



Diversity & Equity Annual Update 2022

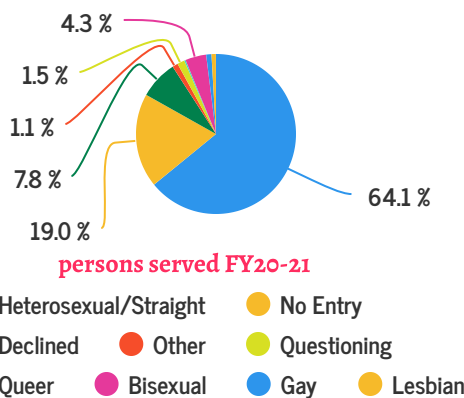
Executive summary of our annual Diversity and Equity Plan focused on expanding the National CLAS Standards. The full document can be found on our website at www.solanocounty.com/depts/bh/diversity

Inclusion Statement

Solano County Behavioral Health (SCBH) is committed to equity, diversity, and inclusion. Our services aim to empower all community members throughout their journey towards wellness and recovery. It is also of equal importance for us to improve access to quality care for underserved and underrepresented ethnic and minority populations who have been historically marginalized by health care systems. We value the importance of employing staff who possess valuable life experiences and expertise to ensure our workforce is culturally and linguistically responsive and leverages diversity to foster innovation and positive outcomes for the people we serve.

Workforce Equity Survey

Every year, we poll our county staff and contractors on a staff demographics to check our progress towards our efforts to build a diverse and equitable workforce. For example, 58% (132) of the **226 respondents** identified with a race/ethnicity other than White/Caucasian which more accurately reflects the demographics of Solano County. **However, there continues to be a disparity related to the percentage of African American/Black consumers compared to the BHP workforce.**



Racial Demographics



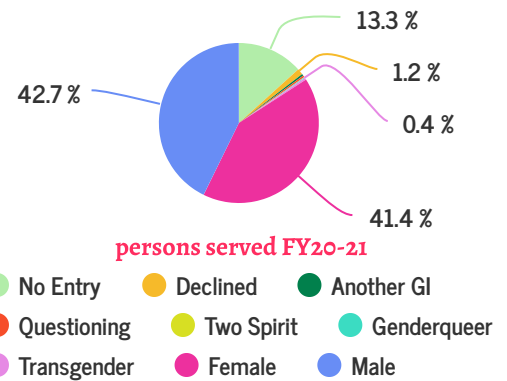
compared to 2020

- +33%** STAFF REPRESENT THE AFRICAN AMERICAN/BLACK COMMUNITY
- +40%** STAFF REPRESENT THE HISPANIC/LATINE COMMUNITY
- +7%** STAFF REPRESENT THE NATIVE AMERICAN & INDIGENOUS COMMUNITY



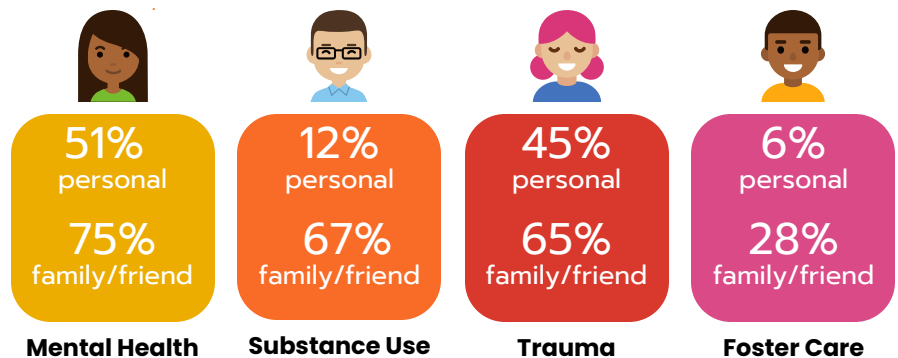
SOGIE: Sexual Orientation & Gender Identity / Expression

Notably, 12% (26) of staff identified as non-heterosexual: a 55% increase from the year before as we continue to strive to provide culturally responsive services and inclusive spaces for both LGBTQ+ clients and staff.



