



MEMORANDUM

TO: Trustees

FROM: Terrell Carter, Board Chair **BOARD ACTION REQUIRED**

DATE: August 10, 2023

SUBJECT: Resolution to Amend April 20, 2023 Board Meeting Minutes

During a review of FY23 Board Meeting Minutes in preparation for the FY23 audit, staff identified that the April 2023 Board Meeting Minutes did not reflect the final amended Resolution to approve funding awards for the FY24 – 26 Community Mental Health Fund. Although the final five funding awards included in the final amended Resolution were recorded during the meeting by staff and may be found as an attachment to the Resolution, this information was inadvertently omitted from the April 2023 meeting minutes approved at the May 18, 2023 Board of Trustees’ meeting. The Resolution which follows includes the additional language to be included in the amendment to the April 17, 2023 Board of Trustees’ Meeting Minutes by interlineation.

CITY OF SAINT LOUIS MENTAL HEALTH BOARD OF TRUSTEES

AMENDING THE MINUTES OF THE APRIL 20, 2023 BOARD OF TRUSTEES' MEETING

RESOLUTION

WHEREAS, the City of St. Louis, Missouri has levied taxes pursuant to the laws of the State of Missouri, Sections 205.975 – 205.990 of the Missouri Revised Statutes to fund the Community Mental Health Fund (CMHF); and

WHEREAS, this Board is desirous to implement its responsibilities to ensure the provision of high-quality mental health and substance use services for adult residents of the City of St. Louis; and

WHEREAS, at the April 20, 2023 Board of Trustees' meeting the Trustees recommended 13 project grants serving adults ages 18 and older be awarded FY24 funding up to a maximum of \$2.2 million; and

WHEREAS, the original Resolution recommending FY24 – 26 awards from the Community Mental Health Fund was preliminary and required that discussion occur during the Board meeting to determine the final five funding awards; and

WHEREAS, following the conclusion of the discussion regarding the remaining funding awards the Board Chair moved to amend the original Resolution made by the Secretary/Treasurer to include the final five organizations recommended to receive funding and the funding amounts for FY24; and

WHEREAS, the Secretary/Treasurer agreed to amend the original Resolution; and

WHEREAS, the amended Resolution was unanimously passed by the Board of Trustees; and

WHEREAS, the April 17, 2023, Board Meeting Minutes adopted on May 18, 2023, did not reflect the final amended Resolution approved unanimously by a quorum of the Trustees present;

NOW THEREFORE BE IT RESOLVED:

The Board hereby approves amending the Meeting Minutes from the April 20, 2023, Board of Trustees' meeting by interlineation to include the following language which reflects the actions taken with regard to the final FY24 – 26 Community Mental Health Fund awards approved but inadvertently omitted from the minutes approved at the May 18, 2023 meeting of the Board of Trustees. The language to be added by interlineation is highlighted in the paragraph which follows:

Discussion and Resolution to Approve FY24 – 26 Grants from the Community Mental Health Fund – Deputy Director Serena Muhammad facilitated the discussion and final decision-making process for the Trustees to approve the FY24 – 26 Community Mental Health Fund grants. Rob Poirier, Secretary/Treasurer presented the Resolution to approve funding for the first year of the FY24 – 26 Community Children's Mental Health Fund three-year grant cycle. **The original Resolution presented was preliminary and required that discussion occur during the Board meeting to determine the final five organizations to be awarded funding and the funding amounts approved for FY24. Following discussion by the Board, Chair Terrell Carter moved to amend the Resolution, and Rob Poirier agreed to the amendment, to include funding awards for the following five**

organizations: Places for People Project Success \$237,715, UMSL – Center for Trauma Recovery Project Success \$64,452, St. Patrick Center SPC Mental Health Services Expansion \$75,000, Healing Action Network, Inc. Holistic Safety Expansion \$275,263, and Behavioral Health Network Bridges to Care and Recovery \$152,615, in addition to those listed on the attachment to the original resolution. The motion to amend the Resolution was seconded and approved unanimously. The chair then moved to approve the Amended Resolution, which was seconded and approved unanimously.

APPROVED THIS 17th DAY OF AUGUST 2023:

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| Board Chair/Officer Name (printed): | Signature: |
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ATTEST:

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| Board Officer Name (printed): | Signature: |
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SAINT LOUIS MHB
FY 2024 Community Mental Health Fund
Final Approval Funding Awards
April 20, 2023 Board of Trustees' Meeting

