



**Office of Addiction
Services and Supports**

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Governor

CHINAZO CUNNINGHAM, MD
Commissioner

Behavioral Health Services Advisory Council Treatment Equity Council

February 14, 2023

AGENDA

- Review minutes from last meeting
- Current recommendations
- Data requests
- OASAS Presentation
 - Office of Justice, Equity, Diversity & Inclusion
 - OASAS Staff Demographic Information
 - Credentials – Demographic Information
 - Permanent Supportive Housing System Overview





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Recommendations

February 14, 2023

Recommendations

- Development of a racial equity impact statement to accompany regulations.
- Expand the scope of this council to include mental health.
- Create a separate, stand-alone Equity Council, independent from the Behavioral Health Services Advisory Council.





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Data Requests

February 14, 2023

Data Requests

- Administrative discharges from the OASAS system by race/ethnicity.
- Number of CEOs, Presidents, Executive Directors of color leading OASAS provider agencies.
- Amount of funding to black and brown lead agencies
- Overlap OTP locations with slide 25 re overdose
- Any data collected on best practices for the field: services, workforce, recovery centers, housing (social determinants of health).
- More information about the OASAS housing portfolio including eligibility determinations/access.
- 2021-2022 data updates on the buprenorphine prescriptions available
- Any COVID related data and outcomes
- Justice Center overview/data



Data Requests

- People receiving services in the OASAS system compared to local demographics
- Incidence vs people in treatment by race/ethnicity (maybe presented at OSFAB)
- Similarities in workforce demographics compared to populations served
- **Racial and ethnic composition of governance boards of provider agencies**

Summary of additional information requests:

- Overview of the Leadership Institute
- Information on peer integration into the OASAS system
- CASAC, CRPA exam and other fees
- Observed toxicology evaluation and outcome data





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The Office of Justice, Equity, Diversity & Inclusion

February 14, 2023

Who are we?

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Executive Order No. 187

- Ensuring Diversity and Inclusion and Combating Harassment and Discrimination in the Workplace
 - Exec Comm for DIEO
 - Comprehensive annual DI plans
 - Office of Diversity Management
 - Diversity and Inclusion Officer at each agency
 - Office of Employee Relations centralized investigation of harassment/discrimination complaints



Purpose of the JEDI Office



Internal JEDI Focus

- Developing the JEDI Office
- Internal JEDI Advisory Council
- Procurement criteria
- Training – Learning & Development
- Policy and Practice
- Accessibility

Equity Impact Assessment

- Systematic examination of how different racial, ethnic, gender, LGBTQI+, etc populations are impacted by the environment
- Address longstanding institutional racism and inequities
- All staff
- Strategic Plan



JEDI Organizational Change Efforts

- **Plan & Goals**
- Language
- Annual assessment
- Recruitment/Retention
- Advancement opportunities
- Mentoring
- Training
- Trauma Informed Organizational Change



JEDI Action

- Language Access LSB
- LGBTQI+ LSB
- Gender X
- Leadership Institute
- Data
- Work with Indigenous/Native American communities



Work with Indigenous/Native Tribes, Nations and Communities

- Work shifted from Government Relations to JEDI Office
- Tribal Consultation
- Culturally affirming training – White Bison
- Relationship building

Equity Procurement Criteria

1. Describe the population in the catchment area served by this initiative including the demographic composition of the population (race, ethnicity, gender and gender identity, sexual orientation, language, disability, etc.).
2. Describe how your agency meets the cultural and linguistic needs of the population(s) to be served by your agency as part of this initiative.
3. Describe any efforts your agency has taken to reduce disparities in access to services for marginalized and/or underserved individuals/communities.
4. Describe any efforts your agency has taken to reduce disparities in access to services for marginalized and/or underserved individuals/communities.
5. Does your agency mission statement, vision statement and/or values statement reflect a commitment to serving marginalized or underserved communities and/or regions? Provide the statement(s).



