



PASS CLAS Change Committee Efforts



West Central

Why CLAS?



We wanted to find a way to incorporate more **culturally linguistic appropriate standards** into our internal policies and procedures regarding onboarding. In doing this we recruited several diverse members of our staff to be part of our change committee.

Who was chosen?

- Directors of the organization
 - Executive Director
 - Associate directors
 - Development director
 - Finance director
 - OCPC Consultant
- Other Staff with varying backgrounds
 - New and Veteran Staff
 - Staff of varying age ranges
 - Staff of different racial and ethnic backgrounds
 - People that identify with a religious background
 - Staff that identify as part of the LGBTQIA+ population

The Standards We Focused On



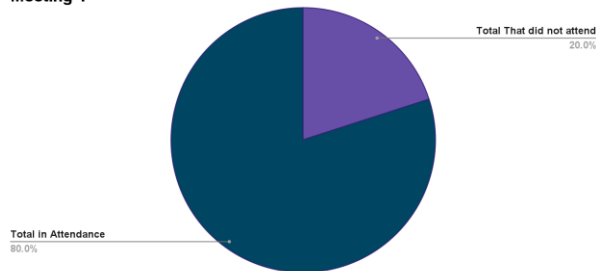
Governance, Leadership, and Workforce: (Standards)

2. Advance and sustain organizational governance and leadership that promotes CLAS and health equity through policy, practices, and allocated resources.
3. Recruit, promote, and support a culturally and linguistically diverse governance, leadership, and workforce that are responsive to the population in the service area.
4. Educate and train governance, leadership, and workforce in culturally and linguistically appropriate policies and practices on an ongoing basis.

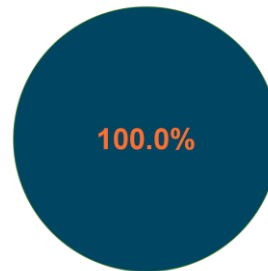
What we accomplished

- We grew from eight staff members to 10 participating in the meetings
- Our practices show that we have a diverse workforce
- Uncovered the delicate needs of PASS associates and their desire to be more inclusive
- Timeline: Ongoing, 8 weeks spent on the project (met 3 times)

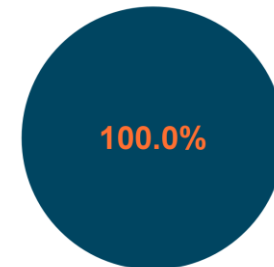
Meeting 1



Meeting 2



Meeting 3



Looking to the Future

- Considering our onboarding/training process
 - Identify a standard onboarding platform
 - Create a sub-committee surrounding DEIB competence
 - Continue to meet once per quarter



Impact



- Staff schedules created a hurdle for gathering
- Many differing perspectives (differing backgrounds and cultures)
- Opened the door for future collaboration between our five offices

THANK YOU FOR GIVING US THE OPPORTUNITY TO GROW AS A COMPANY THAT ENCOMPASSES DEIB AND ALLOWS EVERYONE TO BE COMFORTABLE IN THEIR OWN CULTURE AND BELIEFS