



**Office of Addiction  
Services and Supports**

**OASAS. Every Step of the Way.**

KATHY HOCHUL  
Governor

CHINAZO CUNNINGHAM, MD  
Commissioner

# **The Office of Justice, Equity, Diversity & Inclusion**

**November 29, 2023**

# Who are we?

Carmelita Cruz

Jannette Rondo

Janeth “Jet” Quintero

Nirmala Brodman

Alyssa Claffee

[JEDI@oasas.ny.gov](mailto:JEDI@oasas.ny.gov)



# Purpose of the JEDI Office

- Examine policies, practices and develop goals using an equity lens and to implement change that is anti-racist, trauma-informed, LGBTQIA+ affirming and centered on the integration of equitable practices and the inclusion of all.

# JEDI Focus Areas

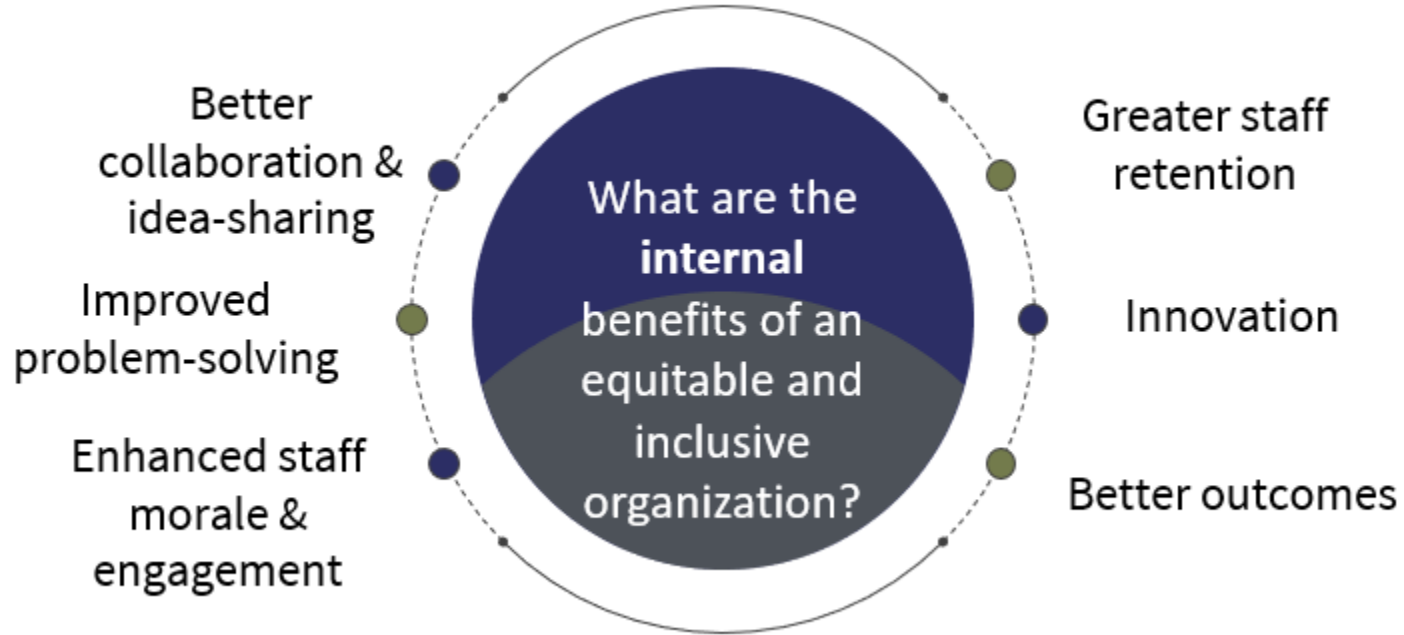
- Internal assessment
- JEDI Advisory Council
- Procurement Criteria
- Human Resources
- BHSAC Equity Council
- ABCs of Equity/Tools
- Terminology/Data Updates
- LGBTQ LSB Update
- Human Trafficking
- MWBE
- Language Access LSB
- Tribal Consultation
- Interagency Coordination
- Cross-Division Collaboration

# JEDI Advisory Council

- Statewide representation
- Monthly virtual meetings
- Equity Assessment
- Ongoing work to develop:
  - Mission
  - Vision
  - Goals



# Equity Assessment



Credit: Health Justice, LLC.

