Healing and Transformation within Equity, Diversity and Inclusion (EDI) Leadership

Friday, December 9, 2022

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American Public Human Services Association

INFLUENCE
BUILD
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Today's Panelists

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Chief of Proactive Equity, Access Planning and Belonging

Washington State Department of Social and Health Services

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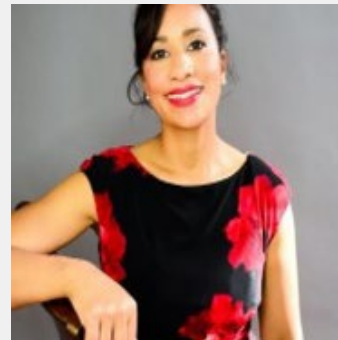
Director of Strategic Initiatives

Children's Board of Hillsborough County (FL)

BRANDI M. TURNER

DEI Officer

Kansas Department for Children and Families

NATALIE WILLIAMS

Chief Equity, Diversity, Inclusion, and Belonging Officer

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An APHSA Toolkit compiles research and insight on ways leaders can advance EDI.

Contains links to videos, podcasts, papers and other resources to further develop each area.

Advancing EDI
A Toolkit for Leaders

This toolkit is intended to provide resources and information in each of 10 areas as they relate to Equity, Diversity and Inclusion. It is not a complete list and will be updated with new information, research and insight in keeping with current best practice. It can be accessed in whole or in part as needed to assist in implementing EDI programs across your organization.
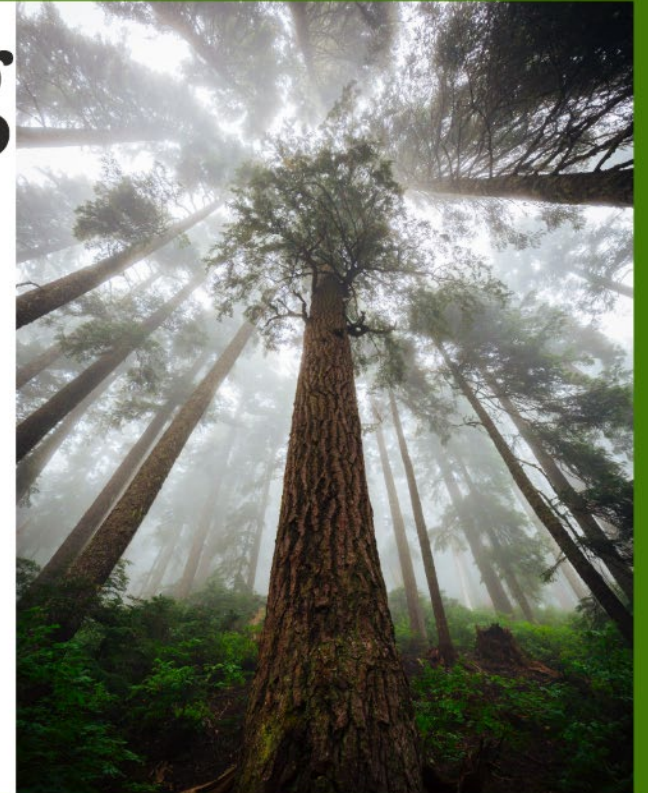
Self

Organization

Community

Ten Areas for Leaders to Advance EDI

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1. **Self-Awareness** of personal biases or barriers to advancing EDI.
2. **Individual Commitment** to moving EDI forward with action planning, accountability and personal effort.

Self

Organization

3. Inspiring Commitment and Leading Employees through communication and staff participation in EDI efforts.
4. Employee Development through coaching, mentoring and supervision.
5. Visioning, Strategy and Action Planning that reconsiders the mission and vision and values and hosts courageous conversations.

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Organization (cont.)

