

Diversity, Equity and Inclusion Steering Committee

Occurs the last Tuesday of each month, 12:00pm-1:00pm (via -Teams)

DEI Steering Committee Members: Chair-President & CEO, Laurie Nafziger, Co-Chair-Director of Diversity, Equity & Inclusion, Darial Sterling

- Kyle Akin- Social Worker I
- Robin Zehr Ebright- Director of Adult Therapy
- Francisco Huizar- Coordinator of Language Services
- Dory Lawrence- Manager of Learning & Development
- Derrik Perry- Team Leader
- Gabriela Rios- Social Worker I
- Jhunixa Salazar- Consultation & Training Specialist
- Zepeda Guadalupe- Skills Training Specialist II
- Shin Yee Tan- Manager of The SOURCE
- Jose' Elizalde- DEI Coordinator
- Becca Padillia- Children's Public Mental Health/Grant Specialist
- Lindsey Monge- Mental Health Liaison

Purpose: To honor the unique differences in all people. Oaklawn's DEI Committee will commit to establishing an Oaklawn culture that promotes equitable treatment that produces increased access, opportunity, positive outcomes, and advancement for all groups, with a focus on eliminating barriers to underserved populations.

To accomplish this:

1. We train staff on best ways to create spaces where all feel, respected, valued and included
2. Maintain monthly meetings to discuss DEI initiatives for the organization
3. Create Diversity, Equity & Inclusion (DEI) policy for all Oaklawn staff to implement
4. Collect, analyze and review diversity, equity and Inclusion data to pinpoint where disparities or disproportionalities are
5. Create DEI plans to address inequitable barriers, and reduce disparities and disproportionalities
6. Provide best practice DEI resources, education and training to all staff
7. Send all staff emails to honor the holidays, celebrations, history, etc... of Black, Indigenous, People of Color (BIPOC), LGBTQIA+, and all other underrepresented groups

Functions:

- Evaluate and respond to all questions and concerns related to diversity equity and inclusion from all staff members

Oaklawn Committee Purpose & Goals FY 22

- Provide annual review of our DEI policies, practices and procedures to ensure compliance with the National Cultural and Linguistic Appropriate Service (CLAS) Standards
- Provide DEI consultation for leadership to support DEI efforts within their teams
- Monitor progress and or lack of progress in DEI sustained efforts by disseminating a climate survey or organizational DEI assessment every two years

Goals:

- BIPOC leadership development program
- Increased BIPOC staff in leadership roles
- BIPOC & LGBTQIA+ peer support groups
- Increase in BIPOC & LGBTQIA+ recruitment/retention
- DEI office hours & champion development
- Develop a DEI retention/recruitment toolkit
- DEI outreach to diverse groups in the community, e.g. Mental health 1st aid to diverse churches, minority health coalitions, community centers to help promote mental health in high underserved stigmatized communities, provide ACE's and trauma education with resources.