



DMH: “3 in 6” Inclusion & Diversity actions (Version 1.0)

1. Established the Mental Health Equity and Inclusion Alliance

- *Description: Team of DMH staff, providers, and other stakeholders that are examining DMH in order to find ways to improve equity and inclusion across the entire DMH system.*
- *Desired impact: Identify, engage and educate staff to be influencers for equity and inclusion efforts.*
- *Current status: Started meeting June 25, 2020. Meets monthly with sub committees meeting more regularly.*
- *Next steps: Support current efforts (see below), learn and expand.*

2. Mental Health Equity and Inclusion Alliance Book Study

- *Description: All staff voluntarily could select one of two books and through Reddit participate in a book study.*
- *Desired impact: Staff can share observations and learn together.*
- *Current status: Started October 1. 200 DMH staff agreed to read the book and 148 have joined the book study through Reddit.*
- *Next steps: Survey staff to see if they would be interested in additional books to read and study, evaluate effectiveness from first book study to determine if should continue.*

3. Address Overdose Death Challenges in St. Louis

- *Description: In partnership with Missouri Foundation for Health, utilize community engagement to reduce overdose deaths among black men in North St. Louis.*
- *Desired impact: Reduce overdose deaths in North St. Louis. The disparity in opioid overdose deaths between Black and White individuals has increased profoundly, with rates among Black Missourians doubling from 2015-2018.*
- *Current status: Submitted funding proposal to Missouri Foundation for Health.*
- *Next steps: Start prior to funding award by engaging community providers and setting expectations.*

