57:41.993 --> 00:57:44.754 and is reason why I always in my talks

NOTE Confidence: 0.8568148

00:57:44.754 --> 00:57:47.003 about talking about a movement when you

NOTE Confidence: 0.8568148

00:57:47.003 --> 00:57:49.432 know one of the strategies we employed

NOTE Confidence: 0.8568148

00:57:49.440 --> 00:57:51.390 was to engage the faith community.

NOTE Confidence: 0.8568148

00:57:51.390 --> 00:57:53.394 We had these really large conferences

NOTE Confidence: 0.8568148

00:57:53.394 --> 00:57:55.719 and one day one of the members

NOTE Confidence: 0.8568148

00:57:55.719 --> 00:57:57.567 of the was actually a clergy.

NOTE Confidence: 0.8568148

00:57:57.570 --> 00:57:59.190 He stood up and said,

NOTE Confidence: 0.8568148

00:57:59.190 --> 00:58:00.462 you know, Doctor Evans,

NOTE Confidence: 0.8568148

00:58:00.462 --> 00:58:03.090 you all were trying to change the system,

NOTE Confidence: 0.8568148

00:58:03.090 --> 00:58:05.484 but what you really did was you.

NOTE Confidence: 0.8568148

00:58:05.490 --> 00:58:07.639 You created a movement and I was

NOTE Confidence: 0.8568148

00:58:07.639 --> 00:58:09.304 like that really crystallized for

NOTE Confidence: 0.8568148

00:58:09.304 --> 00:58:11.670 me because there was a point at

NOTE Confidence: 0.8568148

00:58:11.670 --> 00:58:13.850 which it was clear that we were

NOTE Confidence: 0.8568148

00:58:13.850 --> 00:58:15.654 no longer driving the train that
NOTE Confidence: 0.8568148

00:58:15.654 --> 00:58:17.526 there had been enough change in
NOTE Confidence: 0.8568148

00:58:17.526 --> 00:58:19.159 the community that people were.
NOTE Confidence: 0.85526264

00:58:22.090 --> 00:58:23.368 Working differently and
NOTE Confidence: 0.85526264

00:58:23.368 --> 00:58:24.646 approaching issues differently,
NOTE Confidence: 0.85526264

00:58:24.650 --> 00:58:28.316 we had nothing to do with.
NOTE Confidence: 0.85526264

00:58:28.320 --> 00:58:30.552 And I wish I had known that before because
NOTE Confidence: 0.85526264

00:58:30.552 --> 00:58:32.852 I would have been much more intentional
NOTE Confidence: 0.85526264

00:58:32.852 --> 00:58:34.810 about trying to build the choir.
NOTE Confidence: 0.85526264

00:58:34.810 --> 00:58:37.420 We now we we actually did that because like
NOTE Confidence: 0.85526264

00:58:37.420 --> 00:58:39.809 the first picture I showed you is just
NOTE Confidence: 0.85526264

00:58:39.809 --> 00:58:42.476 a few people who kind of believe in this.
NOTE Confidence: 0.85526264

00:58:42.480 --> 00:58:43.960 I mean, I'll tell you,
NOTE Confidence: 0.85526264

00:58:43.960 --> 00:58:45.430 I'll tell you this story.
NOTE Confidence: 0.85526264

00:58:45.430 --> 00:58:47.495 When I when I went to Philadelphia,
NOTE Confidence: 0.85526264

00:58:47.500 --> 00:58:49.270 they really didn't trust me right?

NOTE Confidence: 0.85526264

00:58:49.270 --> 00:58:50.215 Because, you know,

NOTE Confidence: 0.85526264

00:58:50.215 --> 00:58:52.899 at the time I I was working for a.

NOTE Confidence: 0.85526264

00:58:52.900 --> 00:58:57.005 Republican governor and a really

NOTE Confidence: 0.85526264

00:58:57.005 --> 00:58:59.468 heavily Democratic state.

NOTE Confidence: 0.85526264

00:58:59.470 --> 00:59:01.246 The city can be pretty parochial,

NOTE Confidence: 0.85526264

00:59:01.250 --> 00:59:03.402 and you know they're like you know what's

NOTE Confidence: 0.85526264

00:59:03.402 --> 00:59:05.902 this yell stuff you know and you know

NOTE Confidence: 0.85526264

00:59:05.902 --> 00:59:07.490 Republican Connecticut would you know?

NOTE Confidence: 0.85526264

00:59:07.490 --> 00:59:08.381 Would you know?

NOTE Confidence: 0.85526264

00:59:08.381 --> 00:59:10.460 And there was a lot of this.

NOTE Confidence: 0.85526264

00:59:10.460 --> 00:59:12.062 You know, folding of the arms

NOTE Confidence: 0.85526264

00:59:12.062 --> 00:59:14.020 when I was talking about recovery.

NOTE Confidence: 0.85526264

00:59:14.020 --> 00:59:16.001 And you know some of these new

NOTE Confidence: 0.85526264

00:59:16.001 --> 00:59:18.177 ideas and so there was a really.