Equity Procurement Criteria

6. Identify the staff person responsible for addressing justice, equity, diversity and inclusion within your agency, including their name, title, background/education and contact information.
7. Describe any committees or workgroups developed within your agency to address justice, equity, diversity and inclusion, as well as the staff and/or patients/clients who participate in those committees, including how often they meet and impact on the agency. A general description of the participants is satisfactory, do not name patients or clients participating any specific committees or workgroups.
8. Provide information on any external committees or workgroups related to justice, equity, diversity and inclusion that your staff participate in. Provide the name of the committee or workgroup, including a general description of the focus, attendees and how often the group meets.



Equity Procurement Criteria

9. Supporting diversity in the workforce:

- a. Describe agency efforts to recruit, hire and retain staff representative of, or experienced in working with, the dominant cultural groups of the individuals served by your agency and the community in which your agency is located.
- b. Describe the leadership structure of your agency and how leadership are representative of, or experienced in working with, the dominant cultural groups of the individuals served by your agency and the community in which your agency is located.

10. Describe staff training requirements related to justice, equity, diversity and inclusion.



Demographic Information

OASAS Workforce

OASAS Credentials



OASAS Workforce

Gender	Number	Percent
Female	595	67.3
Male	289	32.7

Ethnicity	Number	Percent
White	384	43.4
Black	199	22.5
Hispanic	57	6.4
Asian/Pacific Islander	21	3.5
American Indian/Alaskan Native	0	0
Unknown	213	
Total	884	

2022 Workforce Management Report, NYS Department of Civil Service



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Certified Recovery Peer Advocates Demographics

	<u>CRPA</u>		<u>CRPA-Provisional</u>		<u>Combined CRPA & CRPA-P</u>	
Total Active as of 9/30/22	1195		1191		2386	
Number who provided demographic info	628		971		1599	
% of Total Active	53%		82%		67%	
<u>Breakdown of those who provided info:</u>		<u>%</u>		<u>%</u>		<u>%</u>
African American/Black	163	26%	310	32%	473	30%
Asian American	1	0%	12	1%	13	1%
Caucasian	377	60%	494	51%	871	54%
Hispanic	73	12%	142	15%	215	13%
Native American	9	1%	9	1%	18	1%
Pacific Islander/Native Hawaiian	2	0%	4	0%	6	0%
Other	3	0%	0	0%	3	0%
Total:	628	100%	971	100%	1599	100%

CRPA - Not included in totals is the 33 who stated they prefer not to answer

CRPA-P - Not included in totals is the 59 who stated they prefer not to answer



OASAS Credentials - Demographics

	Credentialed							
	CASAC		CPP		CPS		CPGC	
Sex	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>
Males	1,914	31.61%	34	21.12%	2	12.50%	2	66.67%
Females	4,130	68.20%	127	78.88%	14	87.50%	1	33.33%
Education Level	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>
GED	345	5.70%	2	1.24%	0	0.00%	0	0.00%
High School	535	8.83%	6	3.73%	2	12.50%	1	33.33%
Associates	462	7.63%	8	4.97%	3	18.75%	0	0.00%
Bachelors	1,420	23.45%	54	33.54%	5	31.25%	1	33.33%
Masters	3,162	52.21%	88	54.66%	6	37.50%	1	33.33%
Doctorate	121	2.00%	2	1.24%	0	0.00%	0	0.00%
Unknown	1	0.02%	0	0.00%	0	0.00%	0	0.00%



OASAS Credentials - Demographics

License	Credentialed							
	CASAC		CPP		CPS		CPGC	
	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>
LCSW	1,165	19.24%	25	15.53%	0	0.00%	1	33.33%
Registered Nurse	60	0.99%	0	0.00%	0	0.00%	0	0.00%
Physician	3	0.05%	0	0.00%	0	0.00%	0	0.00%
Physician Assistant	5	0.08%	0	0.00%	0	0.00%	0	0.00%
LPN	21	0.35%	1	0.62%	0	0.00%	0	0.00%
CRC	137	2.26%	0	0.00%	0	0.00%	0	0.00%
Nurse Practitioner	12	0.20%	1	0.62%	0	0.00%	0	0.00%
Psychologist	71	1.17%	3	1.86%	0	0.00%	0	0.00%
Occupational Therapist	4	0.07%	0	0.00%	0	0.00%	0	0.00%
TRS	18	0.30%	0	0.00%	0	0.00%	0	0.00%
LMHC	423	6.98%	6	3.73%	0	0.00%	0	0.00%



