



Office of Multicultural Health Equity (OMHE)

IMPACT STATEMENT

2023

**OMHE
STAFF**

Samia Hussein **Cynthia Martin** **Tara Hall**
Director Trainer Trainer

Sharon Greaves **Elizabeth Flanagan**
Admin Assistant Research Scientist

About OMHE Training and Education



Commissioner's Message:

"As Commissioner, I am proud to affirm my unwavering commitment to advancing equity for all staff and the communities we serve. OMHE plays a vital role in this mission, advocating for inclusivity and addressing inequities on a statewide capacity with the collaboration of the Multicultural Advisory Council (MCAC). I strongly encourage you to review OMHE's 2023 Impact Statement and to engage with this Office in technical assistance and training supports they offer, including the newly approved joint three-year strategic plan. It is incumbent upon us to build capacity and to prioritize DEI through collaboration and awareness."

- **Nancy Navarretta, M.A, LPC, NCC**

OMHE Director's Message:

"I am thrilled to share our 2023 Impact Statement, highlighting the impactful work over the past year. I invite you to explore the achievements and initiatives outlined in this report, as we continue our commitment to ensuring every individual receives equitable access to quality care. Our team has expanded and offered more programming in 2023. Together, we will continue to drive positive change."

- **Samia Hussein, MPH, CDP, EMT**

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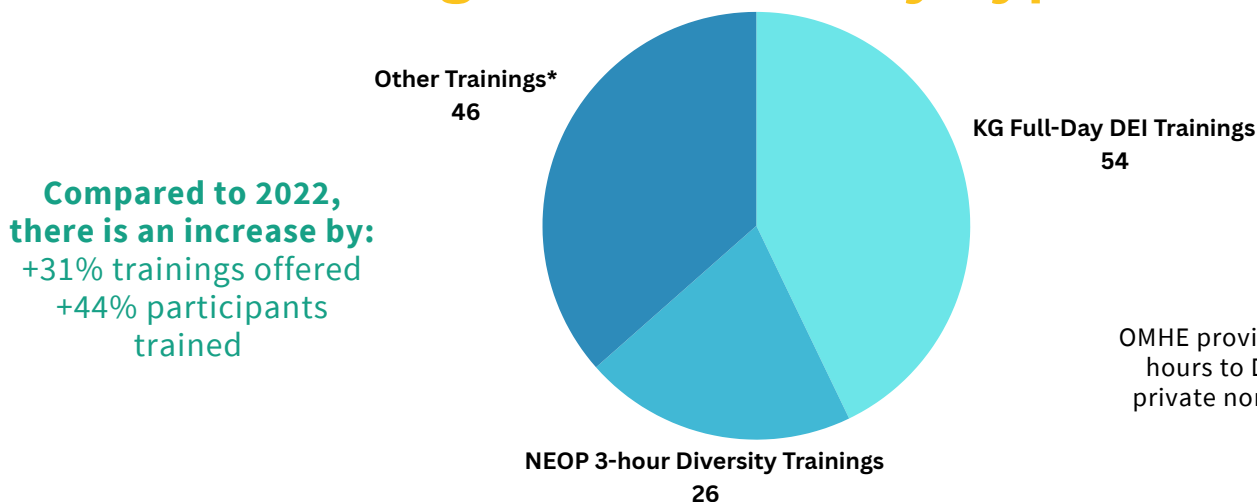
Trainings Offered

2577

PARTICIPANTS TRAINED

To learn more about the mission and goal of the Office of Multicultural Health Equity, [click here](#).

Trainings Conducted by Type (n=126)



OMHE provided over **150** consultation hours to DMHAS facilities and our private non-profit providers in 2023

*Other Trainings Include but are not limited to: Champions for Diversity & Health Equity Cohort Program, Bias, Microaggressions, Working with Muslim Clients, LGBTQ+, Adultism & Ageism, Gender Identity, Body Shaming, Privilege, Staff Retreats/Team Building, Minority Mental Health Webinar

STATEWIDE MULTICULTURAL ADVISORY COUNCIL (MCAC)

**There are 21 diverse
council members.**

MCAC was established in 1996 to serve as the multicultural change agent for DMHAS system of care and to advise the Commissioner on recommended system changes through the development and execution of the OMHE strategic plan every three years.

The 2021-2023 plan consisted of **five** strategic goals, each divided into committees. The following are the main accomplishments achieved by each committee in 2023:



COMMITTEE 1 - LEVERAGE DEI

- Since 2019, 2483 staff attended the full-day DEI training. In 2023, 990 individuals were trained compared to 788 in 2022.
- Hosted a webinar during Minority Mental Health Month
- Contributed towards advancing national research on DEI by presenting at the American Public Health Association conference



COMMITTEE 2 - STANDARDIZE DATA

- Renewed inter-agency collaboration between MCAC data committee and the DMHAS Evaluation, Quality Management and Improvement Division (EQMI)
- Re-evaluated and refocused action steps to demographic data collection and continuing conversations around reducing unknown data
- Reviewed best practices around equity reports to develop a framework in the next three-year strategic plan



COMMITTEE 3 - STAFF RELATIONS

- Assessed uniformity of facility New Employee Onboarding processes
- Explored and assessed the presence of facility leadership strategic plans
- Identified new workforce needs to increase workforce retention



COMMITTEE 4 - LANGUAGE ACCESS

- Created and analyzed survey to all eight state-operated facilities looking at language access needs and best practices
- Started looking at ways to standardize bilingual stipend list and assessments that OMHE oversees

Please note: Committee 5 (Operations), has been dismantled due to deliverables being met. The committee also recognized that ensuring MCAC diverse membership and sending out quarterly newsletters is already an OMHE function.

THANK YOU!

We would like to show appreciation to all DMHAS staff and private non-profit partners, including:

- The Multicultural Advisory Council who have been advising and executing OMHE's Strategic Plans.
- The Diversity, Equity, and Inclusion (DEI) Facilitators who continue to provide training to all staff.