NOTE Confidence: 0.85526264

00:59:18.180 --> 00:59:19.770 But there was a really small

NOTE Confidence: 0.85526264

00:59:19.770 --> 00:59:21.566 group of people who were really
NOTE Confidence: 0.85526264

00:59:21.566 --> 00:59:22.926 committed to these ideas.
NOTE Confidence: 0.85526264

00:59:22.930 --> 00:59:24.946 They were already ahead of me right
NOTE Confidence: 0.85526264

00:59:24.946 --> 00:59:27.089 there ahead of where I was thinking,
NOTE Confidence: 0.85526264

00:59:27.090 --> 00:59:28.023 like really pushing,
NOTE Confidence: 0.85526264

00:59:28.023 --> 00:59:30.200 and that group just grew and grew.
NOTE Confidence: 0.85526264

00:59:30.200 --> 00:59:32.769 And grew in one of the reasons
NOTE Confidence: 0.85526264

00:59:32.769 --> 00:59:34.990 that it grew was because.
NOTE Confidence: 0.85526264

00:59:34.990 --> 00:59:37.494 It was about giving voice to people who
NOTE Confidence: 0.85526264

00:59:37.494 --> 00:59:39.807 hadn't had voice before it was about.
NOTE Confidence: 0.85526264

00:59:39.810 --> 00:59:42.370 We did a lot of work around peers,
NOTE Confidence: 0.85526264

00:59:42.370 --> 00:59:44.296 an empowering people to, you know,
NOTE Confidence: 0.85526264

00:59:44.300 --> 00:59:46.582 we really took to heart that idea
NOTE Confidence: 0.85526264

00:59:46.582 --> 00:59:47.830 of nothing about us.
NOTE Confidence: 0.85526264

00:59:47.830 --> 00:59:49.114 Without us, you know.
NOTE Confidence: 0.85526264

00:59:49.114 --> 00:59:50.398 So we engaged communities.

NOTE Confidence: 0.85526264

00:59:50.400 --> 00:59:52.680 So at some point it was less about

NOTE Confidence: 0.85526264

00:59:52.680 --> 00:59:54.732 us trying to change and more

NOTE Confidence: 0.85526264

00:59:54.732 --> 00:59:56.497 about people in the Community,

NOTE Confidence: 0.85526264

00:59:56.500 --> 00:59:58.420 saying this is what we want.

NOTE Confidence: 0.85526264

00:59:58.420 --> 01:00:00.884 This is what we need and they were

NOTE Confidence: 0.85526264

01:00:00.884 --> 01:00:02.935 driving and they were saying to

NOTE Confidence: 0.85526264

01:00:02.935 --> 01:00:04.981 the providers you need to make.

NOTE Confidence: 0.85526264

01:00:04.990 --> 01:00:05.638 These changes,

NOTE Confidence: 0.85526264

01:00:05.638 --> 01:00:07.582 so I think it's about thinking

NOTE Confidence: 0.85526264

01:00:07.582 --> 01:00:08.440 differently about it.

NOTE Confidence: 0.85526264

01:00:08.440 --> 01:00:10.010 How do we engage people?

NOTE Confidence: 0.85526264

01:00:10.010 --> 01:00:11.900 How do we give people voice?

NOTE Confidence: 0.85526264

01:00:11.900 --> 01:00:13.470 How do we empower people?

NOTE Confidence: 0.85526264

01:00:13.470 --> 01:00:14.094 And yeah,

NOTE Confidence: 0.85526264

01:00:14.094 --> 01:00:15.966 we there are technical things and

NOTE Confidence: 0.85526264

01:00:15.966 --> 01:00:17.888 I showed some of the technical
NOTE Confidence: 0.85526264

01:00:17.888 --> 01:00:19.120 things that we did,
NOTE Confidence: 0.85526264

01:00:19.120 --> 01:00:21.465 but I think what really changed was
NOTE Confidence: 0.85526264

01:00:21.465 --> 01:00:23.158 people who would lived experience
NOTE Confidence: 0.85526264

01:00:23.158 --> 01:00:25.984 who just said we got to do this and
NOTE Confidence: 0.85526264

01:00:25.984 --> 01:00:28.248 they put the pressure on a lot of
NOTE Confidence: 0.85526264

01:00:28.248 --> 01:00:30.418 people who were resistant in the beginning.
NOTE Confidence: 0.8824133

01:00:31.810 --> 01:00:34.352 We thank you. Other
NOTE Confidence: 0.8824133

01:00:34.352 --> 01:00:36.400 questions for Doctor Evans.
NOTE Confidence: 0.87083787

01:00:41.520 --> 01:00:43.758 Hi, could you say more about
NOTE Confidence: 0.87083787

01:00:43.758 --> 01:00:45.994 the work that you've done with
NOTE Confidence: 0.87083787

01:00:45.994 --> 01:00:48.234 the believe it was CEOs and
NOTE Confidence: 0.87083787

