

IMPACT REPORT



ABOVE: community mural at El Futuro Durham office

LA MESITA LATINX MENTAL
HEALTH PROFESSIONAL
NETWORK

MARCH 2021

TABLE OF CONTENTS

2	Impact report summary
3	Programs
	Webinar Series
	Learning Cohort
	TeleECHO Program
	Networking and Ambassadors
	Advanced Training
9	Validation and Community-Level Impacts
11	Future Growth

LA MESITA PROGRAM OFFERINGS



WHY LATINX?

'Latinx' is a term that acknowledges the gender binary inherent in the Spanish language and attempts to be inclusive of the entirety of the gender spectrum. As a result of our targeted audience for our teaching and learning services, El Futuro has decided to use the term 'Latinx' in La Mesita programming.

However, we continue to use the terms 'Latino/Latina' in our clinical work. We hold no expectation of other organizations or individuals to make similar linguistic decisions.

MARCH 2021

IMPACT REPORT

Since its inception in 2018, La Mesita Latinx Mental Health Professional Network's programmatic staff have worked diligently to bring continuing education programming to North Carolina that addresses training and practice gaps in the provision of culturally-responsive mental health care to the Latinx community. Our popular programs have seen nearly **1200 unique professionals** trained with **98.7% of professionals reporting having received information that will improve the health of their patients.**

Throughout this time, La Mesita has conducted extensive research on educational best practices, received expert consultation on content development, and gathered performance data across our programming that evidences the impacts we have had on our community of providers.

In this impact report, we will provide background and data accounting for the aforementioned development across our programs. **Our aim in presenting this information is to illustrate the value added to professional development options for providers working with the Latinx community in North Carolina and to justify our recent decision to begin charging for participation in some of our programs to ensure La Mesita's long-term sustainability.**



El Futuro

elfuturo-nc.org

la-mesita.mn.co

PROGRAMS

WEBINAR SERIES

Throughout the past three years, we have conducted monthly webinars eleven months out of each year. These webinars have covered a range of topics related to issues directly impacting Latinx mental health provision. These webinars have largely served as an entry point to all of La Mesita's programming by catering to a wide-ranging audience of providers and focusing on the multifaceted picture that is Latinx mental health service provision in North Carolina.

Past topics: Our webinars have covered many important topics, including **arts therapy with Latinx clients, coping with discrimination, and attenuating suicide risk in Latina teens, among others.** These presentations have drawn both local and national-level leaders in the field to speak on these issues.

Focus on Interactive Experience-Based Learning: We have always strived to make these webinars **interactive gatherings around our mesita ('little table').** As such, our presentations typically include components like live polls, live chat, and extended Q&A sections with speakers to encourage a level of engagement and experiential learning that moves beyond typical didactic continuing education opportunities.

La Mesita Webinar Series

Top attended webinars



May 2020
238 Participants
 Gabriela Livas-Stein, PhD
 How Latinx Families Cope with Discrimination



OCTOBER 2020
145 Participants
 Martha Saucedo, LCSW
 Protective Cultural Values & Possible Suicide Risks in Latina Teens



DECEMBER 2020
132 Participants
 Melissa Carmona, MS, NCC, LCMHC
 Eating Disorders in the Latinx Communities



APRIL 2020
109 Participants
 Birgitte Espitia, Ph.D, LMFT
 A therapy model for working with Latino families and family reunification

2020 TOPICS

DEPRESSION SUICIDE
MINDFULNESS
 EATING COLORISM
 DISORDERS
 MATERNAL HEALTH
 AUTISM

2020
 AVERAGE
 ATTENDANCE
 INCREASE

+100%

LEARNING COHORT

Our Learning Cohort represents a deeper dive into content than our monthly webinar series and is geared specifically towards providers who want to learn practical applications of evidence-based practices and concepts in Latinx Mental Health.

Beginning in 2018, La Mesita has hosted bi-annual, 5-month-long Learning Cohorts to providers across North Carolina. Providers attending our Cohorts come from a wide range of disciplines, including primary care, social work, and counseling, among others. Thus far, our Learning Cohorts have helped to connect and improve the work of providers serving the Latinx community in 47% of North Carolina's counties.


