

**National Behavioral
Health Network**
for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Intersectional Approach to Tobacco Cessation for LGBTQ+ People: A Masterclass

Thursday, May 25th, 2023
2-4 PM ET

This event is supported by the Centers for Disease Control and Prevention of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$250,000 with 100 percent funded by CDC/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, CDC/HHS or the U.S. Government.

Welcome from the NBHN team!



Tamanna Patel, MPH, CDP
She/Her/Hers
Director,
Practice Improvement



Youlim Song
She/Her/Hers
Project Manager,
Practice Improvement



Jasmine Feng
She/Her/Hers
Project Coordinator,
Practice Improvement

Housekeeping



This session is being recorded. Please mute yourself when you are not speaking



For audio access, participants can either dial into the conference line or listen through your computer speakers



You can submit questions by typing them into the chat box, please select "everyone"



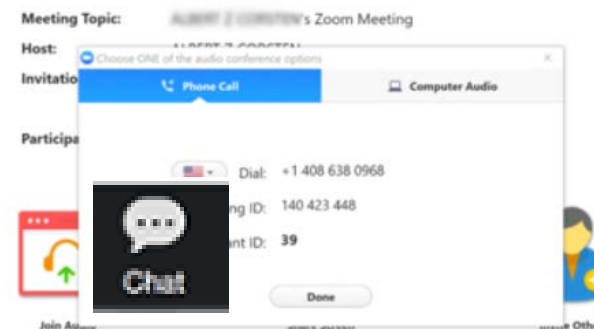
Closed captioning can be accessed by turning on the closed captioning feature on the zoom dashboard.



Slides handouts and recording will be posted here: <https://www.bhthechange.org/resources/resource-type/archived-webinars/>



A certificate of completion for this webinar will be sent through a link in the follow-up email



National Behavioral Health Network for Tobacco & Cancer Control

- Jointly funded by CDC's *Office on Smoking & Health* & *Division of Cancer Prevention & Control*
- Provides resources and tools to help organizations reduce tobacco use and cancer among individuals experiencing mental health and substance use challenges
- 1 of 8 CDC National Networks to eliminate cancer and tobacco disparities in priority populations

Visit www.BHtheChange.org and Join Today!

Free Access to...

Toolkits, training opportunities, virtual communities and other resources

Webinars & Presentations

State Strategy Sessions

Communities of Practice



#BHthechange

UCSF Smoking Cessation
Leadership Center

National Center of Excellence for
Tobacco-Free Recovery



BHTheChange.org

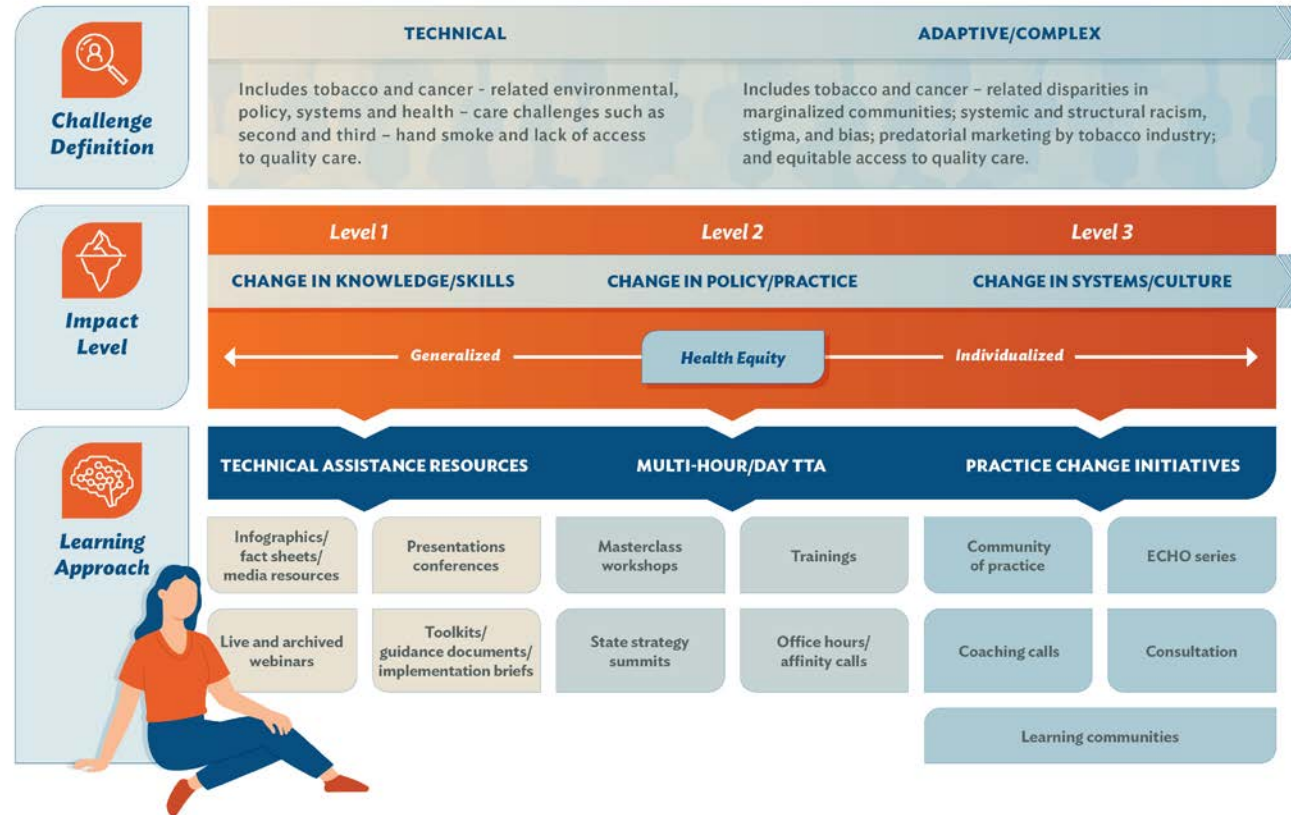
National Behavioral
Health Network

for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

National Behavioral Health Network for Tobacco & Cancer Control

Learning Agenda





National Behavioral Health Network
for Tobacco & Cancer Control
 from NATIONAL COUNCIL FOR MENTAL WELLBEING

NBHN's learning agenda is designed to advance health equity by...



Reducing tobacco and cancer-related disparities among individuals with mental health and substance use challenges.



Improving the availability, accessibility and effectiveness for cessation and counseling services.



Addressing social and political that influence tobacco and cancer-related disparities.



Implementing trauma-informed resilience oriented prevention and cessation messaging.



Strengthening, supporting and mobilizing communities and partnerships in tobacco control, cancer control and behavioral health.



Building a diverse and skilled tobacco control, cancer control and behavioral health workforce.



Building, championing, and implementing tobacco-free policies, plans and laws.



Promoting the improvement, access, and utilization of tobacco, cancer and behavioral health data.



National Behavioral Health Network

for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR MENTAL WELLBEING



National LGBT Cancer Network



Bryce Kahari
He/Him/His
Training & Technical
Assistance Manager



Hafsa Usman
She/Her
N2S Sr. Project
Associate



Knoll Larkin
He/Him/His
N2S Project Manager



Shawn Reilly
They/Them
Mapping Inequities
Fellowship Co-Director

A Note on Language & Terminology

- **Mental wellbeing:** thriving regardless of a mental health or substance use challenge.
- **Commercial tobacco use/tobacco use:** The use of commercial tobacco and nicotine products (including electronic nicotine devices, otherwise known as ENDS).*
- ***All references to smoking and tobacco use are referring to commercial tobacco and not the sacred and traditional use of tobacco by some American Indian and Alaskan Native communities.**



Learning Objectives

By joining this masterclass, attendees will:


- Understand the root causes of tobacco-related disparities for LGBTQ+ individuals with MH/SU challenges.
- Learn how to apply an intersectional lens – while considering systemic and protective factors – in addressing tobacco use.
- Gain strategies and identify next steps to create systemic change in addressing tobacco use among LGBTQ+ individuals with MH/SU challenges.



