



DIVERSITY,
EQUITY &
INCLUSION

Q1 Update from the SCCMHA Diversity, Equity, and Inclusion (DEI) Team:

As we continue to develop and strengthen our DEI Action Plan, we want to encourage staff that we are firm in our mission to continue our work and build on this agency's diversity and inclusion. While recent developments in the world have brought into question this kind of work, those in the State of Michigan and MDHHS are not taking any action to halt any DEI initiatives.

We will therefore continue our current DEI course until we are instructed to modify this work. While this could eventually happen, we are not nearly there yet, and thusly will move forward with our mission to grow this agency into a more inclusive organization.

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



- Ernie Ahmad, Supported Employment Specialist (Supported Employment)
- 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)

DEI Training Updates

With the recent expansion of our DEI training and development of the online training module, we have seen an uptick in the number of staff and network providers who have participated in the DEI training.

From Oct. 13, 2024 – Feb. 16, 2025, 349 SCCMHA staff members have completed the in-person DEI training.

After the launch of the online DEI 101 training module on Oct. 1, 2024, 807 total people completed and passed the training. 60 were SCCMHA staff, the remaining participants were network provider staff.

Supervisor Survey Results

At our February Leadership meeting, a survey was conducted with supervisors to learn more about what they would like to see with our DEI Action Plan going forward, with regards to staff engagement and training.

The results there found that supervisors feel they have received adequate training that effectively advance diversity, equity, and inclusion at SCCMHA. However, they are open to receiving more training focused on other topics, such as implicit bias, cultural competency, inclusive leadership practices, and addressing microaggressions.

In continuing the conversation and mission of the DEI Action Plan, supervisors would like to see expanded training, as well as more engagement with staff, open conversations with leadership and continue to promote the efforts and outreach of the DEI initiatives put in place.

Diversity and Inclusion Awareness Day



We want to thank staff for participating in our first quarterly DEI event in February, our Diversity and Inclusion Awareness Day, which took place on Friday, Feb. 7.

The day consisted of two events, one held at Hancock from 10:00 a.m. – 12:00 p.m., and the other at Towerline from 2:00 p.m. – 4:00 p.m.

Both events had activities, crafts, a cultural display table and speakers to share insights into diversity and inclusion with staff.

Delta College's Dr. Pam Ross McClain was the speaker at Hancock and 25+ year educator Viloshinee (Vee) Murugan led the conversation at Towerline.

Each event saw participants gather to take part in a "privilege walk" to highlight the background each staff member had and teach what obstacles have needed to be overcome. This event was a powerful example of how our backgrounds shaped who we are as individuals and taught each other more of how we all got to where we are in our lives.



