



Diversity and Inclusiveness Plan

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Presented by: Governance Committee

Approved by: Board of Directors

Introduction

Mental Health America of Northeast Indiana, Inc. values, supports, and respects the diversity of our community. As representatives of the organization, the Board of Directors and staff members will act in ways that protect the dignity, worth, and uniqueness of every person. The organization is committed fostering diversity and inclusiveness. MHANI will invest and promote participation in programs that are designed to support a diverse population.

The following policy has been adopted:

All persons seeking services will not be denied access based upon gender, gender identity/expression, race, color, religious creed, marital status, age, national origin or ancestry, physical disability, mental disability, medical condition, Vietnam-Era or disabled military service, sexual orientation or any other basis protected by federal and state law.

MHANI strives to be a culturally competent organization. This commitment includes valuing diversity as part of the attempt to achieve cultural competency, as well as supporting affirmative action to counter all aspects of discrimination and prejudice. It also includes specific results oriented procedures as steps to be used in developing this goal. This commitment, along with good faith efforts, will ensure an inclusive environment for consumers, volunteers, donors, board members, and employees.

Goals

In order to fully carry out our mission and vision, MHANI will engage in activities and outreach to achieve the following goals:

- MHANI will recruit and retain a Board of Directors that is a diverse representation of the local community to ensure that diversity and inclusion is a central part of the organization.
- MHANI will develop a diverse and high performing workforce without discrimination.
- MHANI will design program outreach strategies to serve all diverse segments of the community.
- MHANI will build relationships and foster collaboration with a broad-range of community organizations from diverse backgrounds, perspectives, and experiences.

MHANI will recruit and retain a Board of Directors that is a diverse representation of the local community to ensure that diversity and inclusion is a central part of the organization.

Cultivate a supportive and inclusive Board of Directors that demonstrates accountability and commitment to diversity and inclusion throughout the organization

Promote diversity and inclusion in leadership development activities

Monitor and evaluate management policies, practices, and programs to meet plan objectives

Ensure that leadership and staff advocate the value and importance of diversity and inclusion

Ensure that communication clearly conveys an organizational commitment to diversity and inclusion

Enhance Board development opportunities that support a culturally competent Board of Directors

MHANI will develop a diverse and high performing workforce without discrimination.

Use strategic hiring strategies to recruit, hire, and retain diverse talent with the skills essential in meeting the organization’s mission

Enhance staff development opportunities that support a culturally competent workforce

Fully comply with all Federal laws, regulations, and policies to promote diversity and inclusion in the workplace

MHANI will design program outreach strategies to serve all diverse segments of the community.

Design and perform outreach and recruitment strategies to reach all diverse segments of society

Align activities to integrate inclusion within all programs and services offered by the organization

Evaluate program effectiveness of the policies and practices regarding diversity and inclusion

MHANI will build relationships and foster collaboration with a broad-range of community organizations from diverse backgrounds, perspectives, and experiences.

Engage community partners that value and exhibit the importance of serving diverse groups

Help to increase cultural competency among community leaders and partners

Share agency commitment to diverse and inclusive practices

Categories	Board	Staff	Contract Workers	Consumers
American Indian or Alaska Native	0	0	0	0.5%
Asian	0	0	0	3.5%
Black or African American Native	2	1	0	12.1%
Hawaiian or Other Pacific Islander	1	0	0	0.1%
White	15	14	5	80.9%
Hispanic (Ethnicity)	1	0	0	7.0%
Gender	66% Female 34% Male	93% Female 7% Male	100% Female	<i>*Population estimates based on Allen County demographics</i>

It is the function of the Governance Committee to monitor and evaluate policies and practices of Diversity and Inclusiveness. This plan will be reviewed every two years.