



Community Mental Health Association of Michigan

CMHA Diversity, Equity, and Inclusion Toolkit

As recommended by the CMHA Diversity, Equity, and Inclusion Advisory Group and approved by the CMHA Board of Directors on October 20, 2024

Note that this document represents only the first segment of a multi-segment tool kit being developed by CMHA, its Diversity, Equity, and Inclusion Advisory Group, and CMHA's Board of Directors. As additional segments of the tool kit are developed and adopted by the CMHA Board of Directors, they will be added to this tool kit.

Preamble to CMHA Diversity, Equity, and Inclusion Toolkit

Definition of Diversity, Equity, and Inclusion¹

The definition, provided below, as recommended by the CMHA Diversity, Equity, and Inclusion Advisory Group, will be used by CMHA in its Diversity, Equity, and Inclusion efforts. This definition weaves together a number of recognized definitions drawn from a variety of sources into one that aligns with the dialogue of the CMHA Board of Directors and the CMHA Diversity, Equity, and Inclusion Advisory Group.

DIVERSITY: Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religion, ethical values, and national origin. Diversity refers to the representation or composition of various social identity groups in a work group, organization, or community

EQUITY: Equity is treating people fairly, taking into consideration and understanding their differences. Equity is not equality, where all individuals are treated the same. Instead, it denotes an environment where individuals share the belief that they are getting what they need so they can contribute equally. Equity involves providing resources according to the need to help diverse populations achieve their highest state of health, economic wellbeing, and quality of life.

INCLUSION: Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive organization promotes and sustains a sense of belonging; its values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

¹ Sources used for definition of diversity, equity, and inclusion: [American Psychological Association](#) and [Employers Council](#).

Value of Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion efforts have a number of benefits to the organizations that engage in them and all of their stakeholders, including employees, persons served, contractors, and partners, including:

- Improves ability of organization to reach and serve community members with diverse characteristics and backgrounds ²
- Boosts creativity and innovation^{3 4}
- Attracts talent and persons served/clients/customers ⁵
- Improves the organization's bottom line ⁶
- Creates a culture of trust with stakeholders
- Aligns with ethics of clinical disciplines ^{7 8 9 10}

CMHA Commitment to Diversity, Equity, and Inclusion and a Diversity of Approaches

The Community Mental Health Association (CMHA) is committed to:

- Promoting diversity, equity, and inclusion among its members, within itself, and among the persons served, its stakeholders, and partners
- Identifying and disseminating a diversity of sound approaches to fostering diversity, equity, and inclusion within organizations which are members of CMHA
- A continuous process of self-learning and connecting with others

² Harvard Public Health; Nolen; [Good health care is rooted in evidence. So is DEI](#); June 25, 2024

³ McKinsey & Company; [Diversity Wins](#); May 2020

⁴ Boston Consulting Group; Lorenzo, Rocio, et al; [How Diverse Leadership Teams Boost Innovation](#); January 23, 2018

⁵ Deloitte; [Striving for balance, advocating for change](#); 2022

⁶ McKinsey & Company; [Why Diversity Matters](#), January 2015

⁷ National Association of Social Workers; [Standards and Indicators for Cultural Competence in Social Work](#); 2024

⁸ American Psychological Association; [Multicultural Guidelines](#); January 2018

⁹ American Psychiatric Association; [Practice Guideline V. Assessment of Cultural Factors](#); 2016

¹⁰ American Nursing Association; [Standard 8: Culturally Congruent Practice](#); 2016

Tool Kit Purpose

The purpose of this toolkit is to provide concepts, tools, and resources, representing a diversity of approaches, in support of the work of CMHA's member organizations and CMHA as they facilitate and encourage Diversity, Equity, and Inclusion.

The contents of this toolkit are intentionally diverse, designed to reflect the diverse needs, communities, and organizational cultures in which CMHA and our members operate.

This tool kit is just that – a tool kit containing a set of practices and policies that foster diversity, equity and inclusion. The use of any of the components in this toolkit is at the discretion of CMHA's member organizations. This tool kit is not a position statement on diversity, equity, and inclusion; nor is it a set of actions, recommended by CMHA; nor is it an exhaustive collection of all resources around diversity, equity, and inclusion.

The toolkit is a living document, meant to be revised periodically as the needs and views of CMHA members change and new tools and resources are identified.

CMHA Diversity, Equity, and Inclusion Tool Kit: Resources for CMHA Members

Diversity, Equity, and Inclusion Value Statements

Purpose of a Diversity, Equity, and Inclusion value statement: Value statements offer the opportunity to make all stakeholders aware of an agency's commitments to a diverse, equitable, and inclusive environment. This includes employees and persons served alike.

Five key elements of a sound organizational Diversity, Equity, and Inclusion value statement ¹¹: Opinions on what a good diversity and inclusion statement should include will vary based on whom you ask and their personal preferences.

CMHA has identified, through a review of a range of Diversity, Equity, and Inclusion resources, five key elements that contribute to the creation of a sound Diversity, Equity, and Inclusion value statement and supporting narrative and resources.

- **Start with the actual statement:** A Diversity, Equity, and Inclusion statement should be short and to the point.
- **Add information and data:** If the organization has information available on its current Diversity, Equity, and Inclusion efforts and progress, this information helps to demonstrate the organization's commitment to Diversity, Equity, and Inclusion.
- **Be transparent:** Nothing is wrong with admitting that the organization is continuing to work toward its Diversity, Equity, and Inclusion DEI goals, or that the organization could/should have started working on them a bit sooner, as long as the Diversity, Equity, and Inclusion statement does not become a standard organizational line with little intention of improving or achieving Diversity, Equity, and Inclusion goals.
- **Specify commitments:** Define the organization's commitments, whether in brief or in detail. In their Diversity, Equity, and Inclusion statement (examples provided in the next section), some organizations published their main Diversity, Equity, and Inclusion commitments with in-depth descriptions of each initiative, while others opted for more concise descriptions.
- **Add resources that enrich the Diversity, Equity, and Inclusion statement:** Some (large organizations) publish resources to support their Diversity, Equity, and Inclusion work along with their Diversity, Equity, and Inclusion statement. Some of these resource include: documents and other material on representation and pay, [workforce diversity](#) reports, racial equity strategies, [employee resource groups](#), etc. Additionally, including candidate or [employee testimonials](#) can further enrich the statement.

Examples of organizational value statements on diversity, equity, and inclusion: Additional guidance related to writing a diversity, equity, and inclusion value statement and examples of organizational value statements on diversity, equity, and inclusion can be [found here](#).

¹¹ This section draws heavily from: Academy to Innovate Human Resources (AIHR); Verlinden; [13 Great Diversity and Inclusion Statement Examples To Inspire You in 2024](#); 2024