| Review Team | JRT Rank | App # | Organization Name | Project Name | FY24 Budget Request | Recommended FY24 Funding Award | Maximum FY24 Funding Award Approved |
|--|-------------|-------|---|---|--------------------------|--|-------------------------------------|
| A | Top Tier | 123 | Independence Center | Clubhouse Program for Adults with Serious Mental Illness | \$ 276,376 | \$ 276,376 | \$ 276,376 |
| B | Top Tier | 122 | Places for People, Incorporated | Project Success | \$ 302,167 | Collaborative project requiring 2 separate contracts | \$ 237,715 |
| B | Top Tier | 122 | UMSL - Center for Trauma Recovery | Project Success | | | \$ 64,452 |
| C | Top Tier | 126 | Safe Connections | Therapy for Victims of Relationship and Sexual Violence | \$ 256,665 | \$ 256,665 | \$ 256,665 |
| A | Top Tier | 144 | Provident, Inc. | TeleHope | \$ 56,885 | \$ 56,885 | \$ 56,885 |
| B | Top Tier | 130 | St. Francis Community Services | Spanish Language Mental Health Project | \$ 121,569 | \$ 121,569 | \$ 121,569 |
| C | Top Tier | 138 | Bilingual International Assistant Services | Care Access for New Americans | \$ 268,718 | \$ 268,718 | \$ 268,718 |
| A | Top Tier | 151 | Liv Sober Recovery Living | Respite Facility for Underserved Women in North City, St. Louis | \$ 100,000 | \$ 84,000 | \$ 84,000 |
| B | Top Tier | 140 | Vitendo4Africa | New Americans Care | \$ 146,675 | \$ 45,000 | \$ 45,000 |
| c | Top Tier | 148 | Legal Services of Eastern Missouri, Inc. | Legal Advocacy for Adults with Mental Illness | \$ 353,732 | \$ 285,742 | \$ 285,742 |
| A | Middle Tier | 128 | St. Patrick Center | SPC Mental Health Services Expansion | \$ 160,000 | | \$ 75,000 |
| B | Middle Tier | 149 | Freedom Community Center | Free Us Project | \$ 247,581 | | |
| C | Middle Tier | 150 | International Institute of Metropolitan St. Louis | Care Access for New Americans: Behavioral Health | \$ 131,030 | | |
| A | Middle Tier | 129 | Memory Care Home Solutions | Supporting Older Adult Behavioral Health | \$ 231,798 | | |
| B | Middle Tier | 119 | Healing Action Network, Inc. | Holistic Safety Expansion | \$ 388,878 | | \$ 275,263 |
| C | Middle Tier | 137 | Behavioral Health Network of Greater St. Louis | Bridges to Care and Recovery | \$ 152,615 | | \$ 152,615 |
| Total All FY24 Funding Requested | | | | | \$ 3,194,689 | | |
| Highlighting indicates awards approved following discussion at meeting | | | | | Total Team A | \$ 417,261 | \$ 492,261 |
| | | | | | Total Team B | \$ 166,569 | \$ 743,999 |
| | | | | | Total Team C | \$ 811,125 | \$ 963,740 |
| | | | | | Total All Teams | \$ 1,394,955 | \$ 2,200,000 |
| | | | | | Available Funding | \$ 2,200,000 | \$ 2,200,000 |
| | | | | | Remaining Balance | \$ 805,045 | \$ - |



MEMORANDUM

TO: Trustees

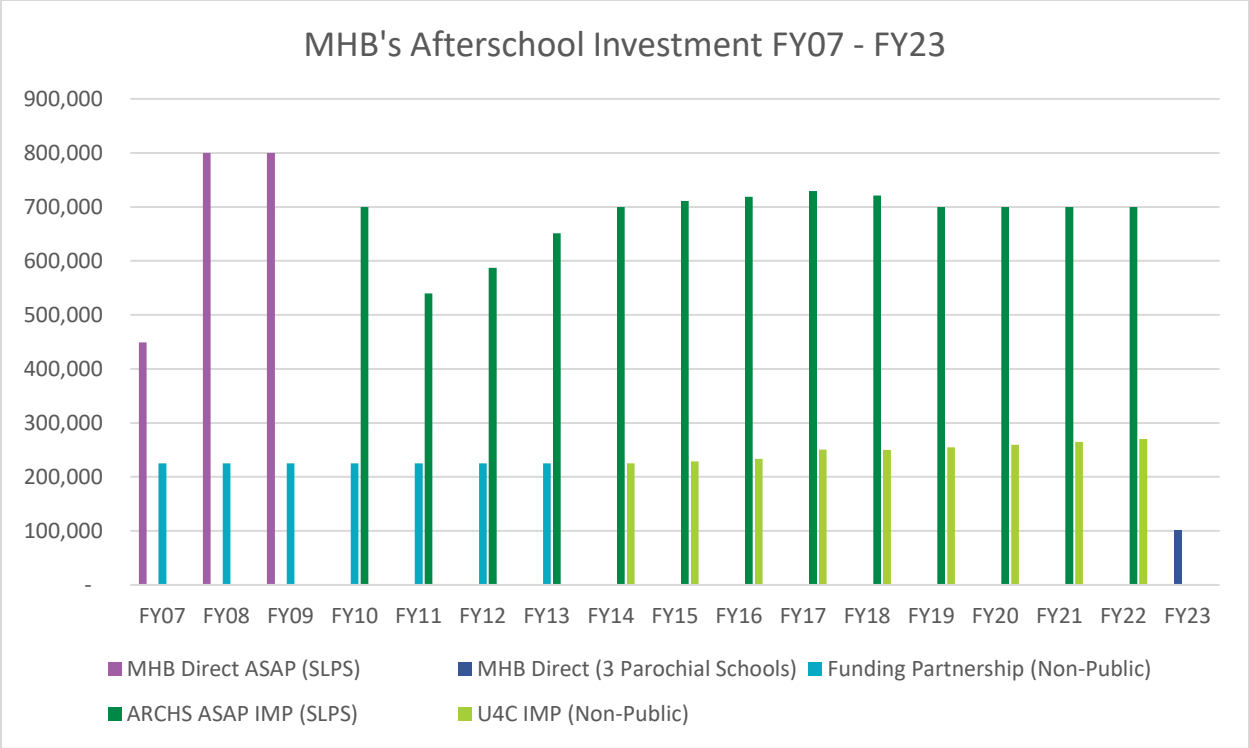
FROM: Julia López, Program Committee Chair **BOARD ACTION REQUIRED**

DATE: August 10, 2023

SUBJECT: Amend Resolution for FY24 Community Children’s Services Fund Out-of-School Time Programming approved at the June 15, 2023 Board Meeting

PLEASE NOTE: At the June 15, 2023 Board of Trustees’ meeting, the cover memo that follows accompanied the attached original Resolution. The three existing MHB-funded parochial afterschool sites listed in the first paragraph of the cover memo were included in the approved Resolution by neighborhood and not by name. Nor were the individual funding amounts included in the approved Resolution. All three schools submitted FY24 renewal funding applications in April 2023 as part of the Community Children’s Services Fund FY24 renewal application process. The amended Resolution which follows, identifies the three parochial afterschool sites by name and includes the recommended amounts of funding that were discussed during the meeting and approved as part of the \$500K Out-of-School Time (OST) FY24 funding appropriation. The additional community-based OST sites that were identified through a Request for Proposal Process conducted in July 2023 are being recommended for funding in a separate Resolution to be presented at the August 17, 2023 Board Meeting.