SCCMHA DEI Metrics

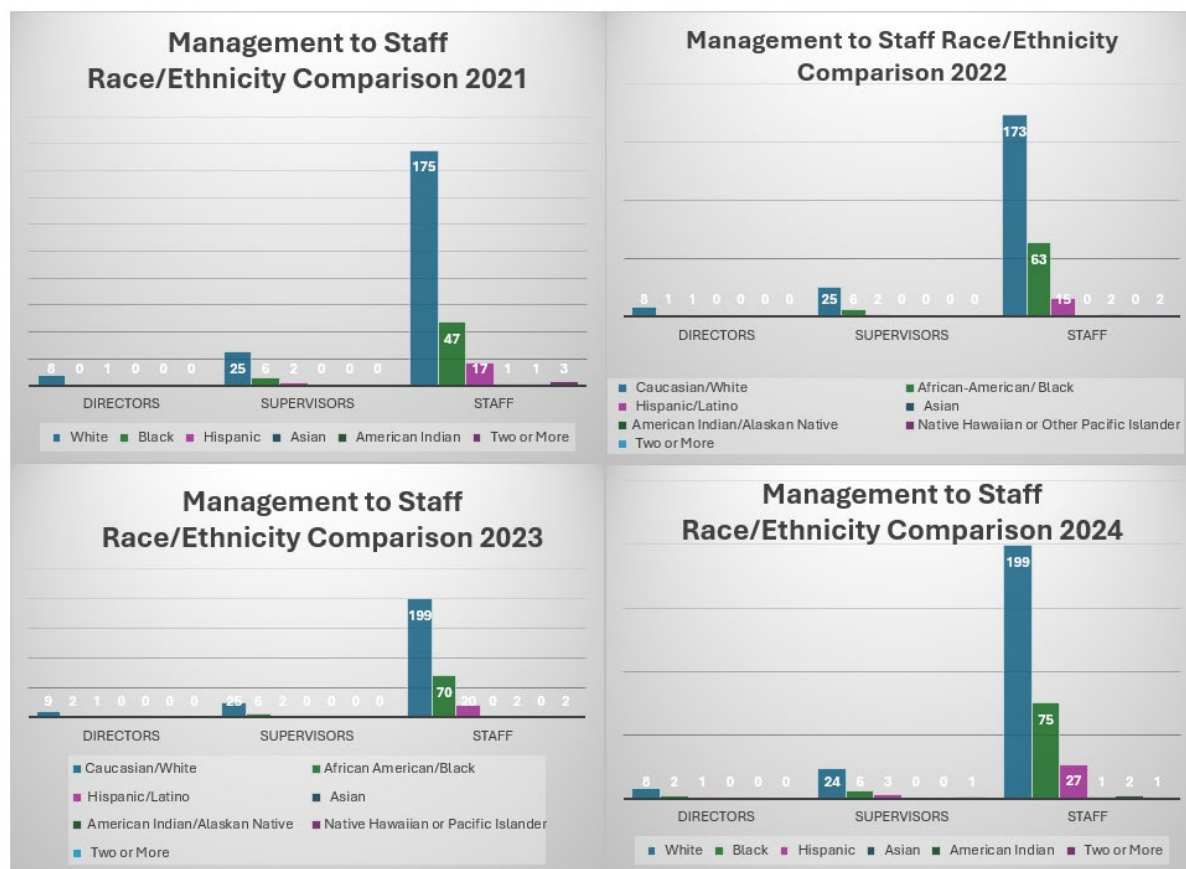
In continuing with our mission to track the growth of the workforce diversity at SCCMHA, we have recently published updated information for the year 2024.

Tracking this data gives us a clearer picture of how we can influence recruitment and hiring practices at SCCMHA and data has shown that we have improved year by year in becoming a more diverse staff.

Since the beginning of our DEI Action Plan, by year, we have employed a total of:

- 2021: 288 staff
- 2022: 294 staff
- 2023: 335 staff
- 2024: 324 staff

Below are some illustrations of our diversity within the agency within those numbers.



SCCMHA Three-Year Report

We were very happy to provide an update on our achievements in our *Three-Year DEI Action Plan 2021-2024* in December with staff and network partners. This report held insight into where we came from at the inception of our mission to improve diversity and inclusion at SCCMHA, but also what we have been able to accomplish since.

We are proud of the work we have done and are grateful to staff, supervisors, senior leadership and the Board of Directors for their support and participation during this work. We are far from finished, but we look forward to how we can continue to push SCCMHA further into the future.

To look over our *Three-Year DEI Action Plan 2021-2024* report, click [here](#).

DEI Recipes

At our SCCMHA Holiday Gathering in December, we featured a dessert table with delicacies from a few of our staff members' backgrounds. These desserts were met with great feedback and further requests for the recipes.

We have posted those recipes on our website [here](#).

DEI Mailbox Now Available

Our DEI Action Plan best succeeds when we all work together. To invite other contributions, suggestions, thoughts, and ideas, we have created an email address for staff to reach out and connect with the Action Team to help further our goals within SCCMHA.

For any ideas you may have or general questions about the DEI Action Plan, please contact DEI.Feedback@sccmha.org.