OASAS Credentials - Demographics

	Credentialed							
	CASAC		CPP		CPS		CPGC	
Ethnicity	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>	<u>Total</u>	<u>%</u>
Not Specified	162	2.68%	2	1.24%	0	0.00%	0	0.00%
Alaskan	4	0.07%	0	0.00%	0	0.00%	0	0.00%
Native American	25	0.41%	1	0.62%	1	6.25%	0	0.00%
Asian/Pacific Islander	81	1.34%	2	1.24%	0	0.00%	0	0.00%
Black (Non-Hispanic)	1,367	22.57%	19	11.80%	1	6.25%	0	0.00%
White (Non-Hispanic)	3,525	58.21%	129	80.12%	13	81.25%	3	100.00%
Hispanic	749	12.37%	6	3.73%	0	0.00%	0	0.00%
Other	94	1.55%	1	0.62%	0	0.00%	0	0.00%



NYS OASAS Permanent Supportive Housing



Bureau of Housing Services Team

- **Albany**
 - Esteban Ramos, Bureau Director
 - Maggie Taylor, Assistant Bureau Director
 - Davia Gaddy, Senior Program Associate
- **New York City**
 - Melissa Gonzalez-Vazquez, Senior Program Associate
 - Sheila Singleton, Senior Program Associate
- **Rochester**
 - Jordan Romano, Senior Program Associate
- **Syracuse**
 - Rebecca Seifts, Senior Program Associate



Mission Statement

OASAS believes that safe, affordable, and habitable permanent supportive housing, with individualized person-centered service plans, and a stable living wage, are the essential components for successful and sustained long-term housing, as well as, supporting recovery and the attainment of self-sufficiency and independence.

Homelessness & Housing Facts

As per the 2021 Annual Homelessness Assessment Report (AHAR)

New York State:

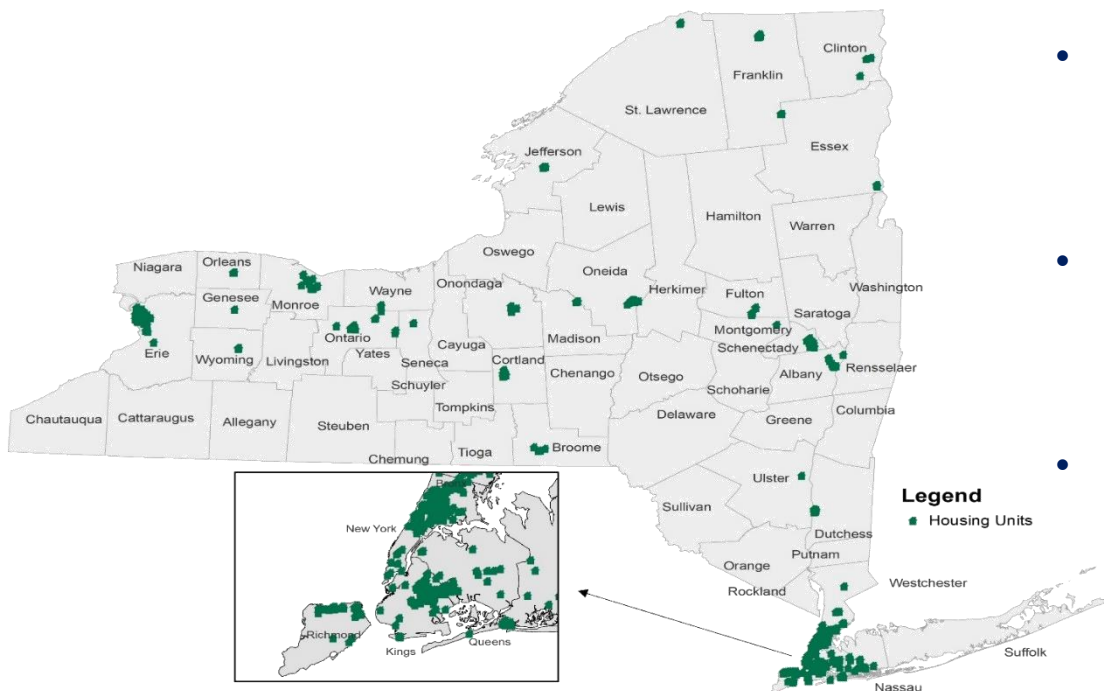
- **76,051 individuals Experienced Sheltered Homelessness**
 - The highest amount of homelessness in major US cities
 - Overall, 88% of NYS homeless are sheltered (Highest occupancy rate)
 - Between 2020-2021, NYS had the largest decreased in Sheltered Homeless
- **50% Single Adults**
- **50% Families with Children under 18-year-old**
 - Increase in family homelessness between 2007-2021; however, 2nd largest decrease between 2019-2021.
 - 30% of people in families experience homelessness nationally
- **15% Chronically Homeless Individuals**-An individual with a disability who has been continuously homeless for one year or more or has experienced at least four episodes of homelessness in the last three years where the combined length of time homeless on those occasions is at least 12 months.



