

A photograph of a person's hands drawing wireframes in a spiral notebook. The wireframes are hand-drawn and include various UI elements like text boxes, buttons, and lists. Some elements are highlighted in green. The person is wearing a red shirt. The background shows a wooden desk and a keyboard.

SCCMHA 3-Year Diversity, Equity, and Inclusion (DEI) Implementation Plan Update

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Final 3-Year DEI Implementation Plan

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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.

SCCMHA 3-Year DEI Implementation Plan

We are currently focused on our short- and intermediate-term goal.

Key Task #1: Implement 3-Year DEI plan with DEI workgroup and subgroups.

- **Subtask 1.1: Develop and facilitate DEI Leadership Training (1st Quarter; completed).**
- **Subtask 1.2: Develop and facilitate DEI Staff Training (1st Quarter; completed).**
- **Subtask 1.3: Support development implementation of DEI Staff Communications Plan (1st Quarter; completed).**
- **Subtask 1.4: Develop and facilitate DEI Facilitation Leadership Training (2nd Quarter; in progress).**
- **Subtask 1.5: Produce DEI Climate Assessment Report with Board Chair and CEO (2nd quarter; completed).**
- **Subtask 1.6: Develop and facilitate Equity Impact Assessment (EIA) Training (2nd Quarter; in progress).**
- Subtask 1.7: Support development of SCCMHA DEI policies (3rd Quarter).
- Subtask 1.8: Support update of cultural competency training for clinicians (3rd Quarter).
- Subtask 1.9: Support development of SCCMHA recruitment strategy to diversify and fill open positions (3rd Quarter).
- Subtask 1.10: Produce annual DEI Activity Report (4th Quarter).
- Subtask 1.11: Recruit and hire DEI Officer (4th Quarter).

Key Task #2: Staff, board, and community presentations and updates to report progress on implementation.

- Citizens Advisory Committee (CAC) –
Thursday, April 6 at 6:00 pm
- SCCMH Board –
Monday, April 10 at 5:15 pm
- SCCMHA Staff –
Summer 2023





Key Task #3: Project management to ensure project is delivered on time with quality. Monthly meetings with DEI workgroup and CEO.
