



# Introduction to Diversity, Equity, and Inclusion (DEI)

SCCMHA Leadership Training

Thursday, October 13, 2022

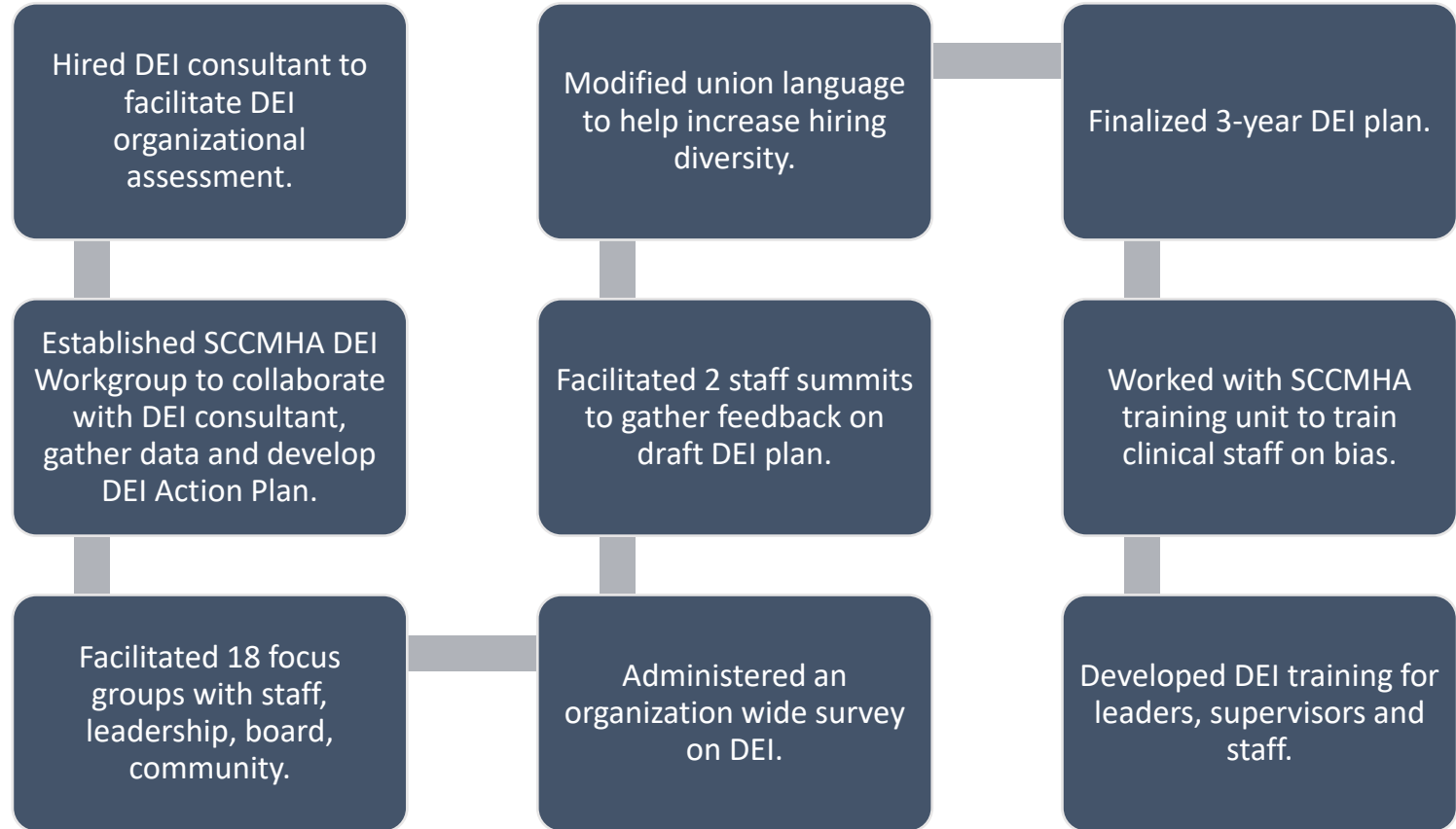
# SCCMHA DEI Workgroup Members



# Key Events Leading to SCCMHA Organizational DEI Assessment



# Key DEI Accomplishments: 2021-2022



# SCCMHA DEI 3-Year Implementation Plan

## Short-Term Training Goals

- Train all supervisors and staff in Diversity, Equity and Inclusion (DEI).
- Train leaders and supervisors to facilitate dialogue on DEI.