OASAS Housing Bureau

- Manages ~ 2,800 apartment units of Permanent Supportive Housing with total funding of over ~ \$30 million.
- OASAS leverages an additional \$2.1 million of funding for Case Management services linked to HUD contracted housing.
- OASAS provides housing in 55% of NYS counties.

Housing Supports



Data Source: NYS OASAS Data Warehouse, Provider Directory System Data Mart as of 7/27/2022.

- Manage ~ 2,800 apartment units of Permanent Supportive Housing with total funding of over \$30 million.
- Leverage an additional \$2.1 million of funding for Case Management services linked to HUD contracted housing.
- Housing in over 50% of NYS counties.



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OASAS Housing Bureau

- **Provide Technical Assistance to Housing Providers**
- **Site Visits**
 - Review case records for:
 - Documentation of homelessness and SUD eligibility
 - Service Plans (with updates and family goals)
 - Case Notes
 - Tenant rent calculations
 - Documentation of Housing Quality Standards
 - Visit apartments / Interview tenants
- **Compile & Analyze Housing Utilization Data**

Housing First

- Previously there was a “treatment first” approach to housing service; which required “preconditions” for participants to receive housing, e.g, as per their sobriety or active treatment engagement.
- Today, the Housing First concept immediately houses participants without barriers, e.g., mandating abstinence from substances, requiring treatment participation or other pre-conditions. (Meeting tenants “where they are at . . . ”)
- Using a Harm Reduction paradigm, Housing First Providers offer assistance to tenants/participants in regard to their substance use disorder, as well as, how to sustain their affordable housing, in addition to learning new coping skills to become self reliant and independent.

Permanent Supportive Housing

- Distinctly different from Supportive Living & Community Residences
- PSH has no set length of stay and is not licensed or certified
- All OASAS PSH programs include rental subsidies and linkages to supportive services
- Tenants contribute 30% of income or 100% of shelter allowance from Department of Social Services
- PSH can also lead to “turn-key” wherein the lease is turned over to the family or tenant who has reached a level of income that is sufficient to assume full rental responsibility

Different Models of Housing Units

- **Scatter-Site Model**
 - Participants are placed in apartment units scattered throughout a community or “scattered” within a large apartment building.
- **Clustered-Scattered Site Model**
 - Participants are placed in a “cluster” of smaller apartment buildings
 - Generally, no more than 8 units and as few as 2 apartments.
- **Mixed-Use Building Model (formerly Single-Site/Olmstead Act)**
 - Participants are placed in a portion of a building’s units, within a mix of affordable and generally non-subsidized apartments that are available to low-income tenants and families.



