

Equity, Diversity, and Inclusion (EDI) Plans for IPS Programs

IPS programs can have annual plans to improve issues related to equity, diversity and inclusion. Plans may be simple and based on what would work best in that location and for that agency. Selecting just two or three goals each year may increase the likelihood of achieving success.

What is EDI?

Marginalized communities are groups of people who, because of discrimination, experience income inequality and lack of access to quality education and healthcare. EDI plans strive to reduce the effects of discrimination, racism, homophobia, classism, etc.

Equity: Does everyone have access to IPS regardless of race, ethnicity, sexual identity, sexual orientation, etc. Who is served by the mental health/substance abuse center who is not receiving IPS services? One way to find out is to track the race, ethnicity, sexual identity, and sexual orientation of people served by the IPS program and compare that to people served by the larger agency.

Diversity: Does the IPS team reflect the population of people in the community and the people served by the mental health/substance abuse center? How can the team hire a more diverse workforce?

Inclusion: Does everyone on the IPS team have opportunities to share their ideas? To attend trainings? Do they have opportunities to hold positions of leadership as they advance in their careers?

And are IPS clients helped to advance in their careers regardless of race, ethnicity, sexual identity, class, etc.? Who has jobs that are skilled or professional? Who is earning the best wages, even for entry-level jobs (for example, a fast food job versus a food service position at a hospital). Who is helped with education and vocational training?

EDI goals can be related to:

- **Educating the IPS team.** Learning about different cultures in order to better understand the history and perspectives of people served. (Note: individual people within a group have their own, independent perspectives.)
- **Increasing diversity on the IPS team:** Learning about who is served by the larger agency and determining if that is reflected in the IPS team. What are ways to reach out to marginalized communities when hiring? Would it be possible to hire someone who doesn't meet the education requirements of an IPS specialist because they speak another language or because they have the lived experience of a refugee?

- **Providing better opportunities.** Comparing wages by the race, ethnicity, etc. of the person served. Looking at who is offered assistance asking for promotions or help with school and vocational training.
- **Reaching out to individuals who are impacted by the justice system.** Advertising within the agency (posters, educating clinicians) that the IPS program helps people with prior convictions to find good jobs. Asking working people who have been impacted by the justice system to talk about their experiences to potential IPS clients and to clinicians. Connecting with jail diversion programs.
- **Building relationships within the community the IPS program services.** See attached document for suggestions.

Sample IPS Team EDI Plan
September 1, 2023—September 1, 2024

| Goal | Objectives | Who is responsible? | Date |
|---|---|---|---|
| Increase education about the cultures of marginalized communities | 1. At least 3 team members will attend each of the quarterly EDI webinar hosted by the IPS Learning Community. 2. The entire team will attend agency hosted trainings on DEI and related topics (at least two). | IPS Supervisor- Claire Courtney Claire Courtney | 9/1/24 |
| | | | 9/1/24 |
| Increase diversity on the IPS team | 1. IPS Supervisor to meet with Human Resources to talk about education requirements and the team’s need to hire someone who is bilingual (English/Spanish) and who is Puerto Rican. 2. The next open IPS specialist position will be advertised at El Centro (community center) and Claire will talk to the Center Director about anyone he thinks may be a good IPS specialist. 3. The next open IPS specialist position will be advertised in La Mega Nota in both English and Spanish. | Claire Courtney | 12/1/24 |
| | | Bill Weathers (HR) Claire Courtney Ray Ocasio Claire Courtney Bill Weathers | When there is an opening on the team. See above. |