



***Mental Health Impact Assessment (MHIA):
A Tool for Advancing Health Equity***

2nd Annual National HIA Meeting

Washington, DC

September 24, 2013

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Project Team



- Led by Lynn C. Todman, Ph.D. and supported by Adler faculty and staff
- Partnerships with residents and leaders of Chicago's Englewood community, as well as 16 public health, policy advocacy, and community-based organizations
- Funded by Robert Wood Johnson Foundation, the W.K. Kellogg Foundation, and the Pierce Family Foundation

Mental Health Impact Assessment



- **Objective:** To integrate mental health considerations into HIA practice in a more comprehensive and rigorous manner
- **Rationale:**
 1. Mental illness is projected to be the leading causes of mortality and morbidity (WHO, SAMHSA)
 2. Mental health is a key mechanism by which the social environment impacts physical health, e.g.,
 - ✓ Neighborhood violence, stress hormones, early menarche, teen pregnancies, low birth weight babies....
 - ✓ Chronic/concentrated poverty, depression/anxiety/stress, allostatic load, cardiovascular/infectious disease

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HIA – talks very superficially about mental health and

... a prospective evaluation of the impact of public sector proposals – e.g., plans, projects, policies, including legislation and public policy – on the collective mental health and well-being of a population of people...

MHIA on EEOC Policy Guidance



SB 1284	EEOC' s 1990 Policy Guidance
<ul style="list-style-type: none">➤ Amend Illinois Law on use of arrest records in employment decisions➤ Withdrawn by sponsors	<ul style="list-style-type: none">➤ Federal agency Policy Guidance on the Consideration of Arrest Records in Employment Decisions➤ No. 915.061, dated 9/7/1990

Collaborative Decision-Making



- Partnered with other organizations interested in altering the role played by arrest records when employers make hiring decisions
- After withdrawal of SB 1284 at state level, ISE and partners sought federal avenue dealing with same issue
- Initial question proposed for MHIA inquiry: What is the impact upon the mental health of a community when an employer uses arrest records in making employment decisions about members of that community?

ISE Approach



- Provide MH rationale for amending EEOC Policy
- Contribute to development of Illinois law, if SB 1284-like bill re-initiated
- Form predicate for future ISE MHIA work on related topics – e.g., public housing

MHIA in Chicago



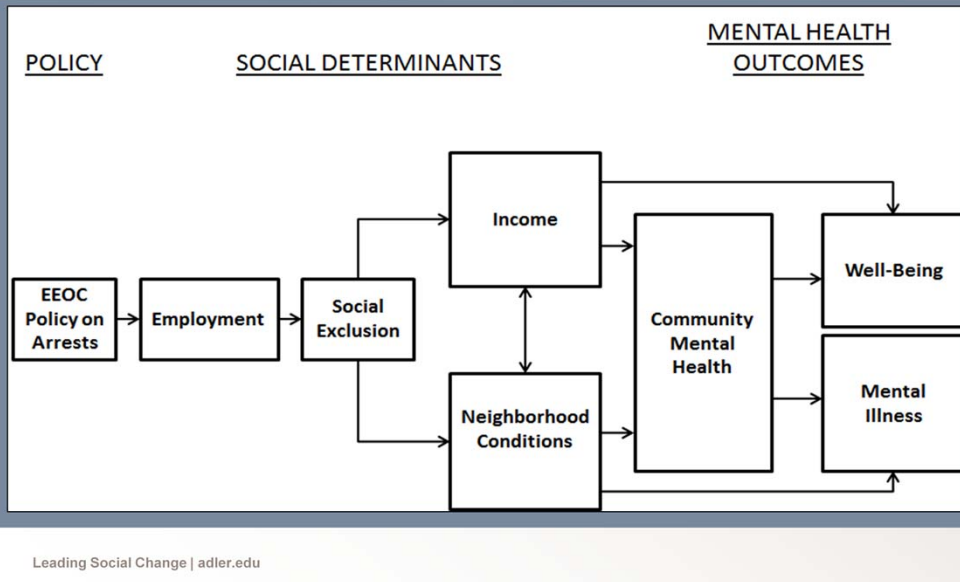
The Community: Englewood

The Proposal: Equal Employment Opportunity Commission
Guidance on the Use of Arrest Records in Employment

Decisions. Between January 2006 and March 2010, District 7 of the Chicago Police Department, wherein Englewood is located, recorded more than 65,000 arrests.

