



Research to End Healthcare Disparities (REHD) Corp

Research Partners

Research to End Healthcare Disparities (REHD) Corp is proud to partner with the California Association of Alcohol and Drug Program Executives (CAADPE) as Research Partners. Our team is defined by top-tier grant writing and project management capacity, possessing a proven track record of securing and managing over \$20 million in research and implementation grants. We are a team of nationally recognized equity and implementation researchers with deep expertise in driving behavioral health system transformation across California.

Collectively, we have authored over 100 peer-reviewed studies and reports in behavioral health services. This includes a select few highly impactful collaborative publications with CAADPE leadership (Robb Layne, CEO). Our team is a leader in community-based participatory research (CBPR) and the execution of large-scale national and state-level surveys in addiction health services tailored to vulnerable populations. We are dedicated to ensuring that data-driven policy recommendations are deeply rooted in both rigorous scientific methods and the lived experiences of the communities we serve.

Erick Guerrero, Ph.D.

Director & Principal Investigator

[Google Scholar Profile](#)

Dr. Erick Guerrero is a nationally recognized Systems Change and Strategic Consultant with over 15 years of experience leading capacity building and organizational incubation in substance use disorder (SUD) treatment. He is a leading expert in behavioral health system transformation research in California, having partnered with local and state organizations to translate complex state mandates into actionable, culturally responsive protocols. He has guided state-level efforts to implement community-based data collection and conducted rigorous analyses of barriers to treatment to influence policy.

Dr. Guerrero leverages advanced analytics and large-scale quantitative surveys to generate novel solutions for healthcare equity. He has established critical strategic partnerships to bridge the gap between provider systems and vulnerable communities, ensuring that behavioral health policies center the consumer voice in program and research designs.

Selected Publications:



- Guerrero, E.G., Harris, L.M., *Serret, V., Khachikian, T., Howard, D., & Layne, R. (2025). Enhancing Access to Behavioral Health Services for Groups that Have Been Historically Marginalized in California: Executives' Views and Recommendations. *Journal of Hospital Management and Health Policy*, 9, 2523-2533.
- Guerrero, E. G., et al. (2020). Drivers of continued implementation of cultural competence in substance use disorder treatment. *Journal of Substance Abuse Treatment*, 118, 108101.

Yinfei Kong, Ph.D.

Lead Statistician & Data Scientist

Dr. Yinfei Kong is an expert data scientist and statistician who currently serves as a Professor at the College of Business and Economics at California State University, Fullerton. He has been an invaluable contributor to the REHD Corp team for the past 15 years, serving as the lead statistician on large-scale national and state projects.

Dr. Kong has developed highly innovative approaches to harnessing community, state, and federal data. His advanced statistical modeling provides critical, data-driven insights that inform decision-makers, directly shaping behavioral health policies and practices at both the state and national levels.

Selected Publications:

- Kong, Y., Guerrero, E., Frimpong, J., Khachikian, T., Wang, S., D'Aunno, T., & Howard, D. (2024). Identifying the Heterogeneity in the Association between Workforce Diversity and Retention in Opioid Treatment among Black clients. *Research Square*.
- Kong, Y., Guerrero, E., Frimpong, J., Khachikian, T., Wang, S., D'Aunno, T., & Howard, D. (2024). A machine learning approach to unravel client and program-specific effects in opioid treatment retention. *Artificial Intelligence in Health*, 2(1), 105-113.

Lesley M. Harris, Ph.D.

Lead Researcher (Qualitative & Community-Based Participatory Research)

Dr. Lesley M. Harris is a Professor at the Kent School of Social Work & Family Science at the University of Louisville. Specializing in behavioral health, qualitative research, and community engagement, she is a national expert in the Community-Based Participatory Research (CBPR) framework. Her work ensures that research questions and systemic solutions are co-created directly with community members.

Dr. Harris utilizes innovative arts-based approaches and facilitates grassroots listening sessions to amplify the lived experiences of diverse populations impacted by SUD. Her



methodological expertise translates consumer narratives into actionable training and education pillars, empowering grassroots advocates and advancing social work practice in underserved communities.

Selected Publications:

- Harris, L.M., Marsh, J.C., Khachikian, T., *Serret, V., Kong, Y. & Guerrero, E. G. (2023). What Can We Learn from COVID-19 to Improve Opioid Treatment? Expert Providers Respond. *Journal of Substance Use & Addiction Treatment*, 154.
- Harris, L.M., Guerrero, E.G., Khachikian, T., *Serret, V. & Marsh, J.C. (2024). Expert Providers Implement Integrated and Coordinated Care in Opioid Use Disorder Treatment. *International Journal of Drug Policy*, 132.