Moment to arrive



BHTheChange.org

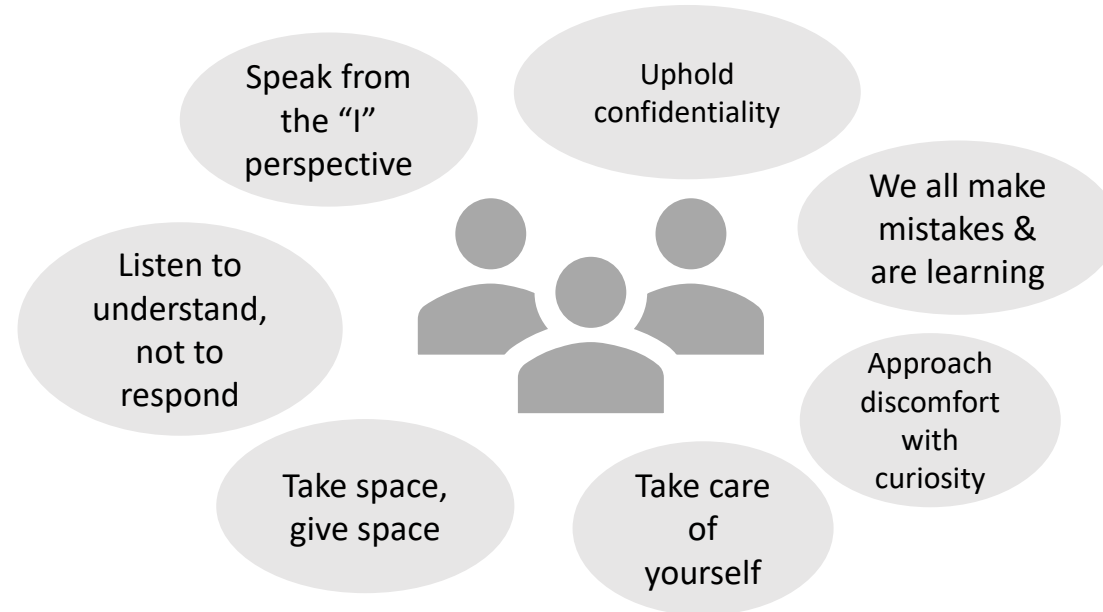


**National Behavioral
Health Network**

for Tobacco & Cancer Control

*from NATIONAL COUNCIL FOR
MENTAL WELLBEING*

Session Norms



We have been socialized to believe that it is not polite to talk about oppression, race and racism (and other -isms) – hearing about & talking about these things may bring up feelings of discomfort.

We ask ourselves and participants to be mindful of assumptions, and biases during this presentation.

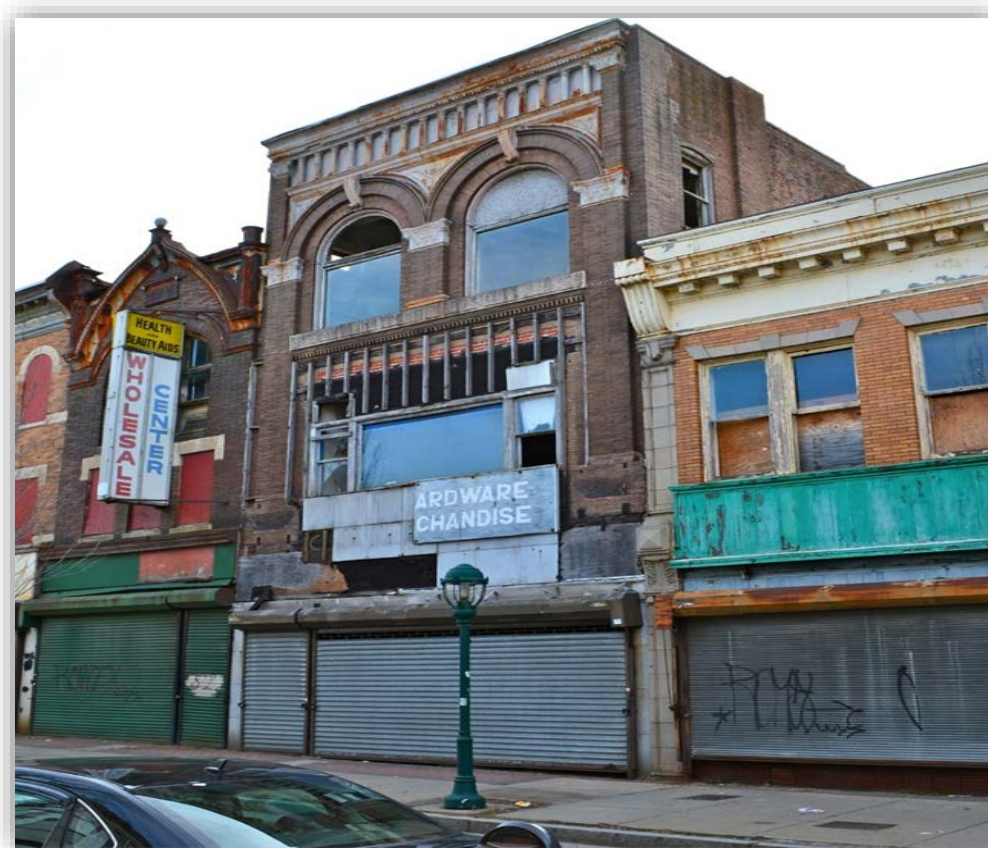
We ask ourselves and participants to be aware of multiple identities, backgrounds and perspectives in our virtual space.

Poll Time

- Intersectionality ... (Select all that apply)
 - Was first coined in the late 1980s by civil rights advocate Kimberle Crenshaw
 - Is a framework to understand the various forms of inequality operate together and exacerbate each other
 - Is about assessing which individuals are the most disadvantaged
 - Can be applied to a variety of contexts to create more just practices
 - Is not relevant to providing care in mental health and substance use settings

Understanding Intersectionality

We know where we are born, live, work, play, pray...



impacts our health status



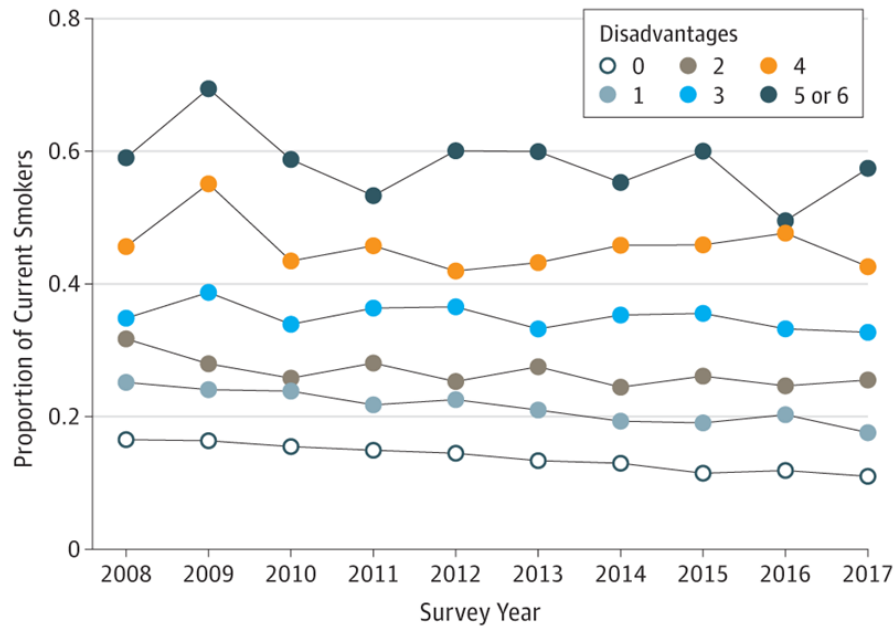
Zoomin out...



