NEW YORK STATE | Office of Addiction Services and Supports

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KATHY HOCHUL
Governor

CHINAZO CUNNINGHAM, MD
Commissioner

The Office of Justice, Equity, Diversity & Inclusion

November 29, 2023

Who are we?

Carmelita Cruz

Jannette Rondo

Janeth “Jet” Quintero

Nirmala Brodman

Alyssa Claffee

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JEDI
JUSTICE·EQUITY·DIVERSITY·INCLUSION

Purpose of the JEDI Office

- Examine policies, practices and develop goals using an equity lens and to implement change that is anti-racist, trauma-informed, LGBTQIA+ affirming and centered on the integration of equitable practices and the inclusion of all.

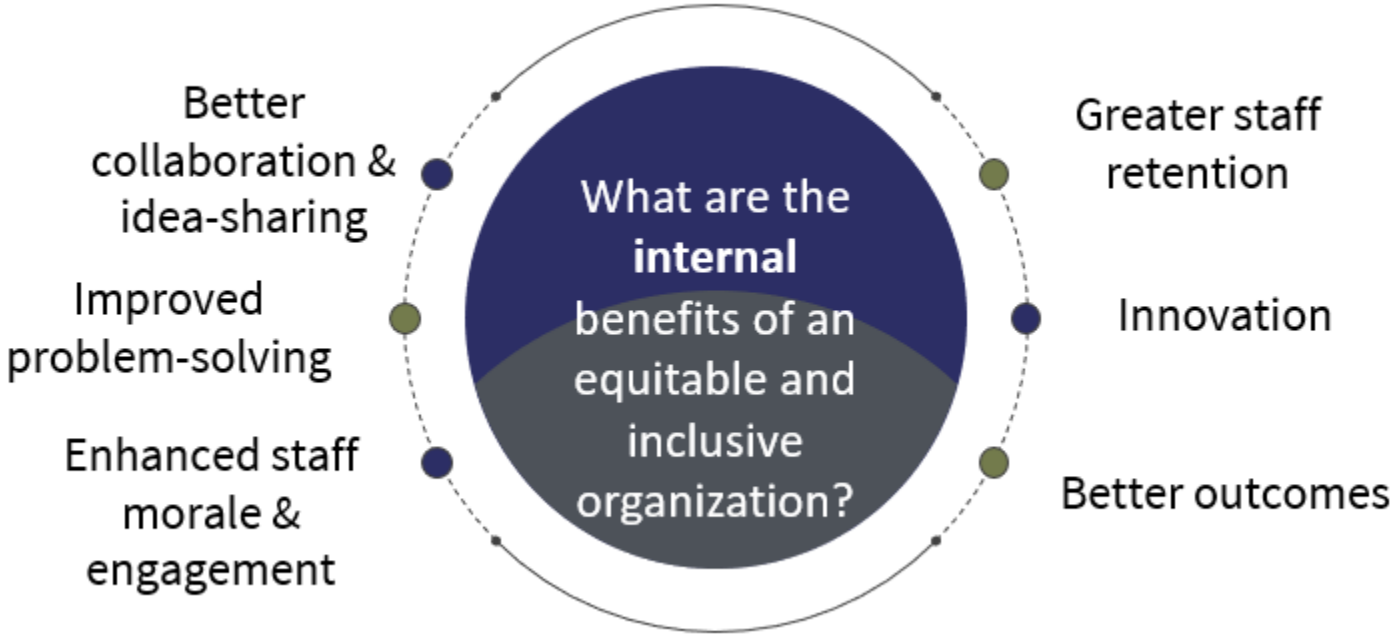
JEDI Focus Areas

- Internal assessment
- JEDI Advisory Council
- Procurement Criteria
- Human Resources
- BHSAC Equity Council
- ABCs of Equity/Tools
- Terminology/Data Updates
- LGBTQ LSB Update
- Human Trafficking
- MWBE
- Language Access LSB
- Tribal Consultation
- Interagency Coordination
- Cross-Division Collaboration

JEDI Advisory Council

- Statewide representation
- Monthly virtual meetings
- Equity Assessment
- Ongoing work to develop:
  - Mission
  - Vision
  - Goals

Equity Assessment



Credit: Health Justice, LLC.