01:00:48.234 --> 01:00:50.466 organizations and how they help them?
NOTE Confidence: 0.87083787

01:00:50.470 --> 01:00:51.963 Think about organizations and
NOTE Confidence: 0.87083787

01:00:51.963 --> 01:00:53.080 health promoting environments?
NOTE Confidence: 0.7988041

01:00:54.510 --> 01:00:57.856 Yeah, we we got a PA where

NOTE Confidence: 0.7988041
01:00:57.856 --> 01:01:00.988 we actually spend quite a bit
NOTE Confidence: 0.7988041
01:01:00.988 --> 01:01:03.633 of time talking to leaders,
NOTE Confidence: 0.7988041
01:01:03.640 --> 01:01:06.660 mayors, working with National
NOTE Confidence: 0.7988041
01:01:06.660 --> 01:01:08.925 Governors Association or.
NOTE Confidence: 0.7988041
01:01:08.930 --> 01:01:09.638 School superintendents,
NOTE Confidence: 0.7988041
01:01:09.638 --> 01:01:11.660 through the PTA, and so forth,
NOTE Confidence: 0.7988041
01:01:11.660 --> 01:01:14.339 and what we're trying to do is to
NOTE Confidence: 0.7988041
01:01:14.339 --> 01:01:16.481 help educate them about the role
NOTE Confidence: 0.7988041
01:01:16.481 --> 01:01:19.524 that they can play in creating
NOTE Confidence: 0.7988041
01:01:19.524 --> 01:01:21.420 psychologically healthy workplaces.
NOTE Confidence: 0.7988041
01:01:21.420 --> 01:01:23.924 In fact, we can send folks if you're
NOTE Confidence: 0.7988041
01:01:23.924 --> 01:01:26.306 interested in that that we can send
NOTE Confidence: 0.7988041
01:01:26.306 --> 01:01:27.996 you some information about that.
NOTE Confidence: 0.7988041
01:01:28.000 --> 01:01:29.770 But there are five domains that
NOTE Confidence: 0.7988041
01:01:29.770 --> 01:01:32.116 we look at that we know are
NOTE Confidence: 0.7988041

01:01:32.116 --> 01:01:33.584 related to healthy workplace.
NOTE Confidence: 0.7988041

01:01:33.590 --> 01:01:35.570 We actually give award each year.
NOTE Confidence: 0.7988041

01:01:35.570 --> 01:01:37.866 We didn't do it last year during
NOTE Confidence: 0.7988041

01:01:37.866 --> 01:01:39.814 the pandemic, but you know,
NOTE Confidence: 0.7988041

01:01:39.814 --> 01:01:41.526 corporations like Marriott and
NOTE Confidence: 0.7988041

01:01:41.526 --> 01:01:43.653 other corporations like that have
NOTE Confidence: 0.7988041

01:01:43.653 --> 01:01:45.588 received that award because they.
NOTE Confidence: 0.7988041

01:01:45.590 --> 01:01:47.975 Done, I've been very intentional
NOTE Confidence: 0.7988041

01:01:47.975 --> 01:01:50.360 in those five domet domains
NOTE Confidence: 0.7988041

01:01:50.443 --> 01:01:52.748 in helping their work places,
NOTE Confidence: 0.7988041

01:01:52.750 --> 01:01:55.130 so one of the domains,
NOTE Confidence: 0.7988041

01:01:55.130 --> 01:01:56.396 for example,
NOTE Confidence: 0.7988041

01:01:56.396 --> 01:02:01.460 is employee engagement as an example and so.
NOTE Confidence: 0.7988041

01:02:01.460 --> 01:02:03.917 We think that that's a really important
NOTE Confidence: 0.7988041

01:02:03.917 --> 01:02:06.756 thing that we can do as a mental
NOTE Confidence: 0.7988041

01:02:06.756 --> 01:02:08.476 health field to help individuals.

NOTE Confidence: 0.7988041

01:02:08.480 --> 01:02:10.235 We don't have to necessarily

NOTE Confidence: 0.7988041

01:02:10.235 --> 01:02:11.639 just provide direct services.

NOTE Confidence: 0.7988041

01:02:11.640 --> 01:02:13.746 We can also help those organizations

NOTE Confidence: 0.7988041

01:02:13.746 --> 01:02:15.150 change their organizational climate.

NOTE Confidence: 0.841518

01:02:18.140 --> 01:02:21.370 Thank you bye bye. I'd love to see more of

NOTE Confidence: 0.841518

01:02:21.370 --> 01:02:24.289 that. Thank you. OK, I think does

NOTE Confidence: 0.841518

01:02:24.289 --> 01:02:26.549 everyone have access to the chat?

NOTE Confidence: 0.841518

01:02:26.550 --> 01:02:31.590 Yes. I have a colleague on who

NOTE Confidence: 0.841518

01:02:31.590 --> 01:02:35.479 might be able to get into the chat.

NOTE Confidence: 0.841518

01:02:35.480 --> 01:02:38.318 A link to the the psychologically

NOTE Confidence: 0.841518

01:02:38.318 --> 01:02:39.737 healthy workplace work.