The proposed amendment to the Resolution is included by interlineation in the Resolution attached.



AFTERSCHOOL INVESTMENT HISTORY

Beginning in July 2006, through the Community Children’s Services Fund (CCSF), MHB invested in quality afterschool programming as an intentional strategy to support prevention programs that promote healthy lifestyles among children and youth and strengthen families. Over the past 17 years, MHB has invested more than \$14.8M to increase access to and support for quality afterschool programming for children and youth in the City of St. Louis. In the 2022-2023 school year, \$110,000 of MHB’s \$500K afterschool set-aside provided quality afterschool programs to 270 children, offered at three city parochial schools: River Roads Lutheran (Baden), St. Cecilia School and Academy (Carondelet), and St. Louis Catholic Academy (Penrose). Summer programming will also be provided to children at River Roads Lutheran School.

\$500,000 APPROPRIATED IN FY23 FROM THE COMMUNITY CHILDREN’S SERVICES FUND TO RECONCEPTUALIZE MHB’S AFTERSCHOOL INVESTMENT APPROACH

Because MHB’s two afterschool investment management partnerships with ARCHS and United 4 Children were not approved for continuation funding in the FY23-25 Community Children’s Services Fund Grant Cycle, the Board approved \$500K in FY23 to reconceptualize and support afterschool programming in the 2022-2023 school year, inclusive of the three parochial afterschool sites at risk of closure whose total funding totaled \$110K of the \$500K appropriated. MHB staff planned to work in partnership with the City and other potential funders to leverage additional funding to increase the number of City children who have access to quality afterschool in FY23 and beyond.

Staffing transitions in FY23 at both MHB and the Mayor’s Office for Children, Youth, and Families delayed progress in reconceptualizing both entities’ investments in afterschool and summer programming. MHB’s Coordinator of Early Childhood Partnerships left in November 2022 and the position was not filled until February 2023 when Director of Youth Development Partnerships Poli

Rijos joined MHB. Simultaneously, Lakesha Robinson, Senior Advisor to the Mayor for Children Youth and Families was hired in August 2022 following the transition of then Director of the Mayor's Office for Children, Youth and Families Wil Pinkney, who was named by the Mayor as Director of the newly established City of St. Louis Office of Violence Prevention in July 2022.

PROGRAM COMMITTEE RECOMMENDATION

Due to the staffing transitions in both key roles charged with the reconceptualization of MHB's and the City of St. Louis' investments in afterschool and summer programming for children and youth, the progress in developing a strategically aligned approach in FY23 was significantly delayed.

However, now that staffing has stabilized, and based on MHB's Theory of Change, staff recommends the continuation of MHB's support for afterschool and summer programming for children and youth, as part of a larger strategy to reduce children's experiences of trauma and violence and to provide high quality prevention programming. Secondly, it is recommended that moving forward, the use of these appropriated funds be expanded from afterschool programming to out-of-school time programming to allow for weekend and evening prevention programming during the school year and summer programming when school is not in session. As only \$110K of the \$500K appropriated in FY23 was utilized, it is recommended that \$390K be committed from unspent FY23 funding for use in FY24, plus an additional \$110K to be budgeted from the Community Children's Services Fund to support Out-of-School Time Programming in FY24.

CITY OF SAINT LOUIS MENTAL HEALTH BOARD OF TRUSTEES

**AUTHORIZING FUNDING FROM THE COMMUNITY CHILDREN’S SERVICES FUND
TO RECONCEPTUALIZE MHB’S INVESTMENT IN OUT-OF-SCHOOL TIME PROGRAMMING**

RESOLUTION

WHEREAS, the City of St. Louis, Missouri has levied taxes pursuant to the laws of the State of Missouri Sections 210.860 - 210.861 RSMO (2005 and 2020) to fund the Community Children’s Services Fund (CCSF); and

WHEREAS, this Board is desirous to implement its responsibilities to ensure the provision of high-quality behavioral health, prevention, and early identification/intervention services for children and youth residing in the City of St. Louis; and

WHEREAS, the Board has invested more than \$14.8 million in quality afterschool programming since the first Community Children’s Services Fund grants were made in 2006; and

WHEREAS, the Board’s current strategic plan and theory of change identify participation in high quality prevention and youth development programs as critical to the social emotional development of children and youth; and

WHEREAS, ESSR COVID-19 federal relief funding provided to St. Louis Public Schools and City Charter Schools will support afterschool programming at a considerable number of public elementary school sites through December 2026; and

WHEREAS, the \$500,000.00 appropriation (\$390,000 budgeted in FY23 to be used in FY24 and \$110,000 budgeted in FY24 totaling \$500,000) will support three afterschool sites at ~~parochial schools in the Carondelet, Baden, and Penrose neighborhoods~~ **River Roads Lutheran School \$40,000 (Baden), St. Cecilia School and Academy \$55,000 (Carondelet), and St. Louis Catholic Academy \$45,368 (Penrose)**, as well as additional community-based sites to yet to be identified;

NOW THEREFORE BE IT RESOLVED:

The Trustees authorize \$500,000.00 to be appropriated to reconceptualize and support the provision of quality out-of-school time programming in FY24 and direct the Board Chair and Executive Director to enter into contracts with organizations to provide out-of-school time services, up to a grand total of \$500,000.00.