The Question: What is the impact on the mental health and well-being of the community when employers use arrest records in making their employment decisions?

Pathway Diagram



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In order to answer this research question, the Executive Committee identified a series of the mental health outcomes and indicators of interest including reported rates of individual mental illness (e.g., depression and psychological distress); changes in indicators of community mental health (e.g., social capital, collective efficacy, psychological sense of community) and individual well-being (e.g., life satisfaction and general health and well-being).

Stages of MHIA Assessment



MHIA

Baseline Community Conditions

- Employment
- Housing Conditions
- Local Economy
- Arrest Data
- Violent Crime Data
- Surveillance Data of Mental/Physical Health
- Psychiatric Treatment Data

Literature Review

Peer-reviewed empirical studies that support or disconfirm relationships

Community Data

- Quantitative self-report measures
- Qualitative interviews with key informants

Function of Data Sources and Examples



Baseline Community Conditions

Context of target community (relative to referent community)

- 2010 Census Data
- Illinois, Chicago Dept. of Public Health (IDPH/CDPH)
- Chicago Police Dept. (CPD)

Literature Review

Evidence of hypothesized pathways
Used to develop impact projections

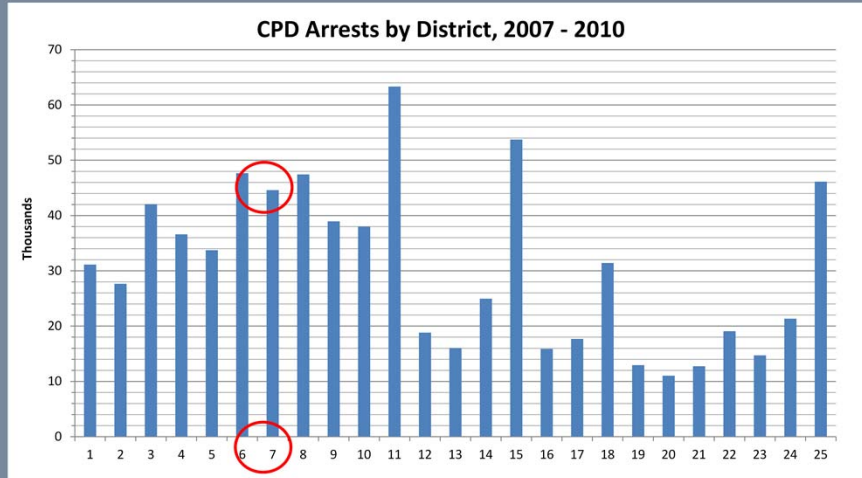
- Effect of arrest on employment
- Effect of arrest on mental health
- Effect of (un)employment on mental health

Community Data

Empirical, data-driven evidence of relationships manifested in target community

- Qualitative: 4 focus groups, 11 employer interviews
- Quantitative: survey of over 250 residents of target community

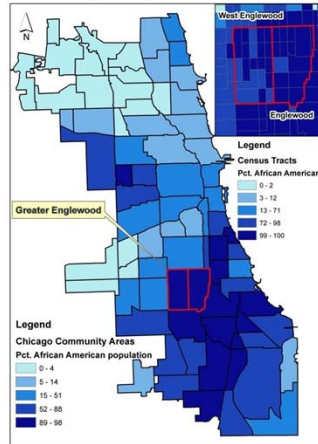
Baseline Conditions: Arrest Rates in Englewood



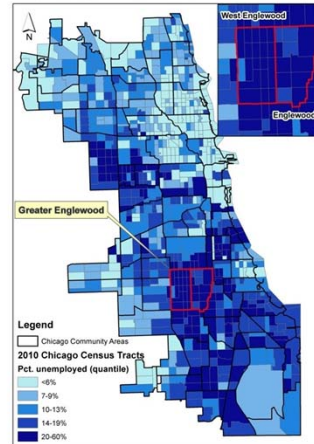
Baseline Conditions: Segregation and Unemployment



African American Population (2009 American Community Survey)



Unemployment by Tract (2010 American Community Survey)



Community Data: Quantitative Analysis



- Quantitative community data that was collected through survey methods was analyzed using *structural equation modeling* (SEM) statistical techniques
- Collected measures of (1) demographic information, (2) social exclusion processes, (3) community mental health processes, (4) severity of psychopathology symptoms, (5) general health and well-being
 - **Arrest history influences the stability of household income**
 - **Income instability influences mental health outcomes**
 - **Social exclusion and the stability of household income are related**