Meet the Health Justice Team

Oni Blackstock, MD, MHS

Founder & Executive Director

Suzan M. Walters, PhD

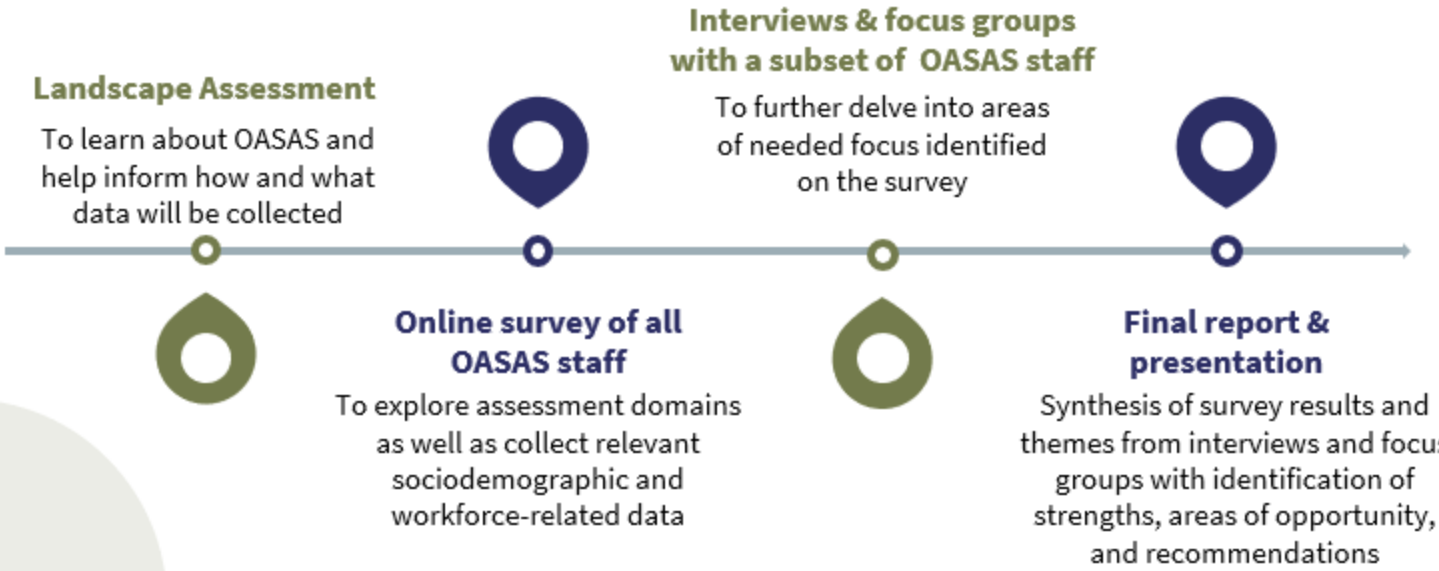
Senior Consultant

Deka Motanya, MPH

Project Manager

Credit: Health Justice, LLC.

Proposed Activities and Flow



Credit: Health Justice, LLC.

Organizational Equity Assessment: Domains

- Decision-making, Power and Influence
- Organizational Culture
- Organizational Leadership and Commitment to Equity
- Recruiting, Hiring and Advancing a Diverse Workforce
- Accountability to and Partnership with BIPOC and Other Impacted Communities
- Practicing Equity in Programs, Finance, Data and Public Facing Content

Trauma Informed Organizational Change

sanctuary INSTITUTE

University at Buffalo
Buffalo Center for Social Research

The Institute on Trauma and Trauma-Informed Care

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Updating Data and Terminology

NYS Office of Addiction Services and Supports
Client Admission Report
FOR ADMISSIONS DATED 12/01/2018 AND BEYOND

Sexual Orientation
- ☐ Bisexual
- ☐ Lesbian or Gay
- ☐ Pansexual
- ☐ Straight
- ☐ I use a different term
- ☐ Questioning/Unsure
- ☐ Prefer not to answer

What is your gender?
- ☐ Intersex
- ☐ Man
- ☐ Non-Binary
- ☐ Two-Spirit
- ☐ Woman
- ☐ I use a different term
- ☐ Questioning/Unsure
- ☐ Prefer not to answer

Do you identify as transgender?
- ☐ Yes
- ☐ No
- ☐ Questioning/Unsure
- ☐ Prefer not to answer