## Final 3-Year 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.



# Workshop Facilitator

---

Paul Elam, PhD

Michigan Racial and Ethnic Disparities  
Coordinator





# Workshop Objectives

---

- Define diversity, equity and inclusion.
- Engage in dialogue around diversity, equity and inclusion.
- Discuss actions that can be taken to advance diversity, equity and inclusion.

# Workshop Planning Team

- **Charlotte Fondren, LMSW**  
Director of Services for  
Persons with IDD, Chair  
Behavior Treatment  
Committee
- **Monique Taylor-Whitson**  
Mental Health Supervisor of  
Central Access and Intake
- **Valerie A. Toney**  
Trainer



# Working Agreements

- Speak for yourself, use "I" statements
- One speaker at a time
- Its OK to disagree but Attack Problems not People
- Turn to wonder
- Take Space, Make Space
- What's Learned Here Leaves Here, What's Shared Here Stays Here
- Lean Into Curiosity
- Be Present/Take Care of Yourself
- Listen, listen, listen
- Stay in communication
- Ask questions
- Build recommendations together
- Be bold
- Try to be comfortable in the uncomfortable
- Respectful of varying thoughts and opinions
- Following up – do what we say we will do
- Small groups (timekeeper, report out, maintain agreements)



# Introductions

---

In small groups please share:

- Your title and role.
- If you have participated in other trainings/workshops on DEI.
- What troubles you the most about mental health system?

What does  
diversity, equity  
and inclusion  
mean to you?



**DIVERSITY, EQUITY  
& INCLUSION**

What does diversity, equity and inclusion mean to you?

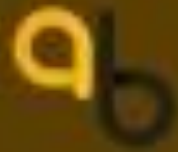
Diversity, equity, and inclusion is about acknowledging and supporting the differences between individuals, groups, systems, and institutions and the people who operate within them.



**DIVERSITY, EQUITY  
& INCLUSION**

# THE LOOK

A story about bias in America.



ode of bias



## What Is Diversity, Equity & Inclusion (DEI)?

Diversity, equity and inclusion (DEI) is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations. This also covers people with diverse backgrounds, experiences, skills and expertise.





# What is diversity?

- Diversity involves all the ways that people are different, including the different characteristics that make one group or individual different from another.
- Diversity may also include a range of ideas, perspectives and values.

Diversity includes:

- Race and ethnicity
- Sexual orientation
- Socioeconomic status
- Gender identity
- Religion
- Language
- Age
- Marital status
- Veteran status
- Mental ability
- Physical ability
- People with disabilities

# Diversity

A substantial number of employees and job seekers consider a company's diversity to be very important when applying.



# IMPORTANCE OF DIVERSITY

AT WORK PLACE



LEADERSHIP COACHING

# Interactive Polls - Instructions

You can access Poll Everywhere two ways.

## **Option 1:**

Go to the website:

[PollEv.com/paulelam103](http://PollEv.com/paulelam103)

**OR**

## **Option 2:**

1. Text paulelam103 to 22333
2. Wait for text message



When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

Text **PAULELAM103** to **22333** once to join

# How do you feel today?



Respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

Text **PAULELAM103** to **22333** once to join, then **A, B, C, D, or E**

# I conduct my work as a part of a culturally and racially diverse team.



Always **A**

Often **B**

Sometimes **C**

Rarely **D**

Never **E**



# What is equity?

- Equity aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating.
- Equity promotes justice, fairness and impartiality within the processes, procedures and distribution of resources by systems or institutions.
- To tackle equity, people need to understand the root causes of outcome disparities in society.



