



BHS A.S.S.I.S.T. Spotlight

July 2020

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



Minority Mental Health:
Raising Awareness

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Promoting Cultural
Competence at Work

[Click to Read Article](#) ▶



Fuel Tips for Summer
Vacation

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Recipe: Grilled citrus
marinated chicken thighs

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Minority Mental Health: Raising Awareness

Mental health conditions do not discriminate based on race, color, gender or identity. Anyone can experience the challenges of mental illness regardless of their background. However, background and identity can make access to mental health treatment much more difficult. National Minority Mental Health Awareness Month was established in 2008 to start change.

Each year millions of Americans face the reality of living with a mental health condition. Taking on the challenges of mental health conditions, health coverage and the stigma of mental illness requires all of us. In many communities, these problems are increased by less access to care, cultural stigma and lower quality care.

According to the Substance Abuse and Mental Health Services Administration (SAMHSA):

- In 2017, 41.5% of youth ages 12-17 received care for a major depressive episode, but only 35.1% of black youth and 32.7% of Hispanic youth received treatment for their condition.
- Asian American adults were less likely to use mental health services than any other racial/ethnic group.
- In 2017, 13.3% of youth ages 12-17 had at least one depressive episode (not major episode), but that number was higher among American Indian and Alaska Native youth at 16.3% and among Hispanic youth at 13.8%.

- In 2017, 18.9% of adults (46.6 million people) had a mental illness. That rate was higher among people of two or more races at 28.6%, non-Hispanic whites at 20.4% and Native Hawaiian and Pacific Islanders at 19.4%.

Despite advances in health equity, disparities in mental health care persist. The Agency for Healthcare Research and Quality (AHRQ) reports that racial and ethnic minority groups in the U.S. are less likely to have access to mental health services, less likely to use community mental health services, are more likely to use emergency departments and more likely to receive lower quality care. Poor mental health care access and quality contribute to poor mental health outcomes, including suicide, among racial and ethnic minority populations.

America's entire mental health system needs improvement, especially when it comes to serving marginalized communities. If you or someone you know are experiencing difficulty with mental health, please reach out to your BHS Care Coordinator at 800-245-1150 to discuss your benefits and schedule an appointment with the appropriate provider.

For more information, please visit:

<https://www.nami.org/get-involved/awareness-events/minority-mental-health-awareness-month>



Promoting Cultural Competence at Work

Cultural competence is critical to reducing disparities and improving access to services and products that are respectful of and responsive to the needs of diverse people. Below are some ways to make sure your environment promotes cultural competence:

1. Make a commitment to expand knowledge about culture, cultural competence and the various dimensions of culture in your organization.
2. Make a commitment to develop an understanding of the various cultural groups within communities served by your organization.
3. Include culture and cultural-competence principles in the strategic planning, policy development, program design, and service-delivery process. Increase the organizational and individual understanding of how the various dimensions of culture impact the clients or families that your company serves and the staff that works with them.
4. Be committed to promoting cultural competence. Develop this commitment through staff development and training, hiring, retention, career advancement, performance evaluations and employee policies that support culturally competent and linguistically appropriate practice.
5. Create a safe, secure and supportive environment where staff can explore and develop an understanding for all cultures.
6. Create formal partnerships with community organizations and encourage staff to actively engage communities and families in the development of policy, program design and service-delivery models.
7. Be an example to tribes, communities and families that work with your organization by making hiring decisions that are reflective of the diversity of those populations. More importantly, make sure that staff develop an understanding and respect for the richness, strength and additional capacity that culture and diversity bring to the workplace.
8. Advocate for the development of cultural-competence principles in other groups to which your organization belongs. Include criteria in requests for proposals and other contracts that place emphasis on the ability of the applicant, contractor or consultant to demonstrate the capacity and ability to achieve positive results that are culturally competent and linguistically appropriate, and applicable to the needs of clients being served.
9. Become more proactive about recognizing and resolving conflicts that can occur when differing cultures interact. Encourage staff to speak out when they recognize intolerance, whether or not they are the targets.
10. If your organization provides educational and/or recreational opportunities for the community and families served, make sure that they include experiences that are reflective of all cultural groups.



Five Frugal Fuel Tips for Summer Vacation

As we are adjusting to a new normal because of COVID-19, summer travel will be a lot different. Most people will be driving this summer instead of flying and searching for alternatives to common destinations. If you are driving to a vacation this summer, fuel costs can be a significant chunk of the budget. To help save on fuel so you can spend more on fun things, consider these tips:

Search for the best price. Gas prices usually vary from one area to another. Websites such as GasPrice-Watch.com and GasBuddy.com can provide detailed information about prices in different areas. Use your smartphone app in the car or prior to leaving to track your route and check out prices in cities you'll go through.

Pack light and drive your most fuel-efficient car. You may need to leave a suitcase or two behind, but you'll save on fuel – and probably find that you don't need all those extra outfits anyway.

Drive at the speed limit and use your cruise control. Did you know that exceeding the speed limit by just 5 mph can result in an average fuel economy loss of 6 percent? Driving at the speed limit not only leads to better gas mileage, but also helps you avoid speeding tickets. Using cruise control will help you drive at a consistent speed, which will increase fuel efficiency.

If you are eligible, use gas pumps at military bases or your membership stores. Active duty and retired military members can gas up on bases and posts. Membership stores like Costco and SAM's Club feature discounts on gasoline; if you have a membership, consider making a list of stores near interstate exits and plan fuel stops around that list.

Routinely maintain your vehicle. Get your vehicle checked on a regular basis to make sure all systems are running smoothly. Make sure spark plugs and sensors are replaced on time and the tire pressure is at the right level.

Grilled Citrus Marinated Chicken Thighs

Ingredients: 2 to 3 pounds chicken thighs, bone-in and skin-on, trimmed of excess fat · Kosher salt · Freshly ground black pepper · 1/4 to 1/3 cup vegetable oil · 1 lemon, zested and juiced · 1 orange, zested and juiced · 1 lime, zested and juiced · Few dashes cayenne pepper · 10 sprigs fresh thyme

Directions: Season the chicken thighs with salt and pepper. In a baking dish whisk together the vegetable oil, citrus zests and juices, cayenne pepper and the thyme. Add the chicken thighs and turn to coat. Let marinate for at least 30 minutes or up to a couple hours in the refrigerator. Remove the chicken from the marinade and place the chicken on the hot grill, turning occasionally, about 15 minutes total.