## Meet the Health Justice Team



**Oni Blackstock,  
MD, MHS**

*Founder &  
Executive Director*



**Suzan M.  
Walters, PhD**

*Senior Consultant*

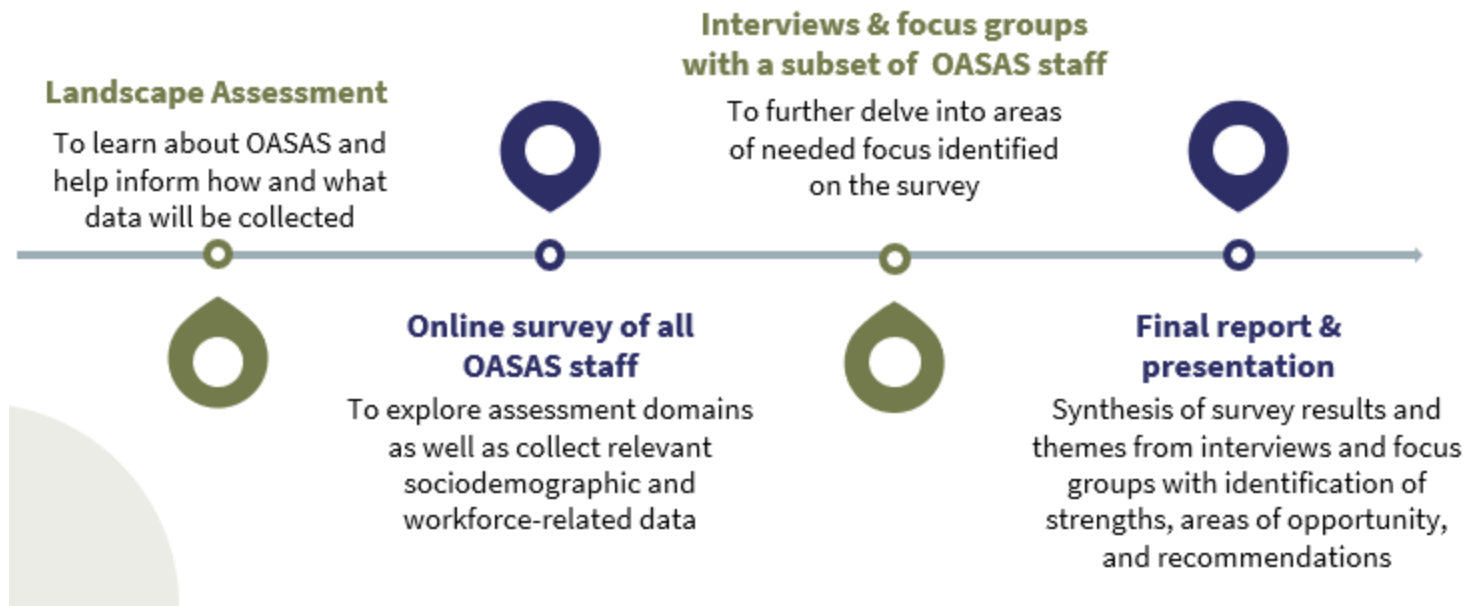


**Deka Motanya,  
MPH**

*Project Manager*

Credit: Health Justice, LLC.