NOTE Confidence: 0.8749602

01:02:41.420 --> 01:02:42.790 Great will look for that.

NOTE Confidence: 0.9199443

01:02:45.240 --> 01:02:47.289 Other questions comments.

NOTE Confidence: 0.82890558

01:02:57.910 --> 01:03:01.130 Great talk. Really enjoyed it, thank you.

NOTE Confidence: 0.8825864

01:03:03.220 --> 01:03:04.340 Good, thank you.

NOTE Confidence: 0.84909666

01:03:08.110 --> 01:03:09.638 I have another question.
NOTE Confidence: 0.84909666

01:03:09.638 --> 01:03:11.548 I'll just jump in again.
NOTE Confidence: 0.84909666

01:03:11.550 --> 01:03:13.840 Can you say more about what
NOTE Confidence: 0.84909666

01:03:13.840 --> 01:03:15.751 AP is doing around racism?
NOTE Confidence: 0.84909666

01:03:15.751 --> 01:03:18.809 I know I read a lot in terms
NOTE Confidence: 0.84909666

01:03:18.810 --> 01:03:20.334 of reports and studies,
NOTE Confidence: 0.84909666

01:03:20.334 --> 01:03:21.858 and if you could
NOTE Confidence: 0.84909666

01:03:21.860 --> 01:03:24.916 just kind of give an overview of maybe
NOTE Confidence: 0.84909666

01:03:24.920 --> 01:03:26.830 some of the things that
NOTE Confidence: 0.84909666

01:03:26.830 --> 01:03:28.358 you're doing or finding.
NOTE Confidence: 0.84909666

01:03:28.360 --> 01:03:31.027 I think that would be really helpful.
NOTE Confidence: 0.84909666

01:03:31.030 --> 01:03:33.697 Sure, so right after George Floyd's death,
NOTE Confidence: 0.84909666

01:03:33.700 --> 01:03:37.236 we made a real long term commitment to
NOTE Confidence: 0.84909666

01:03:37.236 --> 01:03:39.700 addressing issues of race and racism.
NOTE Confidence: 0.84909666

01:03:39.700 --> 01:03:41.968 We have a multi pronged commitment.
NOTE Confidence: 0.84909666

01:03:41.970 --> 01:03:44.819 First of all, Appa has been involved

NOTE Confidence: 0.84909666

01:03:44.819 --> 01:03:48.037 in these areas for quite a bit of time,

NOTE Confidence: 0.84909666

01:03:48.040 --> 01:03:51.600 but one of the things that we noted

NOTE Confidence: 0.84909666

01:03:51.600 --> 01:03:55.697 is that what happens is we have these.

NOTE Confidence: 0.84909666

01:03:55.700 --> 01:03:57.554 Incidents the public pays a lot

NOTE Confidence: 0.84909666

01:03:57.554 --> 01:03:59.260 of attention to these issues.

NOTE Confidence: 0.84909666

01:03:59.260 --> 01:04:01.860 They go away out of the news media.

NOTE Confidence: 0.84909666

01:04:01.860 --> 01:04:03.296 It's kind of quiet.

NOTE Confidence: 0.84909666

01:04:03.296 --> 01:04:05.091 Then another incident happens and

NOTE Confidence: 0.84909666

01:04:05.091 --> 01:04:07.322 we pay attention and then sort of

NOTE Confidence: 0.84909666

01:04:07.322 --> 01:04:09.723 this up and down and we decided

NOTE Confidence: 0.84909666

01:04:09.723 --> 01:04:11.603 after George Floyd's death that.

NOTE Confidence: 0.84909666

01:04:11.610 --> 01:04:13.864 This is a real systemic issue for

NOTE Confidence: 0.84909666

01:04:13.864 --> 01:04:16.218 our nation and that we needed to

NOTE Confidence: 0.84909666

01:04:16.218 --> 01:04:18.192 make a long term sustained have

NOTE Confidence: 0.84909666

01:04:18.262 --> 01:04:20.207 a long term sustained effort,

NOTE Confidence: 0.84909666

01:04:20.210 --> 01:04:22.380 and so we've done a couple of
NOTE Confidence: 0.84909666

01:04:22.380 --> 01:04:24.678 things in the aftermath of that.
NOTE Confidence: 0.84909666

01:04:24.680 --> 01:04:28.170 One is that we put together a a group to
NOTE Confidence: 0.84909666

01:04:28.265 --> 01:04:31.847 look at the psychological science around.
NOTE Confidence: 0.84909666

01:04:31.850 --> 01:04:34.090 Policing and whether there are
NOTE Confidence: 0.84909666

01:04:34.090 --> 01:04:36.911 things that we know and things
NOTE Confidence: 0.84909666

01:04:36.911 --> 01:04:39.893 that we can recommend that will
NOTE Confidence: 0.84909666

01:04:39.893 --> 01:04:41.890 reduce the likelihood that.
NOTE Confidence: 0.82502174

