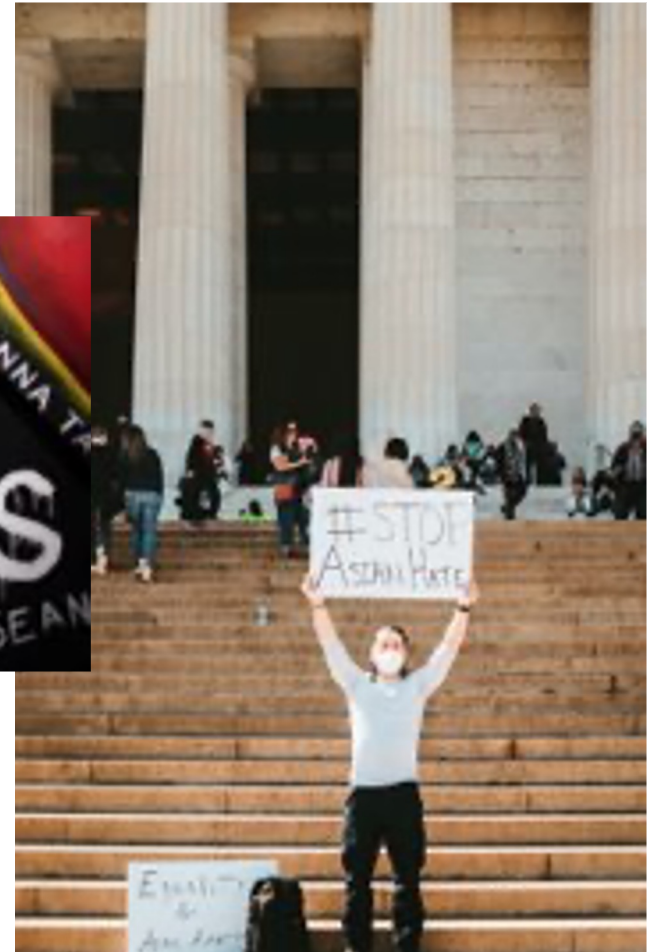*Building wellness together*

Momentum *for* Health

Diversity, Equity, and Inclusion (DEI) Approaches In Meeting CalAIMS Focus for Equity and Justice

Presented by
David K. Mineta, MSW
CEO & President

Equity and Equality Depicted

Tony Ruth's Giving Tree art of justice/equality/equity)

Critical Considerations – Failing to Build Inclusion

- Organizational Challenges
  - Provider stigma related to low job satisfaction
  - Increased employee turnover (not related to burnout)
  - Difficulty meeting operational goals
  - Challenge in building a culture of inclusion and appreciation of diversity
- Impact to Client Care
  - Adds to challenge of effective client engagement and treatment outcomes
    - Lack of diverse staff that mirror client population
    - Lack of individualized, affirming or inclusive care
    - Loss of client and/or potential client confidence and motivation

CalAIMS A Catalyst for Equity and Justice

DHCS recognizes as part of its CalAIMS goal of building a healthier community and CalAIM system transformation

- **A better Medi-Cal is a key building block of California's broader commitment to building a healthier and more equitable state.**

Their awareness reflects:

- Black and Latino Californians have long faced health disparities that are the result of longstanding, structural racism in the health care system, housing, and employment.
- The pandemic further exacerbated these inequities and underscored the need for CalAIM's investment in Community Supports, and home and community-based services, including interventions that address social drivers of health.

  Momentum for Health values and is taking action by formation and development of DEI as part of corporate mission and commitment to the community.

CalAIMS A Catalyst for Equity and Justice

CalAIMS views peer support specialists and community health workers will advance California's effort to promote health equity by providing culturally competent services.

- CalAIM will support crucial transitions, including the path from homelessness to housing, from incarceration to community re-entry, and from institutional to home-based care.
- Medi-Cal services will be extended to people who are incarcerated before their release from county jails, state prisons, and youth correctional facilities, and who are disproportionately people of color.

Momentum has created job descriptions, pay differential for peer certification to build a pool of diverse and qualified peers.