6. **Change Management** strategies to build buy-in and support organizational transformation.
7. **Gathering and Analyzing Employee Data** to identify disparities in hiring, retention and salary.
8. **Gathering and Analyzing Service Outcome Data** to measure positive community impacts and equitable outcomes.
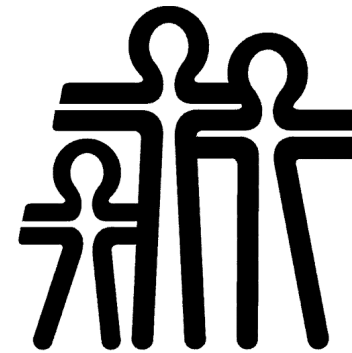
Community

9. Family Voice integrated into program design to align resources with community need.

10. Stakeholder and Community Engagement to ensure sustainable and lasting progress and change.

Nichole Ossa

Chief of Proactive Equity, Access Planning and Belonging
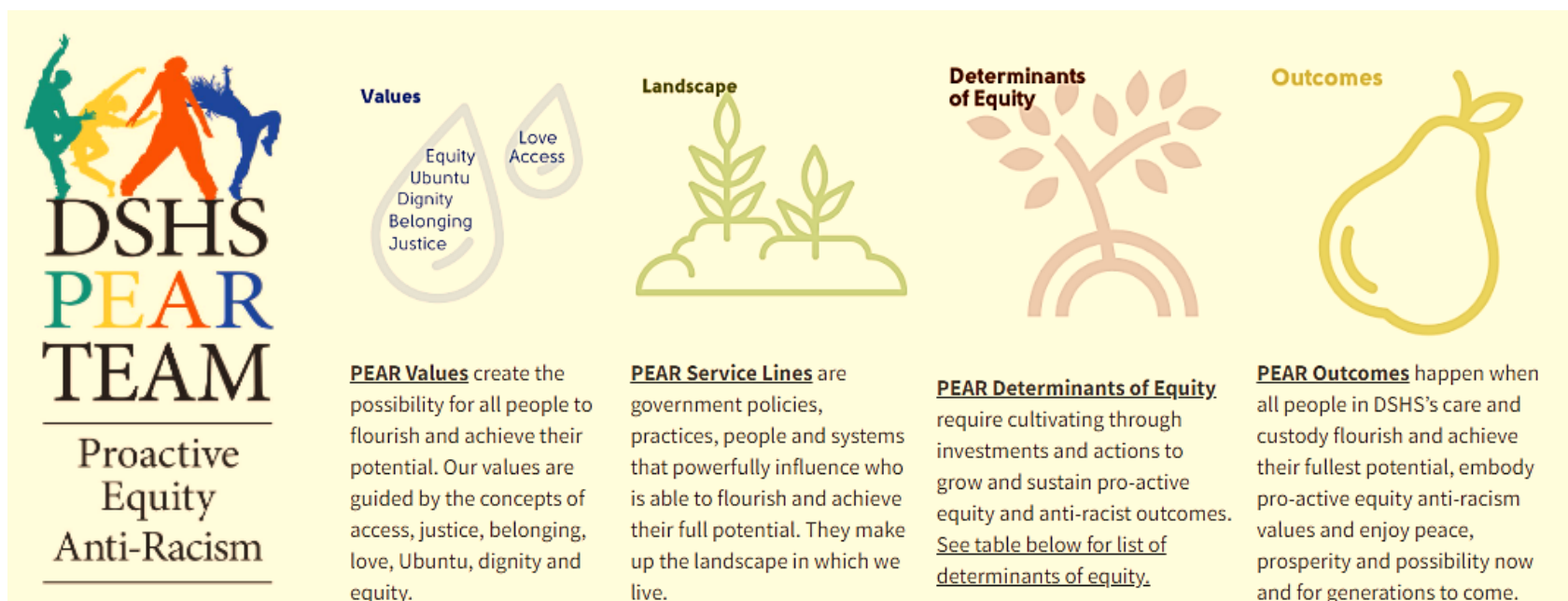Washington State Department of Social and Health Services

Highlighting and bringing together best practices in EDI Education

Case Study: The road to becoming a Proactive Equity Anti-Racist (PEAR) and belonging agency

