***Goal 1: Increase and enhance diversity representation and experience in workplace***

|  |  |
| --- | --- |
| **Objective 1A:** | **Implement policies to promote and encourage recovery and treatment-oriented workplace and career opportunities for diverse populations**  |
| *Action Step* | Hold ongoing regular meetings held w/ SCA to review monthly |
| *Action Step* | Implement survey and distribute to representatives from diverse backgrounds to identify prohibiting workforce entry |
| *Action Step* | Conduct best practice research to identify what other communities have done to increase diverse representation |
| *Action Step* | Develop community standards to be recommended and included with contracts that encourage agencies to seek out diverse workforce representation |
| *Action Step* | Hold community roundtable to educate and engage treatment providers on the importance of workforce diversity |
| *Action Step* | Collaborate with DDAP-created equity coalition to address recovery-related diversity needs |
| *Action Step* | Identify funding sources tied to career development  |
| *Action Step* | Engage diverse communities on the opportunities available for enhancing career development |
| **Objective 1B:** | ***Increase DEI trainings for community*** |
| *Action Step* | Compile ‘bank’ of DEI trainings that are currently available and who conducts the trainings, how they’re offered, etc. |
| *Action Step* | Develop a DEI training focusing on SUD and recovery |
| *Action Step* | Outreach to community organizations to provide DEI training on an ongoing basis |

***Goal 2: Identify and meet recovery needs of Erie's diverse populations***

|  |  |
| --- | --- |
| **Objective 2A:** | ***Hold community discussions focused on the treatment and recovery needs of diverse communities*** |
| *Action Step* | Identification of 'cultural-specific' community members who would help in breaking down cultural misunderstandings and norms  |
| *Action Step* | Roundtable discussion of leadership from organizations serving diverse communities |
| *Action Step* | Collaborate with DDAP-backed equity coalition |
| *Action Step* | Identify needs of diverse communities utilizing feedback from community meetings |
| *Action Step* | Bridge findings with providers on the needs at quarterly meetings |
| **Objective 2B:** | ***Develop and strengthen relationships w/ community organizations that serve diverse populations***  |
| *Action Step* | Provide technical assistance to these agencies available for needs related to treatment and recovery |