



COUNTY OF SAN LUIS OBISPO BEHAVIORAL HEALTH DEPARTMENT

Diversity, Equity & Inclusion Committee Cultural Competence

BYLAWS

Definitions:

- **Diversity:** The process of acknowledging and respecting differences, expanding multi-cultural representation, gender identity, and gender expression; promoting multiple expressions; celebrating a myriad of perspectives, and solidifying the presence of identity differences within a setting that encourages individuals' unique characteristics, ensuring equity and inclusion in day-to-day operations at organizational and community levels.
- **Equity:** The informal and formal process of ensuring that policies, procedures, services, programs, and practices are impartial, fair, and provide equal access and possible beneficial outcomes for every individual within a system and larger community.
- **Inclusion:** The practice, through internal formal and informal norms and policies, of ensuring that individuals feel a sense of belonging and acknowledgement in the workplace and community, where their identities, whether cultural, gender—based, spiritual, and others; as well as their contributions, presence, and perspectives of themselves and of different groups and identities of people are valued and integrated into the environment and day-to-day operations and decision-making processes.

Mission & Purpose

The County of San Luis Obispo Behavioral Health Department (SLOBHD) Diversity, Equity & Inclusion Committee serves to increase and enhance Cultural Humility and Competence in organizational and service provision levels through respect, access, empowerment, and understanding of diverse individuals, cultures, ethnic groups, gender, gender identities and expressions, sexualities, abilities, veteran status, spiritual affiliation, and linguistic groups by leading, developing, enhancing, recommending, and maintaining a culturally-aware high performing workforce, policies, services, and programs to improve health care outcomes for all individuals.

Vision

To make diversity, equity, and inclusion a value-driven force and foundation of behavioral health service provision and management operations.

Core Values

- 1) **Integrity:** The DEIC is dedicated to high ethical standards rooted in acknowledging individual experiences and lenses that promote honesty, respect, and a commitment to public trust from all individuals.
- 2) **Collaboration:** The DEIC celebrates and encourages partnership and participation within member organizations, and between organizations seeking to develop and improve diversity, equity, and inclusion practices.
- 3) **Professionalism:** The DEIC consistently promotes treatment and engagement of all individuals and each other with awareness, respect, and honesty seeking to improve and expand interpersonal engagement.
- 4) **Accountability:** The DEIC promotes organizational and individual responsibility in conduct and actions ensuring interactions are rooted in a diverse and inclusive lens with the ability to learn and improve.
- 5) **Responsiveness:** The DEIC provides timely and complete information and feedback to all individuals and partner agencies focused on ensuring issues related to diversity, equity, and inclusion are addressed properly.
- 6) **Compassion:** The DEIC engages from a lens of empathy and kindness to safeguard personal well-being and promote awareness and respect.
- 7) **Inclusion:** The DEIC fosters actions and practices rooted in inclusion of various personal and group identities with the goal of embracing interconnectedness as a strength.
- 8) **Equity:** The DEIC fosters equity in access, treatment, and retention of services by revising and promoting policy and practices with impartiality, fairness, and justice for all individuals with different circumstances can achieve equal outcomes.

Goals

- 1) To ensure that County Behavioral Health embraces and implements the practices, attitudes, values, and policies that support cultural, gender identity and expression, sexuality, language, abilities, veteran status, and spiritual affiliation diversity.

- 2) To provide policy and practices recommendations that will help increase service delivery to various culturally, linguistically, gender identity and expression, sexuality, abilities, veteran status, and spiritual affiliation individuals.
- 3) To identify and facilitate the removal of barriers that affect sensitive and competent delivery of service to various culturally, linguistically, gender identity and expression, sexuality, abilities, veteran status, and spiritual affiliation individuals.
- 4) To provide recommendations that will address the recruitment, hiring, and retention policies and practices of various individuals including culturally, linguistically, gender identity and expression, sexuality, abilities, veteran status, and spiritual affiliation groups.
- 5) To provide recommendations that increase utilization patterns of the unserved and underserved populations.
- 6) To provide County Behavioral Health employees with the topics and information discussed among the DEI Committee to further diversity, equity, and inclusion processes and strategies.
- 7) To provide and sponsor training opportunities for new and current staff focused on expanding and enhancing diversity, equity, and inclusion knowledge and practices.
- 8) To forge alliances with other community agencies and committees who support the mission and purpose, vision, and goals of the DEI Committee.
- 9) To foster a strong network among community agencies that will facilitate an integrated delivery of services.