Accepting the Challenge: Moving to A Commitment

❏ Addressing Societal/Organization Needs
  ❏ Providing services that support the unique needs of diverse and marginalized populations
  ❏ Transform systems that institutionalize inequity
❏ Business Case
  ❏ Customer Attraction and Retention
  ❏ Improved client satisfaction and treatment outcomes
  ❏ Brand loyalty (allyship and advocacy)
  ❏ Staff Retention, diverse thinking/skills and competencies

Accepting the Challenge: Moving to A Commitment

- Reasons and Consideration of DEI to Organizations
  - To help to build healthy communities in providing critical services that contribute to economic stability and mobility
  - To serve as a voice to and strives to mirror the people they serve

This includes key stakeholders:
- Diverse and impacted individuals (i.e. based on ethnicity, sexual orientation, religion, gender physical disability)within the communities we serve
- Staff/employees
- Board of directors
- Community partners

Considerations In Building A Race Equity Culture

1. **Establish a shared vocabulary.** Create a common language around race equity work (see Equity in Center Publication).

2. **Identify race equity champions at the board and senior leadership levels.** Choose individuals who can influence the speed and depth at which race equity is embraced by the organization.

3. **Identify race equity work as a strategic imperative.** Demonstrate how it connects to the organization's mission, vision, organizational values, and strategies.

4. **Open a continuous dialogue about race equity work.** Support opportunities for colleagues to learn about and discuss race and race equity. Use research on the racial leadership gap to start conversations or engage a facilitator to support dialogue around videos on structural racism and implicit bias.

5. **Disaggregate data.** This is the most effective way to identify inequities and outcomes gaps both internally (e.g., compensation) and externally (e.g., program outcomes).

Source Equity in the Center 2021

Potential Obstacles/Challenges for Consideration

- A DEI initiative is an ongoing process that requires time and financial resources
- Lack of clarity amongst leaders as to goals and commitment
- Need for guidance for an agency to determine DEI goals
- Strategic Plan lacks clarity or structure
- Lack of data to support outcomes or determining gaps
- Inconsistent terminology
- Lack of infrastructure to support program needs
- Lack of buy in by leadership
- Lack of top-down modeling and engagement in dialogue

DEI Strategy Framework - Sample

Implement 4-point strategy to achieve DEI mission and vision:

1. Create strategy design to match business objectives.
2. Develop data standards for measuring longitudinal progress in DEI efforts and need for change.
3. Recruit, retain, and promote diverse staff at all levels- from board of directors, management, and staff to build a diverse community.
4. Create an infrastructure to provide strategic oversight and highlight the importance of our DEI goals

Momentum At A Glance

- Momentum Consultation with DEI Expert through EAP
- Champions Identified at C-Level
- Data Extrapolated to understand Aggregate Data around clients and staff
- Initiative named agency imperative 2020
- Momentum Organizational Strategy Developed – Multi Year Goals
- Management Trainings conducted (5 total)
- Terminology shared as part of training introduction
- Kicked off DEI Program Communications to Agency
- Board Trainings conducted/Board DEI Committee formed
- Social Equity Group formed and monitoring priorities progress
- Listening Sessions conducted
- All Staff DEI Trainings launched (includes bias self-assessment tool)
- Lunch & Learns initiated to share information and education
- Staff Survey disseminated; data collected w/evaluation for next steps

Presentation References and Resource Information

Board Source

Leading With Intent Report

Equity in the Center Infographic

https://equityinthecenter.org/wp-content/uploads/2021/01/EiC_infographic_final_v2.pdf

Awake to Work: Building A Race Equity Culture

https://equityinthecenter.org/aww/

Giving Tree

Tony Ruth's Giving Tree art of justice/equality/equity

National Association of Addiction Treatment Providers

DEI Best Practices in Addiction Treatment Model & Assessment Tool

Race to Lead

https://racetolead.org/

SAMHSA Center for Substance Abuse Treatment
A Provider's Introduction to Substance Abuse Treatment for Lesbian, Gay, Bisexual, and Transgender Individuals
https://store.samhsa.gov/sites/default/files/d7/priv/sma12-4104.pdf

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Questions