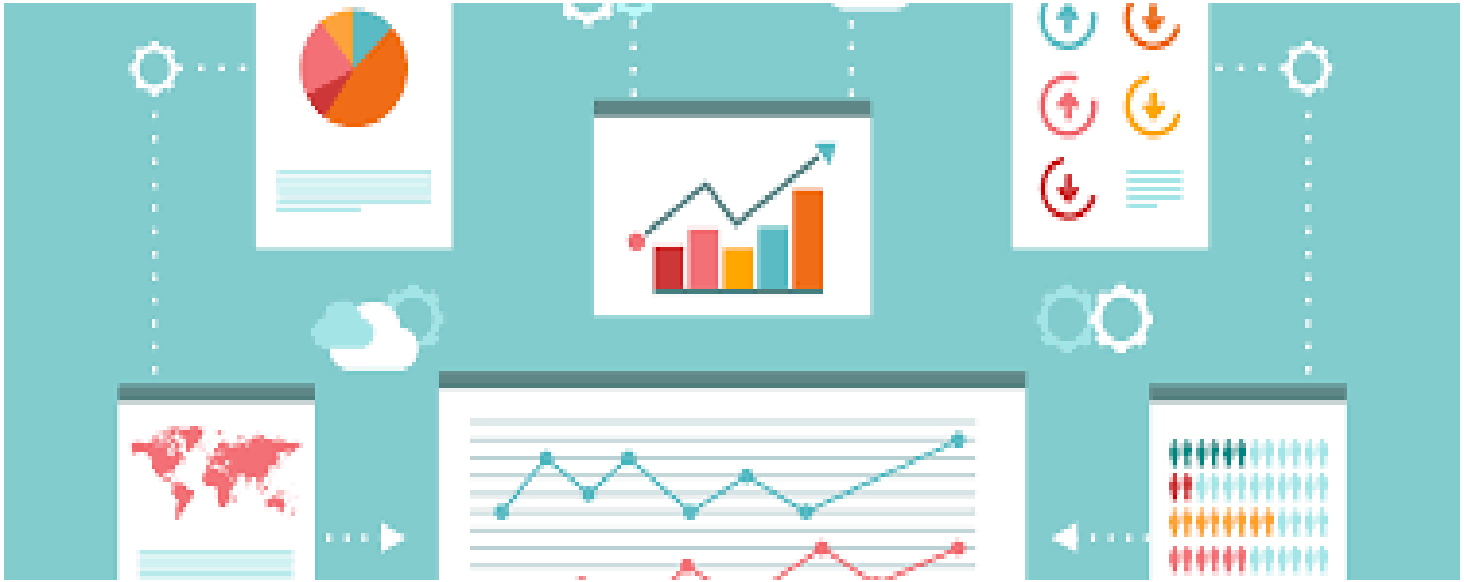
Race
- ☐ Alaskan Native
- ☐ Arab
- ☐ Asian
- ☐ Black or African American
- ☐ Hawaiian or other Pacific Islander
- ☐ Native American/Indigenous
- ☐ White
- ☐ Some other race, ethnicity, origin

Asian Origin
- ☐ Asian Indian (East Indian)
- ☐ Bangladeshi
- ☐ Burmese
- ☐ Cambodian
- ☐ Chinese
- ☐ Filipino
- ☐ Hmong
- ☐ Indonesian
- ☐ Japanese
- ☐ Korean
- ☐ Laotian
- ☐ Malaysian
- ☐ Nepalese
- ☐ Pakistani
- ☐ Sri Lankan

Pacific Islander Origin
- ☐ Fijian
- ☐ Guamanian
- ☐ Hawaiian
- ☐ Samoan
- ☐ Tongan
- ☐ Pacific Islander, Not Specified
- ☐ Not of Pacific Islander Origin

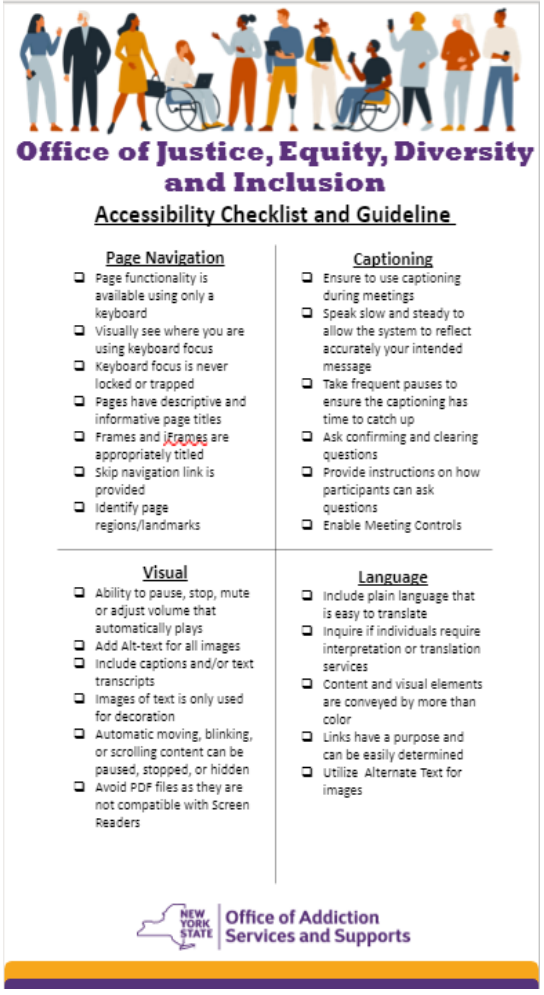
Hispanic Origin
- ☐ Cuban
- ☐ Mexican
- ☐ Puerto Rican
- ☐ Hispanic/Latino/a/x, Not Specified
- ☐ Not of Hispanic Origin

