

## 2021-2023 OMHE and MCAC Strategic Goals and Objectives

### GOAL ONE: Leverage diversity, equity, and inclusion for mission effectiveness.

- Objective 1.1: Create an agency assessment to determine where facilities are on a DEI maturity curve and continue to monitor progress.
- Objective 1.2: Present the DEI Strategic Plan at the Senior Managers meeting for input and adoption of the plan.
- Objective 1.3: Training on diversity, equity, and inclusion to build and strengthen relationships, reduce disparities, providing resources engaging clients and staff.

### GOAL TWO: Standardize data collection and reporting throughout our system of care.

- Objective 2.1: Continue to develop and pilot best practices demographic questions for DMHAS to get more accurate assessment for the DMHAS population and to be ready for future data systems.
- Objective 2.2: Continue to examine percentage of unknowns in client demographic data collected, and plan on how to reduce the number of unknowns, and monitor the progress on reducing unknowns.
- Objective 2.3: Continue to assess and analyze LMHA and DMHAS funded agencies compliance with CLAS standards through OMCA (Organizational Multicultural Competence Assessment) every 2 years.
- Objective 2.4: Continue to examine, monitor, and make recommendations about health disparities in client-level data through DMHAS Health Disparities Initiative (HDI).

### GOAL THREE: Strengthen employee and staff relations by enhancing workplace culture, leadership skills, and staff development.

- Objective 3.1: Identify staff training needs.
- Objective 3.2: Offer a variety of trainings based on identified needs in coordination with Workforce Development.

### GOAL FOUR: Language Access will be in compliance with CLAS Standards.

- Objective 4.1: Assess to ensure that language access is available on every shift and every program.
- Objective 4.2: Assure there is funding for the next three years to provide assessments for interpreters who want to be on a stipend list.

### GOAL FIVE: Standardize operations and centralized reporting for statewide Multicultural Advisory Council (MCAC) and local/regional multicultural committees.

- Objective 5.1: Expectations for membership and attendance.
- Objective 5.2: Maintain communication throughout our system of care through submission of articles for the OMHE newsletter.
- Objective 5.3: Design a reporting system to ensure compliance of monthly local/regional multicultural meeting report submissions.