## Proposed Activities and Flow



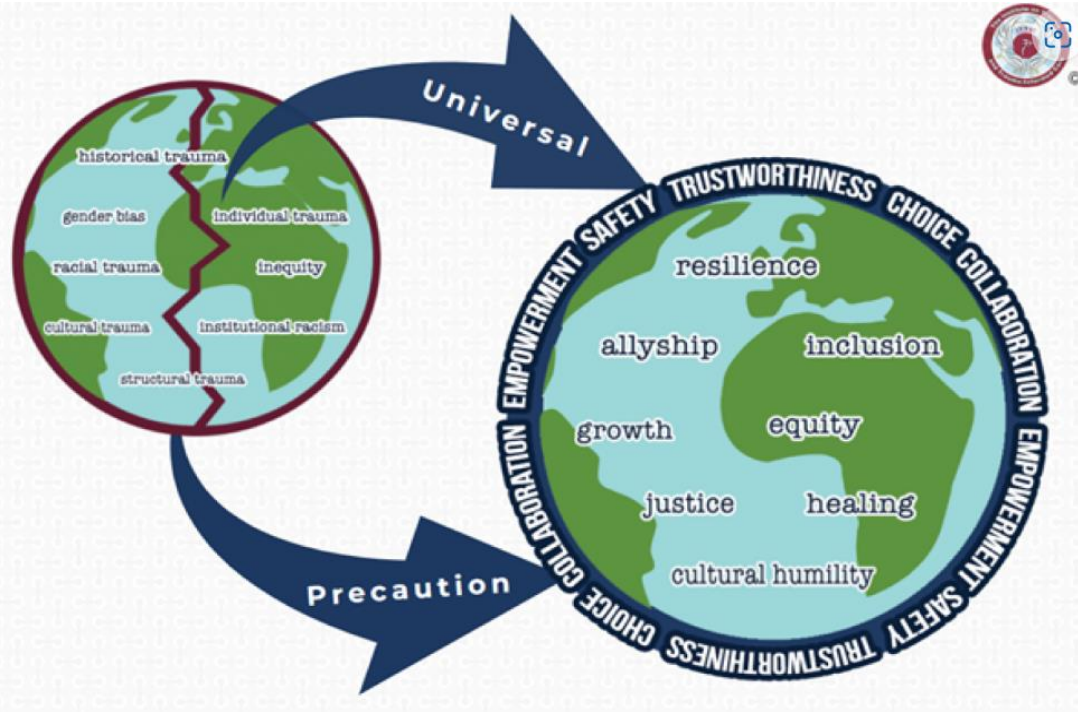
Credit: Health Justice, LLC.



# Organizational Equity Assessment: Domains

- Decision-making, Power and Influence
- Organizational Culture
- Organizational Leadership and Commitment to Equity
- Recruiting, Hiring and Advancing a Diverse Workforce
- Accountability to and Partnership with BIPOC and Other Impacted Communities
- Practicing Equity in Programs, Finance, Data and Public Facing Content

# Trauma Informed Organizational Change



# Updating Data and Terminology

## NYS Office of Addiction Services and Supports Client Admission Report FOR ADMISSIONS DATED 12/01/2018 AND BEYOND

### Sexual Orientation

- Bisexual
- Lesbian or Gay
- Pansexual
- Straight
- I use a different term
- Questioning/Unsure
- Prefer not to answer

### What is your gender?

- Intersex
- Man
- Non-Binary
- Two-Spirit
- Woman
- I use a different term
- Questioning/Unsure
- Prefer not to answer

### Do you identify as transgender?

- Yes
- No
- Questioning/Unsure
- Prefer not to answer

### Race

- Alaskan Native
- Arab
- Asian
- Black or African American
- Hawaiian or other Pacific Islander
- Native American/Indigenous
- White
- Some other race, ethnicity, origin

### Asian Origin

- Asian Indian (East Indian)
- Bangladeshi
- Burmese
- Cambodian
- Chinese
- Filipino
- Hmong
- Indonesian
- Japanese
- Korean
- Laotian
- Malaysian
- Nepalese
- Pakistani
- Sri Lankan

### Pacific Islander Origin

- Fijian
- Guamanian
- Hawaiian
- Samoan
- Tongan
- Pacific Islander, Not Specified
- Not of Pacific Islander Origin

### Hispanic Origin

- Cuban
- Mexican
- Puerto Rican
- Hispanic/Latino/a/x, Not Specified
- Not of Hispanic Origin



# Developing Data Sets



# Recruitment & Retention



# Staff Development





## Office of Justice, Equity, Diversity and Inclusion

### Accessibility Checklist and Guideline

#### Page Navigation

- ❑ Page functionality is available using only a keyboard
- ❑ Visually see where you are using keyboard focus
- ❑ Keyboard focus is never locked or trapped
- ❑ Pages have descriptive and informative page titles
- ❑ Frames and iframes are appropriately titled
- ❑ Skip navigation link is provided
- ❑ Identify page regions/landmarks