Our Learning Cohorts have several primary aims:

- Improving providers' ability to deliver culturally responsive mental health services to the Latinx community
- Helping providers build supportive networks across the state to reduce isolation and burnout
- Giving providers the knowledge, tools, and support needed to implement ground-level changes to their service provision that will impact how Latinx mental health is delivered within their communities in tangible ways

COURSE DEVELOPEMENT

Following two initial pilot Learning Cohorts, El Futuro contracted the help of an education development consultation from RTI International over a 6-month period to streamline and improve the Learning Cohort curriculum into what it is today.

Currently, the curriculum includes a variety of in-person, collaborative, and virtual learning opportunities that help participants to improve their understanding of concepts in delivering culturally-responsive Latinx mental health care.



**Unquestionably
one of the best
and most
worthwhile
professional
development
experiences of
my career.**

**-Spring 2020 Learning
Cohort participant**

Key Cohort Content Areas:

- Latinx cultural values and their impacts on mental health and treatment
- Theory and conceptualization of a culturally humble approach and how to incorporate it into practice
- Interview and case conceptualization techniques that are able to capture the multifaceted reality of the lives of Latinxs
- How to engage in effective self-care to prevent burnout and secondary trauma stemming from this difficult work

LEARNING COHORT CONT.

Since spring of 2019, as part of their engagement in the cohort, participants have been asked to develop and implement either a personal-, organizational-, or community-level goal that takes lessons learned in the course and puts them into action. Our aim in adding this component was to help participants immediately make a tangible difference in mental health care provision for Latinx members of their communities.

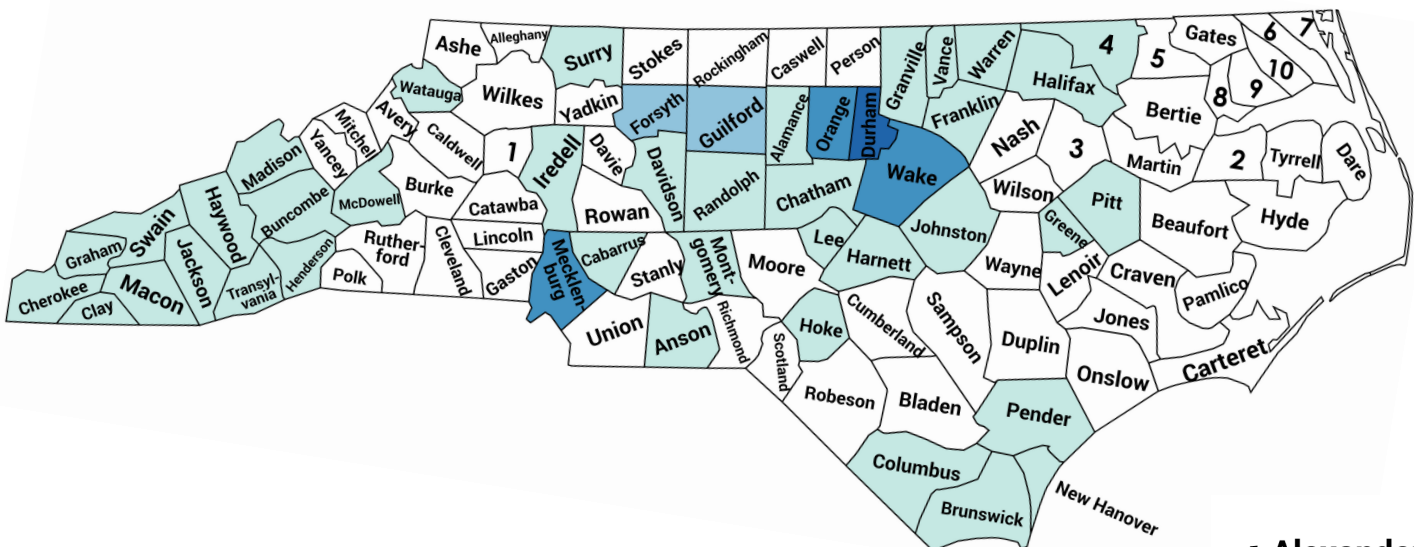
Examples of participant goal projects:

- Creating protocols to keep materials updated and translated in Spanish
- Forging relationships with community organizations and churches
- Providing training to colleagues on culturally-responsive mental health care
- Identifying barriers to accessing care for Latinx clients and creating plans to reduce these barriers

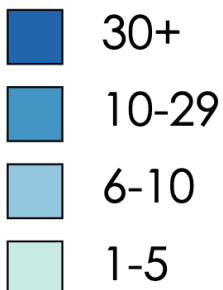
GOALS IMPLEMENTED CREATING A RIPPLE EFFECT OF CHANGE ACROSS THE STATE:

56

Heat map of counties served by Cohort members:



Providers serving these counties:



- 1 Alexander
- 2 Washington
- 3 Edgecombe
- 4 Northampton
- 5 Hertford
- 6 Camden
- 7 Currituck
- 8 Chowan
- 9 Perquimans
- 10 Pasquotank

TELE-ECHO PROGRAM

ON LATINX MENTAL HEALTH

Since 2018, El Futuro has offered ECHO consultations to providers across NC. ECHO is an award-winning Evidence-Based Teleconsultation Model developed by The University of New Mexico, currently being used to improve services all over the world across a variety of disciplines. Our ECHO is the only one specifically focused on Latinx Mental Health in NC. In our weekly sessions, providers across disciplines come together to engage in a collegial learning environment. Our sessions are organized into series that focus on addressing a particular mental health diagnosis or issue in the Latinx community by including didactics on the latest best practices followed by a de-identified real life case consultation presented by providers across NC.

2020 CURRICULUM:

ANXIETY: 71 PARTICIPANTS

BEHAVIORAL DISORDERS: 85 PARTICIPANTS

SEVERE & PERSISTENT MENTAL ILLNESS: 51 PARTICIPANTS

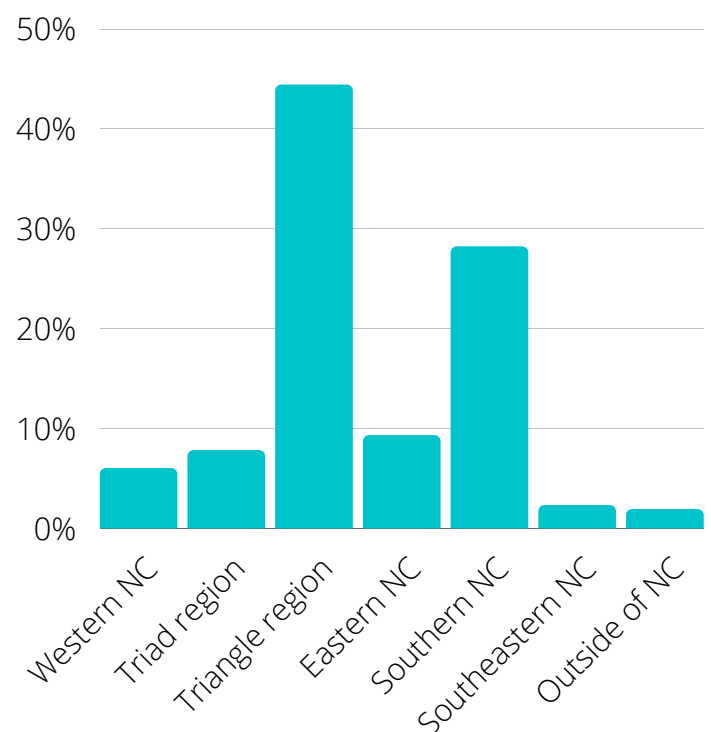
SUBSTANCE MISUSE: 77 PARTICIPANTS

SOMATIZATION: 62 PARTICIPANTS

I have limited experience working with Latinx folks. It was helpful to hear examples of others' clinical work.

-TeleECHO program participant

WHERE ARE OUR ECHO PARTICIPANTS LOCATED?



LA MESITA NETWORK

AND AMBASSADOR PROGRAM

One of La Mesita Network's founding goals is to connect providers across the state with resources and referrals to decrease provider burnout and increase the quality of services provided to the Latinx community. La Mesita Network has served as an effective platform to connect providers not only to our training but to services across the state. Perhaps one of the most rewarding outcomes of our programming is the ability to see connections being forged between agencies, institutions and private providers across NC.

950 MEMBERS

FROM A VARIETY OF DISCIPLINES

*362 NEW MEMBERS IN 2020

DIRECTORS STUDENTS PSYCHOLOGISTS
CLINICIANS CASE MANAGERS INTERNS
THERAPISTS RESEARCHERS COUNSELORS
PSYCHIATRISTS PROJECT MANAGERS
ADVOCATES INTERPRETERS SOCIAL WORKERS

BUILDING COMMUNITY ACROSS NC:

LA MESITA AMBASSADOR PROGRAM

To ensure we reach providers across communities in NC, we have implemented our La Mesita Ambassador Program. Our ambassadors are highly engaged La Mesita program participants who act as community-level champions who create connections and link providers in their areas to our programming. Thus far, our providers have helped us to connect with providers in far Western NC, Southern NC, and the Triad. Our hope is to continue growing our ambassador program to help us in reaching providers in all 100 NC counties, particularly in areas with large Latinx communities.