Source: National Academies of Sciences, Engineering, and Medicine. 2017. *Communities in Action: Pathways to Health Equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24624>.

Examining Risk: Poverty, other disadvantages tied to higher smoking risk

Source: [Association of Cumulative Socioeconomic and Health-Related Disadvantage With Disparities in Smoking Prevalence in the United States, 2008 to 2017 \(Leventhal, Bello, Galstyan, et al.\)](#)



Current Cigarette Smoking Among Adults in the United States 2020 (CDC MMWR)



Race/Ethnicity

27.1% American Indians/Alaskan Natives
13.3% White



Education Level

32% GED
3.5% Graduate degree



Annual Household Income

20.2% Below poverty
14.1% At or above poverty



Health Insurance

22.7% Medicaid
21.2% Uninsured
9.2% Private



U.S. Census Region

15.2% Midwest
14.1% South
10.4% Northeast
9.0% West

Thinking About Intersectionality and Examining Disparities...



Disability/limitation

19.8% Yes
11.8% No



Sex assigned at birth

14.1% Males
11.0% Females



Sexual orientation

16.1% Lesbian/Gay/Bisexual
12.3% Heterosexual



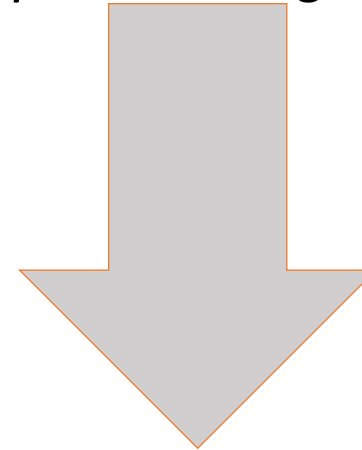
Mental Health Symptoms

26.9% Depression
11.8% No depression
21.4% Anxiety
11.3% No anxiety

Tobacco Use Disparities Still Persist Among Marginalized Populations



- *"Disadvantage is a common denominator in smoking in the U.S. today, and if you face more disadvantages, your liability to smoking increases.*
- *Disparities in smoking are explained by disadvantaged populations being more likely to start smoking and less likely to quit smoking."*



Source: https://www.medscape.com/viewarticle/912195?src=wnl_edit_tpal&uac=245377DJ&impID=1948009&faf=1



Kimberlé Crenshaw

A prominent Civil Rights Advocate
Professor, UCLA, Columbia and Cornell
Columbia Law School



BHTTheChange.org



**National Behavioral
Health Network**

for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

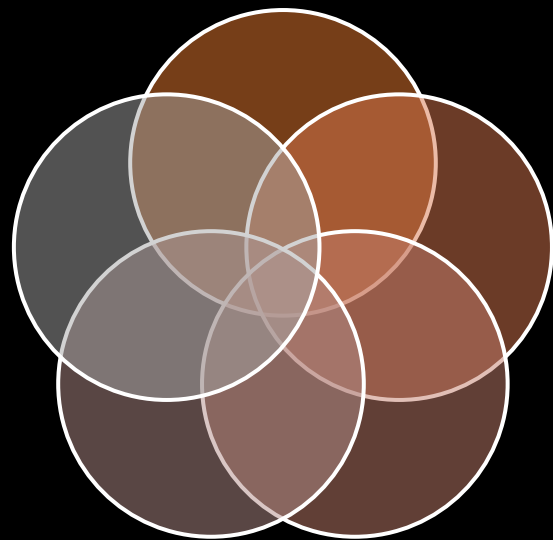
What Is Intersectionality?

Intersectionality is the interaction between gender, sexual orientation, race, and other social identities in individual lives, social practices, institutional arrangements, and cultural ideologies and the outcome of these interactions in terms of power (Davis, 2008).



Mental
illness

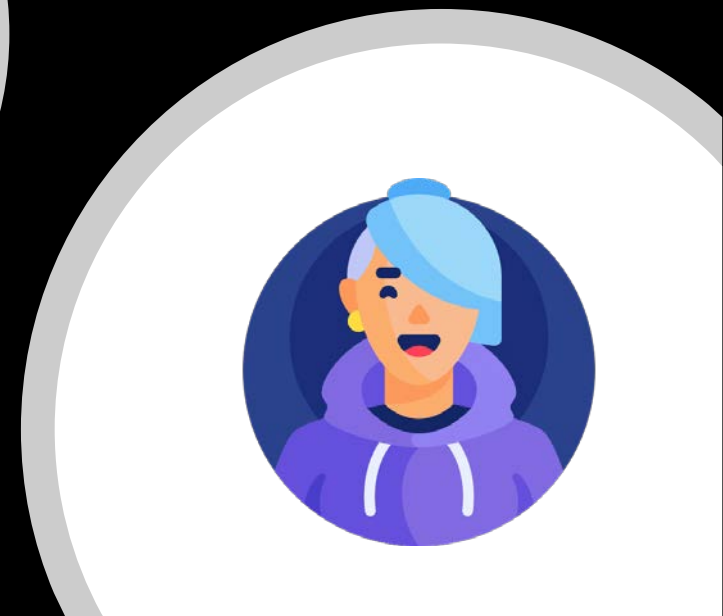
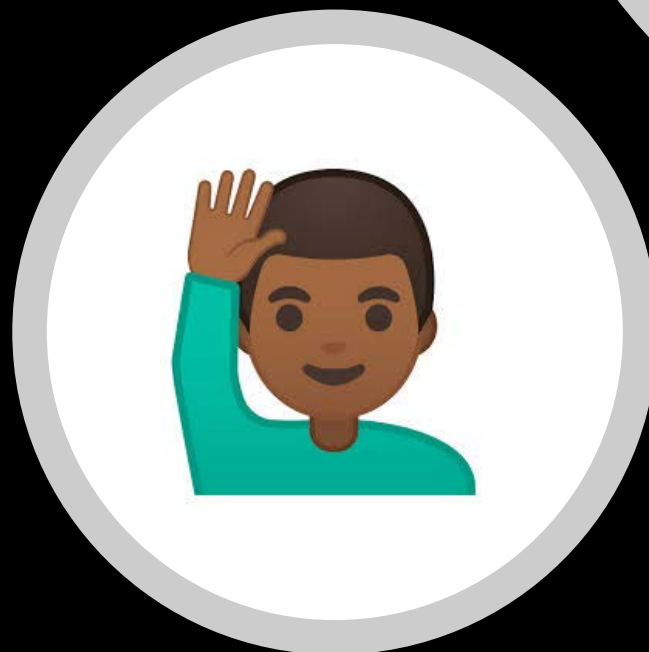
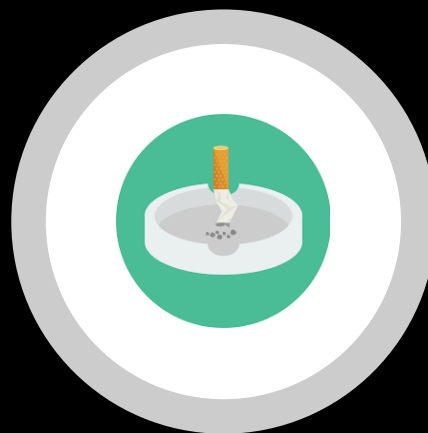
Youth



LGBTQ+

Individual
who
smokes

BIPOC



Intersecting identities vs Intersectionality

- Intersecting identities are not the same as **Intersectionality**
- Every individual has *intersecting identities* but the concept of **Intersectionality** addresses how an individual's intersecting identities **affect their relation to power and oppression in compounding and entwined ways**

Source: Pharoah Bolding. Intersectionality vs. Intersecting Identities. <https://www.oregon.gov/deiconference/Documents/Pharoah%20Bolding%20-%20Intersectionality%20vs.%20Intersecting%20Identities.pdf>



Why Is Intersectionality Important?

