



Building a Culture of Equity and Inclusion in an Organization

Stephanie Madsen-Pixler, LCSW, CAS - Director of Community Based Services

Kathy Sisneros, Ed.D – Director for Diversity, Equity and Inclusion

John McKay – Chief Culture Officer, MSW

Overview for Today's Session



- Quick introductions
- Guiding framework
- History and foundations at SummitStone
- Branding

Guiding Framework

Inclusive &
Intentional
Partnerships

Organizational
Learning &
Development

Equitable Policies,
Procedures &
Practices

Resource Equity



Where We've Been

1990's

Cultural competency Advisory committee

2020

Justice, Equity, Diversity and Inclusion at SummitStone (JEDIS)

Cultural Responsiveness

2018

Language line 2003 or earlier
Spanish speaking case manager 2003
Multicultural Services Dept early 2000's – 2010
Contego listening devices
Interpreters ASL and Spanish +
CA Brief multicultural competence scale 2008

Training on inequity for SLT, JEDIS and BOD
Insight – Language Line
Trauma-informed climate equity survey
Center for Global Inclusion assessment tools
Race Card Project
Essential Bag Giveaway
Revised Diversity and Inclusion Statement
SummitNotes JEDIS
Intranet landing page
Ongoing Profession Development–JEDIS committee

2021

Hired Drs. Chrissy Chard and Cori Wong
consultation for SLT
Racial Equity Institute
Gender Affirming Care and letter writing
CO Clinical Care Consortium for clinical DEI training
Hired Chief of Culture
Hired Director for Diversity, Equity & Inclusion

2019

Pre-2019

Community Cultural Health Event
Diversity and Inclusion statement
MJ Jorgensen served as a consultant through
partnership with the Health District

2020

Hired Gemini Group
Racial Equity Challenge
Pride Bingo
JEDIS 101 as part of NEO
Added floating holiday to allow honoring Juneteenth
Began to review policy and procedures via equity tool
Budget equity tool

2022

SummitStone Foundations

Flash point of national consciousness and a catalyst to do more

- Training with Exec. Leadership Team and Board of Directors
- JEDIS Statement
- JEDIS Committee
- Treatment Philosophy
- Increased learning opportunities
- Exec. Leader for Culture hired
- Director for DEI hired
- Updated Mission, Vision & Values



How this all connects to SummitStone's *Why*



SHP Vision

To make Northern Colorado the healthiest community in the nation.

Mission

We serve our communities by fostering trust, empowering recovery, and inspiring hope.

Values

- Come as you are
- Start with yes
- Boldly raise the bar
- Stronger together

SummitStone Health Partners prioritizes justice, equity, diversity, and inclusion. We are committed to taking action on these values by listening, training, continually learning, implementing change, and transparently tracking success.

We are committed to fostering a diverse and inclusive environment, honoring each individual's whole self by embracing differences in race, ethnicity, ability, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, language, and the inherent intersections of many different identities.

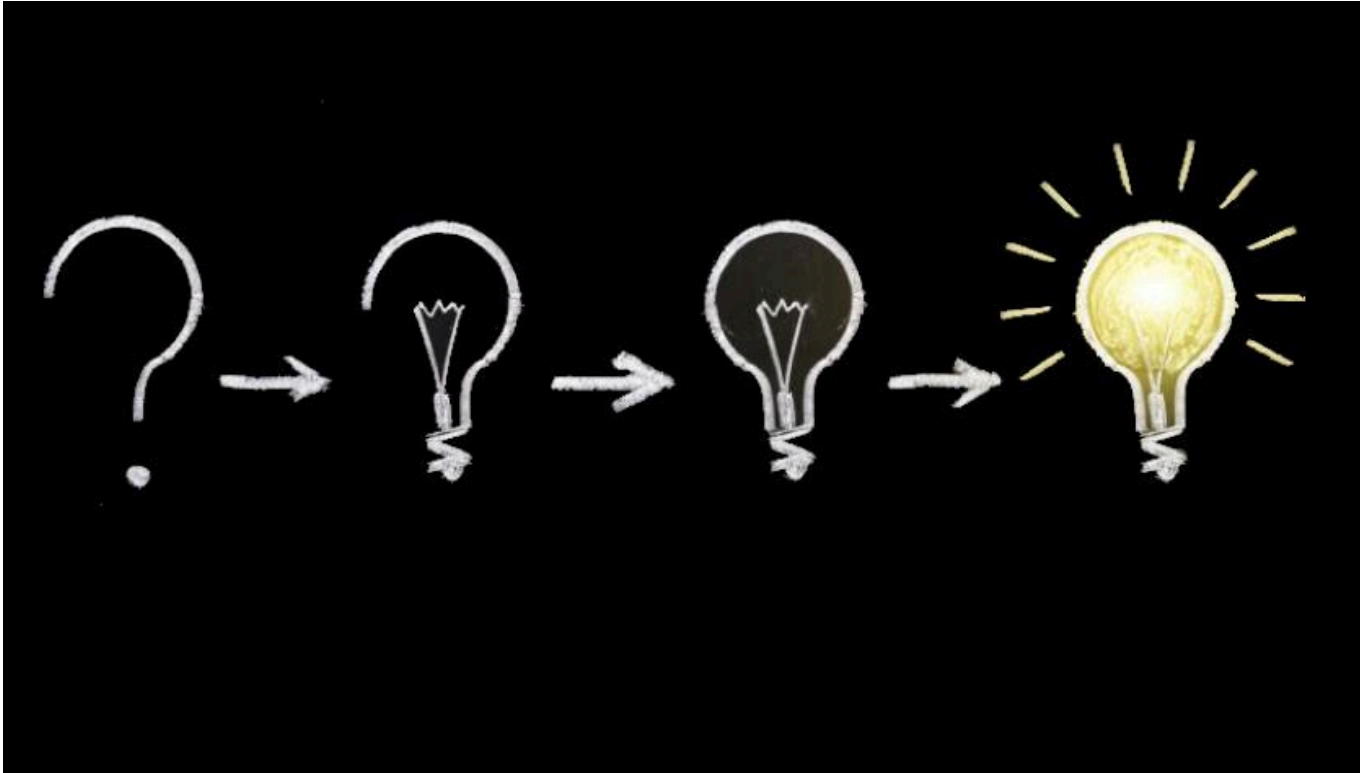
We strive to celebrate the incredible diversity found in our employees, the people we serve, and our communities at large, including their culture, heritage, and traditions.