The role of relationships, community co-creation, partnerships, and healing

Tewabech Genet Stewart
Director of Strategic Initiatives
Children's Board of Hillsborough
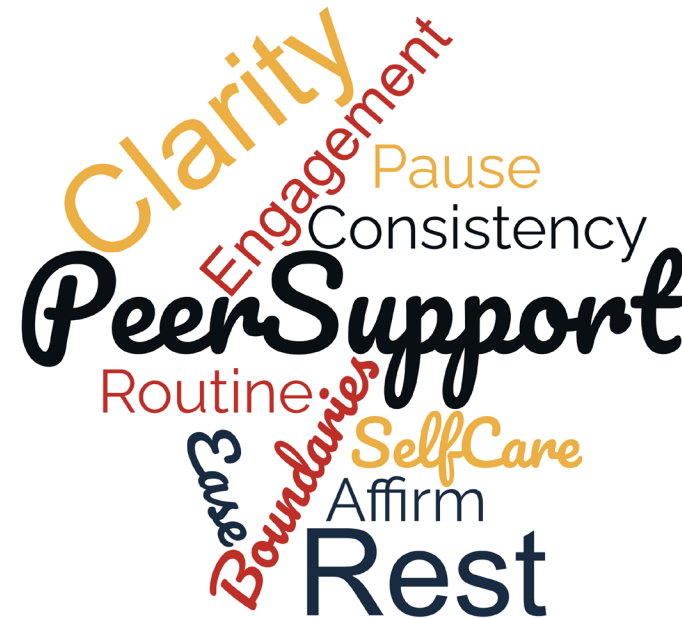County (FL)

www.ChildrensBoard.org

Brandi M. Turner
DEI Officer
Kansas Department for Children
and Families

Self Care – Starting with You

"Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."
Audre Lorde

Common Language – Defining Culture

We know language is…

a **means** for communication among and between individuals and groups,

a **vehicle** for expressing **thoughts** and **feelings**, and

a **bridge** for **building relationships**, or a tool for creating and maintaining **divisions** across differences.

And that…

a **common language** for talking about and across difference is **essential** for breaking down **divisions** and working towards achieving understanding and **partnership**.

So, when you hear the word "culture," which words come to mind?

Agency Collaboration

Change isn't coming, it's here!

Are we **READY?**

Natalie Williams

Chief Equity, Diversity, Inclusion, and Belonging Officer
American Public Human Services Association

Data Equity is the consideration through an equity lens of the ways in which data is collected, analyzed, interpreted, and distributed.

Data has the potential to reinforce racial bias/stereotypes, as well as to advance social justice.

Why Race Equity Data ?

Persistent disparities across services and systems.

Data is a foundational lever to establishing goals and strategies for communities and programs.

Data sets important baselines and accountability measures.