APPROVED THIS 15th DAY OF JUNE 2023

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| Board Chair/Officer Name (printed): | Signature: |
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ATTEST:

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| Board Officer Name (printed): | Signature: |
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MEMORANDUM

TO: Trustees

FROM: Julia López, Program Committee Chair **BOARD ACTION REQUIRED**

DATE: August 10, 2023

SUBJECT: Approve FY24 Out-of-School Time Funding Awards from the Community Children’s Services Fund

BACKGROUND

At the June 15, 2023 Board Meeting, Trustees approved a \$500,000.00 allocation from the Community Children’s Services Fund (CCSF) in FY24 to fund Out-of-School Time (OST) programming to allow for the inclusion of weekend and evening prevention programming during the school year and summer programming when school is not in session.

As only \$110,000 of the \$500,000 appropriated in FY23 was utilized, Trustees approved \$390,000 to be committed from unspent FY23 funding for use in FY24, plus an additional \$110,000 to be budgeted from the Community Children’s Services Fund to support Out-of-School Time Programming in FY24.

FY24 RENEWAL FUNDING FOR THREE EXISTING PAROCHIAL SCHOOL SITES

The existing MHB-funded afterschool programs at three parochial schools completed FY24 renewal applications in April 2023 for the 2023 – 2024 school year, St. Louis Catholic Academy (Penrose), St. Cecilia School and Academy (Carondelet), and River Roads Lutheran School (Baden) and were approved for funding at the June 15, 2023 Board of Trustees’ meeting. The approved funding for these three sites totaled \$140,000 of the \$500,000 available, leaving a balance of up to \$360,000 for additional OST programs to be selected through a Request for Proposal Process to be conducted in July 2023.

REQUEST FOR PROPOSAL (RFP) PROCESS

Director of Youth Development Partnerships Poli Rijos led the development and implementation of the RFP process for a two-year funding cycle FY24 (2023 – 2024 school year) and FY25 (2024 – 2025 school year) in an effort to align the OST funding with the next CCSF FY26 – 28 Funding Cycle. The Out-of-School Time (OST) Funding will support organizations addressing the social/emotional development of children, youth, and their families through high quality prevention and youth development programs conducted when children and youth are not in school. To ensure these critical services remain available and accessible to children living in the City of St. Louis, a total of up to \$350,000 was available through the RFP process for organizations offering out-of-school time programming in FY24.

Staff conducted outreach to Charter schools, youth development organizations, current CCSF Funded Partners, area enrichment programs, and leadership at St. Louis Public Schools resulting in the submission of 14 proposals. A review process was conducted with four Community Reviewers and five MHB Program Staff including the Executive Director and Deputy Director. Due to the timing of the FY24 Funding appropriation OST programs, the fact that the MHB Board does not meet in July, and that most schools begin the school year in the last two weeks of August, the short turnaround time did not allow for a review and selection process to be conducted that included Trustees as proposal reviewers, in addition to the Community Reviewers and MHB staff.

Based upon the review process, six of the 14 applications are being recommended for funding totaling \$340,482. The list of recommended programs may be found as an attachment to the Resolution. Organizations approved for funding will be contracted from September 2023 – June 2024 to provide OST services in FY24.

CITY OF SAINT LOUIS MENTAL HEALTH BOARD OF TRUSTEES
AUTHORIZING FUNDING FROM THE COMMUNITY CHILDREN’S SERVICES FUND
FOR OUT-OF-SCHOOL TIME PROGRAMMING

RESOLUTION

WHEREAS, the City of St. Louis, Missouri has levied taxes pursuant to the laws of the State of Missouri Sections 210.860 - 210.861 RSMO (2005 and 2020) to fund the Community Children’s Services Fund (CCSF); and

WHEREAS, this Board is desirous to implement its responsibilities to ensure the provision of high-quality behavioral health, prevention, and early identification/intervention services for children and youth residing in the City of St. Louis; and

WHEREAS, the Board has invested more than \$14.8 million in quality afterschool programming since the first Community Children’s Services Fund grants were made in 2006; and

WHEREAS, the Board’s current strategic plan and theory of change identify participation in high quality prevention and youth development programs as critical to the social emotional development of children and youth; and

WHEREAS, ESSR COVID-19 federal relief funding provided to St. Louis Public Schools and City Charter Schools will support afterschool programming at a considerable number of public elementary school sites through December 2026; and

WHEREAS, the \$500,000.00 FY24 appropriation from the Community Children’s Services Fund (\$390,000 budgeted in FY23 to be used in FY24 and \$110,000 budgeted in FY24 totaling \$500,000) approved at the June 15, 2023 Board of Trustees’ meeting will support three existing afterschool sites at St. Louis Catholic Academy, St. Cecilia School and Academy, and River Roads Lutheran School in the amount of \$140,368, as well as six additional community-based sites listed on the attachment to this resolution totaling \$340,482. The \$480,850 funding appropriation from the Community Children’s Services Fund in FY24 for Out-of-School Time Programming, will support a total of 983 children and youth;

NOW THEREFORE BE IT RESOLVED:

The Trustees direct the Board Chair and Executive Director to enter into contracts with six community-based organizations to provide out-of-school time services up to the recommended amounts listed on the attachment to this resolution, not to exceed a total of \$340,482.