Lived Experiences of the 229 staff respondents:

For the first time, SCBH added questions to identify staff who have lived experience with mental health, substance use, foster care, trauma (family violence, community violence, intimate partner violence, neglect, etc.), to continue to combat stigma and promote the values of shared recovery and resilience from adverse experiences.

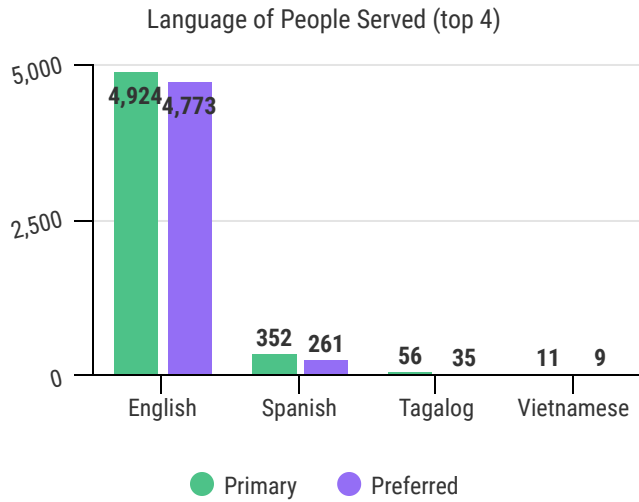


Land Acknowledgement

As a County that uses the representation of a Native American, Chief Solano, in the County seal, and as we work towards recognizing the history of genocide and inequity for indigenous people, it is important that we are congruent and authentic. The sacrifices of indigenous people on this land can be an invisible hurt and pain that is a reality for Native Americans. We would like to acknowledge the land and the people of the land; the indigenous people of the Suisunes and the Patwin of the Wintun tribes, the Ohlone of the Miwok tribe and the countless other California tribes that traveled this land we live and work on utilizing the Carquinez Strait for trade. We would like to acknowledge the displacement and the lost lives due to colonization and ongoing disparities, in addition to honoring the ancestral grounds. We honor those that have passed and those that continue to live on.

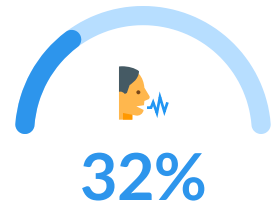


Language and Interpreter Services



Interpreter Services

Top languages for both in person and phone interpretation



staff are bilingual- of those, 71% speak Spanish and 11% Tagalog

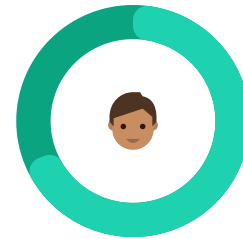
Training Highlights: FY20-21

Focused on CLAS Standards

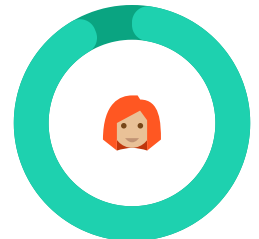
1. Behavioral Health Interpreter Training (BHIT)
2. Language Link Training video
3. Promoting Cultural Sensitivity in Clinical Supervision
4. Filipino Core Values & Considerations in Culturally Responsive Care
5. ISeeU Reception Staff Training
6. Cultural Psychiatry: Cultural Humility for psychiatry providers
7. Traumatic Grief: Untangling Intangible Loss
8. Therapy in Times of Turmoil and Trauma
9. Trauma Informed Systems of Care

ICCTM Project

The **Interdisciplinary Collaboration and Cultural Transformation Model (ICCTM)** Innovation Project report was finalized and highlights the 5 year innovation project, 10 action plans and client outcomes demonstrating the progress that has been made as a result of the project. **The full report is can be found [here](#).**



of staff felt the frequency of topics of race and culture are impactful on the people we serve



of staff endorsed the importance of understanding health and social inequities of in the community

Other Accomplishments



Expanded to video on language link



Uploaded language link trainings



Focus groups on suicide trends, covid impact, racial injustice



Enhanced social media and marketing

Goals for 2022

Monitor for disparities, increase workforce diversity, provide language support, partner with community

@solanocountybh



Videos related to Diversity, Equity Efforts & Stigma and Suicide Prevention Media Campaigns: <https://vimeo.com/solanobh>