TREATMENT PHILOSOPHY

At SummitStone, we believe that people can and do recover. We understand mental health and substance use conditions may be lifelong, with periods of stability as well as periods of acute need. SummitStone promotes a safe, inclusive and healing environment that builds on the capacity for resiliency and recovery in the children, adults and families we serve. We recognize people start their recovery journey along a continuum and move at their own pace. We value diverse backgrounds, abilities, social identities and realize the tremendous impact these have on an individual's experience.

At SummitStone, the people we serve will find individually tailored treatment options built on a foundation of trauma informed care, harm reduction and proven practices in behavioral health interventions, including medications and medication assisted treatment. Our team-based model of care also recognizes the many intersections between identity, health, social supports and a variety of community systems. We have the skills, relationships and expertise to partner and collaborate with multiple systems including physical healthcare, human services, family and child welfare, educational and criminal justice. No matter where you are on your journey, we look forward to helping you develop a recovery plan that meets your needs.

Organizational Learning & Development



Awareness, Knowledge, Skills...and Action

- Required 4 hours/year JEDI training
- Outside trainings and consultants
- Gender Affirming care
- 1-2 hour workshops
- JEDIS 101 during New Employee Orientation
- 4-hour JEDIS foundations session
- Team Development utilizing a workplace learning assessment tool

Equitable Policies, Procedures, & Practices

Policies

- Gender Affirming Care
- Personal Appearance
- Inclusive Workplace

Procedures

- Language Access Plan
- Demographics collected
- Scripting to support demographic collection

Practices

- Professional Workplan
- Evaluation Process
- Affirmative Action Plan
- Demographics EHR and HRIS collection
- Employee Resource Groups
- JEDIS work groups
- Inclusive group therapy
 - Accessibility
 - Gender inclusive and affirming

Resource Equity

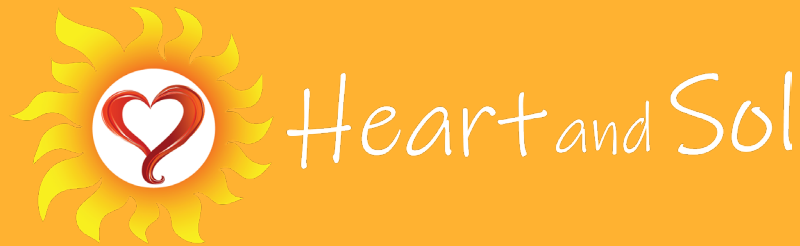
- Client and Family Advisory Council – compensation
- Language Resources
- Salary Equity Process
- Benefits/Total Rewards/PTO
- TAVA
- Gender Inclusive restrooms
- Increased physical accessibility