Developing Data Sets



Recruitment & Retention

Staff Development



Office of Justice, Equity, Diversity and Inclusion

Accessibility Checklist and Guideline

Page Navigation

- ❑ Page functionality is available using only a keyboard
- ❑ Visually see where you are using keyboard focus
- ❑ Keyboard focus is never locked or trapped
- ❑ Pages have descriptive and informative page titles
- ❑ Frames and iFrames are appropriately titled
- ❑ Skip navigation link is provided
- ❑ Identify page regions/landmarks

Captioning

- ❑ Ensure to use captioning during meetings
- ❑ Speak slow and steady to allow the system to reflect accurately your intended message
- ❑ Take frequent pauses to ensure the captioning has time to catch up
- ❑ Ask confirming and clearing questions
- ❑ Provide instructions on how participants can ask questions
- ❑ Enable Meeting Controls

Visual

- ❑ Ability to pause, stop, mute or adjust volume that automatically plays
- ❑ Add Alt-text for all images
- ❑ Include captions and/or text transcripts
- ❑ Images of text is only used for decoration
- ❑ Automatic moving, blinking, or scrolling content can be paused, stopped, or hidden
- ❑ Avoid PDF files as they are not compatible with Screen Readers

Language

- ❑ Include plain language that is easy to translate
- ❑ Inquire if individuals require interpretation or translation services
- ❑ Content and visual elements are conveyed by more than color
- ❑ Links have a purpose and can be easily determined
- ❑ Utilize Alternate Text for images

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Developing Tools

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ABC'S OF EQUITY

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Procurement Criteria

OASAS RFA SETT-23001 LOW THRESHOLD BUPRENORPHINE SERVICES

Attachment 12 - Equity and Diversity Response

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

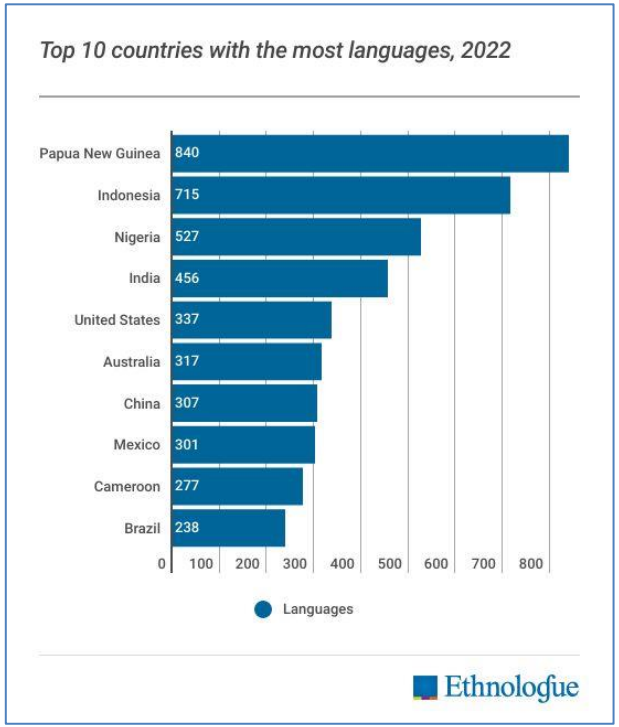
Describe the population in the catchment area served by this initiative including the demographic composition of the population (race, ethnicity, gender and gender identity, sexual orientation, language, disability, etc.).

Program Endorsements: Type

- **There are <u>six</u> existing Part 830 Program Endorsements:**
  1. Acupuncture
  2. Telehealth
  3. LGBTQ+
  4. Adolescent
  5. Ancillary Withdrawal
  6. Open Access

- **There is <u>one</u> Part 857 Program Endorsement:**
  - ✓ Problem Gambling

Language Access Services



NEW YORK STATE | Office of General Services
Office of Language Access

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Leadership Institute

- **Goal** ⇨ Enhance and ensure racial and cultural diversity within NYS Community-Based Behavioral Health agencies, Executive Teams and Boards of Directors.
- Offer tomorrow's leaders fellowship opportunities to better support career progress.
- ASAP and The Coalition were funded by OASAS/OMH to work with stakeholders to develop the Leadership Institute.

Engaging with Tribal Communities

Native Americans and Substance Abuse: Understanding the Importance of Expanding Trauma-Informed Care from Individuals to Communities

Questions?

Thank you!

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