

In collaboration with and for community members, the Office of Diversity and Equity (ODE) advances health equity in behavioral health outcomes of marginalized communities by influencing systems change and prioritizing lived-experience.

Penultimate Goals (2023-28)

Workforce Development & Transformation  
**BHRS' workforce and service provision is transformed** and prioritizes cultural humility, inclusion and equitable quality care

Community Empowerment  
**Deliberate opportunities exist for individuals with lived experience, families and community members** to engage in decisions that impact their lives

Strategic Partnerships  
**Meaningful partnerships in the community exist** to maximize the reach and impact on equitable behavioral health outcomes

Policy & System Change  
**BHRS influences organizational level policies and institutional changes** across San Mateo County agencies to positively impact behavioral health outcomes

BHRS leadership champions equity, cultural humility and inclusion principles

Health equity indicators drive program decisions and quality improvement

Pathway is established for individuals with lived experience in leadership positions

Genuine shared decision making with community members is in place

Meaningful partnerships across service sectors are established to advance health equity

Health equity work is fully funded and sustainable

ODE is a go-to resource and expertise, across county sectors, on equity, cultural humility and inclusion

Model evidence-based health equity policies and practices are developed and replicable

Mid Goals (2018-23)

- Multi-cultural Organization Development (MCO) is fully established and in action
- Equity and inclusion principles are in practice throughout BHRS

- Equity and social determinants of health oriented frameworks are in practice
- Wellness, recovery and resilience health indicators are identified and collected

- Programs supporting individuals with lived experience are aligned (OCFA, HAP, LEA, storytelling, community-based)
- Individuals with lived experience have consistent and meaningful work opportunities

- Community voice is integrated into key decisions through use of the racial equity tool
- Equity tool is incorporated into practices at BHRS and by CBOs

- Non-traditional partners (criminal justice, business) are engaged
- Cross departmental stakeholders (Health System, Human Resources) BOS are engaged
- Diversity of engaged stakeholders is increased

- Impact of health equity work is communicated broadly
- Diversified funding streams are identified to support health equity work

- ODE is an active partner in current key prevention, and health equity efforts
- ODE provides technical assistance and capacity building to BHRS, agencies and departments across San Mateo County

- Impact of ODE health equity policies and practices is meaningfully documented and evaluated

Early Goals (2017-18)

- Multi-cultural Organization Development goals are identified
- ODE staff demonstrate equity competencies and responsibilities are aligned

Research is conducted on transformative evaluation and equity oriented frameworks for measuring outcomes and improving services

- All ODE community engagement programs are aligned on equity goals
- Infrastructure needed to advance community empowerment goals is identified

- Racial equity tool is piloted at ODE
- Use of equity tool in contracts is explored
- Best practices for community shared decision making are identified

- Power map to identify key stakeholders and decision makers needed to advance health equity
- Clear path for key partner engagement is identified

- ODE communication plan is established and aligned with health equity goals
- Model program development funding strategies are researched

- Key health equity efforts, initiatives and programs countywide are identified
- Technical assistance and plan is established

- Key outcome indicators are identified for ODE
- Evaluation plan for current ODE policies and practices is established