



The Cambridge Hospital



1493 Cambridge Street, Cambridge, Massachusetts 02139 (617) 498-1000

August 11, 1995

Mr. Robert W. Healy
City Manager
City Hall
City of Cambridge
Cambridge, MA 02139

Dear Mr. Healy,

I am writing in regards to City Council Order #12, dated 5/22/95 regarding developing and implementing an African-American mental health program and am also providing a breakdown of minority mental health workers in the network.

Mental Health and Addictions Services at TCH include specialized services for linguistic minority populations in the Cambridge area, one of which serves an African-American population; programs targeted to address specific population issues, including those of African-Americans; and hiring of staff to increase the diversity of our personnel, including increasing the presence of African-Americans in mental health and addictions services.

Three specialty linguistic minority teams provide a comprehensive range of mental health services to specific populations. These teams are the Haitian, Latino, and Portuguese Mental Health Teams. Each clinician on these teams is native language speaking. The Haitian Clinic includes social work, psychology, and psychiatry clinicians, who speak Haitian Creole and French. This team provides evaluation, individual and family services, medication treatment, and consultation to specialty services such as inpatient units.

At Riverside Health Clinic, in the Cambridgeport area of Cambridge, the Haitian Clinic provides services, and there are additional mental health services for this area that has a significant population of African-Americans. The Behavioral Medicine Program has clinicians to provide a range of services for hypertension (an illness with a high rate in the African-American population), obesity, smoking cessation, anxiety, and the management of stress. In addition, a social worker and psychiatrist provide a evaluation and treatment to families and individuals from the community.

Mental Health and Addictions Services has worked to increase the hiring of African-American and other minority staff, with some success. On the inpatient units we have hired a number of minority mental health workers. We are looking to increase the numbers of other minority staff. In ambulatory psychiatry, we have been pleased in recent years to hire the following individuals:

Astrid Desrosiers, MD, is one of a small number of fulltime MD's. She is Haitian and African-American. Half of her time is in the Haitian Mental Health Program. The other half time she is working in a community outreach program

(CSSP) for individuals and families with severe mental illness. We recruited Dr. Desrosiers into our residency program from another program several years ago, and she is the result of many years of search for a Haitian psychiatrist.

Valerie Proctor-Greene, LICSW, is a social worker who came into our training program in social work, and who we recruited into a staff position in outpatient psychiatry. She has had to leave recently due to family needs.

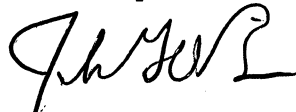
Claudio Toppelberg, MD, is a Latino psychiatrist recruited this year out of our training program in child psychiatry. He is working with the Latino and Portuguese Mental Health Teams to develop child psychopharmacology services for each.

Terez Quayles is our primary intake coordinator for outpatient psychiatry. She is the first contact for many of our patients, and while not a clinician, is intimately involved in the process of individuals and families coming for services.

We continue to have some success in recruiting minority applicants to our training programs in mental health, in nursing, social work, psychology and psychiatry. These training programs have been a source of minority applicants for staff positions. In our current groups of trainees are a number of African American psychology trainees and psychiatry residents.

The Mental Health and Addictions Services have a strong commitment to serving our diverse community with excellent services. Part of this commitment is to increasing the diversity of the staff we hire, so there is representation of all who we serve, so the community truly feels that we are here for them. We have had some success in meeting this goal so far, and believe we can have increased success in the future.

Sincerely,



John G. O'Brien
Chief Executive Officer



EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

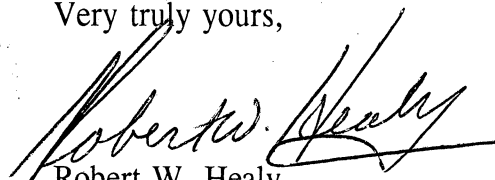
TEL 349-4300
FAX 349-4307

September 18, 1995

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 27, regarding developing and implementing an African-American Mental Health Program and providing a breakdown of minority mental health workers in the network, received from John G. O'Brien, CEO of the Cambridge Hospital Community Health Network.

Very truly yours,


Robert W. Healy
City Manager

RWH/mec
attachment

Consent Agenda Item # 3

S-286
Response to Awaiting Report Item Number
Twenty-Seven regarding developing and
implementing an African-American Mental
Health Program and providing a breakdown
of minority mental health workers in the
Network.

*for original order see
1995- City Manager
Requests # 211.*

In City Council,

Sept. 18, 1995

Placed on file