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Respondent Clarifications

RFP 22-71589

DCS Competency Attainment Services

Submitted August 19, 2022

1. *Provide further demographic breakdown for the percentage of minority statistics included in section 2.3.3. Additionally, please provide further detail on the initiatives that are supported by the DEI Council and how those initiatives have impacted outcomes for children and families.*

**Damar’s 2022 employee population is 57.86% minority.**

**Of Damar’s entire employee population, the following minority demographics are noted:**

* **Hispanic/Latinx: 1.7%**
* **Asian/Pacific Islanders: 0.05%**
* **American Indian/Alaskan Native: 0.01%**
* **Two or more races: 2.1%**
* **African American/Black: 54%**
  + **Immigrants: 28.7%**
  + **Breakdown of origin countries from immigrant percentage:**
    - **Nigeria: 61.4%**
    - **Kenya: 4%**
    - **Liberia: 19.1%**
    - **Rwanda: 0.7%**
    - **Cameroon: 0.4%**
    - **South African/Zambia: 1.8%**
    - **Zimbabwe: 2.9%**
    - **Uganda: 0.4%**
    - **Sierra Leone: 3.3%**
    - **Jamaica: 0.03%**
    - **Haiti: 0.03%**
    - **Unknown: 5.**

**Damar’s Boards are made up of 35% minority participation. Minority demographics making up that percentage include:**

**African American/Black - 75%**

**Hispanic/Latinx - 25%**

**DEI Council Initiatives**

**Diversity, Equity, and Inclusion initiatives at Damar, primarily designed to impact the professional employed by Damar, emphasize respect, acceptance, and tolerance of differences. Damar and the DEI Council believe that a respected and diverse work force has significant impact on the clients and families served by creating supportive interventions and environments that better represent clients and families served and that also provide direct role modeling and more effective an efficient social learning and self-modeling opportunities. In other words, treatment can be more effective and more efficient and even have more sustained outcomes with a strong, effective, and respected diverse workforce.**

**To support this ongoing initiative and desired outcomes, the DEI Council oversees specific initiatives to include, but are not limited to:**

* **The ongoing evaluation of Damar’s progressive advancement opportunities;**
* **The ongoing review and approval of policies and procedures – both programmatic and human resources related;**
* **Access to and participation of the organization to Diversity Roundtable discussions;**
* **DEI-related conference attendance for the Council and other selected Damar employees/leaders;**
* **Inclusion Day celebrations and recognitions;**
* **The review and updating of diversity training modules for staff members;**
* **The oversight and coordination of a DEI- focused speaker series; and**
* **The initiation of a quarterly “Town Hall” discussion presented by the DEI Council; among others.**

**Damar has a line item in the annual budget to support the initiatives put forth by the DEI Council.**

1. *How does Damar plan to provide DCS Competency Attainment Services in residential treatment settings that are now owned or operated by Damar?*

**Damar has extensive and positive relationships with the staff and leadership of nearly every residential treatment program in Indiana. In addition, it is anticipated that residential programs will be expected to comply with Court-ordered CAS services and coordinate those service with the DCS CAS Provider. In some circumstances, the CAS provider may be affiliated with the residential center. Additionally, Damar expects the support and endorsement of DCS and of IARCA when implementing these services. When there are CAS needs supported by a Court order in a residential center not owned or operated by Damar, a Damar employee or CAS contracted provider will, with the cooperation and assistance of the residential provider, coordinate times and settings for the services to be provided in the facility. A Business Associate and Confidentiality Agreement will be executed in these situations.**

1. *Please provide additional detail around how the network of Damar and DCS-contracted service providers will be utilized in the provision of DCS Competency Attainment Services.*

**Damar’s CAS program would mirror the same process for growth as Damar’s Community-Based program.  With our robust talent acquisition team, we were able to launch a targeted marketing campaign designed to find qualified providers living in the counties/regions where they would provide services.  Through relationships with other organizations, we were also able to expand our services and capacity to provide a variety of services, by word of mouth, and was able to grow from 0 providers in 2019 to now more than 80 providers today, while expanding to 14 Indiana counties. This same strategy, coupled with Damar’s longstanding relationships with other agencies and facilities throughout the state, will allow us to continue to grow capacity by partnering with and/or utilizing staff on an as-needed basis to provide competency services in differing parts of the State.**

1. *Please provide information on your ability to increase the number of staff for this Contract if the number of referrals increases.*

**Damar’s CAS program would have a Talent Acquisition Specialist assigned to this program with the objective to continue to market and recruit talent throughout the state with the focus on the regions/counties seeing the most growth for referrals.  Damar has additional resources to boost employment postings and submit targeted job postings by geography to find qualified providers interested in providing this service.  Damar’s Vice President of Child and Family Initiatives has a long standing, positive relationship with the Indiana State Office of GAL/CASA partners with local CASA/GAL offices to locate former**

**CASA volunteers, who have court experience and expertise in the judicial, and for some, the competency attainment, process. Identifying these individuals and providing extensive training is part of the strategy for growth. As previously mentioned, Damar, and Dr. Dalton specifically, have relationships with leadership amongst residential facilities throughout the state allows for Damar to continue to network and identify staff in those regions who would be appropriate to be trained to facilitate competency attainment as needed.**

**Noted is that Damar currently has capacity to support CAS referrals in Regions 5, 9, 10, 11 and 14 and, with proven growth strategies, has the capacity to cover the other Regions of the State.**

**Damar will soon have extensive operations – residential and community-based services – in Lake County, Indiana. This new and robust presence in the northern part of the state is expected to provide an additional cornerstone and base for deployment of CAS services in that very high need area.**

1. *What experience or training in forensic psychology and/or forensic psychiatry do your proposed staff members have?*

**There are few, if any, organizations in Indiana that have staff members or professionals trained in the forensic application of competency attainment services. While not having a substantial number of employees currently trained in this specialty, Damar sees itself as standing out in regard to forensic expertise and experience and certainly in the ability to train additional personnel quickly.**

**For at least the first year, Dr. Dalton will be one of the primary clinical leads on the project. He has been involved in direct competency evaluation and attainment services for more than 25 years. In 1995, he received his initial forensic training through the University of Louisville in partnership with Spalding University in Louisville, Kentucky. He received subsequent training in competency assessment during his post-doctoral fellowship through the Ohio State University School of Medicine in 1997. Dr. Dalton has directed and overseen more than 100 competency attainment cases at Damar over the last 15-years. He has performed hundreds of competency assessments for various Juvenile Courts in Indiana over the last 10-years and is often sought as an expert witness when competency is a question of concern in a Juvenile Court. He has worked very closely with the Marion County Public Defender Agency and other PD offices throughout Indiana.**

**Dr. Dalton has provided direct training and oversight for numerous professionals at Damar providing competency assessment and competency attainment services in a residential setting. His training is forensic-based and focuses on identifying competency obstacles, determining the likelihood of competency attainment/restoration, the development of the competency attainment plan, and the re-assessment of competency post training. Current staff members with active training and experience qualifications at Damar include psychologists, Dr. Danielle Nance, and Dr. Samuel Moya. If awarded, alongside Dr. Dalton, Dr. Moya is expected to play an important role in CAS services going forward. Former Damar staff members trained by Dr. Dalton in the specialized application of competency attainment interventions may be available to support this CAS initiative.**

**Indeed, for any provider or organization awarded the CAS contract – including Damar – the undertaking of extensive and comprehensive training will be required. Damar’s readiness for CAS implementation and expansion includes an extensive CAS training curriculum and strategies for comprehensive training of qualified and available professional across the state.**