The number of times an individual had been arrested was related to mental health outcomes through their mutual association with major social determinants

Community Data: Qualitative Interviews



➤ Qualitative community data

➤ 4 focus group interviews with community residents were transcribed and coded for evidence of

1. influence of arrest records on employment
2. influence of arrest records on individual and community mental health
3. influence of (un)employment on individual and community

➤ 11 structured interviews with employers in the community were transcribed and coded for evidence of:

1. Perceived role of applicant arrest record in hiring decisions
2. Projected change in hiring practices subsequent to change to Policy Guidance
3. Knowledge of current Policy Guidance

Summary Table 1: Impact Predictions – Social Determinants

Indicator	Direction	Likelihood	Magnitude	Distribution
Employment				
Number of employable Englewood residents	Increase in employability	Possible	Moderate/ Substantial	Restorative Equity
Income				
Level of Englewood residents' income	Increase in levels of income	Likely	Moderate/ Substantial	Restorative Equity
Ratio of Englewood income to City of Chicago income	Increase in levels of income	Possible	Substantial	Restorative Equity
Number of informal economy sources in Englewood and frequency of use by residents	Decrease in number of informal economy sources and frequency of informal economy use	Possible	Moderate	Restorative Equity
Social Exclusion				
Number of Englewood residents excluded due to arrest record	Decrease in exclusion	Likely	Substantial	Restorative Equity
Number of Englewood residents self-excluded due to arrest record	Decrease in self-exclusion	Possible	Substantial	Restorative Equity
Neighborhood Condition				
Ratio of crime in Englewood to crime in City of Chicago	Decrease in crime as employability increases	Possible	Moderate/ Substantial	Restorative Equity

Summary Table 2: Impact Predictions – Mental Health Outcomes

Mental Health Outcome	Direction	Likelihood	Severity	Distribution
Individual Mental Health Outcomes				
Individual mental health, mediated by employment	Increased individual well-being	Likely	Medium	Restorative Equity
Individual mental health, mediated by income	Decreased severity of depression and psychological distress	Likely	Low	Restorative Equity
Individual mental health, mediated by social exclusion	Decreased severity of depression and psychological distress; increased well-being	Likely	High	Restorative Equity
Community Mental Health Processes				
Community mental health processes, mediated by employment	Increased social capital and sense of community	Likely	Medium	Restorative Equity
Community mental health processes, mediated by income	Increased social capital and sense of community	Likely	Low	Restorative Equity
Community mental health processes, mediated by social exclusion	Increased social capital and sense of community	Likely	High	Restorative Equity

Reporting Strategies




- Final report and executive summary
- Infographic
- Open houses in the community
- Partners and team members engaged local policymakers
- Team members and partners shared findings in a video
- Community web portal posts project updates
- Upcoming Summit featuring EEOC Commissioner



Dissemination strategies

A well-designed dissemination strategy is critical for the success of an HIA, and continuing efforts to inform decision-makers and stakeholders of the findings and recommendations are essential.

Monitoring and Evaluation		
Monitoring Phase	Evaluation Phase	
<ul style="list-style-type: none"> ➤ Track implementation of MHIA recommendations ➤ Track changes in social determinants and health outcomes 	<ul style="list-style-type: none"> ➤ Process evaluation - whether the MHIA was conducted according to its plan and applicable standards ➤ Impact evaluation - whether the MHIA influenced the decision-making process ➤ Outcome evaluation - whether implementation of the proposal changed health indicators 	
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Monitoring and evaluation are often described together as the final stage of HIA. It is suggested that evaluation should be considered as outside the HIA process itself because of the need for an independent and objective perspective- **we engaged an independent evaluator for our MHIA**

Monitoring plan

- Should track implementation of the recommendations made.
- Longer term monitoring can track changes in social determinants of health or health outcomes as a result of the proposal, whichever is appropriate
- Plan must include timeline for tracking, indicators, and who is responsible for monitoring
- Our project will engage community partners to monitor social determinants over time

Evaluation plan should be developed early on

- ☐ *Process evaluation. Considers whether the HIA was carried out according to the plan of action and applicable standards.*
- ☐ *Impact evaluation. Seeks to understand the impact of the HIA itself on the decision-making process or on other factors outside the specific decision being considered.*
- ☐ *Outcome evaluation. Focuses on the changes in health status or health indicators resulting from implementation of the proposal.*



For more information, visit
adler.edu/MHIA