

MENTAL HEALTH & RECOVERY SERVICES BOARD OF LUCAS COUNTY

Diversity and Inclusion

COQ:
Effective: 11/1/16
Supersedes: N/A

POLICY

Mental Health and Recovery Services Board (MHR SB) of Lucas County believes in a patient-centered approach to care and embraces core Board values of integrity, transparency, collaboration, community, and accountability. All employees of the MHR SB will promote, model and leverage diversity, and foster a culture of inclusion. This culture will be evident in all hiring activities and development of talent, in its promotion activities and purchasing of goods and services, as well as in accessing and delivery of services through its system of care. Through its contracting process, the Board will ensure a system of care that is culturally and linguistically appropriate.

ACCOUNTABILITY

Board of Trustees, All staff

PROCEDURE

Vehicles to achieving the MHR SB staff diversity and inclusion goals include the following:

1. Policies - All MHR SB policies which govern staff and Board activities, will be critiqued during the respective review cycles, to evaluate whether guiding principles and procedures include a framework that ensures the mental health and recovery service needs of Lucas County's diverse and underserved populations are factored into decision-making processes. Prior to implementing any new or revised policy, reviews will be conducted by the Executive Director or a designee(s) to ensure compliance with existing policy, federal, state and local discrimination laws.
2. Employee Conduct – All MHR SB employees have a responsibility to exhibit dignity and respect at all times. Staff members are expected to exhibit conduct that reflects respect and inclusion during work whether on or off the work site, and at all other company-sponsored and participative events. Any employee who fails to demonstrate such behavior may be subject to disciplinary action up to and including termination.
3. Training:
 - a. MHR SB will offer trainings and/or development opportunities on diversity and inclusion topics, and the impact that cultural competency has on mental health and recovery service outcomes. All trainings offered by the MHR SB will be consistent with Board goals for a diverse and inclusive system of care. The

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Manager of Inclusion and Health Equity and Manager of Training & Development are responsible for ensuring that the content of all respective staff and community trainings are research-based or based on empirical evidence, community centered and include input from representatives of the diverse populations served.

- b. Staff attendance at above trainings and development workshops is mandatory. The trainings are provided as a means of helping each staff person understand the Board commitment to diversity, inclusion and respect in all functions and to enhance their ability to fulfill responsibilities detailed in this policy.
 - c. To assure compliance, all employees will, upon completion of trainings, provide documentation of attendance to their supervisors. Supervisors are responsible for ensuring all employees under their supervision have completed at least 25% of the required annual training hours in diversity and inclusion topics.
4. Contracting - MHRSB will work collaboratively with its contract provider agencies to ensure the provision of training and development activities for staff and resources within the system that support a system of care which is culturally and linguistically appropriate, cost effective, efficient and of high quality.
 5. Monitoring and Reporting - Manager of Inclusion and Health Equity is responsible to collect and review pertinent data and prepare a written report to the Board of Trustees in an effort to track progress and to inform future strategies towards the identified diversity and inclusion goals.

Definitions:

Inclusion - the creation of an environment where people feel supported, listened to and able to do their personal best.

Diversity - the quality of being different or unique at the individual or group level. Diversity takes into account, but is not limited to race, religion, sexual orientation, gender identity, language, age, ethnicity, ability, physical and mental health status, socioeconomic status, and national origin.

Health Equity - attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of disparities in health as well as health care.

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Culture – a system of collectively held values, beliefs and practices of a group which guides decisions and actions in patterned ways.

Cultural Competency – A continuous learning process that builds knowledge, awareness, skills, and capacity to identify, understand, and respect the unique beliefs, values, customs, languages, abilities, and traditions of all Lucas County residents.

Sources: Definitions formulated by the Federal Interagency Health Equity Team for the U.S. Department of Health and Human Services for the National Stakeholder Strategy.

Approved:



Scott A. Sylak, Executive Director

10/19/16

Date