ADVANCED TRAINING

LATINX MENTAL HEALTH CONFERENCE

A primary mission of La Mesita is to bridge the 20 year "research-to-practice gap" between research discoveries being made and their implementation in the field. Whereas all of our programs strive to decrease this gap, our bi-annual Latinx Mental Health Conference represents the pinnacle of these efforts by offering our members access to leaders in Latinx mental health research presenting their findings in interactive and practical ways that can be implemented right away. In the fall of 2020, in spite of COVID-19, we presented our 2nd La Mesita Latinx Mental Health Conference virtually to 83 providers from across NC.

Though the conference was moved to a virtual format, the presentations remained highly interactive as we discussed the impacts of a range of topics on Latinx mental health and service provision, including: race, culture, discrimination, acculturation, colorism, spirituality, and social justice.

For the first time, we were able to bring together multiple local and national-level speakers to address some of the most pressing topics in the field of Latinx mental health, including **Celia Falicov, PhD**, from The University of California

at San Diego; **Gabriela Livas-Stein, PhD**, from The University of North Carolina at Greensboro; **Neftali Serrano, PsyD**, from the Collaborative Family Healthcare Association; and **Nayeli Chavez-Dueñas, PhD** and **Hector Adames, PsyD** from The Chicago School of Professional Psychology.

We believe the success of this conference will serve as a platform to continue improving our programming as well as to elevate the profile of speakers we are able to draw for our audience by bringing in national-level speakers who are luminaries in the field of Latinx mental health.

“**Amazing
presenters!
Well run,
thought
provoking
topics.**

-Conference attendee

AUDIENCE
DISCIPLINES

MD PhD
MEd LCSW
LCMHC MPA
PsyD

TOTAL
ATTENDANCE

83

AVERAGE
PRESENTER
RATING

4.9/5

VALIDATION

AND COMMUNITY-LEVEL IMPACTS

To assess the impacts of our programming, we continuously request participant feedback and evaluations. One area we have focused our validation efforts in is our Learning Cohorts, where we have collected pre-, during-, and post- data to assess the cohort's impacts on service delivery for both participants and their clients.

Below we provide percentage improvements shown by participants in the last three Learning Cohorts in key areas of multicultural practice.

To assess this, we used the Multicultural Awareness Knowledge and Skills Scale (MAKSS), an empirically validated measure of clinician's multicultural practice. For each year since 2018, results showed statistically significant improvements across each of the MAKSS domains for participants completing our Learning Cohort.

COHORT	Participants	Awareness increase	Knowledge increase	Skills increase
Spring 2019	18	+11.57%**	+13.51%**	+17.92%**
Fall 2019	25	+18.17%**	+4.82%*	+15.28%**
Spring 2020	22	+15.70%**	+9.13%**	+18.10%**

Note: *p<.05 **p<.01

Assessment Moving Forward:

In an effort to assess for client-level impacts, beginning in 2021, cohort participants have been asked to volunteer to report on their improvements in culturally-responsive care. We are also asking participants to allow us to anonymously survey their clients to assess for direct impacts on clients' perceptions of their clinician's culturally-responsive care.*

Measures We Will Be Collecting:

- Multicultural Awareness Knowledge and Skills (Kim, et al. 2003)
- Working Alliance with Clients (Andrade-González & Fernández-Liria, 2016)
- Working Alliance with Providers (Hatcher & Gillaspay, 2003)
- Perceived Provider Level of Cultural Humility (Hook et al. 2013)
- General Well-Being/Functioning (Salsman et al. 2013)
- Qualitative/quantitative data attesting to the impacts of the cohort on general care practices

*El Futuro received approval from RTI-International's Internal Review Board (#STUDY00021020) for this effort. All data is kept anonymous and confidential per IRB guidelines.

