OASAS RFA SETT- 23006 Outreach and Engagement Services - Street Outreach

Attachment 12 - Equity and Diversity Response

If additional space is required write “see attached” and attach additional documents.

1. Describe the population in the catchment area served by this initiative including the demographic composition of the population (race, ethnicity, gender and gender identity, sexual orientation, language, disability, etc.).

2. Describe how your agency meets the cultural and linguistic needs of the population(s) to be served by your agency as part of this initiative.

3. Describe any efforts your agency has taken to reduce disparities in access to services for marginalized and/or underserved individuals/communities.

4. Does your agency mission statement, vision statement and/or values statement reflect a commitment to serving marginalized or underserved communities and/or regions? Provide the statement(s).

5. Identify the staff person responsible for addressing justice, equity, diversity and inclusion within your agency, including their name, title, background/education and contact information.

6. Describe any committees or workgroups developed within your agency to address justice, equity, diversity and inclusion, as well as the staff and/or patients/clients who participate in those committees, including how often they meet and impact on the agency. A general description of the participants is satisfactory, do not name patients or clients participating in any specific committees or workgroups.

7. Provide information on any external committees or workgroups related to justice, equity, diversity and inclusion that your staff participate in. Provide the name of the committee or workgroup, including a general description of the focus, attendees and how often the group meets.

8. Supporting diversity in the workforce:

a. Describe agency efforts to recruit, hire and retain staff representative of, or experienced in working with, the dominant cultural groups of the individuals served by your agency and the community in which your agency is located.

b. Describe the leadership structure of your agency and how leadership are representative of, or experienced in working with, the dominant cultural groups of the individuals served by your agency and the community in which your agency is located.

9. Describe staff training requirements related to justice, equity, diversity and inclusion.