**EQUALITY**



**EQUITY**

# How much of our engagement is equal vs equitable?

## Equality



## Equity



# Select all concepts of Health Equity



Removes obstacles to health



Everyone receives the same  
health options



Everyone has fair and just  
opportunities to be healthy

🌐 When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

📧 Text **PAULELAM103** to **22333** once to join

## Select all concepts of health equity.

Removes obstacles to health

Everyone receives the same  
health options

Everyone has fair and just  
opportunities to be healthy

A & B

A & C

All of the above

## Impact of LGBTQ+ Inequities

To prevent  
discrimination, over

**60%**

of LGBTQ+ people  
report hiding a personal  
relationship or altering  
other aspects of  
personal or work life.

According to a recent  
study, LGBTQ+ youth are

**120%**

more likely to experience  
homelessness than non-  
LGBTQ+ youth.

Over

**30%**

of transgender people  
have been refused  
medical care due to their  
identity.

As of April 2022, over

**200**

anti-LGBTQ+ legislative  
bills have been  
introduced in over 40  
states.

Studies suggest over

**1/2**

of transgender and  
bisexual women will  
experience sexual  
violence in their lifetime.



# Reasons for Health Inequities in the LGBTQ+ Community

---

Legal discrimination in access to health insurance, employment, marriage, adoption, etc.

---

Lack of laws against bullying in schools

---

Lack of social programs for LGBTQ+ youth, adults, and elders

---

Shortage of health care providers who are knowledgeable in caring for LGBTQ+ individuals