Committee Guidelines

Article I: Name of Committee

Section 1: The Committee shall be known as the Diversity, Equity & Inclusion Committee, formerly known as the Cultural Competence Committee. The committee operates under the County of San Luis Obispo Health Agency, Behavioral Health Department (BHD).

Article II: Purpose of the Committee

Section 1: The Committee is dedicated to assuring that the County of San Luis Obispo County Behavioral Health Department becomes a culturally aware and competent behavioral health system which integrates the concept of diversity, equity, and inclusion into the fabric of its operation. The committee will create agency-wide awareness of the issues relevant to cultural, linguistic, gender identity and expression, sexuality, abilities, veteran status, and spiritual affiliation diversity, equity and justice for all individuals, and inclusion of various experiences in decision-making processes with the goal of impacting service provision.

Section 2: The Committee is dedicated to meeting the goals set forth in this document and will provide recommendations to the County Behavioral Health Director on issues pertinent to the achievement of these goals.

Article III: Structure of the Committee

Section 1: The Committee operates as an entity of the County of San Luis Obispo Behavioral Health Department.

Section 2: The County Behavioral Health Director appoints the Chairperson.

Section 3: The Chairperson reports to the County Behavioral Health Director.

Section 4: The Committee members are the decision-making body of the Committee. The members are elected by the Committee and represent a diverse range of cultural, ethnic, racial, linguistic identities, gender identities and expressions, sexualities, spiritual beliefs, and geographic regions of the country.

Section 5: The Committee will advise and serve as a resource group to the County Behavioral Health Director, the County Behavioral Health Training Program Manager, County Behavioral Health staff, and affiliated agencies.

Section 6: General membership is not a requirement for involvement in the Committee. Visitors are welcome to attend Committee meetings and provide input.

Article IV: General Membership

Section 1: The Committee consists of approximately fifteen to twenty (15-20) members and serves to ensure a collaborative process is informed and influenced by community interests, expertise, and needs of several groups and organizations focused on behavioral health.

Section 2: Membership shall include, but is not limited to, Behavioral Health Department staff, mental health clients and their loved ones, mental health providers, cultural and linguistic organizations, veteran groups, LGBTQIA+ groups, higher education, and other advocacy groups and organizations that provide and support access and expansion of services in the behavioral health system.

Section 3: The Committee shall review on a yearly basis and ensure that strategies are built to meet the required group membership for the organizations listed above in Section 2.

Section 4: The Chairperson is part of the Committee.

Section 5: Anyone interested in serving on the Committee shall state their interest to serve by informing a current Committee member in writing via electronic mail or written letter format.

Section 6: A simple majority vote is required for the election of Committee members.

Section 7: A vacancy exists when a Committee member misses four consecutive Committee meetings without prior notification to the Chairperson or any other member. A vacancy also exists when a committee member tenders a resignation announcement either verbally or in writing to the Chairperson.

Section 8: When a vacancy exists, the Committee shall nominate individuals to serve on the Committee.

Article V: Meetings

Section 1: No meetings shall be held in a facility that prohibits the admittance of any person based on their culture, ethnic background, spiritual and religious beliefs, sex, sexual orientation, gender identity, gender expression, sex assigned at birth, or various emotional/physical abilities.

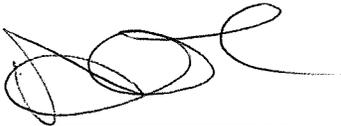
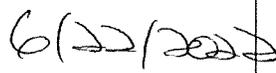
- Section 2: Meetings will convene upon agreed upon time, day, and frequency established by a majority of committee members.
- Section 3: The Chairperson convenes the meetings.
- Section 4: The Committee members are responsible for bringing forward agenda items for the meetings. Agenda items shall be sent directly to the chairperson.
- Section 5: The Committee will strive to make decisions by consensus.
- Section 6: A quorum is necessary to approve Policy and Procedures. All Policy and Procedures require a simple majority by a quorum to be recommended to the County Behavioral Health Director.
- Section 7: A quorum is defined as 50 percent of the Committee.
- Section 8: A motion may be made and seconded by any of the Committee member.
- Section 9: Motions require a simple majority to be recommended as action items or task assignments.

Article VI: Amendments

- Section 1: These Bylaws may only be amended or repealed, and new bylaws adopted by the affirmative vote of a majority of a quorum of the Board.

REVISION HISTORY

Revision Date	Section(s) Revised:	Details of Revision:
06/06/2022	All	Reformatted and expanded. Added specificity to definitions, mission, vision, core values, goals, and guidelines.
Prior Approval dates:		
Not available		

		
Approved by:	Anne Robin, LMFT, Behavioral Health Administrator	Date