Theme: Diversity & Inclusion

NAMI Standards of Excellence
Self-Assessment Worksheet

Diversity and Inclusion	Based on the benchmarks below, place an "x" in the box to indicate your progress in reaching the goal: →		
Destination *NAMI, NAMI State organizations and NAMI affiliates are diverse and inclusive of every sector of their demographics and make no distinction between people who have a mental illness and other members.*	***Planning the Trip -*** **Benchmarks:** **Do we…** ☐ have an official definition and shared understanding of diversity, inclusion and cultural competence? ☐ have a diversity, inclusion and non-discrimination policy? ☐ have a diversity/multicultural Board committee responsible for ensuring the organization is actively reaching out to diverse communities? ☐ have people with mental illness in our Board and other leadership positions? ☐ make diversity and inclusion a core value and goal or our organization (Demonstrated by our multicultural outreach efforts, our Boards commitment to diversity, materials that address mental health in diverse communities, etc.)? ☐ held at least one cultural competence and/or diversity and inclusion training for board, staff and volunteers? ☐ have a clear strategy for meaningful consumer inclusion (E.g. consumer council)?	***Navigating the River –*** **Benchmarks:** **Have we…** ☐ recruited Board leaders from diverse backgrounds (race/ethnicity, sexual orientation, etc.) whose expertise is desirable to execute the strategic plan? ☐ created a diversity/multicultural advisory committee which reports directly to the organization's Board? ☐ established cultural competence policies and procedures? ☐ included diversity and cultural competence components on our strategic plan (Plan has specific goals/deliverables on this area.)? ☐ spent time and energy to actively learn about the general cultural norms of the various groups in our community? ☐ implemented specific programs and outreach initiatives that target diverse communities in the area? ☐ started collecting demographic data of our members (age, sex, race/ethnicity, etc.)? ☐ conducted an organizational cultural competence assessment?	***Reaching Your Destination –*** **Benchmarks:** **We have…** ☐ a diverse Board which reflects the demographics of the area. ☐ all Board committees are responsible for diversity and inclusion deliverables. ☐ our Board, staff and volunteers abide by our cultural competence policies and procedures. ☐ created and are actively implementing a cultural competence plan with clear goals and benchmarks. ☐ funded our diversity/cultural competence efforts (have a staff person responsible for coordinating this area, have funded community-specific outreach programs, etc.). ☐ adapted programs and activities to reflect cultural differences. ☐ we are accessible for people who speak a different language (E.g. materials are available in the languages predominantly spoken in the community.). ☐ as part of the Executive Director's regular evaluation, the Board evaluates this person's work around diversity and cultural competence.

Evidence of Milestone Achievement	☐ Our diversity, inclusion and non discrimination policy is prominently posted on our web site and other public places. ☐ Our leaders (board members, staff, and volunteers) are aware of this policy. ☐ Our Board's diversity/multicultural committee meets in a regular bases. ☐ Board members with mental illness participate in at least 75 percent of Board meetings and events. ☐ Our leaders can easily describe why diversity and inclusion are important for our organization. ☐ We have resources (programs, support groups, brochures, books, etc.) that specifically address mental health issues in diverse communities. ☐ Our Board, staff and volunteers have participated in at least one diversity or cultural competence training in the past 12 months. ☐ Our Board, staff and other leadership positions include consumers who are actively engaged.	☐ We have established protocol and documentation of diversity of Board through use of a Nominating Committee. ☐ Our Diversity/Multicultural committee reports directly to the Board and has met at least 4 times in the previous 12 months. ☐ Our cultural competence policies and procedures are well documented and all of our leadership and staff abide by them. ☐ Our Strategic Plan includes diversity and/or cultural competence components including specific goals, objectives and performance indicators. ☐ We can easily describe the cultural differences, norms and values of diverse communities in our area. ☐ We have staff assigned to implementing our multicultural program/outreach initiative. ☐ We can provide unduplicated membership data with demographic information including race/ethnicity. ☐ Our leadership is easily able to articulate the strengths and weaknesses identified in the organization's cultural assessment.	☐ Job Descriptions for Board Executive Committee, board Committee Chairs and all Board members include diversity and cultural competence implementation as responsibilities. ☐ Staff reports to the Board in a regular bases on progress made on the implementation of the organization's cultural competence plan. ☐ Staff performance evaluations include assessment on cultural competence implementation. ☐ We have at least one staff member responsible for coordinating multicultural outreach and helping all staff to embed diversity and cultural competence throughout the organization. ☐ Our Diversity/Multicultural Committee has provided input and guidance on cultural adaptations of existing programs and/or activities. ☐ We have materials available in other languages (on line and in hard copy), Helpline is accessible in other languages, NAMI Signature programs are available in languages spoken by the community. ☐ Multicultural membership has increased and multicultural members feel meaningfully engaged. ☐ The 2009 executive director's evaluation includes observations on his/her leadership and work to achieve diversity and inclusion.
Total checkmarks			

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Planning & Progress Worksheet

Identified Goals and Action Steps	Priority (High, Moderate, Low)	Who is Responsible	Target Completion Date	Status

Identified Goals and Action Steps	Priority (High, Moderate, Low)	Who is Responsible	Target Completion Date	Status

Resources and Tools We Could Use All resources available online at www.nami.org/multicultural	• NAMI's diversity, inclusion and cultural competence definitions. • NAMI Multicultural Outreach Guides • NAMI Let's Talk: Diversity in Action • NAMI Basic Steps for Successful Multicultural Outreach • Sharing Hope: Understanding Mental Health • Collecting Race and Ethnicity Data: Guidance for NAMI State Organizations and Affiliates • NAMI STAR Center Cultural Competency in Mental Health Peer-Run Programs and Self-Help Groups: A Tool to Assess and Enhance Your Services • Guidelines for Translation of Materials