

Joe Lombardo
Governor



Richard Whitley
Director

“Diversity, Equity, and Inclusion Training Opportunities”

Nevada Office of Minority Health and Equity

Tina Dortch, Program Manager

August 3, 2023

Department of Health and Human Services

Helping people. It's who we are and what we do.





Agenda

- I. To Train or Not to Train
- II. Diversity, Equity, and Inclusion (DEI) at DHHS – A Brief History
- III. Ready to Implement/Available Training Resources
- IV. Q & A



Agenda Item I: **To Train or Not to Train**





To Train or Not to Train

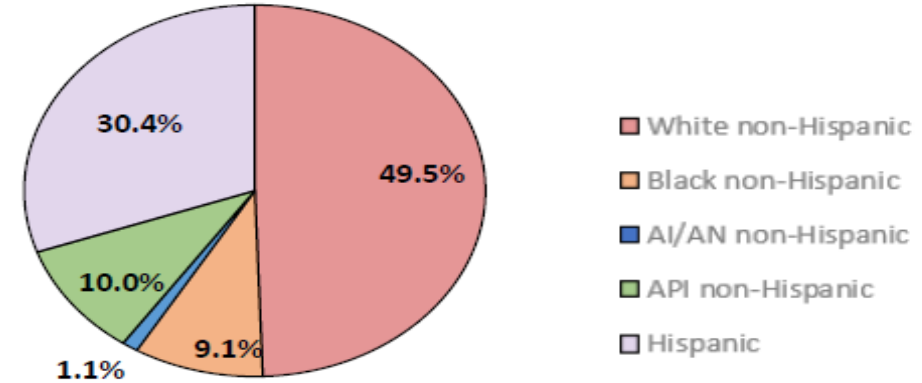
Why Being Culturally Competent Matters

- Culturally Competent Service Delivery
 - Racial Concordance
- Cultural Competence and Diverse Aging Populations
 - “Myth Busting” to Avoid Stereotyping



To Train or Not to Train

Figure 1. Population Distribution – Percentages by Race/Ethnicity, Nevada, 2021



What Does
Nevada's
Data
Reflect?
(Demographics)

Race/Ethnicity	Count	Percent of Total
White non-Hispanic	1,561,901	49.5%
Black non-Hispanic	287,628	9.1%
AI/AN non-Hispanic	35,507	1.1%
API non-Hispanic	314,472	10.0%
Hispanic	959,029	30.4%
Total	3,158,539	100.0%

Source:

