



DEI AND MENTAL HEALTH MENU

1. **Structural & Institutional –isms**
2. **Connect to Oneself & Internalized –isms**
 - a. Start with Why and Develop a Sense of Self
 - b. Unconscious Bias
 - c. Overcoming Bias
 - d. Understanding Advantages and Disadvantages/Barriers
 - e. Iceberg – Clarity of Self
 - f. Mindset
 - g. Cultural Competency Continuum & Assessment of Self
 - h. Internalized Racism and/or other -isms
 - i. Accountability Ladder.
3. **Connecting to Others & Interpersonal Racism**
 - a. Microaggression, Subtle Acts of Discrimination
 - b. Intersections of Bias, Prejudice, Privilege, Microaggression
 - c. Intersection of DEI and Mental Health**
 - d. Historical and Generational Trauma**
 - e. Introduction of Trauma-Informed Care**
 - f. Culture and Language
 - g. Power Differentials
 - h. Cultural Competency Continuum & Assessment of others
 - i. Tools/Actions to Intervention Microaggression
 - j. Tools/Actions to Provide Mental Health Supports**
 - k. Tools/Actions to Build Resiliency
4. **Culturally Appropriate Assessment**
 - a. Strength-based assessment
 - b. Internal Assessment as an Organization on the Continuum
 - c. Standard Procedure, DEI, HR, and Partner Assessment
5. **Improvement Strategy**
 - a. Incorporating Trauma-informed Care into DEI Actions**
 - b. What is required of us NOW and moving forward?
 - c. Where do you want to next on the Continuum?
 - d. What is the gameplan?
 - e. Improvement Plan and Gameplan steps
 - f. How can you and your team commit to DEI and Trauma-informed care?



6. Appropriate System

- a. Developing Equity Lens
- b. Incorporating Trauma-Informed Care into HR and overall company culture.**
- c. How to be an advocate?
- d. What does it mean to be an ally? The path to become an ally.