Identifying context and attributes of risk/behavior

Multiple social disadvantages, advantages, and identities contribute to smoking disparities yet most research and practice on smoking cessation inequities has focused on a single sociodemographic attribute (e.g., race or socioeconomic status).

Forming just policies and eliminating unjust ones

Intersectionality suggests discriminatory practices within society, such as racism, classism, sexism, homophobia, and transphobia, do not act independently of one another; rather they interrelate, creating interconnected systems of oppression and discrimination.

Improving health care practice

Current health care practices may overlook the many racial, socioeconomic issues, sexual, and gender identity concerns that overlap.

Sources:

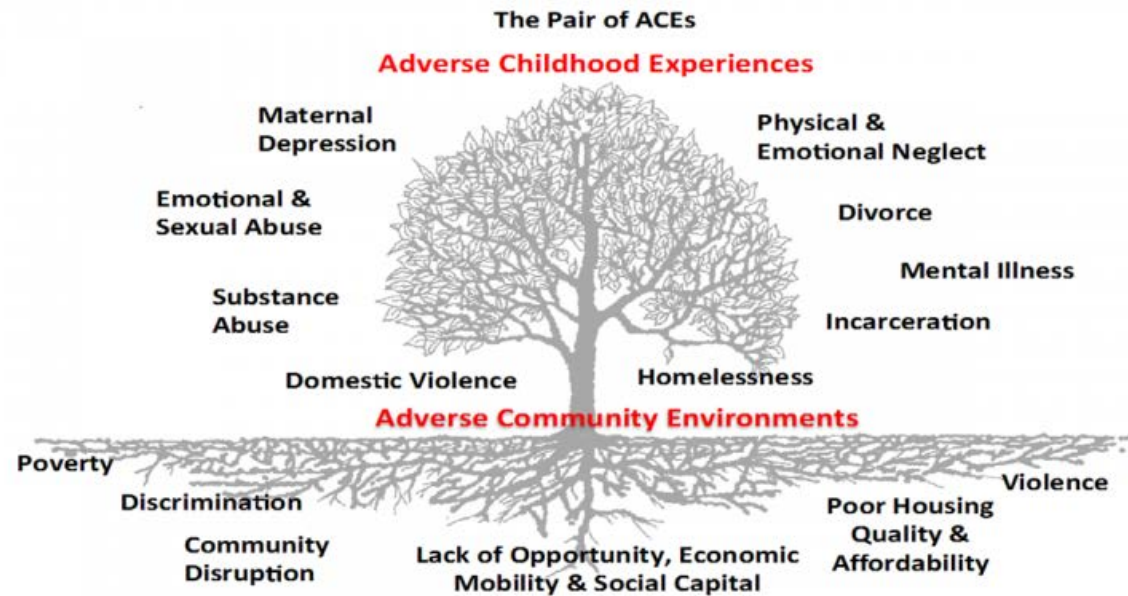
Potter LN, Lam CY, Cinciripini PM, Wetter DW. Intersectionality and Smoking Cessation: Exploring Various Approaches for Understanding Health Inequities. *Nicotine Tob Res.* 2021 Jan 7;23(1):115-123. doi: 10.1093/ntr/ntaa052.

National Museum of African American History and Culture. Social Identities and Systems of Oppression. <https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>

Vohra-Gupta S, Petruzzi L, Jones C, Cubbin C. An Intersectional Approach to Understanding Barriers to Healthcare for Women. *J Community Health.* 2023 Feb;48(1):89-98. doi: 10.1007/s10900-022-01147-8. Epub 2022 Oct 23.



Systemic Oppression & Trauma



Ellis, W., Dietz, W. (2017) A New Framework for Addressing Adverse Childhood and Community Experiences: The Building Community Resilience (BCR) Model. *Academic Pediatrics*. 17 (2017) pp. S86-S93. DOI information: 10.1016/j.acap.2016.12.011



This work is licensed under the CC-BY-NC-SA 4.0 license. To view a copy of the license, visit <https://creativecommons.org/licenses/by-nc-sa/4.0/>. Noncommercial use of this material is allowed, including modification, with attribution to the license holder: Building Community Resilience, Redstone Global Center for Prevention and Wellness, Milken Institute School of Public Health, George Washington University. Visit go.gwu.edu/BCR for the original work.

Systemic oppression is closely linked with, and manifests in, the prevalence of **trauma & toxic stress**

- Poverty
- Racism; All forms of discrimination
- Violence
- Mass incarceration



Addressing the Root Causes of Tobacco-Related Disparities for Individuals With MH/SU Challenges & LGBTQ+ Communities

Social Drivers of Health

Environmental and Systemic Factors that Impact Health Outcomes, Including:

- **Economic Policies and Systems**
- **Community Context, Neighborhood, Built Environment**
- **Social Norms, Social Policies, Social Context**
- **Climate Change**
- **Political Systems**
- **Education Access and Quality**



Tobacco, Mental Health and LGBTQIA+ Communities: *What has caused the disparity?*

The overall rate of cigarette smoking among adults has been falling decreasing, but individuals with mental health challenges and individuals that are part of LGBTQIA+ communities have been neglected in prevention efforts, environmental and clinical interventions.

