Building a Diverse Workforce from the Ground Up

ASSESSING AND UNDERSTANDING YOUR ORGANIZATION’S CURRENT CONTEXT (PART 2)
Presenters

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Reflections from Part 1

What is one way you can further build a diverse workforce in your organization?
Complete the Assessing Workforce Diversity Tool

Now take 10 minutes to go through the tool. Answer each question in the six areas for your organization.
Share in Small Groups

1. What is currently happening in your organization?
2. What are some of the challenges/gaps in building a diverse workforce?
3. What gets in the way of addressing the challenges/gaps?
4. What are some action steps to address areas where your organization is more limited/gaps?
5. What are some ways to incorporate action steps into existing organizational plans and structures?
Tools and Strategies for Action Steps
Leadership and Governance
Recruitment
Onboarding, Orientation and Ongoing Training
Retention and Professional Development
Communication
Partnership and Community Engagement
Pacific Southwest Mental Health Technology Transfer Center (MHTTC)
Our Role

We offer a collaborative MHTTC model in order to provide training, technical assistance (TTA), and resource dissemination that supports the mental health workforce to adopt and effectively implement evidence-based practices (EBPs) across the mental health continuum of care.

Our Goal

To promote evidence-based, culturally appropriate mental health prevention, treatment, and recovery strategies so that providers and practitioners can start, strengthen, and sustain them effectively.
Pacific Southwest Mental Health Technology Transfer Center (MHTTC)

Services Available

No-cost training, technical assistance, and resources

- Webinars
- Newsletter
- Affinity-group Learning
- Online Courses
- Tools
- Regional Trainings
- Individual Coaching
- Individual Consultation
Communities of Practice

Why should you participate?
• Peer discussion (time to talk with each other)
• Focused discussion topics
• Community of practice (opportunity in between sessions)
• Come together and reflect during each session
Q&A

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