



MAY 2022 DEI Newsletter

Evidence-Based Practice

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.

— Martin Luther King Jr.



DEI Report Highlights

RECOMMENDATIONS
NOVEMBER 2021

The following recommendations emerged over the course of our 8-month DEI assessment and were included in our final DEI report from November 2021. The recommendations are grounded in the quantitative and qualitative data we collected in the DEI assessment, as well as, informed by our combined decades of experience working with DEI issues and consulting to multiple organizations.

I. INDIVIDUAL EXPERIENCES: NURTURE PEOPLE

- a. Develop a program of support to improve staff well-being and decrease burnout of WYS staff, particularly BIPOC staff.
 1. More attention and support need to be given to BIPOC staff who participate most actively in the agency's efforts to support DEI
- b. Create spaces within the organization that decrease barriers to discussing diversity issues due to fear of judgment or saying something wrong.
- c. Create a space for those staff who expressed feeling uncomfortable with the organization's attention to diversity issues.
- d. Provide financial resources to support an infrastructure that supports equity, diversity, and inclusion efforts to relieve staff of the extra burden of attending to, and sustaining DEI efforts.
 1. Provide built in time at work to address DEI efforts, without increasing staff workload.
 2. Provide financial support to staff or incentives to support staff in sustaining DEI efforts in the organization.

It is recommended that WYS reinforce infrastructures within the agency that support DEI efforts as a whole. This includes protected time for diversity-related work activities, financial support for programs that directly address DEI priorities, and formal groups and committees focused on monitoring DEI efforts WYS-wide.

II. RELATIONSHIPS AND INTERACTIONS: BUILD COMMUNITY, BELONGING

- a. Cultivate spaces for safe, brave, respectful dialogue about DEI issues.
 - a. Develop and implement trainings to enhance the skills of staff to engage in meaningful conversations about DEI issues.
- b. Create regular and ongoing opportunities for diversity conversations that are embedded within the organization's infrastructure.
 - a. Staff meetings where issues can be considered through a diversity lens
- c. Provide time, space and organization for building communities within community
- d. Incorporate DEI and belonging messaging in all communications agency-wide
- e. Promote a transparent climate of collaboration and support around DEI issues agency-wide, and across programs

In addition to creating a culture of belonging and developing people within the WYS communities, there was an identified need for community-building efforts as foundational in our recommendations. Staff feedback reinforced the importance of creating space for interacting to create a sense of belonging and to have DEI discussion in more authentic ways. Continuously creating space, holding conversations and elevating marginalized voices to perpetuate a community that is connected, collaborative and inclusive, should remain central in all that WYS does moving forward.

III. ORGANIZATIONAL: HIRING AND PROMOTION

- a. Develop policies and procedures that promote equitable assessments in the evaluation and promotion related to DEI across staff positions and responsibilities.
- b. Develop a leadership development program that supports the need for increased diversity and representation at the highest levels of the organization.
- c. Increase diversity knowledge and expertise within the organization through advanced training and experiences on DEI issues at the management and administrative levels within the organization.
- d. Recruit, develop, advance and retain diverse individuals across the full spectrum of staff and leadership, including higher administration, supervisors, administrative staff, trainees, and volunteers.

IV. ORGANIZATIONAL: DEI RESOURCES AND PRACTICES

- a. Provide training and resources on "debiasing", addressing implicit bias, and reducing microaggressions, across multiple dimensions of diversity.
- b. Attention to diverse cultural and religious staff representation, including attending important days of observance, time off, and spaces where religious and spiritual practices can be practiced within the organizations as needed.
- c. Hire a DEI management position to provide oversight and accountability to the agency's DEI efforts.
- d. Provide support and resources for the continuation of the WYS DEI Committee. The make-up and structure of this continuing committee should be well thought-out and developed.

- e. Provide specific training to supervisors and administrators regarding responsiveness to diversity concerns being raised.
- f. Through the DEI staff person and/or DEI committee, monitor and track DEI efforts and outcomes across agency-wide efforts.
- g. Create and share DEI resources agency-wide to build on community efforts, both internally and externally.
- h. Develop and implement program specific DEI self-assessments to gather baseline data and initiatives to increase DEI efforts that are program specific.

WYS can advance its mission to nurture a diverse inclusive community by addressing bias and microaggressions, providing bystander training, creating safe space for dialogue, addressing issues of white privilege and white fragility, establishing an inclusive physical environment through images and accessibility, and developing resources to build and reinforce DEI connections. To achieve these goals and create a culture of belonging, we recommend formal concerted efforts to address bias and microaggressions through policy, trainings and programming, while also embedding a WYS-wide framework for DEI excellence within communications across all policies and programs.

To create a framework for sustainable efforts and to unremittingly improve diversity, inclusion and belonging initiatives, we recommend WYS-wide accountability through leveraging existing data and gathering new information. Through monitoring and tracking outcomes of programs and efforts aimed at increasing and supporting diversity, leadership is better able to know what is effective and should be further supported, areas that require additional development and those that should be phased out.

V. SERVICE DELIVERY AND EXTERNAL RELATIONS

- a. Provide advanced training on working therapeutically and communally with culturally and linguistically diverse communities.
- b. Increase and incorporate resources for the cultural adaptation, and culturally grounded, bottom-up, programs into assessments and interventions.
- c. Assess responsiveness to the multitude of cultural communities in the service areas that WYS does not reach effectively (e.g., Black communities)
- d. Create an advisory board of community members that are directly being impacted by the communities WYS services. This ensures that those community members who are being directly impacted by services, have a voice in the implementation and relevancy of those services. This could be program specific, and also agency-wide.
- e. Enhance outreach and in-reach with local, statewide, and national organizations that are DEI focused.
- f. Conduct an external assessment in the services areas, and with community leaders and partners, to understand the perceptions and perspectives those outside WYS have of the agency in regards to DEI efforts and outcomes.

Evidence-Based Practice Video



Q&A

We would love to hear from you. We invite you to submit your DEI questions to our external email addresses (included below). Each upcoming newsletter, Drs. Gallardo and Harrell will pick one or two questions and provide responses.

We hope you all take some time to rest and relax during this time of year. As the Nap Ministry states, "Rest is Resistance!" Take care of yourselves. Radical Healing and Love starts with Radical Self-Healing and Love.

The Nap Ministry

Resources on Evidence-Based Practices

Links to online articles:

[Evidence-Based Practices + Practice-Based Evidence](#)

[How to Make Effective Cultural Adaptations to Evidence-Based Interventions](#)

Downloadable PDFs:

[Issue Brief: Using Practice-Based Evidence to Complement Evidence-Based Practice in Children's Mental Health](#)

[Toolkit for Modifying Evidence-Based Practices to Increase Cultural Competence](#)

[2021 Bebe Moore Campbell National Minority Mental Health Awareness Month Toolkit](#)

[Modifying Evidence-Based Practices to Increase Cultural Competence: An Overview](#)

Miguel E. Gallardo, Psy.D.

Shelly P. Harrell, Ph.D.