01:04:44.500 --> 01:04:47.580 Police will use a kind of force
NOTE Confidence: 0.82502174

01:04:47.580 --> 01:04:50.324 and violence that they're using
NOTE Confidence: 0.82502174

01:04:50.324 --> 01:04:52.815 with African Americans, men,
NOTE Confidence: 0.82502174

01:04:52.815 --> 01:04:55.785 and in particular the one group
NOTE Confidence: 0.82502174

01:04:55.785 --> 01:04:59.088 so that that group is ongoing.
NOTE Confidence: 0.82502174

01:04:59.090 --> 01:05:01.690 There's an initiative around HealthEquity.
NOTE Confidence: 0.82502174

01:05:01.690 --> 01:05:03.774 We're looking at again,
NOTE Confidence: 0.82502174

01:05:03.774 --> 01:05:06.379 a long term strategy around.

NOTE Confidence: 0.82502174

01:05:06.380 --> 01:05:08.524 First developing recommendations around

NOTE Confidence: 0.82502174

01:05:08.524 --> 01:05:13.751 things we can do as a field to improve

NOTE Confidence: 0.82502174

01:05:13.751 --> 01:05:16.285 HealthEquity and then to work with

NOTE Confidence: 0.82502174

01:05:16.285 --> 01:05:18.180 a partner with other organizations.

NOTE Confidence: 0.82502174

01:05:18.180 --> 01:05:19.128 To do that.

NOTE Confidence: 0.82502174

01:05:19.128 --> 01:05:21.340 We're also taking a look at ourselves

NOTE Confidence: 0.82502174

01:05:21.410 --> 01:05:23.732 because one of the things that

NOTE Confidence: 0.82502174

01:05:23.732 --> 01:05:25.280 we've heard consistently from

NOTE Confidence: 0.82502174

01:05:25.351 --> 01:05:28.284 communities of color is that our field

NOTE Confidence: 0.82502174

01:05:28.284 --> 01:05:30.306 psychology has contributed to some

NOTE Confidence: 0.82502174

01:05:30.306 --> 01:05:32.952 of the things that we we've seen.

NOTE Confidence: 0.82502174

01:05:32.960 --> 01:05:35.606 You know where they were talking about.

NOTE Confidence: 0.82502174

01:05:35.610 --> 01:05:37.914 Some of the eugenics movement we

NOTE Confidence: 0.82502174

01:05:37.914 --> 01:05:40.197 actually have people who were a

NOTE Confidence: 0.82502174

01:05:40.197 --> 01:05:42.219 PA presidents who were part of

NOTE Confidence: 0.82502174

01:05:42.219 --> 01:05:44.352 the eugenics movement, so.
NOTE Confidence: 0.82502174

01:05:44.352 --> 01:05:47.480 We we're we're not.
NOTE Confidence: 0.82502174

01:05:47.480 --> 01:05:49.826 We're also culpable as an organization,
NOTE Confidence: 0.82502174

01:05:49.830 --> 01:05:52.890 and so one of the things we are doing
NOTE Confidence: 0.82502174

01:05:52.890 --> 01:05:56.470 is taking a systematic look at our role.
NOTE Confidence: 0.82502174

01:05:56.470 --> 01:05:58.034 Our field's role in
NOTE Confidence: 0.82502174

01:05:58.034 --> 01:05:59.207 perpetuating racist ideas,
NOTE Confidence: 0.82502174

01:05:59.210 --> 01:06:02.522 and we're going to be engaging in a process
NOTE Confidence: 0.82502174

01:06:02.522 --> 01:06:06.250 to not only to identify that to make amends,
NOTE Confidence: 0.82502174

01:06:06.250 --> 01:06:08.422 but then to to really take
NOTE Confidence: 0.82502174

01:06:08.422 --> 01:06:10.550 on some of those issues.
NOTE Confidence: 0.82502174

01:06:10.550 --> 01:06:11.262 And we,
NOTE Confidence: 0.82502174

01:06:11.262 --> 01:06:11.974 you know,
NOTE Confidence: 0.82502174

01:06:11.974 --> 01:06:13.754 we suspect that that's going
NOTE Confidence: 0.82502174

01:06:13.754 --> 01:06:16.337 to mean that we're looking at
NOTE Confidence: 0.82502174

01:06:16.337 --> 01:06:18.482 issues like pipeline issues and.

NOTE Confidence: 0.82502174

01:06:18.490 --> 01:06:19.860 Who's coming into the field?

NOTE Confidence: 0.82502174

01:06:19.860 --> 01:06:21.764 We're going to be looking at research.

NOTE Confidence: 0.82502174

01:06:21.770 --> 01:06:23.396 Who are the people who are?

NOTE Confidence: 0.82502174

01:06:23.400 --> 01:06:26.144 Who are the editors of journals were

NOTE Confidence: 0.82502174

01:06:26.144 --> 01:06:28.310 already starting to look at that?

