

Diversity, Equity and Inclusion Decision Tool for the CATT Development

January 2021

The development of a comprehensive center for substance use treatment presents a key opportunity for Washington County to identify inequities in the community and take specific actions to address disparities. Diversity, equity and inclusion are foundational principles for the development team and associated work groups. In order to ensure consistent application of an equity-centered approach, this tool has been developed. The tool is designed to assist the development team in making decisions and eliminating barriers that cause disparities. It should be used whenever a decision is made that will impact fair treatment, access, and opportunity for those who may participate, visit and work at the facility.

This equity tool is designed to supplement an overall philosophy that full, meaningful inclusion leads to all people feeling respected, accepted and valued. To identify and eliminate barriers that may prevent the full participation of some groups, we will include communities of color and others who have been historically marginalized, and individuals with lived experience, in all aspects of the program design and development.

Equity Tool

1. What is the decision under review?
2. What group(s) experience disparities related to this decision? Does the decision improve, worsen, or make no change to existing disparities?
3. How does it specifically impact and benefit Washington County residents? Are there urban/rural considerations? What existing policies, programs or historical considerations in Washington County need to be taken into account?

