

**ASAP Diversity, Equity and Inclusion Committee Mission Statement:**  
**The ASAP Diversity, Equity and Inclusion (DEI) strives to enhance awareness relative to cultural diversity with an emphasis on inclusion of all groups.**

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TO PROMOTE ENHANCED DIVERSITY AND COMPETENCY IN  
NEW YORK STATE'S OFFICE OF ADDICTION SERVICES AND SUPPORTS  
THE COMMITTEE SUPPORTS THE FOLLOWING TWELVE-POINT PLATFORM:

1. Ongoing advocacy for program management and staff that is representative and reflective of the diverse clients they serve. This also includes the management and staff of government agencies (State and City) and licensing bodies.
  2. We recommend that this commitment to diversity should be institutionalized and articulated in the mission, vision, values statement and strategic plan of every treatment and prevention, recovery, and harm reduction service providers. Agencies should project measurable outcomes toward their commitment to Justice, Equity, Diversity and Inclusion .
  3. Every service provider should ensure that their management and staff undergo regular, formal training in diversity and competency, consistent with OASAS Local Service Bulletin #2001-01, along with any updates offered.
  4. Every service provider should develop a written strategy to recruit, retain and promote diverse, culturally competent administrative, managerial, clinical and support staff who are trained and qualified to address the specific needs of the diverse racial and ethnic communities served. Every service provider should review and adjust its policies and procedures to ensure that they reflect their commitment to diversity and competency, including areas such as intake, treatment planning, discharge planning and client satisfaction.
  5. We support the plans by OASAS and ASAP for leadership development and would recommend that these plans include cultural diversity and cultural competency training.
  6. Every service provider should ensure that all written materials are fully accessible to all clients served, such as forms, rules and regulations, and consents for disclosure of information ("releases") and bibliotherapeutic materials. These materials should be written in a variety of languages which would make them easily understood by the populations served.
  7. Every service provider should have a practical written policy and procedure manual which includes addressing the needs of clients, applicants and collateral contacts who are disabled.
  8. OASAS should continue to develop and deliver curricula on competency-related issues and skills, and make these trainings more available to providers.
  9. As part of the CASAC credentialing and re-credentialing process, OASAS should require that applicants complete a minimum number of training hours in diversity and competency training.
  10. We advocate that OASAS create a statewide service directory for providers that would list trainers, including the specific expertise in the area of cultural diversity/competency. This directory should be made available to all providers and updated with reasonable frequency.
  11. We advocate that ASAP includes in its PEER REVIEW process a mechanism for gauging whether systems are in place to address the needs of the multi-cultural communities in the programs being reviewed.
  12. We recommend that OASAS and ASAP continually explore funding streams that would lend financial support to programs for their efforts to enhance services in the areas of cultural diversity and competency.
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