2023 Minority Health Report

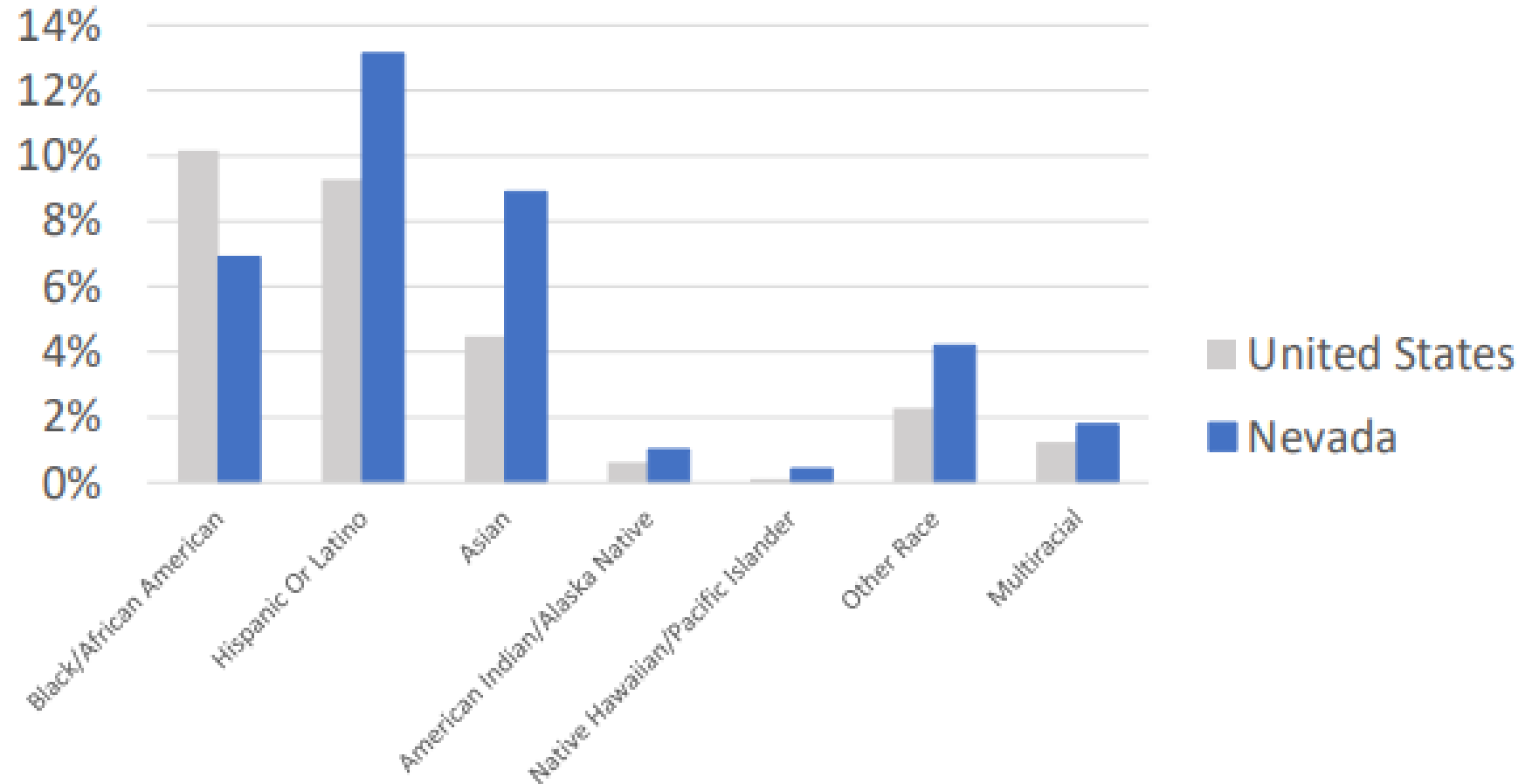


To Train or Not to Train (Age)

What Does Nevada's Data Reflect? (Age)

Source:
2021 Elders Count
Nevada Report

FIGURE 7: RACE AND ETHNICITY, AGE 55 AND OLDER





To Train or Not to Train (Ability Status 2021)

What Does Nevada's
Data Reflect?
(Ability Status)

In 2021, 742,257 Nevadans (or 23.5%) reported living with "any disability". From those 701,349 stated their race or ethnicity.

Source: Center for Disease Control and Prevention – Disability and Health Data Systems

Race	Number	% of Persons with Disability
White, non-Hispanic	386,144	55%
Black, non-Hispanic	90,290	13%
Hispanic	150,194	21%
Asian, non-Hispanic	52,143	7%
Native Hawaiian or Other Pacific Islander, non-Hispanic	0	0%
American Indian or Alaska Native, non-Hispanic	0	0%
Other / Multirace, non-Hispanic	22,578	3%

Note: Native Hawaiian or other Pacific Islander and American Indian could have been reported under "other"