Data helps us prioritize progression on indicators that can decrease disparities across race and ethnicity, sexual orientation, income levels and ability.
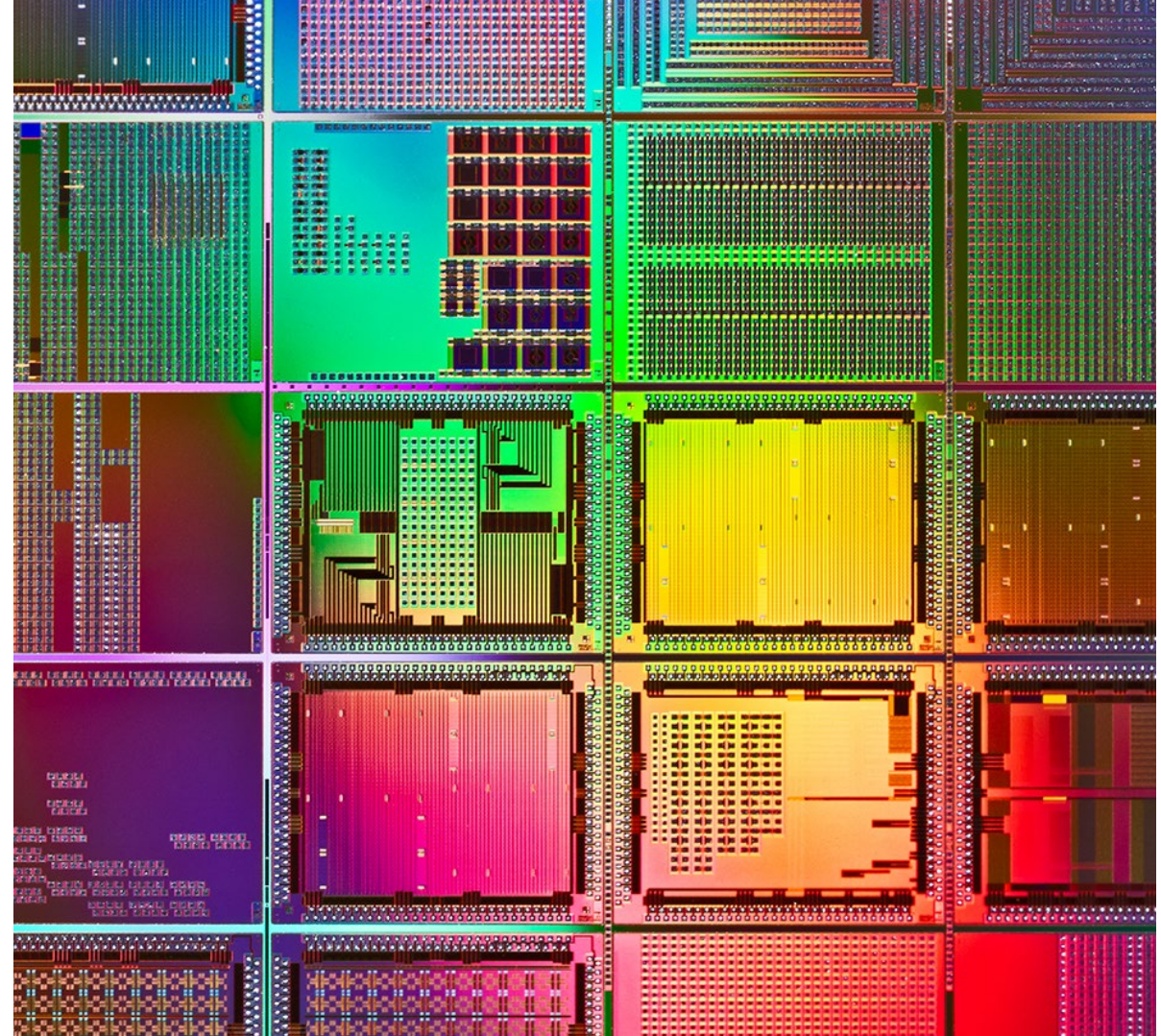
Where to Begin

- Take proper security measures to protect data and individuals

- Look at current data and break it down by race and place

- Begin with communities facing the greatest harm

- Have a central repository for data

- Compare and contrast data sets

- Develop a partnership map

- Identify policies that impact outcomes

- Develop a roadmap for action with accountability measure

Data Sets

Quantitative – Gives us the numbers/quantity amount or range

Qualitative – Tells the story through community voice / Describes what matters to people

Community Innovation/Community Assets Data – What's working that needs to be amplified or resourced

Collect and Disaggregate Data

Map out multiple, compounding oppressions and barriers that show up by:

- Race
- Ethnicity
- Sexual Orientation
- Ability Status
- Community Assets

Centering Community

- **Voice** – Include community in the planning stages of data collection. Ask what is most important to the community in this process and what data needs to be collected.

- **Asset Framing** – Speak to individual aspirations and assets. Find ways to support the growth of community assets.

- **Structures vs. Individuals** – Get clear on the structures that perpetuate adverse outcomes.

- **Data Governance** – Let the community own and access their data, establish the narrative, and drive the change and intervention process in their communities.

Data is Power

In 2018 estimated profit from American internet users' personal data totaled $56.5 billion by some 279.7 million Americans.