Tenie Khachikian, Ph.D.

Lead Researcher (Quantitative & Recruitment)

Dr. Tenie Khachikian is a dedicated Research Scientist with deep expertise in SUD research, project management, and quantitative methodologies. Her work focuses on translating complex data into policy-relevant insights to support evidence-based practices in behavioral health. She brings extensive project leadership experience, having orchestrated comprehensive research plans, managed cross-functional teams, and consistently delivered outcomes on schedule.

Dr. Khachikian leads community engagement and recruitment efforts for large-scale studies, identifying critical disparities in opioid treatment access and retention. She oversees the design and deployment of needs assessments, surveys, and listening sessions to ensure community feedback is accurately captured and leveraged to inform state and national advocacy priorities.

Selected Publications:

- Khachikian, T., Amaro, H., Guerrero, E., Kong, Y., & Marsh, J. C. (2022). Disparities in opioid treatment access and retention among women based on pregnancy status from 2006 to 2017. *Drug and Alcohol Dependence Reports*, 2, 100030.
- Khachikian, T. & Cameron, L. D. (2018). Perceptions and beliefs motivating parental discussions of marijuana use with children. *Annals of Behavioral Medicine*.

Veronica Serret, MSW.

Research and Grant Projects Manager

Veronica Serret is a Social Worker, Researcher and Project Manager. She received her B.S in Clinical Psychology from the University of La Verne and her Master's in Social Work from the University of Southern California.



Veronica has over 17 years of experience working in Community Mental Health, Quality Assurance, Data & Outcomes, Program Evaluation, and Public Administration. Over the past 13 years she has expanded her knowledge in research that focuses on Substance Abuse Treatment, evidence-based practice, cultural competency and program capacity with the Affordable Care Act and Health Care Reform. Under the guidance and mentorship of Dr. Erick Guerrero, Veronica has received acknowledgement in articles, manuscripts, and publications. Her research interest has focused on Latino and Minority Communities, Immigration Rights, LGBT Communities, Homeless LGBT youth in Los Angeles and Substance Abuse Treatment.

Selected Publications:

- Guerrero, E., Harris, L. M., Serret, V., Khachikian, T., Howard, D. L., & Layne, R. (2025). Enhancing access to behavioral health services for groups that have been historically marginalized in California: executives' views and recommendations. *Journal of Hospital Management and Health Policy*, 9.
- Harris, L. M., Guerrero, E. G., Khachikian, T., Serret, V., & Marsh, J. C. (2024). Expert providers implement integrated and coordinated care in opioid use disorder treatment. *International Journal of Drug Policy*, 132, 104567. <https://doi.org/10.1016/j.drugpo.2024.104567>

REHD Corp-CAADPE Publications

- Guerrero, E.G., Harris, L.M., *Serret, V., Khachikian, T., Howard, D., Layne, R. (2025). Enhancing Access to Behavioral Health Services for Groups that Have Been Historically Marginalized in California: Executives' Views and Recommendations. *Journal of Hospital Management and Health Policy*, 9, 2523-2533.
- Carnegie, A., Khachikian, T., Guerrero, E. G. Understanding the Role of Technical Assistance in Improving Substance Use Disorder Treatment in California: A SPARK-TA Project.. *Journal of Hospital Management and Health Policy*, in press.

HEAR US Project (White Papers)

- Guerrero, E.G., Khachikian, T., *Serret, V., Harris, L.M., Lee, L., Flores, J., Howard, D.L. & Layne, R. (2025). An Innovative Approach to Implement Evidence-Based, Culturally Responsive and Trauma-Informed Addiction Recovery Services in California: A HEAR US Project. June 17, 2025 [White Paper].



Youth Behavioral Health Training & Open Doors

- Guerrero, E.G., Harris, L.M., *Serret, V., & Layne, R., Stoner-Mertz, C., Jenkins, C., Cochran-Otis, T., Davidson, C. (2024). Engaging Youth, Families and Non-Medical Professionals in the Development of a Youth Behavioral Health Training: A Collaborative Approach. June 1, 2024 [White Paper].
- Open Doors Training. (2025). Open Doors Training. Retrieved March 17, 2025, from <https://opendoorstraining.org/>.

SPARK-TA Project

- [SPARK TA Implementation Plan Team](#) (2025). Implementation Plan for Enhancing Substance Use Disorder (SUD) Treatment in California: A Guide for Small and Mid-Sized Providers. SPARK TA Project, June 30th, 2025, CA. United States of America.
- [Outcomes Evaluation Team](#) (2025). DHCS CAADPE SPARK-T Technical Assistance Project Outcome Evaluation. SPARK TA Project, June 30th, 2025, CA. United States of America.