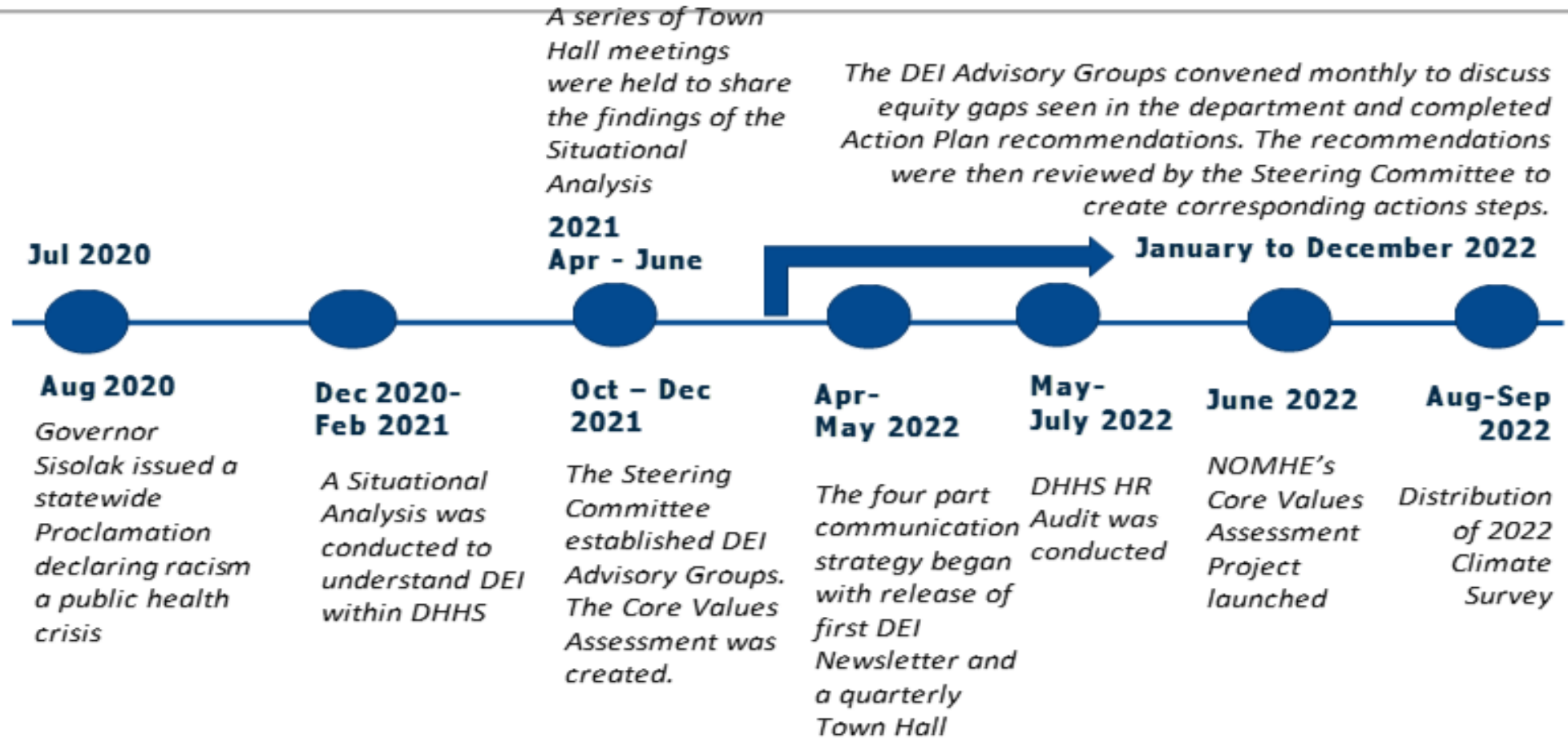
Agenda Item II: Diversity, Equity, and Inclusion (DEI) at DHHS – A Brief History



DEI + B.....(BELONGING)



DEI at DHHS – A Brief History





DEI at DHHS – ADSD Leading By Example

Core Value Assessment (CVA) Participation & Outcomes

The CVA Survey was intended to identify barriers that prevent the equitable delivery of an agency's services to marginalized communities and to improve the cultural competence of service delivery.

Examples from ADSD 2022 Newsletters:

September 2022

Diversity, Equity, and Inclusion

There are two major initiatives around Diversity Equity and Inclusion within our Division and Department that we want to keep everyone updated.

Nevada Office of Minority Health and Equity (NOMHE) created the Core Values Assessment (CVA) to determine the efficacy of Nevada's Department of Health and Human Services' (DHHS) current service delivery to marginalized communities.

This process included identifying strengths and areas of opportunity as well as providing recommendations for each division. The objective is to enhance ADSD's provision of culturally competent services. The CVA is based on the Communication Climate Assessment Toolkit (C-CAT) Framework. The C-CAT uses a series of coordinated measures in nine domains of communication. These domains were identified by an advisory panel and refined through the Ethical Force Program's consensus model. This framework will help our organization evaluate communication policies and practices to ensure effective, patient-centered communication with people from diverse populations.

We will be holding future listening sessions with teams across the state to gather further input on the recommendations from the Core Values Enhancement Strategy Report as we work together to develop our Core Values Enhancement Progress report. We look forward to discussion regarding ways to increase culturally competent outreach, data collection, inclusive policies, developing outcome measures and acknowledgement of our equitable achievements. We look forward to hearing your thoughts and ideas about how to improve our service delivery.

Secondly, the Department of Health and Human Services has assembled a Diversity, Equity, and Inclusion Steering Committee. This Committee is working with a third-party consultant group led by Social Entrepreneurs, Inc. (SEI) and they have developed a Situational Analysis based on the climate surveys that have been shared with everyone. The DEI Advisory groups have also been established in each of the Divisions and together with the Steering Committee they will be developing an action plan for each Division and the Department to further our internal DEI efforts. The mission of the DHHS DEI Steering Committee is to create a bias-free, compassionate environment within DHHS that embraces diversity and encourages excellence, encompassing all races, abilities, genders, and human expression.

