A hand-drawn wireframe for a software interface is shown in a spiral notebook. The wireframe consists of several panels and sections. At the top left, there is a section labeled 'Report System' with a list of items: '1. Info', '2. Ref', '3. Copies', '4. Date', and '5. Links'. Below this is a section labeled 'Collection' with a list of items: '1. Collect', '2. Add A', '3. Add B', and '4. Add C'. To the right of these is a large central panel with a header 'Collection' and a list of items: '1. Collect', '2. Add A', '3. Add B', and '4. Add C'. Below this is a section labeled 'Market' with a list of items: '1. Market', '2. Add A', '3. Add B', and '4. Add C'. To the right of the central panel is a section labeled 'Control' with a list of items: '1. Control', '2. Add A', '3. Add B', and '4. Add C'. At the bottom right, there is a section labeled 'Market' with a list of items: '1. Market', '2. Add A', '3. Add B', and '4. Add C'. A hand is holding a pencil and pointing at the 'Market' section at the bottom right. The notebook is open on a wooden desk, and a keyboard is visible in the background.

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

SCCMHA DEI Workgroup Members



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.

Final 3-Year DEI Implementation Plan

1

SHORT-TERM
GOAL: 2022



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LONG TERM GOAL 2024



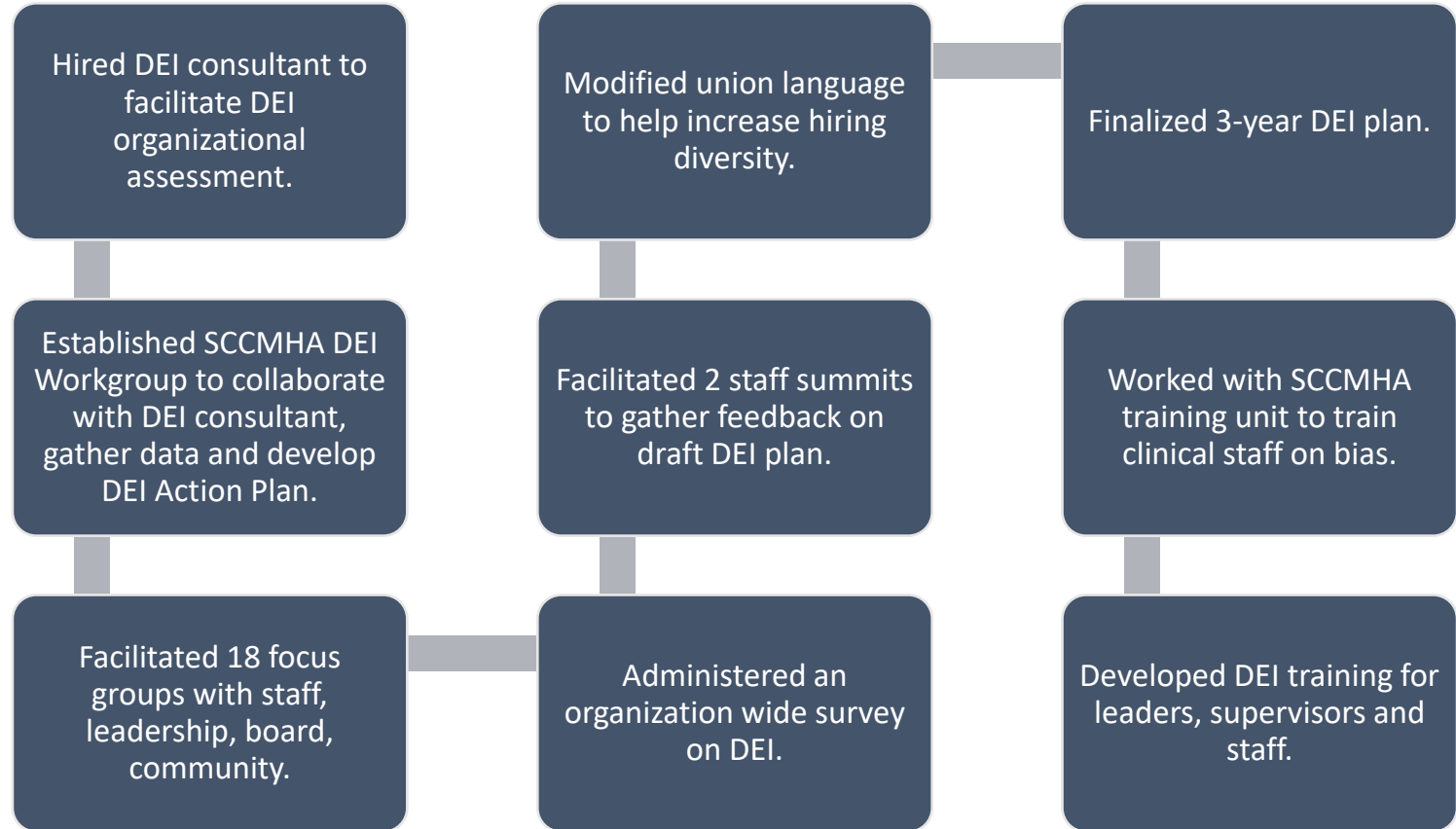
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SCCMHA 3-Year DEI Implementation Plan

Key Events Leading to SCCMHA Organizational DEI Assessment



Key DEI Accomplishments: 2021-2022



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**

What is diversity?

“Diversity is about all of us, and about us having to figure out how to walk through this world together.”
– Jacqueline Woodson

- 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

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.

What is inclusion?

“Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.”

Liz Fosslien

- 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.