**Transcom Summit III (date to be announced)**

**Notes**

**Guiding Principle:** Model and attract racial equity and access throughout planning and implementation.

**Survey Thoughts**

* Speak in first person or third person consistently
* Strength-based and equity language
* Anonymous, using aggregate results
* Shared language throughout
* 1 or 2 questions to describe/explain their position
* Give them more options to check off, so less of a need for inserting another response/answer
* Limit the # of questions

**General Thoughts:**

* Diversity, Equity and Inclusion – what does Committee think? How to incorporate language and content into planning, survey and implantation of Summit III.
* Julia has some materials from racial equity group at DPH/BSAS

**Folder Materials:**

* Peer Summit 1: Transcom Appeal to establish peer support workforce
* Peer Summit 2: Peer Recovery Coach and Certified Peer Specialist docs

**The underlying principles for the three Peer Summits:**

1. Call for action to ensure fidelity to the peer role in accordance with the values, principles, and conduct detailed in national guidelines and codes of ethics recognized in Massachusetts.
2. Respect mutuality, reciprocal exchange, and the wisdom of lived experience

**Summit Planning Survey**

**Introduction**

Transcom is a subcommittee of the MA State Mental Health Planning Council. We are a coalition comprised of xxxx and xxxxx. Transcom’s goals are to support, safeguard, and expand peer specialists, peer workers, and peer-run programs; promote information, education and training on innovative recovery practices; and advocate for funding for peer workers and innovative recovery-oriented services. Examples of peer workers include, but are not limited to, Certified Peer Specialists, Peer Recovery Coaches, and Young Adult Peer Mentors.

The Transcom Committee has hosted two invitational summit meetings on the integration of substance addiction and mental health peer recovery roles into health care delivery and other systems and agencies. Summit I brought together peer workers from the substance addiction and mental health arenas to focus on developing the peer workforce. Summit II focused on gathering together policy leaders, payers and legislators to discuss the importance of peer workers in integrated care settings.

We are planning a third invitational summit for middle managers (directors, supervisors). Summit III’s purpose is to help build their capacity to effectively include, value and support peer support workers as an integral part of their culture.

To help us prepare for this Summit, the Transcom Committee would like to understand how racial equity impacts your organization’s ability to attract, hire and support a racially diverse peer support workforce that reflects the heterogeneity of the general population. Racial equity is possible in the workplace when an organization’s model of leadership, culture and norms, policies and practices, and opportunities reflect and promote the fair treatment of people of color.

[Discriminatory treatment, unfair policies and practices, inequitable opportunities and impacts within organizations and institutions, based on race, that routinely produce racially inequitable outcomes for people of color and advantages for white people]

Your responses will help us shape the program for Summit III, which will be held xxxxxx. Please be assured your answers to this survey will be confidential.

**Survey Questions**

**[to be transcribed into Survey Monkey]**

1. Does your leadership (through actions and words) reflect and promote racial equity?

* Yes
* No
  1. If yes, please provide example(s): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Does the culture and norms at your organization reflect and promote racial equity?

* Yes
* No
  1. If yes, in what way/s? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Does your organization’s policies and practices reflect and promote racial equity?

(An example might be an employee or employer code of conduct.)

* Yes
* No
  1. If yes, in what way/s? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Have people of color been provided opportunities for advancement in your organization?

* Yes
* No

Comments (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Has your organization provided training or workshops on racial equity in the workplace?

* Yes
* No
  1. If yes, how often are these trainings/workshops provided?
* Annually
* Biannually
* Quarterly
* Bi-monthly
* Weekly
* Only once
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  1. Are the trainings/workshops mandatory?
* Yes
* No
  1. If so, are they provided organization-wide?
* Yes
* No

1. Have you participated in any discussions at work about racial equity?

* Yes
* No

1. What have been the most uncomfortable and productive aspects of these discussions:
   1. Most uncomfortable (please describe) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   2. Most productive (please describe) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Would you be interested in receiving training or resources on racial equity in the workplace?

* Yes
* No

Other comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_