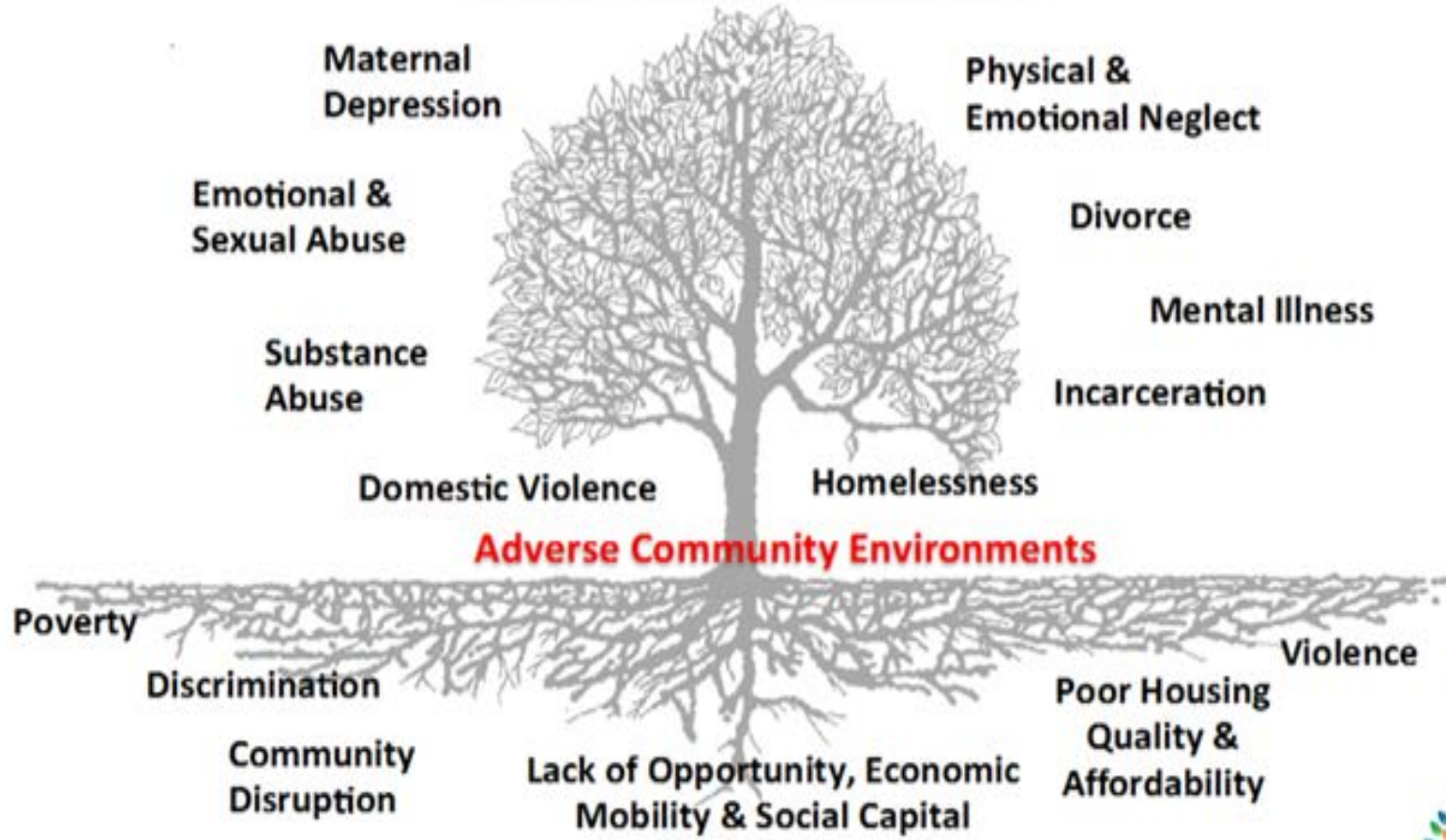
This disparity can be attributed in part to predatory practices by tobacco companies which included:

- Targeted advertisements
- Aggressive marketing by tobacco companies that sponsor events, bar promotions, giveaways, and advertisements.
- Providing free or cheap cigarettes to psychiatric clinics
- Blocking of smoke-free policies in mental health and substance use treatment organizations
- Funding research that perpetuates the myth that cessation would be too stressful and negatively impact overall behavioral health outcomes



The Pair of ACEs

Adverse Childhood Experiences



Milken Institute School of Public Health
THE GEORGE WASHINGTON UNIVERSITY

Ellis W., Dietz W. BCR Framework *Academic Peds* (2017)

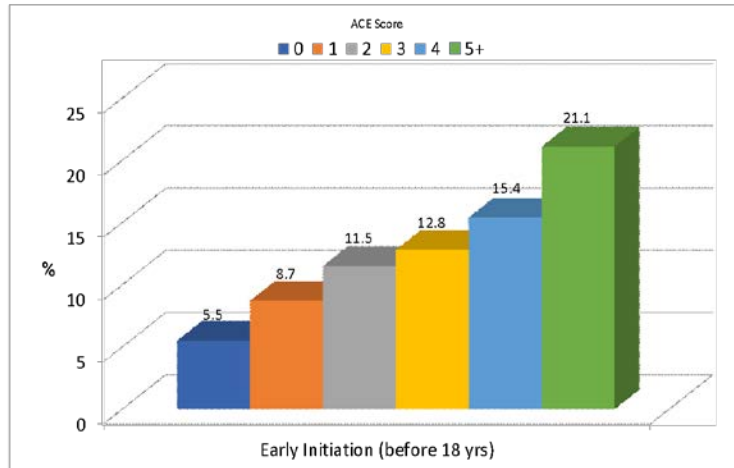


National Behavioral Health Network
for Tobacco & Cancer Control

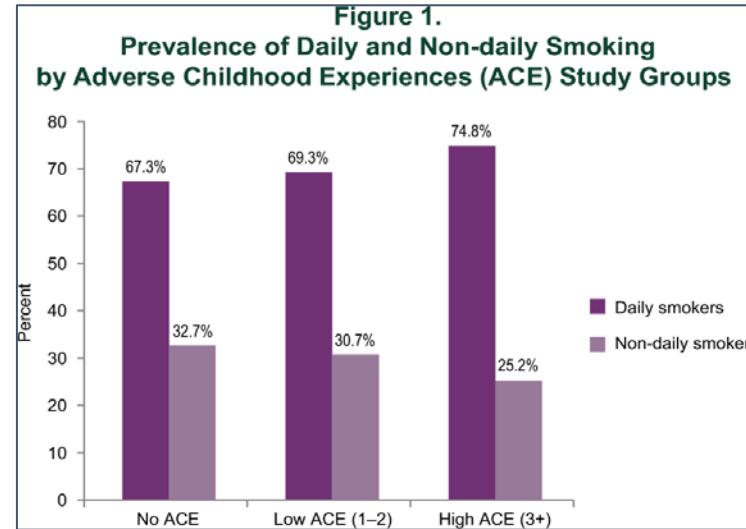
from NATIONAL COUNCIL FOR MENTAL WELLBEING

The Impact of ACEs on Smoking Initiation and Prevalence

Early Initiation of Smoking Prevalence by ACEs



Higher ACEs Score= Higher Smoking Prevalence



Sources: Figure 1 and 3) Herrick, H., Austin, A. (2014). The Effect of Adverse Childhood Experiences on the Health of Current Smokers: 2012 North Carolina Behavioral Risk Factor Surveillance System Survey. *SCHS Studies*, 167. Figure 2) Anda, R. F., Croft, J. B., Felitti, V. J., Nordenberg, D., Giles, W. H., Williamson, D. F., & Giovino, G. A. (1999). Adverse childhood experiences and smoking during adolescence and adulthood. *Journal of the American Medical Association*, 282, 1652–1658.

Life-Long Physical, Mental & Behavioral Health Outcomes Linked to ACEs

- **Alcohol, tobacco & other substance use challenges**
- Auto-immune disease
- Chronic obstructive pulmonary disease & ischemic heart disease
- **Depression, anxiety & other mental health challenges**
- Diabetes
- Multiple divorces
- Fetal death
- **High risk sexual activity, STDs & unintended pregnancy**
- **Intimate partner violence- perpetration & victimization**
- Liver disease
- **Lung cancer**
- **Obesity**
- Self-regulation & anger management problems
- Skeletal fractures
- **Suicide attempts**
- Work problems- including absenteeism, productivity & on – the- job injury

LGBTQ+ Folks Are More Likely to Smoke, And...

- Use menthol tobacco products more than non-LGBTQ+ people
- Are exposed to secondhand smoke more than non-LGBTQ+ people
- See more tobacco product ads than non-LGBTQ+ people
- ¼-⅓ of LGB* youth are using electronic vapor products.
- Black transgender youth are 6x more likely to vape.



Trauma | Tobacco | MH/SU Challenges

- Exposure to trauma **elevates risk for mental health and substance use challenges** throughout adolescence and adulthood (McLaughlin et al., 2020)
- 51% to 90% of public mental health clients report a history of trauma (Mueser et al., 2004)
- More than 70% of individuals in substance use treatment have a history of trauma exposure (Deykin & Buka, 1997)
- Use of substances such as tobacco products often arise as a **coping mechanism, a type of solution** to the emotional, psychological and physical **impact of trauma.**

The Foundations of Tobacco Disparities for Individuals with Mental Health and Substance Use Challenges



1 in 4 adults have some form of mental health or substance use challenge.



In 2019 **28.9%** of adults with any mental health challenge reported current use of tobacco compared to **14.6%** of adults with no mental health challenge.