The next quarterly townhall meeting is scheduled for September 7, 2022 from 10:30am to 12:00pm. Reminder emails will be sent in the coming weeks.

October 2022

Nevada Office of Minority Health and Equity (NOMHE) Core Value Assessment

The Nevada Office of Minority Health and Equity (NOMHE) completed a core value assessment for Aging and Disability Services Division to determine the efficacy of our current delivery system to marginalized communities. The report has identified areas of opportunity to improve possible disparities in service delivery to all minority groups and marginalized communities.

We are seeking your input on how best to accomplish this. Please complete and submit this [form](#) to provide our team with your ideas and thoughts on how to improve our services.



DEI at DHHS = Commitment



A Message from our Administrators

With the support of its administrators across each of its divisions, the Department of Health and Human Services is committed to fostering a workplace culture that is diverse, equitable, and inclusive, and fosters a sense of belonging for all members of our organization. We recognize that achieving this goal requires ongoing efforts to promote cultural competency and awareness within our organization.

Cultural competency is understanding, appreciating, and effectively working with individuals from diverse backgrounds. It involves recognizing and valuing the differences between people, and actively working to create an environment where everyone feels valued, respected, and supported.

In addition to supporting your participation in DEI-related cultural competency trainings, we encourage your participation in the many DEI-related activities the Department (through the efforts of our Office of Minority Health and Equity) has made available such as reading/contributing to the department-wide DEI Quarterly Newsletter, attending a weekly BIPOC + Allies Support Group meeting or the Quarterly DHHS DEI Forums.

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Agenda Item III: Ready to Implement/Available Training Resources

READY | **SET**  **TRAINING**



Ready to Implement/Available Training Resources

UNR/Larson Institute Commissioned Products - [Online Courses \(makinghealthhappen.org\)](https://makinghealthhappen.org)

- Train the Trainer
- Health Equity 101 – Strategies for Advancing Community Health

Topic/Title	Learning Objective
Understanding Social Determinants of Health and Root Causes	Discuss “root causes” that contribute to health inequities in our society and how some groups are disproportionately impacted
What is Health Equity?	Define health equity and distinguish equity from equality
Best Practices for Eliminating Health Inequities	Real-life examples of equity in practice and successes toward the elimination of health inequities
Cultural Competency as a Strategy for Advancing Health Equity	Strategies to incorporate cultural competency into working efforts
Community Engagement and Policy Promotion	Tools for equitable program and policy planning
Continuing the Conversation About Health Equity	Becoming a “champion of health”



Ready to Implement/Available Training Resources “Manuals”

DHHS DEI Manuals

- [*DHHS Diversity, Equity, and Inclusion Strategy Manual*](#)

This manual may guide future and ongoing activities with DHHS employees and its contractors. Activities described in this manual support the overall strategy that DHHS has implemented to improve outcomes related to diversity, equity, and inclusion. It serves as a (health) equity Action Plan for DHHS

- [*DHHS Diversity, Equity, and Inclusion Policy, Procedure, and Training Manual.*](#)

The purpose of the Department of Health and Human Services (DHHS) Diversity, Equity, and Inclusion (DEI) Policy, Procedure, and Training Manual for Health Disparities is to document and publicize the work of DHHS employees and contractors related to policy, procedure, and training. It serves as a management and communication tool and promotes accountability for the changes DHHS wants to make as it promotes DEI within the workplace and in through its work/service delivery.



Ready to Implement/Available Training Resources

“Cultivating a Culture of Inclusivity in the Workplace”

This free opportunity is intended to *augment* the growing number of resources on this topic and aims to help DHHS cultivate a culture of inclusivity and promote a more welcoming and supportive workplace for all employees.

CULTIVATING A CULTURE OF INCLUSIVITY IN THE WORKPLACE
In-Person Training

For more information, email
Princette Bowling
NOMHE, Program Officer at
pbowling@dhhs.nv.gov

Facilitator
Princette Bowling

REGISTER NOW

Developed by the Nevada Office of Minority Health and Equity (NOMHE)

ONLY for employees at the Department of Health and Human Services.



Agenda Item IV

~~Do you have any questions?~~

Ask me a question



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[Office of Minority Health \(nv.gov\)](https://www.nv.gov/office-of-minority-health)