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Diversity, Equity, and Inclusion Officer - RFMH/CPI (\$117,249) - (Deadline - March 8th)

1 message

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Wed, Mar 2, 2022 at 1:22 PM

To: "academy.virtual.community" <academy.virtual.community@gmail.com>

From: Recipient Affairs <RA-L@LISTSERV.OMH.NY.GOV> on behalf of Saake, Amanda (OMH) <Amanda.Saake@omh.ny.gov>

Sent: Wednesday, March 2, 2022 10:41 AM

To: RA-L@LISTSERV.OMH.NY.GOV <RA-L@LISTSERV.OMH.NY.GOV>

Subject: Diversity, Equity, and Inclusion Officer - RFMH/CPI (\$117,249) - (Deadline - March 8th)

Diversity, Equity, and Inclusion (DEI) Officer (\$117,249)

The Research Foundation for Mental Hygiene/Center for Practice Innovations (CPI)

New York, NY

Deadline: March 8, 2022

Function and Scope: The Research Foundation for Mental Hygiene, Inc. is seeking a highly skilled and motivated individual for a full-time Diversity, Equity, and Inclusiveness (DEI) Officer in Center for Practice Innovations (CPI) in New York State. This position is located at New York, NY.

Under the auspices of the New York State Office of Mental Health (OMH), the Center for Practice Innovations (CPI) promotes the widespread use of evidence-based practices throughout New York State. CPI uses innovative approaches to build stakeholder collaborations, develop and maintain practitioners' expertise, and build agency infrastructures that support implementing and sustaining evidence-based practices. CPI works with OMH to identify and involve consumer, family, provider, and scientific/academic organizations as partners in supporting the goals of OMH and the CPI.

In support of our mission to provide training, supports, and technical assistance that meets the needs of all our partner providers and people we serve, CPI is seeking a Diversity, Equity, and Inclusiveness (DEI) Officer. The DEI Officer will be responsible for working with CPI initiative and unit leads to facilitate and increase the skills and knowledge in anti-bias, anti-racism, and inclusiveness training across all levels of the Center. In addition to facilitating training internally, this person will facilitate community-based training and conference presentations.

Reporting directly to the Director of CPI, the incumbent will work alongside and within the CPI internal units and external communities to influence guiding principles and materials generated by CPI. A core responsibility of this role will be to develop additional curricula and review existing internal and external training offerings. The DEI Officer will help focus the internal CPI culture and its work products on integrating the National CLAS Standards, inclusion and diversity and reduce race/ethnic-based bias in delivering clinical services throughout the New York State mental health system. The incumbent will be a member of the CPI leadership group and will provide consultation to all CPI staff. The incumbent will provide with administrative support as needed.

Duties and Responsibilities:

Specific focuses of this position include:

Online Training Modules

- Develop and implement an online training curriculum to support broad mental health system adoption of the National CLAS Standards.
- Develop additional modules on - reducing race/ethnic-based bias in the delivery of clinical services, providing language access services, and culturally appropriate clinical services for the primary special population groups served in NYS's mental health system (i.e., transgender/non-binary, racial/ethnic minorities).
- Review previously developed modules to update for racially and culturally appropriate content.

Technical Assistance and Consultation

- Develop and coordinate an ongoing virtual Behavioral Health Learning Community that will support behavioral health providers in identifying and implementing the activities necessary to better their organization's/program's ability and capacity to reduce disparities in access, quality, and treatment outcomes for their client populations (National CLAS Standards).
- This learning community will be offered annually and involve intensive training, support, and activities participants are responsible for completing at their organizations/programs between sessions.
- Upon request, provide individualized customized consultation and support to organizations/programs in New York State's mental health system. This support will include providing a CLAS Standards Organizational Self-Assessment to better align the consultation with the organization's unique priority needs.
- Create and disseminate tip-sheets and other written resources and guidance to address issues relevant to special populations on an as-needed basis as they arise.

Organizational Infrastructure to Support Behavioral Health Equity

- Work to infuse the topics of mitigating bias, enhance workforce diversity and inclusion, and promote behavioral health equity concepts across all CPI internal and external activities (i.e., other CPI training efforts).
- This work includes coordinating an internal equity working group responsible for evaluating CPI's internal structures and environment for the presence of bias and marginalization.
- In addition, the working group will be responsible for creating, implementing, and regularly monitoring a bi-annual strategic plan that will focus on topics including but not limited to; workforce diversity, workforce inclusion, leadership development, and moral/wellness.

Minimum Qualifications:

- Bachelor's degree and eight years of experience in a related field; Master's degree and six years of experience; or Doctorate and two years' experience.
- Minimum 8+ years' professional experience in a leadership/management role (Can overlap with experience counted above)
- Minimum 2+ years of direct experience designing and implementing DEI professional development within higher education or a complex institution or organization (Can overlap with experience counted above)
- Must have proven experience delivering or managing culturally appropriate behavioral health services for groups served in NYS's (or a similarly populous, diverse state's) mental health system (i.e., transgender/non-binary, racial/ethnic minorities)
- Significant knowledge of and experience with serving and supporting the needs of those who may experience minoritization or marginalization
- Experience in trauma and resilience informed best practices
- Exceptional ability to understand and respond to emotional cues blended with an analytic approach and skill in leveraging data to drive decisions and narratives
- Ability to lead meetings and presentations, and ability to interface with all levels of staff with tact and diplomacy
- Knowledge of applicable laws and statutes impacting equity and inclusion
- Has experience with project/program development, evaluation, and quality improvement initiatives
- Demonstrated ability to develop and facilitate sophisticated, engaging, effective workshop/training curricula on diversity, equity, inclusion

Preferred Qualifications: Experience with data analytics/visualization tools (e.g., Tableau or similar)

Work Location: Center for Practice Innovations, Division of Mental Health Services and Policy Research, New York State Psychiatric Institute, Box 100, [1051 Riverside Drive, New York, New York 10032](#)

To Apply: Submit an application by March 8, 2022 on our website at <http://corporate.rfmh.org>. Click on Employment Opportunities. Please note only applications submitted through our website will be considered.

All employees must be able to submit proof of fully vaccinated status at time of appointment.

The Research Foundation is a private not-for-profit corporation and is not an agency or instrumentality of the State of New York. Employees of the Research Foundation are not state employees, do not participate in any state retirement system, and do not receive state fringe benefits. Excellent Benefits Package. Employer/Minority/Women/Disabled/Veteran Employer. VEVRAA 41 CFR 60-300.5(a) compliant.

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