NOTE Confidence: 0.82502174

01:06:28.310 --> 01:06:31.509 And how do we diversify our field,

NOTE Confidence: 0.82502174

01:06:31.510 --> 01:06:34.260 and in particular those kinds

NOTE Confidence: 0.82502174

01:06:34.260 --> 01:06:38.054 of positions so that we have a

NOTE Confidence: 0.82502174

01:06:38.054 --> 01:06:41.323 field that is not only anti racist

NOTE Confidence: 0.82502174

01:06:41.323 --> 01:06:44.078 but also one that really?

NOTE Confidence: 0.82502174

01:06:44.080 --> 01:06:46.824 Incorporates the diversity of of our nation,

NOTE Confidence: 0.82502174

01:06:46.830 --> 01:06:48.786 and so it's pretty exciting the

NOTE Confidence: 0.82502174

01:06:48.786 --> 01:06:51.778 the to see the level of support we

NOTE Confidence: 0.82502174

01:06:51.778 --> 01:06:53.798 right after George Floyd's death

NOTE Confidence: 0.82502174

01:06:53.798 --> 01:06:56.259 have been the previous president.

NOTE Confidence: 0.82502174

01:06:56.260 --> 01:06:58.738 I have been doing town halls with
NOTE Confidence: 0.82502174

01:06:58.738 --> 01:07:00.785 our membership an right after
NOTE Confidence: 0.82502174

01:07:00.785 --> 01:07:02.159 George Floyd's death.
NOTE Confidence: 0.82502174

01:07:02.160 --> 01:07:05.730 We did a town Hall and the platform that we
NOTE Confidence: 0.82502174

01:07:05.820 --> 01:07:09.228 were using cannot hold all of the people.
NOTE Confidence: 0.82502174

01:07:09.230 --> 01:07:10.014 I mean,
NOTE Confidence: 0.82502174

01:07:10.014 --> 01:07:11.974 people really across the spectrum.
NOTE Confidence: 0.82502174

01:07:11.980 --> 01:07:14.360 From researchers and clinicians just.
NOTE Confidence: 0.82502174

01:07:14.360 --> 01:07:16.196 Across the field really felt strongly
NOTE Confidence: 0.82502174

01:07:16.196 --> 01:07:18.025 that this is something that we needed
NOTE Confidence: 0.82502174

01:07:18.025 --> 01:07:20.030 to take on as a as an organization.
NOTE Confidence: 0.830015077333333

01:07:22.490 --> 01:07:26.095 Thank you. I know Alyssa thank you
NOTE Confidence: 0.830015077333333

01:07:26.095 --> 01:07:30.428 very much for posting in the check the.
NOTE Confidence: 0.830015077333333

01:07:30.430 --> 01:07:31.702 Psychologically healthy workplace
NOTE Confidence: 0.830015077333333

01:07:31.702 --> 01:07:34.670 awards link so people can can follow
NOTE Confidence: 0.830015077333333

01:07:34.736 --> 01:07:37.039 up on an other thing that's mentioned.

NOTE Confidence: 0.830015077333333
01:07:37.040 --> 01:07:40.532 There's a question in the chat that can read.
NOTE Confidence: 0.830015077333333
01:07:40.540 --> 01:07:42.814 There's been talk about moving away
NOTE Confidence: 0.830015077333333
01:07:42.814 --> 01:07:45.210 from fee for service for decades,
NOTE Confidence: 0.830015077333333
01:07:45.210 --> 01:07:48.090 but yet it persists in part due to the lobby
NOTE Confidence: 0.830015077333333
01:07:48.163 --> 01:07:51.048 of hospitals and professional organizations.
NOTE Confidence: 0.830015077333333
01:07:51.050 --> 01:07:53.408 What makes you optimistic about future
NOTE Confidence: 0.830015077333333
01:07:53.408 --> 01:07:55.719 changes toward more population based focus?
NOTE Confidence: 0.8775524
01:07:56.440 --> 01:07:59.671 Well, I think I think it's going to be
NOTE Confidence: 0.8775524
01:07:59.671 --> 01:08:02.375 hard because as the question indicates
NOTE Confidence: 0.8775524
01:08:02.375 --> 01:08:06.027 that there are a lot of forces that
NOTE Confidence: 0.8775524
01:08:06.027 --> 01:08:08.643 want to maintain the status quo.
NOTE Confidence: 0.8775524
01:08:08.650 --> 01:08:11.176 The problem is if you look
NOTE Confidence: 0.8775524
01:08:11.176 --> 01:08:12.860 at health care inflation,
NOTE Confidence: 0.8775524
01:08:12.860 --> 01:08:15.260 it's been running about twice the
NOTE Confidence: 0.8775524
01:08:15.260 --> 01:08:17.490 inflation in the general economy,
NOTE Confidence: 0.8775524

01:08:17.490 --> 01:08:19.992 and it's been doing that for
NOTE Confidence: 0.8775524

01:08:19.992 --> 01:08:22.120 for a few decades now.
NOTE Confidence: 0.8775524

01:08:22.120 --> 01:08:24.280 So what's happening is that
NOTE Confidence: 0.8775524