Aggressive targeted marketing, barriers to care, the spread of misinformation and higher than average rates of ACEs/Trauma in individuals with mental health or substance use challenges contribute to **almost 40% of all cigarettes smoked by adults.**

Intersections of Individuals with Mental Health/Substance Use Challenges and LGBTQ+ Communities

Both populations experience intense stigmatization; difficulty accessing affirming, affordable, and person-centered care; and discrimination on systematic and interpersonal levels.

national
lgbt
cancer
network
ADVOCATING FOR HEALTH EQUALITY



National Behavioral
Health Network
for Tobacco & Cancer Control
from NATIONAL COUNCIL FOR
MENTAL WELLBEING



Policies, Systems, and Environmental Changes To Address Disparities

Policies That Are Focused on Big Tobacco


- Restriction of social media and influencer use of tobacco products
- Removal of flavored and menthol tobacco products
- Improving tobacco control data collection for LGBTQ+ communities, and for individuals with mental health and/or substance use challenges



Ending Media-Based Targeting

national
lgbt cancer
network
ADVOCATING FOR HEALTH EQUALITY

**freedom. to speak.
to choose. to marry.
to participate. to be.
to disagree. to inhale.
to believe. to love.
to live. it's all good.**



the people of santa fe natural tobacco company

No additives in our tobacco does **NOT** mean a safer cigarette.

SURGEON GENERAL'S WARNING: Smoking By Pregnant Women May Result in Fetal Injury, Premature Birth, And Low Birth Weight.

www.nascigs.com



JUUL

SMOKING EVOLVED



Be Happy-Go Lucky!

Enjoy your cigarette! Enjoy only the tobacco that contains high-purity nicotine and tar both in one great cigarette - Lucky Strike!

LS/MFT- Lucky Strike Means Fine Tobacco



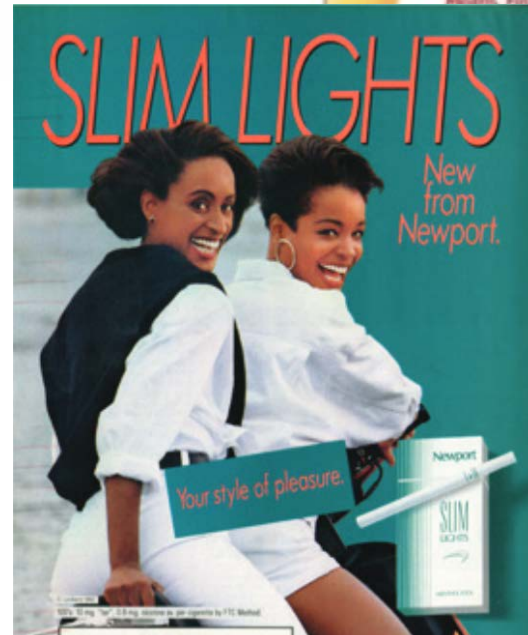
CAMEL SNUS

Break Free

TAKE PRIDE IN YOUR FLAVOR

Enjoy smoke-free, spit-free, drama-free tobacco that's packed in a pouch for great tasting, long-lasting anytime enjoyment.

Camel SNUS—the pleasure's all yours.



SLIM LIGHTS

New from Newport.

Your style of pleasure.



NJOY

June 2, 2014 · @

Happy LGBT Pride Month from your friends at NJoy!

<http://www.njoy.com>

TAKE PRIDE IN ALL YOU DO.

NJOY LGBT

Like · Comment · Share · 7

National Behavioral
Health Network
for Tobacco & Cancer Control
from NATIONAL COUNCIL FOR
MENTAL WELLBEING

*Protective Factors & Systems Level Considerations for
Tobacco Control to Support Individuals With
MH/SU Challenges & LGBTQ+ Communities*

Policy

- **Anti-Discrimination Laws**
 - 30 states, 1 territory, and D.C. have laws that prohibit discrimination based on gender identity and sexual orientation
- **Public Accommodation Laws**
- **Regulation of Big Tobacco**
 - Some recent regulation initiatives: Regulating synthetic nicotine and closing loopholes that allow companies to sell flavored e-cigarettes popular with younger generations; Requiring retail stores to exhibit “corrective statements” about the dangers of tobacco in their storefronts; Proposed removal of menthol cigarettes and flavored cigars from the market





Community

- **Community Awareness**
 - Initiatives from individuals, communities, and governments have increased awareness of the dangers of smoking and Big Tobacco's
- **National Movements**
 - Historical and Contemporary Movement Against Big Tobacco
- **Increases in Funding Towards Gender-affirming Care & Research**

national
lgbt
cancer
network
ADVOCATING FOR HEALTH EQUALITY



National Behavioral
Health Network
for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR
MENTAL WELLBEING



Organizational

- There are now over 100 comprehensive clinics across the country caring for transgender youth, and adult gender clinics are also increasing.
- Inclusive collection of data helps to recognize trends and develop appropriate interventions
- Healthcare providers who are trauma-informed help to mitigate healthcare delay and denial down the road.
- Numerous healthcare associations now encourage and expect culturally respectful language and care from the providers



Intrapersonal

- LGBTQ+ communities exhibit incredible resilience in the face of adversity and growing violence against them.
- Connecting to positive community as a counterforce to isolation, including in digital and in-person
- LGBT individuals have more access to the realities of trauma and its impact on the body and experience, the importance of self-regulation and care, and strategies to do so.

Interpersonal

- More patients are able to develop positive relationships with their providers
- More LGBTQ+ spaces that are sober and smoke free are growing around the country
- Expanded access to peer advocates



national
lgbt
cancer
network
ADVOCATING FOR HEALTH EQUALITY

National Behavioral
Health Network
for Tobacco & Cancer Control

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

What are some examples of protective factors and system level considerations have you have seen at any of these levels? (Policy, community, organizational, interpersonal, intrapersonal)

Challenges for Individuals With MH/SU Challenges & LGBTQ+ Communities

Policy

- **Historical Oppression**
- **Modern Day Anti-LGBTQ Policies and Legislation**
 - Some federal initiatives also unfairly target or suppress LGBTQ+ communities
- **Stigmatization of LGBTQ+ Identities**
 - Perpetuated by institutions and policy

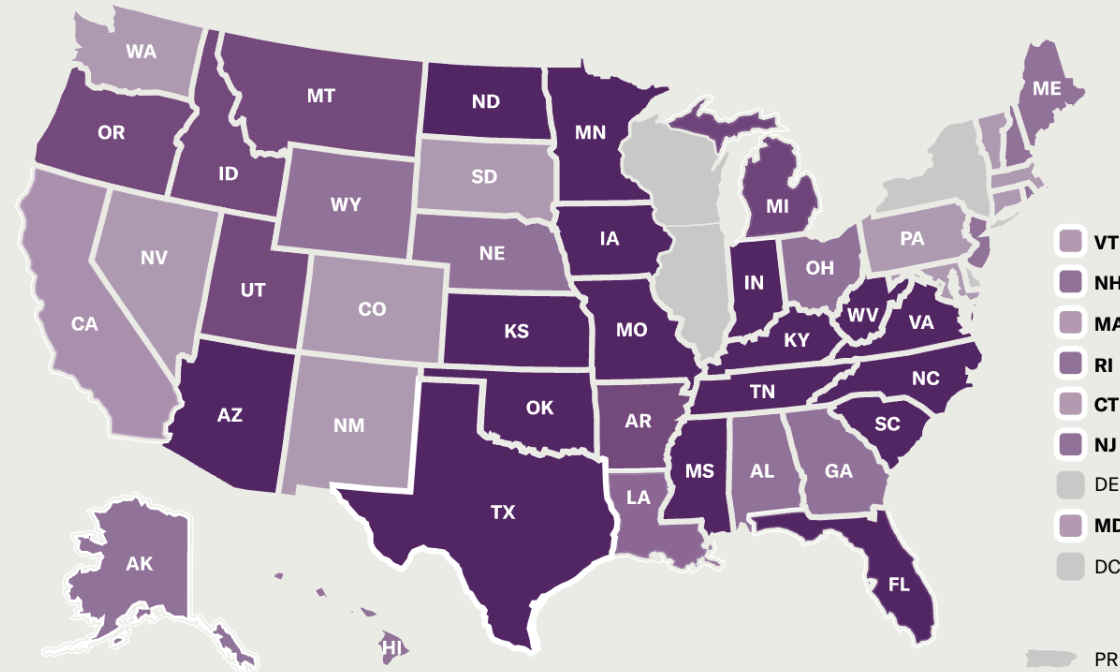
2023 LEGISLATIVE SESSION

The ACLU is tracking **491** anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