VALIDATION CONT

LA MESITA'S COVID-19 RESPONSE

As the Coronavirus pandemic began taking hold in the United States, it became clear that the Latinx community would be disproportionately impacted and would require a significant response from our community of providers. Thus, beginning in March of 2020, La Mesita began holding "COVID-19 Info Sessions," bringing together providers across NC to share resources and updates, strategize for how to best serve the Latinx community, and to connect and support one another throughout the changing COVID-19 landscape.

Topics covered:

- Telehealth engagement strategies
- Decreasing clinician burnout
- Work-From-Home & Work-Life balance
- Connecting/advocating within schools
- Eviction diversion
- Case management
- COVID around the holidays

PROFESSIONALS
WHO PARTICIPATED

186

In addition to holding live info-sessions, we also surveyed providers periodically to help us understand how COVID was impacting the Latinx community in their area of NC. As of the end of 2020, we have received 85 responses and have been reporting these findings to local policy makers to help inform their COVID-response strategies for the Latinx community across the state.

Without access to public benefit structures, the immigrant families that I work with are extremely vulnerable to devastating health and safety risks due to COVID-19...

-Survey respondent

FUTURE GROWTH

CONTINUED FINANCIAL SUSTAINABILITY

We have been encouraged and excited by the amazing growth and enthusiasm around La Mesita's programming over the past three years. At this stage, we feel we are in a healthy position to continue to improve and expand our programming. Our aim is to do so in a manner that is sustainable for delivering these services to our NC Latinx mental health providers for many years to come.

What Is Changing Now?

In 2020, we consulted with **Atromitos**, a business consulting company, to help us create a sustainability strategy for our programming. Our aim has always been to **keep pricing as reasonable as possible while also covering the costs of our webinars and also being able to secure the best speakers in the field of Latinx Mental Health.**

With Atromitos' help, we've created the following sustainability strategy for our Monthly Webinar Series starting in April 2021. Below are the costs for one 1.5 hour live webinar. Every quarter, we will also be offering three scholarships for participants to attend the four webinars at no cost.

Webinar pricing	
Regular price	\$30
La Mesita member price	\$25
Student price	\$15

ATRÓMITOS

What about in the future?

The next iteration of our sustainability strategy will be applied to Learning Cohorts and will be rolled out over the course of the next 12-18 months. This will allow us to continue supporting the cost of running these bi-yearly cohorts as well as be able to explore development of more advanced courses in the provision of culturally responsive Latinx mental healthcare.

Weekly ECHO consultations will remain free of charge. We hope you will continue to seek out La Mesita training and that our little table can continue to grow más y más as we continue to improve North Carolina's capacity to serve the Latinx community!



MOVING FORWARD

SERVING THE LATINX COMMUNITY IN 2021

Our 'little table' has grown quite a lot since we started three years ago! It is our hope that with ongoing enthusiasm and support for our programs, in 2021 we will be able to continue delivering the highest quality professional education programming for our community of providers across NC. We are excited to share with you the new opportunities that our long term sustainability strategy will afford us in the years to come.

NATIONAL LUMINARIES

Thanks to our financial stability plan and past successes recruiting high-quality presenters, we are excited to be able to continue delivering on the same level of quality in professional development opportunities that you have come to expect from La Mesita!

Moving forward, we hope to be able to reach even more high profile local and national-level speakers and trainers on the cutting edge of Latinx Mental Health. We can't wait to share the latest research, evidence-based practice, and Empirically Validated Treatment trainings in the future.

FURTHER REACH

Whereas we have reached providers in the majority of counties in NC through La Mesita, we know there are still folks out there doing this important work who need our support. We will continue striving to expand our reach across the state in the coming years to ensure everyone has a seat at La Mesita.

SAME COMMITMENT

Our mission has not changed and, in fact, we feel it has been strengthened by our experiences over the past three years. We remain committed to our goal of helping to bridge the research-to-practice gap by bringing providers affordable access to the latest knowledge in Latinx Mental Health from across the world.

It has been inspiring to see how our efforts have been successful in helping providers to feel better equipped to provide culturally responsive care to their Latinx clients. We hope to continue doing this work to ensure that we are able to fulfill our ultimate goal: Nurturing stronger **familias** to live out their dreams!





Thank you to The Duke Endowment, Blue Cross and Blue Shield of North Carolina, the Kate B. Reynolds Charitable Trust, North Carolina Area Health Education Centers (NC AHEC), the Duke University Health System, and Governor's Crime Commission for their support of La Mesita: Latinx Mental Health Professional Network.

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