---

Lack of safe schools, neighborhoods, and housing

---

Lack of access to recreational facilities and activities

---

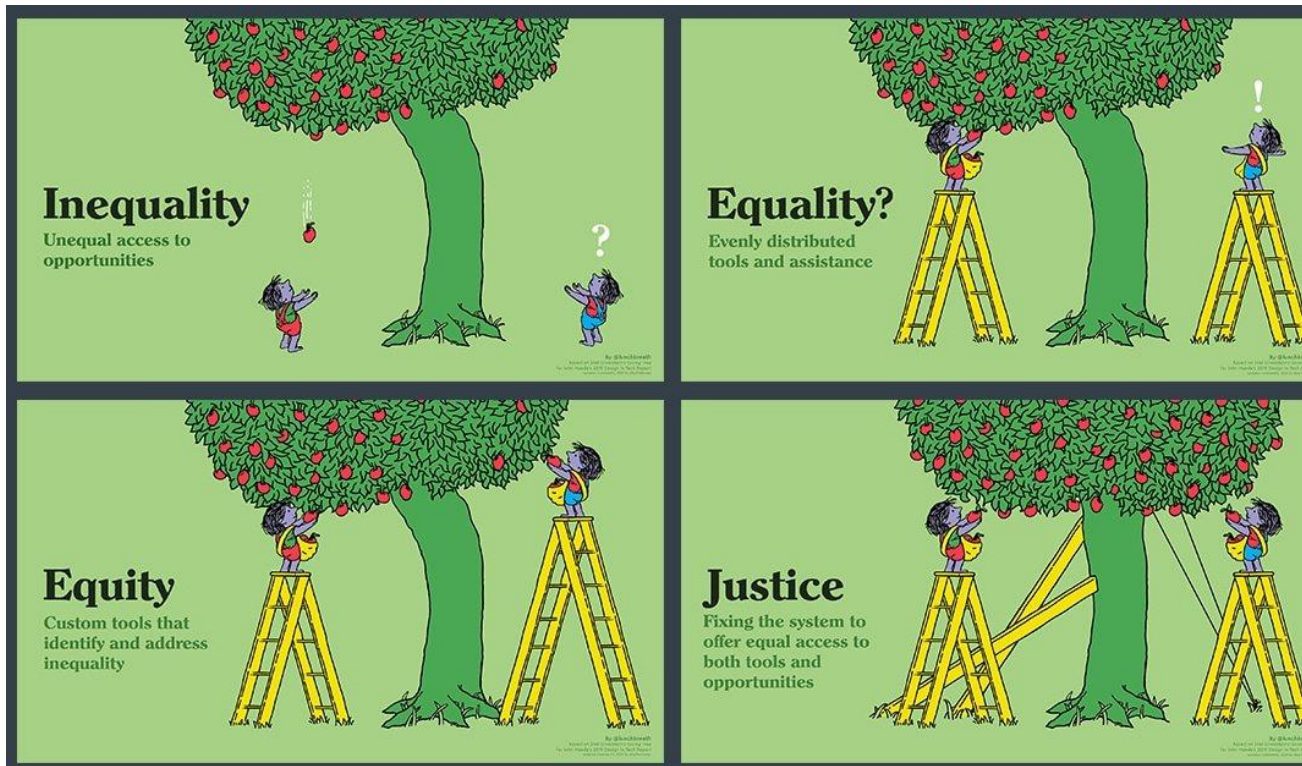
Unavailability of safe meeting spaces

---

Lack of access to health services

---

# Terminology



The graphic to the right shows the different ways a society can function. The goal is always justice, where the system is fixed to offer equal access to both tools and opportunities.

# What is inclusion?

- Inclusion builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. This inclusive and welcoming environment supports and embraces differences and offers respect to everyone in words and actions.
- A work environment that's inclusive is supportive, respectful and collaborative and aims to get all employees to participate and contribute.
- An inclusive work environment endeavors to remove all barriers, discrimination and intolerance.



# Oppression

A combination of prejudice and institutional power that creates a system that regularly discriminates against some groups and benefits other groups.



The Four  
Levels of  
Oppression

---

Personal

---

Interpersonal

---

Institutional

---

Cultural



## Personal

---

A person's conscious and unconscious feelings, beliefs, and values that perpetuate oppression.

---

Example: When an LGBTQ+ colleague shares information about their partner at work, a straight coworker feels uncomfortable.

## Interpersonal

---

Actions, behaviors, and language with others that reinforces and further perpetuates oppression.

---

Example: After someone has shared their pronouns, a colleague continues to use incorrect pronouns for that person.



## Institutional

---

Laws, rules, policies, and procedures which create systemic inequality within an organization or system.

---

Example: Most health insurance companies do not easily cover transgender healthcare.

# Cultural

Collective ideas about what is normal, true, right, and beautiful in society as a whole.

Example: The misperception that sex assigned at birth is a determinant of gender identity.

Which level of oppression are you addressing by taking this course?

Personal

Interpersonal

Institutional

Cultural

When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

Text **PAULELAM103** to **22333** once to join

# Which level of oppression are you addressing by taking this course?

Personal

Interpersonal

Institutional

Cultural



More than  
just words.

---

It is important to remember that the information presented is not just content on a page, but a lived experience for many.

---

The statistics shared impact people's health and lives daily.

---

Think about the different levels of oppression that affect marginalized communities.

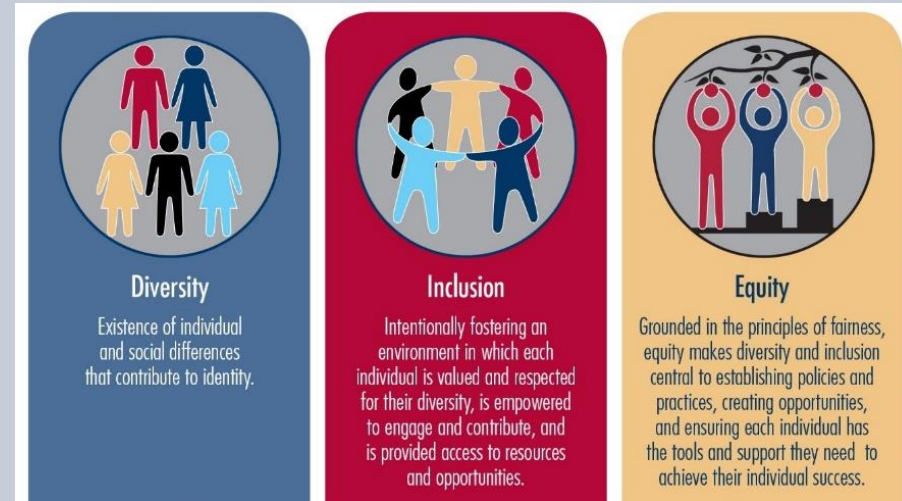
# How do the following factors impact Diversity, Equity, and Inclusion?

