

A Letter from Robert Sheehan

Executive Director of Community Mental Health Authority of Clinton-Eaton-Ingham

I want to personally underscore this organization's commitment to diversity. As you may know, for a long time, our Agency has had an equal employment opportunity policy and program and a number of cultural competence efforts. These include such things as a very active recruitment program, regular Equal Employment Opportunity (EEO) reviews, a Limited English Proficiency (LEP) policy, interpreter services, multi-language printed materials, among others. These efforts, while productive, have not taken our organization as far as it needs to go relative to diversity and cultural competence.

Recognizing this, we formed the Diversity Advisory Council (DAC). The DAC is made up of representatives of Labor, Management and Board, with staff support in CMHA's human Resources Office. The DAC has hit the ground running. The DAC developed a Diversity Statement (approved by the CMHA Board of Directors), conducted an organization-wide survey of the Agency's diversity systems, and established committees working on communications issues, and developing training. The DAC is constructing an on-going progress/status measurement system to track our progress in constructing a diversity system.

CMHA-CEI's commitment to diversity is based on the work of a number of leaders in the field of diversity and cultural competency, and will be promoted through the following:

- The Community Mental Health Authority of Clinton, Eaton, and Ingham Counties (CMHA) is committed to diversity among its employees, consumers, contractors and partners. Diversity strengthens CMHA's ability to carry out its mission of service to the community.
- CMHA is committed to diversity to ensure the full utilization of our organization's personnel, thus providing our organization with competitive advantages; the clinical, technical, fiscal, managerial, relational, and political advantages that diversity brings; qualities necessary for CMHA to survive and thrive in a rapidly-changing and demanding environment. Diversity, simply stated, improves CMHA's ability to carry out its mission of service to the community.
- In addition to ensuring high levels of quality and performance, CMHA's promotion of diversity is also fueled by the desire to seek equality of opportunity for all persons and the desire to attain the richness of skills, experiences, and perspectives that diversity provides to CMHA and to the community that we serve.

We look forward to the further development of CMHA's diversity system – one that will become a model for other CMHA's, health providers, public employers and service providers, and private sector employers across the state and nation.

Robert Sheehan