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.