[View past legislative sessions.](#)

Bills per state





Community/Culture

- **Influence of Big Tobacco and Historical Targeting of the Population by the Tobacco Industry**
- **NA & AA Culture Can Be Unwelcoming**
- **Faith-based Interventions and Organizations May Pose Barriers for LGBTQ+ Participation**
- **Rural Communities Continue to Face Challenges Accessing Affordable and Affirming Health and Human Services**



Organizational

- **Lack of Access to Culturally Responsive Care**
- **Lack of Research & Data Collection**
- **Lack of Continuity in Care**
- **Provider Stigma**



Interpersonal

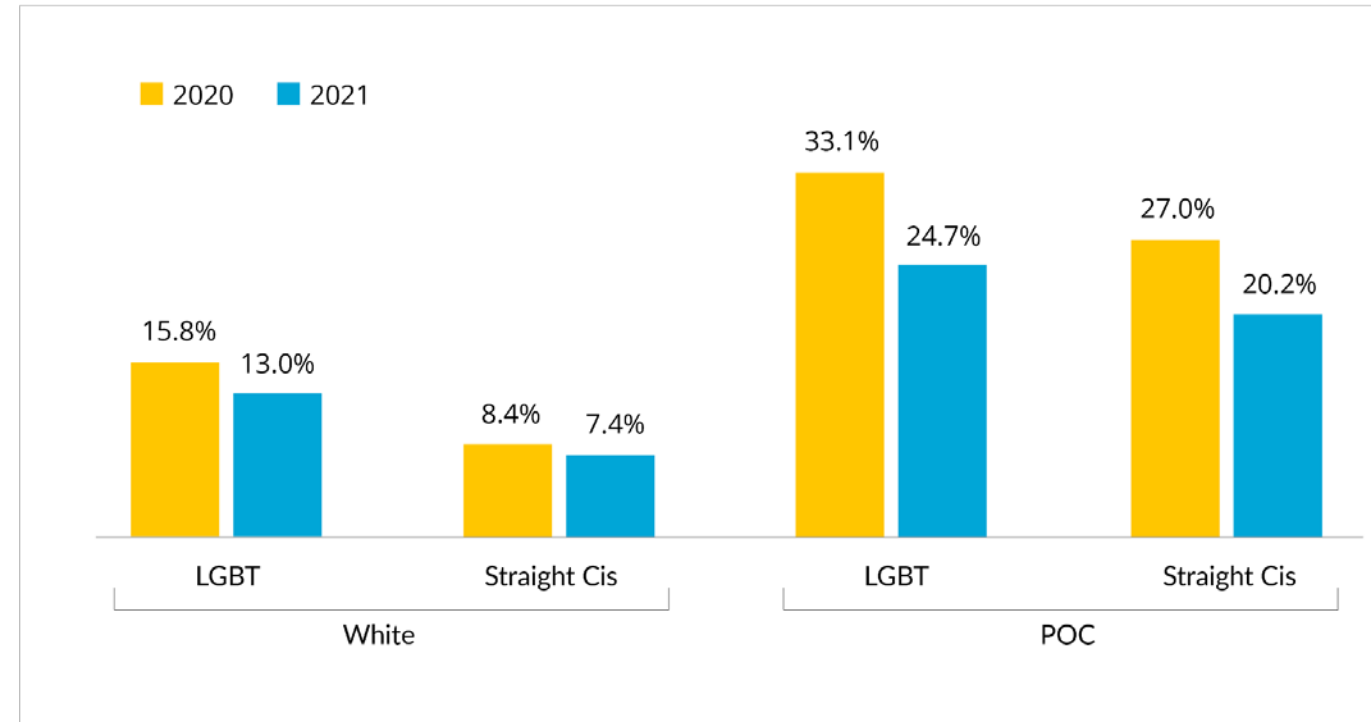
- **Discrimination**
- **Community Violence**
 - Violence against the LGBTQ+ community is increasing across the country. LGBTQ+ people also experience high rates of intracommunity violence, including higher rates of IPV
- **Stigma & Isolation Within Social Network**



Intrapersonal

- Intersecting Identities
- Financial Burden
- Trauma, Tox Stress, Shame

US poverty rate, by LGBT status and race/ethnicity (2020-2021)



LGBT Poverty in the United States: Trends at the Onset of COVID-19 (February 2023)
THE WILLIAMS INSTITUTE

24%

of general population are racial/ethnic minorities.

42%

of LGBTQ+ population are racial/ethnic minorities.

What examples of challenges to supporting LGBTQ+ communities have you seen at any of these levels? (Policy, community, organizational, interpersonal, intrapersonal)

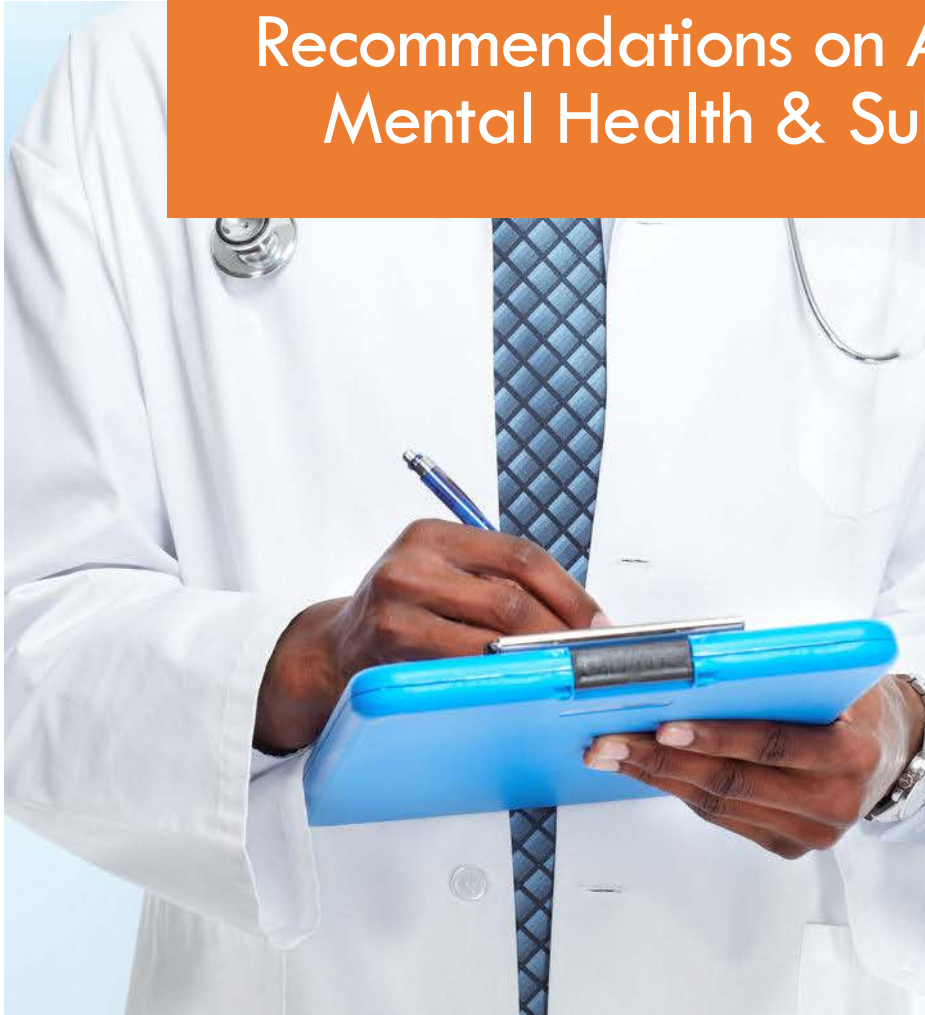
Where do we go from here?

