



Update from the SCCMHA Diversity, Equity and Inclusion (DEI) Workgroup:



Members of the SCCMHA DEI Workgroup are, L-R, Valerie Toney, Charlotte Fondren, Erin Nostrandt, Monique Taylor-Whitson, Kristie Wolbert, Ernie Ahmad, Sandra Lindsey, Sedarah McCray, Jennifer Rieck-Martin, Julie Bitterman, Tim Ninemire, Jennifer Hunt, Melissa Gutzwiller & Fred Stahl.

Reminder: What is DEI?

Diversity, Equity and Inclusion (DEI) is about acknowledging and supporting the differences between individuals, groups, systems and institutions and the people who operate within them.

What our SCCMHA Board Chair is Saying

“The SCCMHA Board of Directors supports wholeheartedly the agency plan for Diversity, Equity and Inclusion (DEI) with an expectation it will become embedded into our organization and network culture. We support the SCCMHA DEI Workgroup as it works toward accomplishing the goals specified in the Plan for systemic expectations and practice change to diversifying the composition of the workforce at every level and providing for culturally informed, sensitive, and competent service delivery to consumers and their families. As human beings, we live a more robust and best life when everyone is treated with compassion and valued; therefore, codification of DEI into the policies and practices of SCCMHA is fully supported by the Board of Directors.” Tracey L. Raquepaw



Our Recent Accomplishments

1. We completed our Organizational DEI Assessment Report. Click on image below to view report.

ORGANIZATIONAL DIVERSITY, EQUITY AND INCLUSION (DEI) ASSESSMENT REPORT



SAGINAW COUNTY
COMMUNITY MENTAL
HEALTH AUTHORITY



**SAGINAW COUNTY COMMUNITY MENTAL HEALTH AUTHORITY
(SCCMHA)**

**FEBRUARY 2022
PAUL ELAM, PHD**

2. We finalized our Three-Year DEI Plan.

Final 3-Year SCCMHA DEI Implementation Plan

1

SHORT-TERM
GOAL: 2022



Train all supervisors and staff in DEI. Establish an ongoing, coordinated system for internal assessment, policy review, and quality improvement that aligns with SCCMHA's DEI goals and **engage in employee outreach and education** to maintain awareness of policies, procedures, and practices that advance DEI. **Facilitate ongoing dialogue** to gather insight on the hesitancy of staff to discuss DEI.

2

INTERMEDIATE GOAL: 2022-2023



Provide funding to establish a DEI diversity officer, board and team responsible for creating organizational and departmental DEI action plans to be embedded in the organizational strategic plan, by way of an inclusive process, giving equitable voice and power in that process to those who are most impacted by inequity across identities and positions of power within SCCMHA.

3

INTERMEDIATE GOAL: 2022-2023



Establish DEI Benchmarks, Data Collection and Measurement Protocols for periodic evaluation and reporting on benchmarks of organizational health and goals related to DEI through the creation of new group and/or the expansion of the role of the DEI workgroup.

4

INTERMEDIATE TO LONG TERM GOAL: 2023-2024



Update the vision, mission and core values to align with DEI and **create a values commitment statement** via an organization-wide process that intentionally includes the employees, clients and community members most impacted by inequity to aid in employee, client and community accountability.

5

LONG TERM GOAL 2024



Build a DEI curriculum for all employees that maps all DEI training, professional development, support cohorts etc. with clear benchmarks of cultural awareness and application from recruitment and orientation throughout employment and **establish standard DEI practices for managers** including appropriate professional development and training, specifically in the areas of responding to employee feedback, career advancement, pay equity and implicit bias.

3. SCCMHA Staff Leaders and Supervisors participated in Introduction to DEI Training.



Photos from DEI training sessions at the end of 2022.



What's Next?

In the first quarter of 2023, we will be holding training on how to facilitate conversations about DEI.

Contact DEI Workgroup members with questions and comments.