

NOMHE Advisory Committee

***Presentation on the DHHS Diversity, Equity,
and Inclusion (DEI)
Initiative***

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Project Updates



Objectives

The primary objectives for implementation include to:

- Respond to findings and recommendations from the Situational Analysis with activities included in the Call to Action and next steps to promote racial equity and reduce health disparities
- Increase DHHS's DEI activities to engage leadership and all Divisions, and demonstrate progress in creating a climate and DEI strategy that will be embedded throughout DHHS
- Address systems level issues with analysis and policy and procedure recommendations related to complaints, discipline, sourcing and recruiting, hiring and salary schedules, and performance management
- Create a data collection agenda, metrics for dashboards, and communication tools to promote and illustrate DHHS's DEI progress



Activities

Support Steering Committee and Advisory Group

- Expand Steering Committee to include BIPOC reps from each Division
- Recruit members from Advisory Groups
- Ongoing Steering Committee and Advisory Group meetings
- Steering Committee to provide input, content, and support for the creation and publication of the **DEI Strategy Document**
- Phase 1 includes one Town Hall with SEI (May 18th) and NOMHE to engage staff, share success stories, identify challenges, and communicate the culture and DEI strategies being implemented throughout DHHS



Activities

Develop DHHS DEI Strategy Document and Policy, Procedure, and Training Manual for Health Disparity

- Develop and formalize the **DEI Strategy Document**
- Establish the **Policy, Procedure, and Training Manual for Health Disparity**, including a compendium of resources developed by UNLV OMHE, UNR, and NV OMHE
- Quarterly Synergy meetings with NOMHE and CDC subgrantees UNR and UNLV.



Activities

Capacity Building

- Targeted support for NOMHE staff around:
 - Leadership development and training
 - Communication within DHHS
 - Coordination with partner agencies
 - Review of systems, policies, and practices within DHRM
 - Identify metric for dashboards
- Ongoing support to transition DEI activities to NOMHE staff and build their capacity



Current Status

- Convene fifth Advisory Group meetings to finalize Division priorities and strategies in May (6 Advisory Groups representing each Division and the Director's Office)
- Convened first quarterly Division Administrator Meeting in March, second quarterly meeting on May 11th
- Town Hall meeting on May 18th
- HR Audit underway



Current Status

- Newsletters being issued quarterly to update all DHHS staff on activities
- Webpage for DEI Initiative under development
- Partnering with NOMHE staff to transition Advisory Group facilitation for sustainability
- Ongoing Capacity Building with NOMHE
- Continued coordination with CDC Synergy partners
- Developing Manuals based on approved templates



Current Status

- SEI met with DHRM and OPM. Swafia Ames will be doing direct one-on-one meetings with Divisional and Department HR representatives and collecting documentation on HR practices
- NOMHE is working to implement the Core Values Assessment with all Divisions



Current Status

Data points and Key Performance Indicators are being established, aligned with Situational Analysis:

- Disciplinary data by race/ethnicity
- EEO complaint data
- Position type by race/ethnicity
- Recruitment sourcing: where jobs are advertised and sources of recruitment
- Retention and promotion metrics by populations of interest



Questions, Comments, & Ideas



Thank you!