APPROVED THIS 17th DAY OF AUGUST 2023

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| Board Chair/Officer Name (printed): | Signature: |
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ATTEST:

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| Board Officer Name (printed): | Signature: |
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SAINT LOUIS MHB
Out-of-School Time Programs
FY24 - FY25 Funding Recommendations

| Organization | Program Description | FY24 Participants Served | FY24 Funding Requested | FY24 Funding Recommended | FY25 Participants Served | FY25 Funding Recommended |
|--|---|--------------------------------|------------------------------|-----------------------------|--------------------------------|-----------------------------|
| Circus Harmony | Circus Harmony's Showcase and Teacher Training Program combines youth development and arts education. Through this program, students learn both circus skills and life skills as they perform, teach, and create circus acts for public performance. Advanced students are trained as student teachers to work alongside professional teaching artists to serve as peer mentors for younger students. This program also teaches job-readiness, problem solving, self-regulation, conflict-resolution, critical thinking and other skills needed for life management. | 26 | \$ 88,000 | \$ 40,000 | 26 | \$ 40,000 |
| Gene Slay's Girls and Boys Club | The Trauma-Informed Out-of-School Time Program at Gene Slay's Girls and Boys Club plans to serve participants ages 6 to 16 at their three locations (Dutchtown, Soulard, and St. Frances Cabrini Academy). Incorporating components of the Sanctuary Model and Conscious Discipline, the program provides youth with tools to acquire skills and strengthen academic performance, while developing interpersonal relationships and building confidence together with a network of motivated peers. | 225 | \$ 74,800 | \$ 70,000 | 350 | \$ 70,000 |
| Northside Youth And Senior Service Center | Y-Space at Northside Youth And Senior Service Center is an out-of-school time program planning to serve 35 youth ages 7-17 in the area around the Ville. While providing a safe place, programming will include sports, arts, crafts, music, free play, field trips and more to foster social, emotional, and cognitive development. | 35 | \$ 69,651 | \$ 69,651 | 35 | \$ 69,651 |
| St. Francis Community Services | The Bilingual Youth Program at St. Francis Community Services offers after-school, summer, and one-time activities to 70 immigrant children living primarily in South St. Louis City. Activities such as after-school homework help, tutoring, Art Club, Anime Club, summertime field trips and recreation; and family events lead to strengthening academic skills, friendship building and fostering a positive "growth mindset." | 70 | \$ 70,000 | \$ 70,000 | 70 | \$ 70,000 |
| The Oxygen Project | The Oxygen Project's Empowering Youth through Yoga & Mindfulness Program aims to teach emotional regulation skills to St. Louis City youth through yoga and mindfulness techniques. OP will teach eight weekly yoga and mindfulness sessions to two student groups after school at five identified schools and community centers, serving 600 youth participants over four school semesters. | 300 | \$ 35,000 | \$ 35,000 | 300 | \$ 35,000 |
| Unleashing Potential | Unleashing Potential (UP) plans to expand services to older siblings of children currently attending their early childhood center at Caroline Mission . Programming will include before and after-care and summer camp. UP plans to offer a safe space where children can meet friends, complete homework, explore concepts learned in school, regulate behaviors, meet mentors, join STEM clubs, lead teams, participate in a myriad of academic, social/emotional, and fitness activities. | 48 | \$ 70,000 | \$ 55,831 | 64 | \$ 70,000 |
| TOTAL | | 704 | \$ 407,451 | \$ 340,482 | 845 | \$ 354,651 |



MEMORANDUM

TO: Trustees

FROM: Ronald Griffin, Program Committee Member **BOARD ACTION REQUIRED**

DATE: August 11, 2023

SUBJECT: Approve Consultants to Provide Capacity Building Technical Assistance for MHB Funded Partners in FY24

At the June 15, 2023, Board of Trustees meeting, Trustees approved the appropriation of \$80,000 in FY24 to provide technical assistance to approximately 20 MHB Funded Partner organizations as part of a Capacity Building Initiative to strengthen management and reporting for their project grant. Of the \$80,000 total approved, \$20,000 was approved from the Community Mental Health Fund, \$30,000 from the Community Children’s Services Fund, and \$30,000 from the Community Children’s Services – Early Childhood Fund.

Through a competitive RFP process, MHB staff identified trusted local consultants from which Funded Partner organizations would be able to select which consultant with whom they wished to work. The customized technical assistance will be delivered through one-on-one consultation, group training, and peer coaching.

MHB staff will work with Funded Partners to identify capacity building goals in the areas of:

1. Program evaluation and programmatic reporting;
2. Budget management and financial reporting; and
3. Other mutually agreed upon organizational and/or project management goals.

The duration of technical assistance can range from one session to regular support over the course of 10 months from September 2023 – June 2024. MHB will evaluate the success of the Capacity Building Initiative by measuring newly acquired or improved project management skills for each participating Funded Partner.

Following the review of seven proposals submitted in response to the RFP, two consultants are being recommended to work with Funded Partners:

- Limitless Horizons
- PreventEd

CITY OF SAINT LOUIS MENTAL HEALTH BOARD OF TRUSTEES

APPROVE CONSULTANTS TO PROVIDE CAPACITY BUILDING TECHNICAL ASSISTANCE

RESOLUTION

WHEREAS, the City of St. Louis, Missouri has levied taxes pursuant to the laws of the State of Missouri Sections 205.975 - 205.990 RSMO (1994) to fund the Community Mental Health Fund and Sections 210.860 - 210.861 RSMO (2005 and 2020) to fund the Community Children’s Services Fund (CCSF); and

WHEREAS, this Board is desirous to implement its responsibilities to ensure the provision of high-quality behavioral health, prevention, and early identification/intervention services for children, youth, and adults residing in the City of St. Louis; and

WHEREAS, MHB’s 2021 – 2023 Strategic Plan identifies equitable community investment as a strategic opportunity to engage and support emerging organizations; and

WHEREAS, MHB has the opportunity to meaningfully increase the capacity of small organizations to provide high quality behavioral health and prevention services to St. Louis City residents through the provision of individual and group capacity building technical assistance;