Data within Health and Human Services can:

- Unify, innovate and create positive lasting change.
- Create transformation and innovation.
- Develop and control the narrative and decrease disparities in our communities and systems by innovating our data practices.

Data equity is a great place to begin.

Roundtable Discussion

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CONVERSATIONS WITH LEADERS OF COLOR
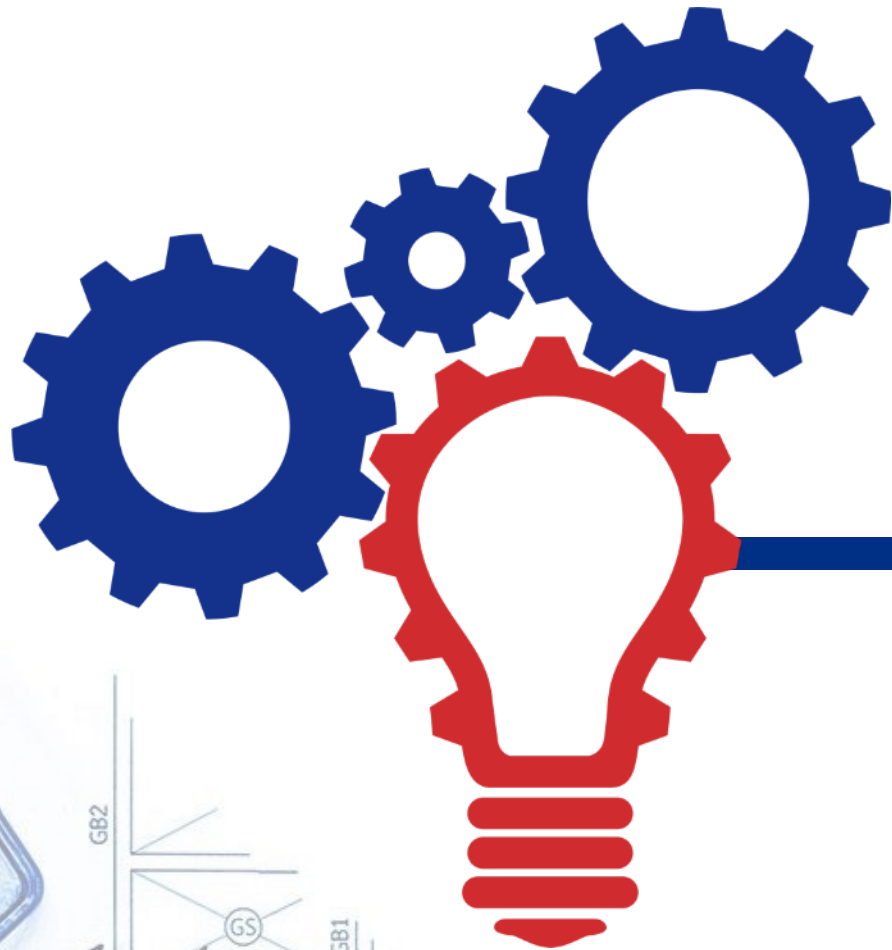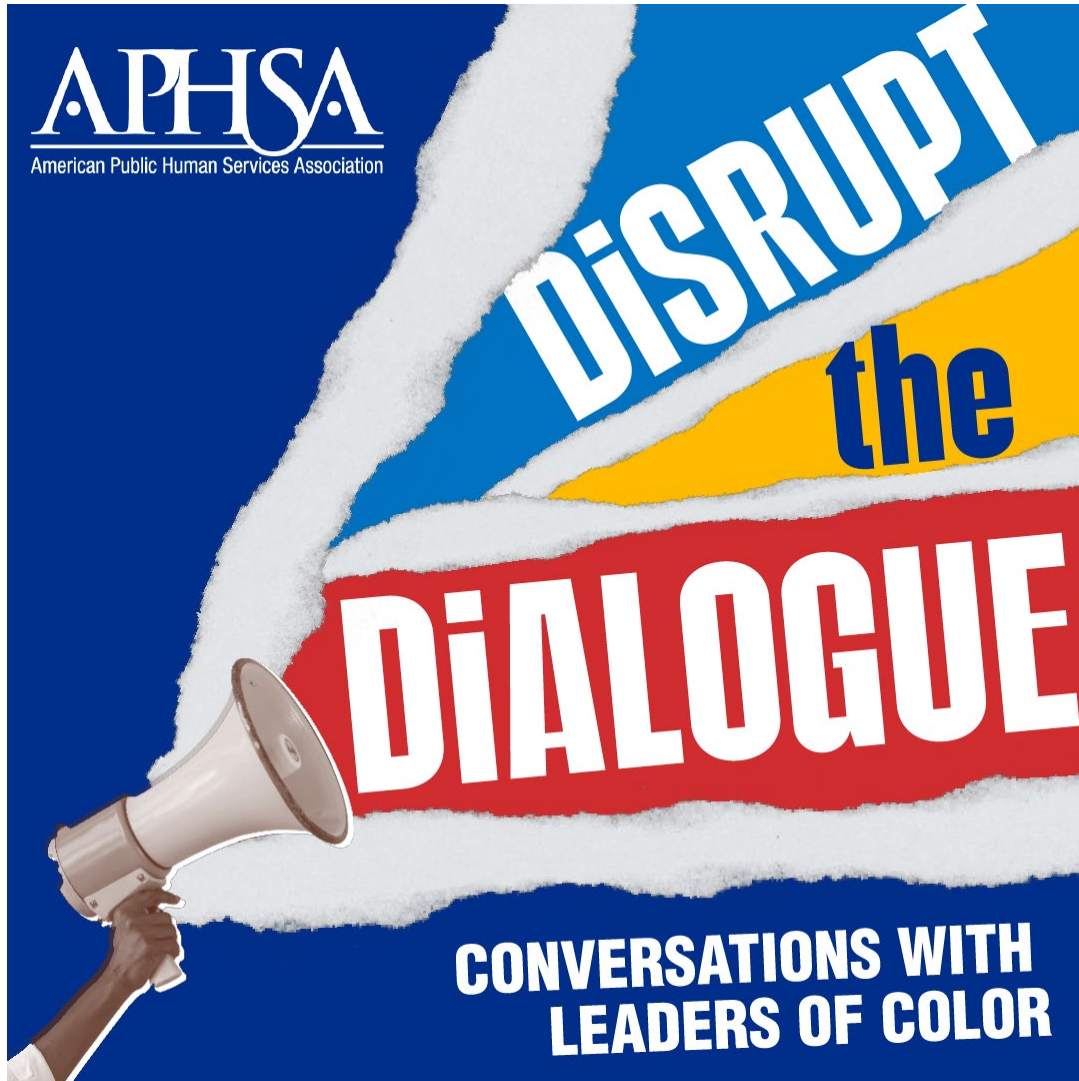
Now available on all podcast streaming services as well as at www.aphsa.org.

Episode 1 – Unapologetically Affirming Your Voice w/ Derrik Anderson, Executive Director at Race Matters for Juvenile Justice (Charlotte, NC)

Episode 2 – Creating a Safe Space for All w/LaRae Cantley, Senior Manager of Centering Community & Well-Being at Full Frame Initiative (Greenfield, MA)

Episode 3 – Forging a Path for Others w/Vannessa Dorantes, Commissioner for the Connecticut Department of Children and Families

Which peer learning topics around EDI would you like to see APHSA organize in 2023?

Put your suggestions in the Q&A.

Additional Resources

APHSAAmerican Public Human Services Association

OE Technical Assistance and Learning & Development Areas

For more information contact:

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Adrian Saldana, OE Consultant (asaldana@aphsa.org)

- Organizational Culture
- Leadership Development
- Advancing Race Equity
- Strategic Planning
- Mission, Vision and Values Development
- Business Process Improvement
- Emotional Intelligence
- Workforce Well-Being and Health
- Community Engagement
- Organizational Learning
- Human Services Value Curve
- Embedding CQI
- Strategic Playbook Development

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