01:08:24.280 --> 01:08:26.440 a greater and greater part.
NOTE Confidence: 0.8775524

01:08:26.440 --> 01:08:28.988 Of our GDP is being taken up
NOTE Confidence: 0.8775524

01:08:28.988 --> 01:08:30.720 by the healthcare dollar.
NOTE Confidence: 0.8775524

01:08:30.720 --> 01:08:33.824 It puts our our industries at a disadvantage.
NOTE Confidence: 0.8775524

01:08:33.830 --> 01:08:36.672 If you take a car, for example,
NOTE Confidence: 0.8775524

01:08:36.672 --> 01:08:40.240 and you look at the costs of producing
NOTE Confidence: 0.8775524

01:08:40.330 --> 01:08:42.778 a car in the US in the same,
NOTE Confidence: 0.8775524

01:08:42.780 --> 01:08:45.096 the cost of producing the same
NOTE Confidence: 0.8775524

01:08:45.096 --> 01:08:47.760 car in a foreign country of big
NOTE Confidence: 0.8775524

01:08:47.760 --> 01:08:50.678 chunk of the cost for a car in
NOTE Confidence: 0.8775524

01:08:50.678 --> 01:08:53.192 the US is related to healthcare
NOTE Confidence: 0.8775524

01:08:53.192 --> 01:08:56.540 unrelated to the actual vehicle.
NOTE Confidence: 0.8775524

01:08:56.540 --> 01:08:59.836 At some point we're going to reach a

NOTE Confidence: 0.8775524

01:08:59.836 --> 01:09:02.809 point where it's going to be untenable

NOTE Confidence: 0.8775524

01:09:02.809 --> 01:09:06.064 for us to continue to finance healthcare

NOTE Confidence: 0.8775524

01:09:06.064 --> 01:09:09.935 the way we have historically done that.

NOTE Confidence: 0.8775524

01:09:09.940 --> 01:09:12.010 Whether that will happen in

NOTE Confidence: 0.8775524

01:09:12.010 --> 01:09:13.666 the next five years.

NOTE Confidence: 0.8775524

01:09:13.670 --> 01:09:15.322 Next 10 years, whatever,

NOTE Confidence: 0.8775524

01:09:15.322 --> 01:09:17.387 that's that's a question I.

NOTE Confidence: 0.8775524

01:09:17.390 --> 01:09:19.880 I'm hoping that it happens sooner.

NOTE Confidence: 0.8775524

01:09:19.880 --> 01:09:22.970 I mean, we've already seen some.

NOTE Confidence: 0.8775524

01:09:22.970 --> 01:09:24.174 Some examples of that

NOTE Confidence: 0.8775524

01:09:24.174 --> 01:09:25.077 accountable care organizations,

NOTE Confidence: 0.8775524

01:09:25.080 --> 01:09:25.980 and you know,

NOTE Confidence: 0.8775524

01:09:25.980 --> 01:09:28.080 if you follow that research that you

NOTE Confidence: 0.8775524

01:09:28.146 --> 01:09:30.190 know that that's been a mixed bag,

NOTE Confidence: 0.8775524

01:09:30.190 --> 01:09:32.297 so maybe that's not the right model,

NOTE Confidence: 0.8775524

01:09:32.300 --> 01:09:34.772 but but I do think that the financial
NOTE Confidence: 0.8775524

01:09:34.772 --> 01:09:36.649 pressures on our health care system
NOTE Confidence: 0.8775524

01:09:36.649 --> 01:09:38.777 at some point is going to really
NOTE Confidence: 0.8775524

01:09:38.777 --> 01:09:40.723 force us to to make a change.
NOTE Confidence: 0.8775524

01:09:40.730 --> 01:09:42.837 And and I think when it happens,
NOTE Confidence: 0.8775524

01:09:42.840 --> 01:09:44.940 it's going to happen like managed care.
NOTE Confidence: 0.8775524

01:09:44.940 --> 01:09:46.683 So those of you who are around
NOTE Confidence: 0.8775524

01:09:46.683 --> 01:09:48.595 in the 90s when managed cares
NOTE Confidence: 0.8775524

01:09:48.595 --> 01:09:50.055 just started to emerge,
NOTE Confidence: 0.8775524

01:09:50.060 --> 01:09:51.960 especially when it started to
NOTE Confidence: 0.8775524

01:09:51.960 --> 01:09:53.860 move into the public sector.
NOTE Confidence: 0.8775524

01:09:53.860 --> 01:09:55.912 If you recall that those changes
NOTE Confidence: 0.8775524

01:09:55.912 --> 01:09:57.637 happen pretty quickly over a
NOTE Confidence: 0.8775524

01:09:57.637 --> 01:10:00.740 pretty short period of time, so.
NOTE Confidence: 0.8775524

01:10:00.740 --> 01:10:03.668 We'll see, I'm hopeful that that will happen,
NOTE Confidence: 0.8775524

01:10:03.670 --> 01:10:05.860 but but even if it doesn't,

NOTE Confidence: 0.8775524

01:10:05.860 --> 01:10:07.876 I think that systems have more

NOTE Confidence: 0.8775524

01:10:07.876 --> 01:10:10.480 of an ability to work in this

NOTE Confidence: 0.8775524

01:10:10.480 --> 01:10:12.450 way than they probably realize.