#### Visual

- ❑ Ability to pause, stop, mute or adjust volume that automatically plays
- ❑ Add Alt-text for all images
- ❑ Include captions and/or text transcripts
- ❑ Images of text is only used for decoration
- ❑ Automatic moving, blinking, or scrolling content can be paused, stopped, or hidden
- ❑ Avoid PDF files as they are not compatible with Screen Readers

#### Captioning

- ❑ Ensure to use captioning during meetings
- ❑ Speak slow and steady to allow the system to reflect accurately your intended message
- ❑ Take frequent pauses to ensure the captioning has time to catch up
- ❑ Ask confirming and clearing questions
- ❑ Provide instructions on how participants can ask questions
- ❑ Enable Meeting Controls

#### Language

- ❑ Include plain language that is easy to translate
- ❑ Inquire if individuals require interpretation or translation services
- ❑ Content and visual elements are conveyed by more than color
- ❑ Links have a purpose and can be easily determined
- ❑ Utilize Alternate Text for images



# Developing Tools



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## ABC'S OF EQUITY



# Procurement Criteria

## OASAS RFA SETT-23001 LOW THRESHOLD BUPRENORPHINE SERVICES

### Attachment 12 - Equity and Diversity Response

If additional space is required write “see attached” and attach additional documents.

Describe the population in the catchment area served by this initiative including the demographic composition of the population (race, ethnicity, gender and gender identity, sexual orientation, language, disability, etc.).



# Program Endorsements: Type

- There are six existing Part 830 Program Endorsements:

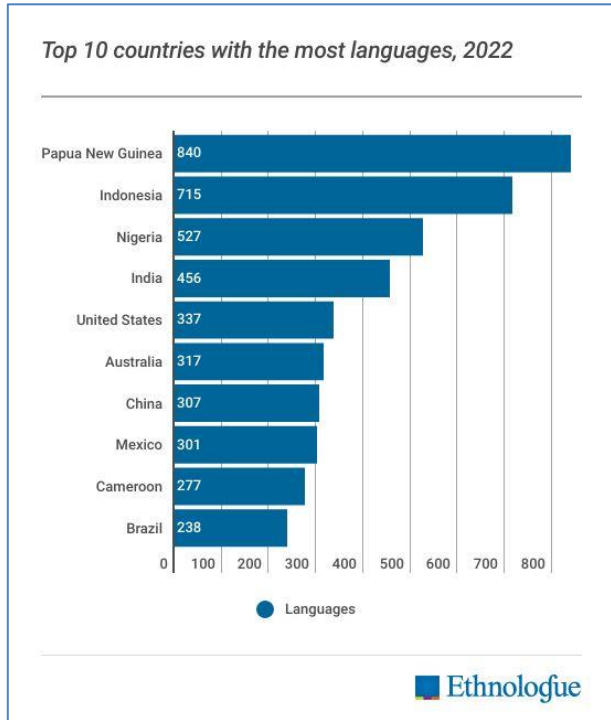
1. Acupuncture
2. Telehealth
3. LGBTQ+
4. Adolescent
5. Ancillary  
Withdrawal
6. Open Access

- There is one Part 857 Program Endorsement:

- ✓ Problem Gambling



# Language Access Services



**Office of General Services**  
Office of Language Access



**Office of Addiction  
Services and Supports**

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# Leadership Institute

- **Goal** → Enhance and ensure racial and cultural diversity within NYS Community-Based Behavioral Health agencies, Executive Teams and Boards of Directors.
- Offer tomorrow's leaders fellowship opportunities to better support career progress.
- ASAP and The Coalition were funded by OASAS/OMH to work with stakeholders to develop the Leadership Institute.

# Engaging with Tribal Communities

**Native Americans and Substance Abuse:  
Understanding the Importance of Expanding  
Trauma-Informed Care from Individuals to  
Communities**

Questions?

Thank you!



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