- Age
- Sexual Orientation
- Ethnicity
- Religion
- Pregnancy and maternity
- Socio-economic status
- Gender/Sex
- Race
- Color
- Marital Status
- Disability
- Veteran Status

# The Benefits of Diversity, Equity and Inclusion (DEI) in the Workplace

While creating an environment where everyone feels welcome and supported is certainly its own reward, there are benefits of diversity, equity and inclusion in the workplace that extend beyond that, too.

- Improved company performance: companies that lead the way when it comes to ethnic and racial diversity are [35 percent](#) more likely to outperform the industry average.
- Diverse organizations are [70 percent](#) more likely to capture new markets.
- Diverse management teams secure [19 percent](#) higher revenue on average.
- Inclusive companies are also [1.7 times](#) more likely to be innovative and capture 2.3 times more cash flow per worker. Not to mention, inclusion [boosts retention](#), too.







## **DIVERSITY, EQUITY & INCLUSION**

**Identify 5 actions you can take to advance DEI.**

**Action steps to help others promote diversity, equity, and inclusion in the workplace.**

- Implement ongoing training.
- Ensuring representation is present.
- Communicating and keep the conversation going.
- Ensuring fair hiring and promotion practices.
- Form a diversity committee.
- Solicit consistent employee feedback.





# Where do we go from here?

---

- The answer is both inside and out.
- We need to look inside in order to understand who we are and what that means as we interact with the world around us.



A close-up photograph of a person's hands holding a large, spherical object made of woven fabric and colorful beads. The object is held in front of a patterned fabric background. The text is overlaid on the image in white, sans-serif font.

The health of our world is  
inescapably tied to our ability to  
advance equity and justice in  
every community.





**if there  
is no  
struggle,  
there is  
no progress**

Frederick Douglass

**SUCCESS.com**

# Questions!

**Top**

🌐 When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

📧 Text **PAULELAM103** to **22333** once to join

# I had the opportunity to share my perspective today.

Strongly Agree

Agree

Disagree

Strongly Disagree

When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

Text **PAULELAM103** to **22333** once to join

# My understanding of DEI increased as a result of this training.

Strongly Agree

Agree

Disagree

Strongly Disagree

🌐 When poll is active, respond at [pollev.com/paulelam103](https://pollev.com/paulelam103)

📱 Text **PAULELAM103** to **22333** once to join

**I feel more prepared to engage in dialogue on DEI as a result of this training.**

Strongly Agree

Agree

Disagree

Strongly Disagree



# How would you rate today's training?



# SCCMHA DEI Workgroup Members



## Short-Term Training Goals

- Train all supervisors and staff in Diversity, Equity and Inclusion (DEI).
- Train leaders and supervisors to facilitate dialogue on DEI.



## Final 3-Year 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.

# References

- <https://www.techtarget.com/searchhrsoftware/definition/diversity-equity-and-inclusion-DEI>
- [Equity vs. Equality: What's the Difference? | Online Public Health \(gwu.edu\)](#)
- [What Does DEI Mean in the Workplace? | Built In](#)
- [Why diversity matters | McKinsey](#)
- [How Diversity Can Drive Innovation \(hbr.org\)](#)
- <https://www.youtube.com/watch?v=Pn6WzHw7gHY>
- [Workplace Inclusion - Bing video](#)
- [10 effective ways to promote equity in the workplace \(recruitee.com\)](#)
- [Workplace Equity Video - Bing video](#)