Reflection point...

- Disparate rates of tobacco use among LGBTQ+ communities and among individuals with MH/SU challenges
 - And other populations of focus
- Connection between trauma and tobacco use
- Multi-layered system that causes the disparity
 - Systems of Disadvantage is KEY

BUT we know research is limited...

Recommendations on Addressing Tobacco Use in Mental Health & Substance Use Populations



- ✓ Adopt tobacco-free facility/grounds policies.
- ✓ Integrate tobacco treatment into mental healthcare.
 - ✓ 5 A's
 - ✓ NRTs and P
 - ✓ pharmacological supports
- ✓ Utilize the Quitline and other evidence-based interventions
- ✓ Engage peer models
- ✓ Integrate trauma-informed resiliency-oriented care
- ✓ Think beyond cessation to RECOVERY

Source Slide Courtesy of SAMHSA: Substance Abuse and Mental Health Services Administration. "Tobacco and Behavioral Health: The Issue and Resources," https://www.samhsa.gov/sites/default/files/topics/alcohol_tobacco_drugs/tobacco-behavioral-health-issue-resources.pdf [accessed 2018 May 11].

Moving forward...

- Incorporate an approach that captures the complex set of factors that account for tobacco cessation inequities (Potter et al, 2021)
 - Intersectionality and trauma – informed approaches at the macro and micro level
 - Focus on healing and recovery
 - Healing centered engagement*
- Consider social justice principles*
 - Access, rights, participation and equity

Source:

Potter LN, Lam CY, Cinciripini PM, Wetter DW. Intersectionality and Smoking Cessation: Exploring Various Approaches for Understanding Health Inequities. *Nicotine Tob Res.* 2021 Jan 7;23(1):115-123. doi: 10.1093/ntr/ntaa052.



Principles that ground us

- **Access**
 - A healthy society offers services and resources
- **Rights**
 - Ensure the protection of civil, political, economic, cultural and social rights
- **Participation**
 - Individuals take part in making decisions
- **Equity**
 - Considers the difference between two people and adjusts to provide the needed benefits



Healing-Centered Engagement

- Holistic approach to trauma that involves “culture, spirituality, civic action, and collective healing.” (Ginwright, S. 2018)
- Strengths based, collective view to healing
- Considers culture
- Requires a shift...

“What is wrong
with you?”

Traditional

“What happened
to you and your
people?”

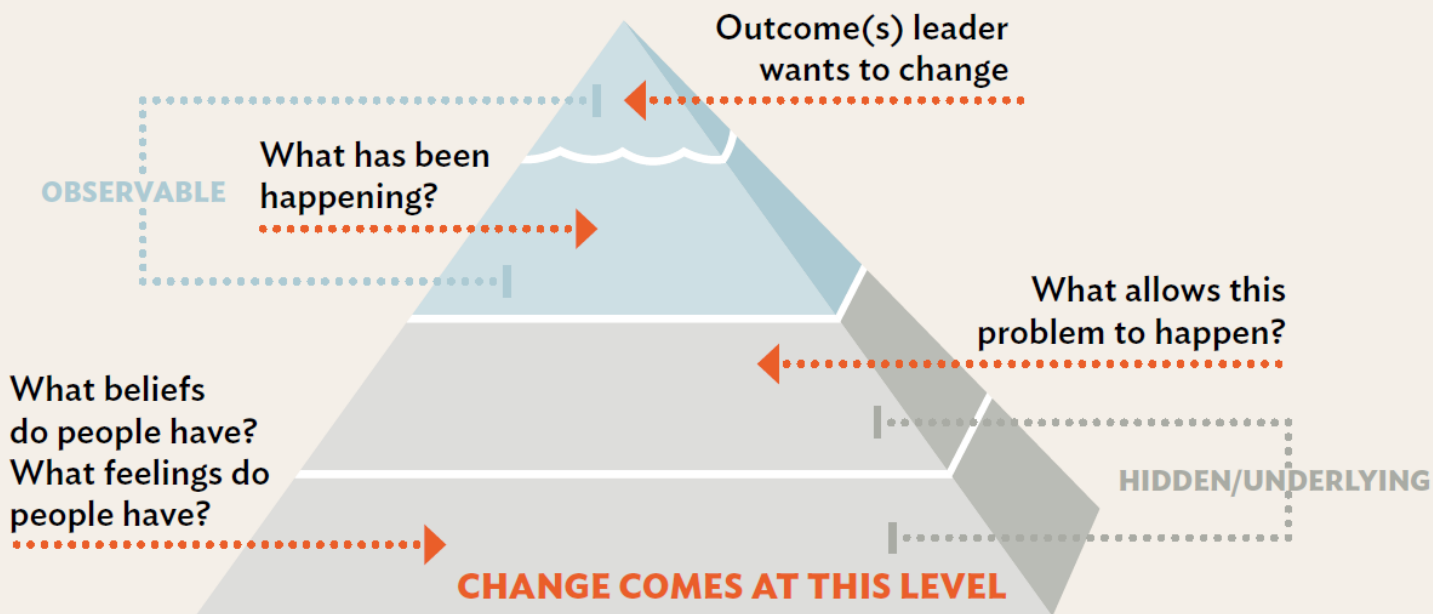
Trauma Informed

“What is
right with
you?”

Healing Centered



Levels of Change



This simple yet effective diagram indicates levels when the perception for change is seen and the levels at which the change needs to occur. For fundamental change to occur, a shift in beliefs and mindsets must transpire.

Social Justice and Systems Thinking - <https://waterscenterst.org/systems-think-blog/social-justice-systems-thinking/>

Image source: National Council for Mental Wellbeing's Social Justice Leadership Academy Workbook

Breakout Rooms

- Choose one:
 - Policy
 - Mental Health/Substance Use (MH/SU) Treatment Organizations
 - Community Organizations
 - Provider to Client
- In breakout rooms, discuss the following:
 - At this level, what are you observing?
 - What patterns/trends might be occurring over time that maintain the status quo or disrupt the status quo?
 - What are the drivers or structural forces at play? Be specific. Consider multiple systems of disadvantage across sectors.
 - What is it about our thinking that facilitates our current behavior/approach/or system?
 - How might we think differently to disrupt our current behavior/approach/or system?



Report Out

- What is it about our thinking that facilitates our current behavior/approach/or system?
- How might we think differently to disrupt our current behavior/approach/or system?

Closing Reflections



What are you thinking?



How are you feeling?



What might be your next steps?





Questions??

Thank You for Joining Us!!

Please be sure to complete the brief post-event evaluation!



Visit bhthechange.org and become a member for FREE!!

For questions, contact us at BHtheChange@thenationalcouncil.org