

NBHP CEO/Executive Director DEI Pledge

We are the chief executives of both public and private, for-profit and non-profit behavioral health service provider organizations in the greater Houston area—one of the most diverse regions in the United States. We are keenly aware of the negative and potentially traumatic impacts of racism, discrimination, and isolation on an individual’s behavioral health. As improving client/patient overall health and well-being is a core component of each of our missions, it is imperative that we work to address these issues in our organizations. We recognize that while we may not be able to fully complete this work, neither are we free to abandon it.

We will strive to create workplaces that are inclusive, reflective of this region’s diversity, and provide equitable opportunities for all employees, including those from historically marginalized communities, which includes Blacks/African-Americans, Hispanics/Latinos, Asians/Pacific Islanders, Native Americans/Indigenous, LGBTQ+, women and those with disabilities, among others. Our work environments will promote open communication to build trust among employees of different backgrounds and provide spaces for discussions related to issues of diversity, equity and inclusion and how our organizations can better address those issues.

We will foster organizations that are welcoming to all service populations regardless of race, ethnicity, religion, sexual orientation, gender identity, immigration status, and disability. We will work to remove any organizational barriers that may prevent access to services for these individuals.

We commit to convening and communicating with one another on at least a quarterly basis regarding our progress in these areas, including efforts that have been both successful and unsuccessful. We recognize that addressing the issues of systemic discrimination in our society will be a continual process, but our commitment is to continue making strides toward ensuring our organizations are diverse, inclusive and equitable places of business.

To further this vision, we commit to implementing one or more Diversity, Equity and Inclusions activities and/or initiatives in 2021.

Name: _____

Signature: _____

Title: _____

Date: _____

Examples of Potential DEI Initiatives

(Note: This is not an exhaustive list, and NBHP members are not committing to implement any initiatives on this list.)

- Develop and implement a leadership mentorship program to prepare employees from historically underrepresented groups to take on leadership roles and positions in the organization.
- Host a quarterly gathering to allow employees to learn about and value their differences in a safe and non-judgmental environment.
- Implement an implicit bias educational training program for all organizational leadership and employees.
- Recruit Board Members that reflect the diversity of the greater Houston area and/or the populations served by the organization.
- Review and remedy employee pay structures to ensure pay parity between employees of different races, ethnicities and genders who have substantially the same level of responsibility.
- Review and restructure organizational client/patient policies to ensure no explicit or implicit discriminatory policies against racial, ethnic, religious, LGBTQ+, disabled or other marginalized communities exist.
- Survey employees regarding efforts the organization can take to be a more diverse, equitable and inclusive workplace and take decisive action to address identified weaknesses.