**RFS 24-77045 BUSINESS PROPOSAL**

**ATTACHMENT C**

**Instructions: Please provide answers in the shaded areas to all questions. Reference all attachments in the shaded area.**

***Business Proposal***

* + 1. **Respondent’s Organizational Structure** - Please include in this section the legal form of the Respondent’s organization, the state in which it is formed (accompanied by a certificate of authority), the types of ventures in which the organization is involved, and a chart of the organization. Please enter your response below and indicate if any attachments are included.

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| Grant Blackford Mental Health Inc. d/b/a Radiant Health Services is an Indiana-based Community Mental Health Center.  DMHA certifications include Private Mental Health Institution License, Community Mental Health Center (CMHC) Certification, Addictions Service Provider Certification, Subacute Stabilization Certification, Supervised Group Living Facility License and Recovery Residence Designation Level III Certification.  Joint Commission certifications include Hospital Accreditation Program and Behavior Healthcare Certifications.  See attachments:  2.3.1 DMHA Licenses and Certificates  2.3.1 Organizational Chart  2.3.1 SAMHSA Attestation Acceptance |

* + 1. **Respondent’s Diversity, Equity and Inclusion Information -** With the Cabinet appointment of a Chief Equity, Inclusion and Opportunity Officer, on February 1, 2021, the State of Indiana sought to highlight the importance of this issue to the state. Please share leadership plans or efforts to measure and prioritize diversity, equity, and inclusion. Also, what is the demographic composition of Respondents’ Executive Staff and Board Members, if applicable.

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| Radiant Health has implemented a robust framework to ensure staff members are well-trained and equipped to support individuals and families from diverse backgrounds while promoting diversity, equity, and inclusion (DEI) and cultural competency. That framework includes:  **Radiant Promise-Core Value of DEI**: Radiant Health has embedded diversity, equity, and inclusion as a core value, emphasizing its commitment to promoting these principles throughout its operations.  **Contract with Luna Services:** Radiant has partnered with Luna Services to facilitate effective communication with individuals who require language assistance. This contract ensures language barriers do not hinder access to care.  **Annual Trainings for All Staff:** Radiant conducts a series of annual trainings that all staff members are required to complete. These trainings cover topics such as understanding gender identity, cultural competency and humility, safe, stable and nurturing relationships and environments (SSNRE), psychotropic medications, substance abuse trends, trauma-informed care, Columbia suicide severity rating scale, and Healing Neen: a look into the recovery of Tonier “Neen” Cain from a lifetime of abuse and drug use. These trainings provide a foundation of knowledge that supports culturally sensitive care.  **Specialized Clinical Staff Trainings**: Clinical staff undergo additional specialized training. These trainings encompass cultural and socioeconomic diversity, LGBTQ youth best practices, responding to clients who are suicidal, trauma-informed practice/verbal de-escalation, protective factors, adverse childhood experience, family engagement/rapport building, evidence-based practices, person, family, and recovery-oriented care, role of peer supports, and Veteran care. This ensures that clinical staff are well-prepared to address the unique needs of clients from diverse backgrounds.  **Healthcare Disparity Identifiers/Interventions:** Radiant is actively working on the development of healthcare disparity identifiers and interventions. This initiative aims to address and mitigate healthcare disparities experienced by different communities.  **DEI Training-Board of Directors:** The CEO of Radiant Health conducted a Board DEI training session to solidify the Board of Directors’ dedication to advancing DEI principles across the entire center.  **DEI Training-Radiant Health Staff:** Through the Behavioral Health Workforce Recruitment and Retention Innovation Grant through DMHA, Radiant will conduct additional DEI training for staff. This training focuses on fostering an inclusive environment and understanding the unique needs of diverse populations.  **Identified DEI Gaps and Diverse Workforce Hiring:** Radiant has identified gaps in its DEI efforts and focuses on hiring a diverse workforce to reflect the communities it serves. This approach ensures that staff members bring a variety of perspectives and experiences to the center.  **Utilizing External Resources:** To meet the unique needs of individuals and families from all backgrounds, Radiant leverages external resources such as grant funding, collaborations and partnerships. This approach ensures that culturally relevant services are accessible to individuals and families from all backgrounds.  **Cultural Competency Policies:** Radiant has developed and implemented cultural competency policies to guide staff in delivering care that respects and acknowledges cultural differences.  The executive staff and board members at Radiant Health Services present a demographic makeup where 61% are female and 39% are male. In terms of racial diversity, 13% identify as African American, while 87% identify as Caucasian. The median age within this group is 51 years.  See attachment: 2.3.2 Board and Executive Demographics |

