

Diversity, Equity and Inclusion

Oaklawn Statement of Policy

Policy No. CO 160

Manual – Corporate

Effective July 2022

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Program: All Programs

Policy

Oaklawn seeks to honor the unique differences in all people. Oaklawn's staff commit to establishing a culture that promotes equitable treatment that produces access, opportunity, positive outcomes, and advancement for all groups, with a focus on eliminating barriers to underserved groups.

Oaklawn promotes behavioral health equity by pursuing cultural responsiveness and being culturally relative in all programs and services through training on implicit bias, social determinants of health and increasing cultural humility.

Oaklawn's Diversity, Equity and Inclusion Statement

Diversity, equity and inclusion are essential to our uncommon expertise. To that end, we are actively engaged in pursuing these goals:

1. A culture that rejects racism, discrimination, harassment, and violence.
2. A workforce that reflects the diversity of the communities we serve.
3. A workplace that honors our staff's wide range of talents and perspectives.
4. Services that honor the varied needs and stories of our diverse clients.
5. Staff that are actively engaged in activities that expand cultural competence.
6. An environment of care that feels safe and welcoming to people of all backgrounds.

Regulatory Guidelines

Culturally and Linguistic Appropriate Services Standards (CLAS) <https://thinkculturalhealth.hhs.gov/clas/standards>
The Joint Commission HRM 01.03.01

Procedures

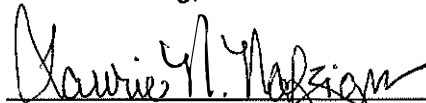
- 1) Oaklawn will promote nationally established Culturally and Linguistic Appropriate Services Standards (CLAS) to help reduce disparities and disproportionalities in client care, programming, and services.
- 2) Oaklawn will conduct surveys periodically related to Diversity, Equity, and Inclusion to measure progress and identify areas of improvement and success towards a goal of diversity, equity and inclusion.
- 3) Oaklawn will support the development of both leadership and staff to enhance competence in DEI understanding and practices through a variety of methods including
 - a) training for leaders and staff;

- b) organization-wide information regarding BIPOC and LGBTQ+ holidays and recognition;
 - c) specific development of BIPOC leadership;
 - d) consultation with Human Resources to enhance recruitment and retention of a diverse and representative workforce; and
 - e) formalization of organizational practices to promote behavioral health equity.
- 4) To help guide this work, Oaklawn will maintain a diverse DEI Steering Committee with representation that is representative of the clients and community we serve, and from various departments within the organization.

Prepared Darial Sterling, Director of Diversity, Equity and Inclusion

Date 03/27/2023

Approved



Date 3-28-23

Updated

Laurie N. Nafziger, President and CEO
03/2023