



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

As SCCMHA continues to develop efforts to advance Diversity, Equity and Inclusion (DEI), we wanted to share an update as to the work that is being done to move our initiative forward. We have not let up on our goals and our team continues to meet and discuss the best ways to acknowledge and improve workforce diversity, appreciate equity and its impact and create a more impactful sense of belonging and inclusion here at SCCMHA for staff and those we serve.

We'd like to take a moment to acknowledge and thank the original SCCMHA DEI Workgroup. Their tireless efforts have led to the development of our action plan. As we have transitioned into a new DEI Action Team, the goal is to begin the implementation of this plan and we could not have reached this point without the contributions of the original team.



Just to remind you, our DEI Action Team consists of the following staff members:

- Ernie Ahmad, Supported Employment Specialist (Supported Employment)
- Paul Elam, PhD, DEI consultant, MPH
- Andrew Ferguson, Public Relations Specialist (Hancock)
- Melissa Gutzwiller, Director of Environmental Services; Customer Service and Security (Hancock)
- Jennifer Keilitz, Director of Network Services, Public Policy and Continuing Education (Hancock)
- Sandra Lindsey, Chief Executive Officer (Hancock)
- Ryan Mulder, Manager of the Office of the CEO (Hancock)
- Kentera Patterson, Officer of Recipient Rights and Compliance (Hancock)
- Fred Stahl, Director of Human Resources, Facility and Transportation (A&W)
- Monique Taylor-Whitson, Mental Health Supervisor, Central Access and Intake (Hancock)
- Kristie Wolbert, Executive Director of Clinical Services and Programs (Hancock)

## New SCCMHS DEI Logo

Recently, the Action Team has selected the logos below to accompany any DEI program, project or communication from SCCMHA. The logo was chosen to reflect the message of diversity that we hope to instill across the agency.



## Recruiting DEI Leader

SCCMHA is currently seeking a Diversity and Workforce Development Officer to oversee the implementation of the DEI Action Plan. This position will work to support and guide DEI principles and endeavors at SCCMHA, assist to recruit and retain a diverse workforce, and improve overall workforce culture.

Our candidate requires human resource workforce recruitment experience, ideally in healthcare, colleges/universities and non-traditional recruitment audiences like college fraternities' and sororities. The ideal candidate must have DEI knowledge as specified in the job description. Paul Elam, PhD, who has been leading our current DEI initiatives, will be training and coaching the individual once hired.

If you know someone who you believe is qualified, we encourage you to refer this external candidate to our website. If your referral is successful, SCCMHA's referral bonus program will pay you a cash bonus of \$2500 for this particular classification. Please see Policy 412 for all the details and remember that for each qualified candidate referred, the referring employee must complete a separate Employee Referral form in its entirety **prior to** the HR department receiving any contact, resume or application from the qualified candidate.

To learn more about this position, click [here](#).

## DEI Action Team Activities

Specific subgroups of the DEI Action Team will be responsible for executing specific elements of the action plan, such as

- Training including the production of an eLearning DEI Training Module (being overseen by Jennifer Keilitz in partnership with Paul Elam and MPHI)
- Communication (Ryan Mulder and Andrew Ferguson)
- Human Resources (Fred Stahl and Sandra Lindsey)
- Diversity Metrics (Sandra Lindsey)
- Organizational Policy Review through a DEI Lens (Kristie Wolbert, Kentera Patterson and Monique Taylor-Whitson)
- Organizational Culture (Ernie Ahmad and Melissa Gutzwiller)
- Organizational DEI Action Plan Leadership (DEI Officer when hired, Paul Elam, PhD continues to help lead the DEI Action Team)
- Departmental DEI Plan Development (DEI Officer when hired)

## **DEI Activities for Staff Meetings Coming**

Kristie Wolbert has been introducing activities with her team to encourage dialogue and educate staff on how we can support DEI efforts. These activities include things such as ice-breaking questions to learn what team members have in common with each other and lead to more in-depth prompts on disabilities and diversities that we encounter in our everyday lives. The focus of these is to promote a sense of belonging and acceptance among the workforce.

The plan is to build upon the path Kristie has set and create a resources tool kit to make instructions for DEI staff activities available for all supervisors to use with their staff.

## **Staff Input Need to Inform Diversity Celebrations**

Regarding our goal of improving organizational culture, we will be sending out a survey in the next couple of weeks for feedback on how you celebrate your culture. This can be through things like music, dance, food, clothing, or whichever way you feel comfortable expressing your cultural background.

The goal in collecting this information is to discover ways we may be able to give the opportunity to educate and inform staff and persons served about your heritage and the things that make you you.

When you receive the email containing the survey, please take the time to answer and let us know more about your culture and the ways that you feel comfortable in representing that for yourself.

As we continue to develop and roll out our DEI Implementation Plan, we look forward to learning more about our staff and making SCCMHA a more diverse and welcoming place to work and serve our community.

For questions, contact Ryan Mulder at (989) 797-3501 or by email at [ryan.mulder@sccmha.org](mailto:ryan.mulder@sccmha.org).