* + 1. **Organization Financial Information** - This section must include documents to demonstrate the Respondent’s financial stability. Examples of acceptable documents include the Respondent’s most recent Single Audit (if applicable) or other audited financial statements for the two (2) most recently completed fiscal years. If neither of these can be provided, explain why, and include an income statement and balance sheet, for each of the two most recently completed fiscal years.

If the documents being provided by the Respondent are those of a parent or holding company, additional information should be provided for the entity/organization directly responding to this RFS. That additional information **should explain the business relationship between the entities and demonstrate the financial stability of the entity/organization which is directly responding to this RFS.**

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| As of the response deadline, the audit for Radiant Health’s fiscal year 2023, which concluded on June 30, 2023, is still pending completion.  See attachments:  2.3.3 FY2021 Audit  2.3.3 FY2022 Audit. |

* + 1. **Integrity of Organizational Structure and Financial Reporting** - This section must include a statement indicating that the CEO and/or CFO, of the responding entity/organization, has taken personal responsibility for the thoroughness and correctness of any/all financial information supplied with this proposal. The areas of interest to the State in considering corporate responsibility include the following items: separation of audit functions from corporate boards and board members, if any, the manner in which the organization assures board integrity, and the separation of audit functions and consulting services. The State will consider the information offered in this section to determine the responsibility of the Respondent under IC 5-22-16-1(d).

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| See attachment: 2.3.4 Integrity and Financial Reporting Statement |

* + 1. **Contract Terms/Clauses** - Please provide the requested information in RFS Section 2.3.5.

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| Radiant Health accepts all mandatory clauses in the contract. |

**2.3.6 Registration to do Business** – Per RFS 2.3.6,Respondents providing the services required by this RFS must be registered to do business by the Indiana Secretary of State. The Secretary of State contact information may be found in Section 1.18 of the RFS. This process must be concluded prior to contract negotiations with the State. It is the successful Respondent’s responsibility to complete the required registration with the Secretary of State. Please indicate the status of registration, if applicable. Please clearly state if you are registered and if not provide an explanation.

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| Grant Blackford Mental Health Inc. d/b/a Radiant Health Services is active with the Indiana Secretary of State. See attachments for active status registration and certificate of assumed business name.  See attachments:  2.3.6 Certificate of Assumed Business Name  2.3.6 Indiana SOS Active Status |

**2.3.7 Authorizing Document -** Respondent personnel signing the Executive Summary of the proposal must be legally authorized by the organization to commit the organization contractually. This section shall contain proof of such authority. A copy of organization bylaws or an organizational resolution adopted by the board of directors indicating this authority will fulfill this requirement. Please enter your response below and indicate if any attachments are included.

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| See attachment: 2.3.7 Certificate of Incumbency |

**2.3.8 General Information -** Each Respondent must enter your organization’s general information including contact information.

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| **Organizational Information** |  |
| Legal Name of Organization | Grant Blackford Mental Health, Inc. d/b/a Radiant Health Services |
| Contact Name | Greg Maynard |
| Contact Title | Director of Special Projects |
| Contact E-mail Address | gmaynard@getradiant.org |
| Company Mailing Address | 505 N Wabash Ave. |
| Company City, State, Zip | Marion, IN 46952 |
| Company Telephone Number | 765-662-3971 |
| Company Fax Number | 765-340-7432 |
| Company Website Address | Getradiant.org |
| Employer Identification Number (EIN) or Federal Tax Identification Number (FTIN) (please specify which) | 35-6202739 |
| Number of Employees (company) | 233 |
| Years of Experience | 55 |
| Year Indiana Office Established (if applicable) | 1968 |
| Parent Company (if applicable) | N/A |
| Revenues ($MM, previous year) | $17MM |
| Revenues ($MM, 2 years prior) | $16MM |
| % Of Revenue from Indiana | 100% |