OASAS Housing Service Types

- **Continuum of Care Case Management Program**
 - 361 units in NYC and Long Island
 - 369 units in the rest of NYS
- **Upstate PSH Program – 124 units**
- **New York/New York III**
 - Population F: Single Adults – 375 units
 - Population G: Homeless Families – 265 units
 - Population E: Chronically homeless singles with active SUD – 822 units
- **Re-Entry Program – 12 units**
- **Medicaid Re-Design PSH Housing Initiative – 260 units**
- **Empire State Supportive Housing Initiative – 253 units and growing**
- **Transitional Safety Units – 74 units**



Continuum of Care (CoC) Case Management

- The CoC Rental Assistance Program (formerly Shelter Plus Care) is funded through HUD and is designed to link rental assistance with supportive services for homeless and disabled persons and families.
- HUD provides rental assistance through contracts with Providers.
- OASAS provides funding dedicated to Case Management.

Target population for the CoC Rental Assistance Program

- Must meet HUD's definition of chronic homelessness
- Have a diagnosable substance use disorder



Upstate Permanent Supportive Housing (PSH)

The Upstate PSH initiative was developed to increase the number and location of housing targeting upstate counties, rural communities and smaller suburban regions.

Target population for Upstate PSH Housing

- Single adults and/or Head of Households with families in recovery from a SUD who began a course of treatment and/or their recovery when they were homeless.

New York/New York III

The NY/NY III Permanent Supportive Housing initiative led to a ten (10) year agreement between NYS and NYC to jointly develop supportive housing units that address homelessness in NYC.

Target populations for NY/NY III Housing

- Homeless single adults who have completed some level of SUD treatment
- Homeless single adults who are active substance users
- Chronically homeless families, as well as, families at serious risk of becoming chronically homeless, in which the head of household suffers from a substance use disorder



Re-Entry Permanent Supportive Housing for Parolees in NYC

In 2009 the Re-Entry PSH initiative was developed to address the anticipated demand for housing resulting from the reform of NYS' drug laws, with a special focus targeting parolees, with histories of SUD, returning to their communities.

Target population for the Re-Entry Initiative

- Persons with SUD being released on parole to NYC who would be functionally homeless without supportive housing

Medicaid Redesign Team (MRT) Permanent Supportive Housing

- Medicaid Re-Design Team was established in 2011
- Tasked with finding ways to reform and improve Medicaid healthcare delivery
- The MRT proposed that providing affordable supportive housing to high need / high utilizers of Medicaid benefits would reduce Medicaid costs & unnecessary services

Target Population/Admission Criteria

- Single adults with a substance use disorder
- High-cost frequent consumers of Medicaid benefits that are homeless, or at risk of returning to homelessness
- History of 2 inpatient hospitalizations (or) 5 ED/ER visits (or) a combination of 1 inpatient hospitalization and 4 ED/ER visits in a 12-month period



Empire State Supportive Housing Initiative (ESSHI)

ESSHI is a collaboration of 8 NYS agencies to provide operational and supportive services to Providers for the development of new or rehabbed housing units for persons identified as homeless with special needs, disabling conditions, or other life challenges.

Target population for ESSHI

- Families, single adults, and young adults who meet the definition of homelessness
- Have one or more disabling conditions, or other life challenges
- As the 'contracting agency' the majority of the ESSHI units must be dedicated to persons with a primary diagnosis of substance use disorder



Transitional Safety Units

- Funding through the Substance Abuse Prevention and Treatment (SAPT) Block Grant, beginning in 2022
 - Available to all OASAS PSH providers in good standing
 - Exception: CoC providers are not eligible for this funding
 - Additional years of funding pending grant fund availability.
- The goal of these housing units is to provide short term supportive housing for no more than one (1) year with a target goal of 6-9 months, as the individual pursues permanent housing.
- Funding for rental subsidies, security deposits, furnishing & turnover expenses and support staff.

Target Population

- Individuals with an SUD who are exiting a residential treatment program and/or those who are exiting the criminal justice system.

Contact Information

- OASAS Website:
OASAS website > Recovery > Housing
[www.oasas.ny.gov /housing](http://www.oasas.ny.gov/housing)
- Email: OASAS.sm.housing@oasas.ny.gov



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