WHEREAS, at its June 15, 2023, Board Meeting, Trustees appropriated a total of \$80,000 for the Capacity Building Initiative: \$20,000 from the Community Mental Health Fund: \$30,000 from the Community Children’s Services Fund and \$30,000 from the Community Children’s Services Fund – Early Childhood Fund; and

WHEREAS, a Request for Proposal process was conducted in July 2023 whereby seven proposals were received from individual consultants and consulting firms and from which two were selected to provide one-on-one consultation, group training, and peer coaching;


NOW THEREFORE BE IT RESOLVED:

The Board authorizes the Executive Director and Deputy Director to facilitate the selection of a consultant by the participating Funded Partners with which they wish to work individually. The Board further authorizes the Executive Director to enter into consulting agreements with Limitless Horizons and PreventEd, up to a maximum of \$80,000, inclusive of both consulting agreements.

APPROVED THIS 17th DAY OF AUGUST 2023

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| Board Chair/Officer Name (printed): | Signature:  |
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ATTEST:

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| Board Officer Name (printed): | Signature:  |
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MEMORANDUM

TO: Trustees

FROM: Terrell Carter, Board Chair **BOARD ACTION REQUIRED**

DATE: August 11, 2023

SUBJECT: Approve Development of an Organizational Racial Equity Action Plan

THE CHARGE

MHB’s Vision is to be a strategic leader investing in and strengthening an integrated system of social, behavioral, and physical health services to build an equitable, thriving community. The 2021 – 2023 Strategic Plan identifies three key activities with corresponding critical milestones that specifically address Racial Equity:

| Strategic Priorities 1 – 4 Addressing Racial Equity | |
|--|---|
| Key Activities | Critical Milestones |
| Invest in health equity and racial justice initiatives | Adopt an equity framework and best practice milestones based on selected priorities |
| Promote lessons learned, both internal and external to MHB, that highlight community voice, evidence-based and promising practices (e.g., racial equity, intergenerational service delivery, trauma-informed practice, etc.) | Develop a strategy to gather and utilize community feedback to inform MHB internal and external practices |
| Continue to maintain a high-quality fund allocation process, balancing our commitment to equity, impact, responsiveness and flexibility | Develop fund allocation that supports key MHB equity and best practice priorities |

MHB’s Theory of Change further articulates the commitment to addressing and reducing disparities in health equity and racial justice:

| MHB Theory of Change | |
|---|---|
| Area | Content |
| Strategic Approach | <i>Partnering</i> —By leveraging other funding sources and regional relationships, MHB supports multi-sector partnerships to build equitable, just systems of behavioral health and related services |
| Key Factors | <i>Policy & System Changes</i> reflect community-driven priorities, changes to the social determinants of behavioral health, and a shared regional vision of health equity and racial justice <i>Communities, Services & Systems</i> provide increased community capacity to shape outcomes <i>Behavioral Health Services & Prevention Efforts</i> are driven by community priorities and those most impacted |
| Interventions | <i>Help the Most Affected Populations</i> —Address barriers to make care accessible for those most impacted |
| Measurement (Funded Partner Contracted Outcome) | Disparities in behavioral health equity and racial justice for Black, Indigenous, and People of Color are addressed and reduced |

| | |
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| Long Term Outcome (Ultimate Goal) | St. Louis is a healthier and more equitable community when all children, youth, and adults feel safe, emotionally health, and socially connected |
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NEXT STEPS

If approved, this Resolution will allow MHB to engage in the development of an Organizational Racial Equity Action Plan with actionable steps and critical milestones to empower MHB to work toward achieving behavioral health equity and racial justice for all St. Louis City residents. The approach to develop a Racial Equity Action Plan may be found as an attachment to the Resolution. Below is an excerpt from the development plan:

| Path to Racial Equity Alignment | Strategy | Accountable Bod(ies) | Impact Measures |
|--|---|--|---|
| <i>Prioritize the Work – The introduction of the Ferguson Commission Report expressed a clear dedication to “intentionally [applying] a Racial Equity lens” to all work. Institutions must be committed to weaving the ethic of Racial Equity into the fabric of their work.</i> | | | |
| Awareness | Brief overview of Theory of Change and Strategic Plan to ground our current commitment and future aspirations related to racial equity | MHB Board | Conducted simultaneously with evaluating relevance of remaining strategic plan goals yet to be achieved |
| Awareness | Conduct a Racial Equity Organizational Assessment to determine where MHB is on the <i>Path Toward Racial Equity</i> and share findings with the Board and Staff | Executive Committee | Baseline established for beginning Racial Equity work Achieve support of full Board for the advancement of Racial Equity |
| Awareness | Create an MHB scorecard based on the 2018 Equity Indicators Baseline Report for the City of St. Louis to measure past and current efforts to implement relevant aspects of the Ferguson Commission Calls to Action and any other identified indicators of progress toward Racial Equity | Executive Director Deputy Director | Board and staff understand progress accomplished to date on <i>Ferguson Commission Calls to Action</i> |
| Awareness & Understanding | Select consultant to implement a Racial Equity Plan approach/tool/process with MHB’s Board and Staff to prioritize Racial Equity and center it within MHB’s work | Executive Committee Full Board (for selection of consultant) MHB Leadership Team | Track progress towards approach/tool/process implementation |
| Transformation | Resources to support ongoing Racial Equity work at both the Board and Staff level are included in annual operating budget | Finance—Investment Committee Board Chair MHB Leadership Team | Racial Equity work becomes regular budgeted line item \$75K budgeted for FY24 |

