

**County of San Luis Obispo
Behavioral Health Department
Mental Health Services Act**

Mental Health Advisory Committee (MAC) Stakeholder Group Meeting:

This document is proof of stakeholder involvement in decision making priorities and practices for the County of San Luis Obispo Mental Health Services Act programs.

The MAC Stakeholder Group asserts that they have fully understood and made a decision regarding the changes for the following program/service:

DEI Coordinator (formerly Ethnic Services Manager)	
Current Program/Service	New Changes/Updates to Program/Services Diversity, Equity, Inclusion Program Manager
Current Total Amount: \$33,000 - \$65,000* funded with released PR until 6/30/22	New Total Amount: \$149,015 for FY 2022-23
<p>Justification:</p> <ul style="list-style-type: none"> • Establish 1.0 FTE “Diversity, Equity, and Inclusion (DEI) Program Manager” (Program Manager I-II; *a clinician in the role may be offset with Medi-Cal by 75%; a non-clinician may be offset by 50%). • The Mental Health Services Act (MHSA) requires meeting the needs of un-served and underserved cultural groups and providing culturally competent services. • The CA Code of Regulations requires each county have an Ethnic Services Manager as part of its leadership team to provide oversight of cultural and linguistic competence activities, strategies, and functions. • The Program Manager will collaborate with consumers, stakeholders, and behavioral health system providers across the county’s diverse communities and organizations and oversee organized County activities including targeted information campaigns, training, education, and forums. <p>Outcomes:</p> <p>The 1.0 FTE DEI Program Manager will oversee the ongoing implementation of justice, equity, diversity, and inclusion strategies including but not limited to:</p> <ul style="list-style-type: none"> • Collaboration with human resources to improve recruitment and retention practices to increase the diversity of our workforce • Inform the department’s policies and procedures to ensure equity for access and develop culturally competent guidelines for Spanish-speaking services/programs. • Work with our department’s public information officer to direct and inform DEI-related media distribution and website content. • Develop mechanisms and strategies to outreach to underserved communities. • Chair and re-invent the DEI Committee by expanding membership and incorporating subcommittees to review policies, procedures, and trainings to provide recommendations to the SLOBHD Leadership, and support organizational initiatives for change. • Develop the SLOBHD Diversity, Equity & Inclusion Proposal touching on areas of organizational culture, training, assessment, and workforce and oversee the implementation of tangible ongoing strategies and objectives and report back to leadership. • Lead and work in collaboration with staff and partner agencies to develop a comprehensive approach to enhance DEI practices and strategies within the BH system. Activities include trainings, development of guidelines and documents incentivizing DEI strategies, and comprehensive state-required cultural competency training including specialized yearly topics. • Act as county-liaison to state-required and MHSA program reviews, audits, presentations, and other requirements. • Work in collaboration with the Quality Support Team Division to track disparities related to race/ethnicity, and gender to inform the development of quality improvement projects related to DEI strategies and goals. 	

On Wednesday, May 26, 2021: Establish 1.0 FTE “Diversity, Equity, and Inclusion (DEI) Coordinator”

[X] SLOBHD Staff recommends approval by the MAC Stakeholder Group as specified above.

[] SLOBHD Staff does not recommend approval by the MAC Stakeholder Group as specified above.

Notes:



WELLNESS • RECOVERY • RESILIENCE

