

## Policy #13.10

POLICY TITLE: EQUITY IN SERVICE PROVISION		POLICY # 13.10	REVIEW DATES	
<b>Topic Area:</b>	Service Delivery	<b>ISSUED BY:</b> Chief Executive Officer		
<b>Applies to:</b>	LRE, Member CMHSPs, Contracted Providers			
<b>Developed and Maintained by:</b>	LRE CEO or Designee			
<b>Supersedes:</b>	N/A			
		<b>APPROVED BY:</b> Chief Executive Officer		
		<b>Effective Date:</b> 10/15/2023	<b>Revised Date:</b>	

### I. PURPOSE

Lakeshore Regional Entity (LRE) is committed to respecting the dignity and diversity of individuals and communities, to supporting, advocating for and inspiring hope, to reducing stigma and health disparities, and increasing access and equity in health care delivery. This is achieved by ensuring all eligible recipients have access to needed high-quality care.

LRE endorses health equity as defined by CMS, “the attainment of the highest level of health for all people, where everyone has a fair and just opportunity to attain their optimal health regardless of race, ethnicity, disability, sexual orientation, gender identity, socioeconomic status, geography, preferred language, and other factors that affect access to care and health outcomes.”

### II. POLICY

It is the policy of LRE that all member CMHSPs and contracted service providers in Region 3 PIHP who provide behavioral health and SUD services will adopt a welcoming and inclusive approach. It is expected that all staff are appropriately trained to ensure that providers are responsive across as many different cultures as possible, and agency policies and practices reflect cultural responsiveness. Culture must be taken into consideration during the person-centered planning process with the goal of improving treatment outcomes and sustaining recovery.

LRE endorses 100% inclusion across all levels of care for all individuals regardless of race, ethnicity, disability, sexual orientation, gender identity, socioeconomic status, geography, preferred language, and other factors. This inclusion applies to residential settings that provide gender-specific programs including, but not limited to, withdrawal management, residential SUD treatment, and recovery housing. Under no circumstances will individuals be excluded from services based on their gender identity.

### III. APPLICABILITY AND RESPONSIBILITY

Lakeshore Regional Entity, Member CMHSPs, and all contracted service providers

### IV. MONITORING AND REVIEW

This policy will be reviewed annually by the LRE Chief Executive Officer or designee

**V. DEFINITIONS**

**VI. REFERENCES AND SUPPORTING DOCUMENTS**

- Sixth Circuit Court of Appeals
  - Title VII. *Smith v Salem* (2004)
  - *Barnes v Cincinnati* (2005)
  - *EEOC v Harris Funeral Home* (2018)
  - *Bostock v Clayton County Georgia* (2020)
- Michigan Supreme Court
  - *Rouch World v MDCR* (2022)
- Michigan Civil Rights Law (as amended – 2023)

**VII. RELATED POLICIES AND PROCEDURES**

N/A

**VIII. CHANGE LOG**

Date of Change	Description of Change	Responsible Party
10/15/2023	New Policy	CEO