CITY OF SAINT LOUIS MENTAL HEALTH BOARD OF TRUSTEES

APPROVE DEVELOPMENT OF AN ORGANIZATIONAL RACIAL EQUITY PLAN

RESOLUTION

WHEREAS, the City of St. Louis, Missouri has levied taxes pursuant to the laws of the State of Missouri Sections 205.975 - 205.990 RSMO (1994) to fund the Community Mental Health Fund and Sections 210.860 - 210.861 RSMO (2005 and 2020) to fund the Community Children’s Services Fund (CCSF); and

WHEREAS, this Board is desirous to implement its responsibilities to ensure the provision of high-quality behavioral health, prevention, and early identification/intervention services for children, youth, and adults residing in the City of St. Louis; and

WHEREAS, the Board’s 2021 - 2023 strategic plan directs MHB to 1) Invest in health equity and racial justice initiatives and adopt an equity framework and best practice milestones based on selected priorities, 2) Promote lessons learned both internal and external to MHB, that highlight community voice, evidence-based and promising practices (e.g., racial equity); and 3) Develop fund allocation that supports key MHB equity and best practice priorities; and

WHEREAS, MHB’s theory of change embeds health equity and racial justice through 1) Support of multi-sector partnerships to build just systems of behavioral health and related services, 2) A shared regional vision of health equity and racial justice, and 3) Addressing and reducing disparities in health equity and racial justice for city residents who are Black, Indigenous, and People of Color; and

WHEREAS, the Board Chair, Executive Director, and Deputy Director participated in Forward Through Ferguson’s Racial Equity Philanthropic Roundtable in FY23 and as a result collaboratively created an approach to guide the development of an Organizational Racial Equity Action Plan which is attached to this resolution;

NOW THEREFORE BE IT RESOLVED:

The Board approves the development of an Organizational Racial Equity Action Plan and authorizes the Executive Director to enter into a consulting agreement(s) to support plan development up to the \$75,000 budgeted in FY24.

APPROVED THIS 17th DAY OF AUGUST 2023

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| Board Chair/Officer Name (printed): | Signature: |
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ATTEST:

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| Board Officer Name (printed): | Signature: |
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SAINT LOUIS MHB
Forward Through Ferguson Racial Equity Philanthropic Roundtable

Approach to Developing and Organizational Racial Equity Plan (Modified)

| Saint Louis MHB | Path to Racial Equity Alignment | STRATEGY | MILESTONES | Owner(s) | Accountable Bod(ies) | Impact Measures | Start Date | Due Date |
|-----------------|---------------------------------|--|---|--|--|---|-------------------------------------|---------------------------------------|
| 1 | Awareness | PRIORITIZE THE WORK <i>The introduction of the Ferguson Commission Report expressed a clear dedication to "intentionally [applying] a Racial Equity lens" to all work. Institutions must be committed to weaving the ethic of Racial Equity into the fabric of their work.</i> | Milestones | Owner(s) | Accountable Bod(ies) | Impact Measures | Start Date | Due Date |
| 1.1 | Awareness | Brief overview of MHB Theory of Change and Strategic Plan to ground our current commitment and future aspirations related to racial equity. | Theory of Change Overview August 17 & September 21 Board meetings | Executive Director Deputy Director | MHB Board | Conducted simultaneously with evaluating relevance of remaining strategic plan goals yet to be achieved | 07.01.23 | 09.21.23 (September Board Meeting) |
| 1.2 | Awareness | Conduct a Racial Equity Organizational Assessment to determine where MHB is on the Path Toward Racial Equity and share the findings with the Board and Staff | All Board and Staff complete the assessment by the due date Building the foundation for the Path Toward Racial Equity | Board Chair Executive Director Deputy Director | Executive Committee | Baseline established for beginning racial equity work Achieve support of full Board for the advancement of Racial Equity | 10.19.23 (October Board Meeting) | 11.16.23 (November Board Meeting) |
| 1.3 | Awareness | Create an MHB scorecard based on the 2018 Equity Indicators Baseline Report for the City of St. Louis to measure past and current efforts to implement relevant aspects of the Ferguson Commission Calls to Action and any other identified indicators of progress toward Racial Equity | Scorecard presented to Board at August 17, 2023 Board Meeting Building the foundation for the Path Toward Racial Equity | Executive Director Deputy Director | Executive Director Deputy Director | Board and Staff understand progress accomplished to date on Ferguson Commission Calls to Action | 09.01.23 | 01.01.24 |
| 1.4 | Awareness & Understanding | Select consultant to implement a Racial Equity Plan approach/tool/process with MHB's Board and Staff to prioritize Racial Equity and center it within MHB's work | Consultant engaged to lead development of Racial Equity Plan integrated into existing Strategic Plan with MHB Board and Staff | Board Chair Executive Director | Executive Committee Full Board (for selection of consultant) MHB Leadership Team | Track progress towards approach/tool/process implementation | 01.01.24 | 06.30.24 |