Inclusive & Intentional Partnerships

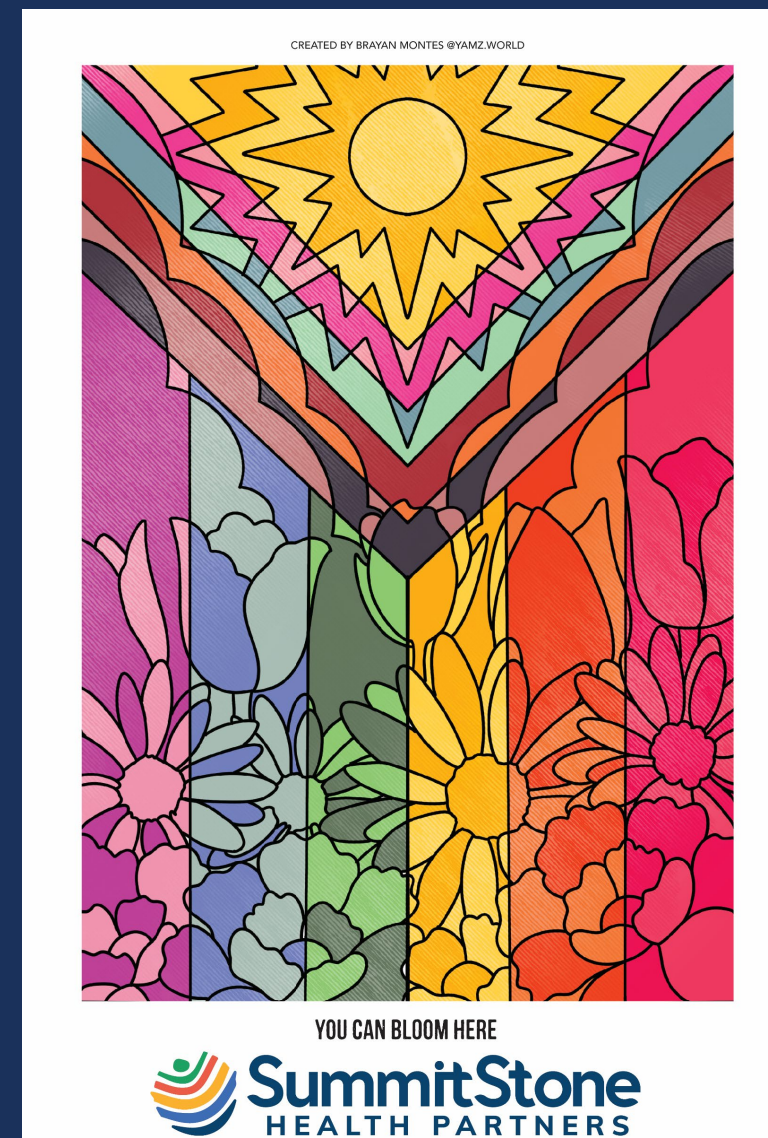
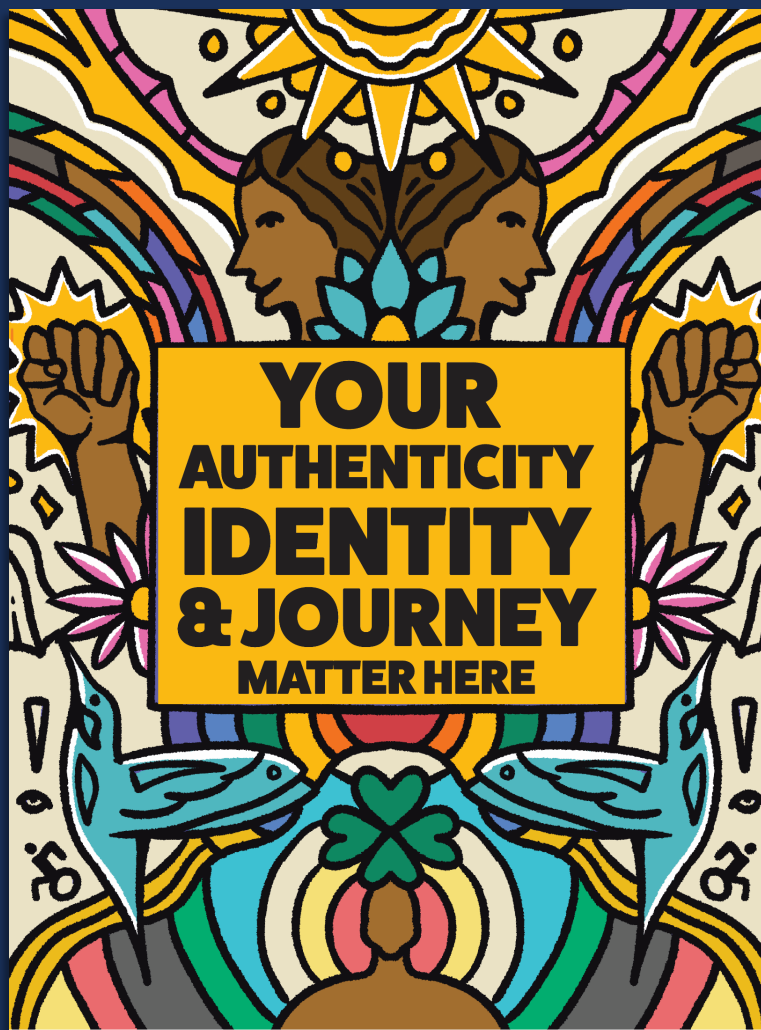


ISAAC of Northern Colorado



Community Events

- Martin Luther King Jr. Day
- Juneteenth
- NoCo Pride
- Latine/Hispanic Heritage
- PRIDE Prom
- Estes Park PRIDE



What's Next?

- Evaluation System
- Updated Employee Handbook
- Retention Focus
- Continued Policy Review