NOTE Confidence: 0.8775524

01:10:12.450 --> 01:10:15.378 You know, we were able to do that,

NOTE Confidence: 0.8775524

01:10:15.380 --> 01:10:16.511 and in Philadelphia,

NOTE Confidence: 0.8775524

01:10:16.511 --> 01:10:18.396 I think that most systems

NOTE Confidence: 0.8775524

01:10:18.396 --> 01:10:20.500 have some ability to do that.

NOTE Confidence: 0.8775524

01:10:20.500 --> 01:10:22.970 I do think that the.

NOTE Confidence: 0.8775524

01:10:22.970 --> 01:10:25.105 The medicalization that is making

NOTE Confidence: 0.8775524

01:10:25.105 --> 01:10:28.142 moving more and more of the public

NOTE Confidence: 0.8775524

01:10:28.142 --> 01:10:30.614 dollar into Medicaid is a problem

NOTE Confidence: 0.8775524

01:10:30.614 --> 01:10:33.086 because it is a fee for service.

NOTE Confidence: 0.8775524

01:10:33.090 --> 01:10:38.438 Treatment oriented service and I know why.

NOTE Confidence: 0.8775524

01:10:38.440 --> 01:10:40.060 Service systems do that,

NOTE Confidence: 0.8775524

01:10:40.060 --> 01:10:43.270 but what it does do is that it.

NOTE Confidence: 0.8775524

01:10:43.270 --> 01:10:45.294 It gives commissioners systems
NOTE Confidence: 0.8775524

01:10:45.294 --> 01:10:47.318 administrators less flexibility to
NOTE Confidence: 0.8775524

01:10:47.318 --> 01:10:50.219 do the kinds of things that we often
NOTE Confidence: 0.8775524

01:10:50.219 --> 01:10:52.838 need to do to reach reach people.
NOTE Confidence: 0.86007386

01:10:55.310 --> 01:10:58.327 Great, well thank you so much Doctor
NOTE Confidence: 0.86007386

01:10:58.327 --> 01:11:00.688 Evans for speaking with us today
NOTE Confidence: 0.86007386

01:11:00.688 --> 01:11:03.573 and really gives us a lot of food
NOTE Confidence: 0.86007386

01:11:03.573 --> 01:11:06.579 for thought for next steps around
NOTE Confidence: 0.86007386

01:11:06.579 --> 01:11:09.257 behavioral health systems so I know
NOTE Confidence: 0.86007386

01:11:09.257 --> 01:11:11.980 some some students will be joining you
NOTE Confidence: 0.86007386

01:11:12.068 --> 01:11:14.906 briefly for a follow up afterwards,
NOTE Confidence: 0.86007386

01:11:14.910 --> 01:11:17.619 but I want to thank you again
NOTE Confidence: 0.86007386

01:11:17.619 --> 01:11:20.019 for coming and say farewell.
NOTE Confidence: 0.828989

01:11:20.760 --> 01:11:22.410 Well, thank you. It's good.
NOTE Confidence: 0.828989

01:11:22.410 --> 01:11:25.050 I wish I could be there in person.
NOTE Confidence: 0.828989

01:11:25.050 --> 01:11:27.606 I spent 16 years and you haven and I

NOTE Confidence: 0.828989

01:11:27.606 --> 01:11:30.326 have very fond memories and it's great.

NOTE Confidence: 0.828989

01:11:30.330 --> 01:11:32.922 See I see a lot of old friends

NOTE Confidence: 0.828989

01:11:32.922 --> 01:11:35.316 Deborah and other people on here and

NOTE Confidence: 0.828989

01:11:35.316 --> 01:11:38.327 sambol I saw but a bunch of folks so

NOTE Confidence: 0.828989

01:11:38.327 --> 01:11:40.846 it's good to see all of you, Ann.

NOTE Confidence: 0.828989

01:11:40.846 --> 01:11:43.002 I hope after this pandemic I get

NOTE Confidence: 0.828989

01:11:43.002 --> 01:11:45.354 a chance to come down and just

NOTE Confidence: 0.828989

01:11:45.354 --> 01:11:47.160 hang out with with folks.

NOTE Confidence: 0.828989

01:11:47.160 --> 01:11:49.560 And thanks John for inviting me

NOTE Confidence: 0.828989

01:11:49.560 --> 01:11:52.410 as well and Jack for having me.

NOTE Confidence: 0.828989

01:11:52.410 --> 01:11:54.594 It's an exciting time and I hope

NOTE Confidence: 0.828989

01:11:54.594 --> 01:11:57.388 I again I get to see you all

NOTE Confidence: 0.828989

01:11:57.388 --> 01:11:58.808 in person sometime soon.