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| Saint Louis MHB | Path to Racial Equity Alignment | STRATEGY | MILESTONES | Owner(s) | Accountable Bod(ies) | Impact Measures | Start Date | Due Date |
|-----------------|---|--|---|---|--|---|-------------------|-------------------------------|
| 1.5 | Transformation | Include Racial Equity metrics in organizational goal setting | Determine which metrics MHB values and disaggregate data for those metrics by race Number of organizational goals dedicated to Racial Equity | Board Chair Board Vice-Chair Executive Director | Board Chair Board Vice-Chair All Chairs of Standing and Ad Hoc Board Committees MHB Leadership Team | Determine which metrics we will use to track progress on Racial Equity Racial Equity goals are present in each annual organizational work plan Staff have specific and measurable Racial Equity goals in individual workplans | 07.01.24 | Ongoing |
| 1.6 | Transformation | Resources to support ongoing Racial Equity work at both the Board and Staff level are included in annual fiscal year operating budget | Dedicated financial and human resources committed to ongoing Racial Equity work reflected in organizational budget | Executive Director Controller | Finance-Investment Committee Board Chair MHB Leadership Team | Racial Equity work becomes regular budgeted line item | 05.01.24 | 06.20.24 (June Board Meeting) |
| 2 | Awareness, Understanding, Transformation | CREATE SPACE TO THRIVE <i>Within the Ferguson Commission Report listed the signature priority of providing all within the St. Louis region the Opportunity to Thrive. For an institution to succeed, leaders must foster a space where internal constituents are encourage and feel comfortable enough to voice their concerns. When employees, those very individual who allow the institutions to success and operate, feel secure and valued, the transition to a racially equitable future has a solid foundation to progress.</i> | Milestones | Owner(s) | Accountable Bod(ies) | Impact Measures | Start Date | Due Date |
| 2.1 | Awareness & Understanding | Tool(s)/approach used to assess the extent to which MHB's culture exemplifies a Racial Equity approach | Conduct Racial Equity organizational culture assessment at MHB Staff Retreat (August 29) | MHB Leadership Team | MHB Staff | MHB has a baseline against which to measure progress in transforming its organizational culture | 07.01.23 | 08.29.23 |
| 2.2 | Transforming | Foster a collaborative workplace where staff from different backgrounds are encouraged to work together | Teamwork and collaboration identified as an organizational value recognized, celebrated, and included in individual staff performance metrics | MHB Leadership Team | MHB Staff | Staff satisfaction ratings Retain staff diversity that is reflective of City of St. Louis racial demographics | 09.01.23 | Ongoing |

Forward Through Ferguson Racial Equity Philanthropic Roundtable

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|-----------------|---|--|---|--|---|--|------------|---|
| 2.3 | Transforming | Employ a tool and/or assessment to articulate MHB's current organizational culture as it relates to Racial Equity Plan | <p>Create a healthy organizational culture with formalized structures accepting of questions and concerns about Racial Equity</p> <p>Identify what changes are needed or approaches must be adopted to formalize structures within MHB that support an organizational culture that places Racial Equity at the center</p> | Executive Director | MHB Leadership Team | <p>Intentional changes made to formal MHB structures that moves MHB's organizational culture along the Path Toward Racial Equity</p> <p>Staff satisfaction</p> | 07.01.24 | Ongoing |
| 3 | Awareness, Understanding, Transformation | <p>VALUE THE COMMUNITY</p> <p><i>The Ferguson Commission was composed of members from the community; this is a hallmark example of the imperative for institutions which affect life outcomes to engage and know the people of their communities. All institutions in the St. Louis region have the responsibility to consider the impacts which their practices have on all of their people, particularly those who have historically been marginalized.</i></p> | Milestones | Owner(s) | Accountable Bod(ies) | Impact Measures | Start Date | Due Date |
| 3.1 | Awareness, Understanding, Transformation | Educate the Board that systems change is allowable within the CCSF and CMHF statutes | MHB proactively pursues funding to support systems change | Deputy Director Executive Director MHB General Counsel | Program Committee MHB Leadership Team | Increase the amount and % of funding allocated toward systems change | 07.01.23 | Ongoing |
| 3.2 | Awareness, Understanding & Transformation | Increase Community Voice and Community Engagement through the addition of a Director of Community Engagement position | <p>Hire Director of Community Engagement</p> <p>The Director will develop and implement community engagement strategies that help MHB advance a person-centered community investment approach that supports the mental health and well-being of City residents</p> | Executive Director Deputy Director | Personnel Committee Executive Director | Director leads external communication and outreach efforts to establish and strengthen MHB's relationships with St. Louis residents, community leaders, and stakeholders | 07.01.23 | 09.30.23 (Recruit and hire) Ongoing |
| 3.3 | Transforming | Form a Policy & Practice Ad Hoc Committee of the Board to review and reflect on MHB's established policies and practices from the perspective of "How are they constructed and whom do they benefit?" | MHB's policies and practices evidence a Racial Equity lens | Board Chair Board Vice-Chair Executive Director | Board Chair Board Vice-Chair Executive Director | All MHB polices & practices are reviewed, revised, and approved by the Board to reflect a Racial Equity lens | 07.01.24 | 06.30.25 |

SAINT LOUIS MHB
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|-----------------|---------------------------------|--|---|--|---|---|------------|----------|
| 3.4 | Transformation | Racial Equity lens applied in organizational decision making and internal operations decisions | Questions/filter through which organizational decision making and internal operations decisions are examined is operationalized | Executive Committee MHB Leadership Team | Executive Committee Finance-Investment Committee Program Committee MHB Leadership Team | Is MHB making different allocation and resource decisions (Budgetary & Human Resources) as a result of the implementation of Racial Equity Plan | 07.01.24 | Ongoing |
| 3.5 | Transformation | Develop and implement a robust Community Engagement Plan that allows MHB to engage with and hear from a larger percentage of St. Louis City residents | Diversify MHB's allocation strategy that leads to equitable investments in culturally and linguistically appropriate services | Executive Director Deputy Director | Program Committee Executive Director Deputy Director | Black and Brown St. Louis City residents and the neighborhoods in which they reside have measurably greater input in MHB's decision making | 01.01.24 | 06.30.24 |
| 3.6 | Transformation | MHB Staff provide technical assistance to other funders, local government, and institutions to develop approaches for engaging Community Reviewers in their grant review and decision making processes | Institutionalize Community Reviewers within MHB Community Investment processes Staff provide TA to increase utilization of Community Reviewers | Deputy Director Executive Director | Deputy Director Local Government Department Directors | % of funders and local government departments utilize Community Reviewers in their RFP review processes | 07.01.23 | Ongoing |