

# EQUITY ACTION PLAN

## CDHS's Commitment to Equity and Racial Justice



While social and racial inequities are long-standing issues, recent events and corresponding protests have driven a call to action. In order to take meaningful action, we need better awareness and understanding to make better decisions that will enable all employees and the people we serve to thrive. CDHS leadership is committed to being a humble, learning organization. We know we can do better in changing our practices to attain better outcomes for everyone.

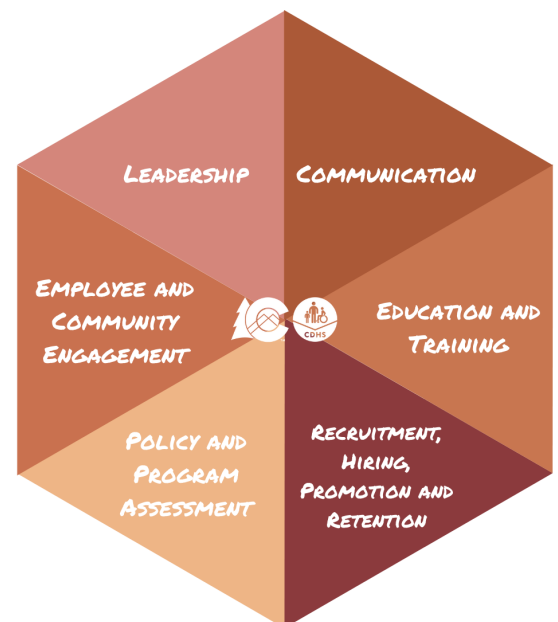
Equity is when everyone, regardless of who they are or where they come from, has the opportunity to thrive. Equity is achieved when one's identity cannot predict the outcome. This requires eliminating barriers like poverty and repairing injustices in systems such as education, health, criminal justice, transportation and our own – human services. Using an “equity lens” means being deliberately inclusive as an organization in making decisions. It introduces a set of questions into the decision-making that help everyone focus on equity in both their process and outcomes.

CDHS commits to using an equity lens and take a comprehensive approach, focusing on these six areas:

- Leadership
- Policy and Program Assessment
- Communication
- Education and Training
- Recruitment, Hiring, Promotion and Retention
- Employee and Community Engagement

We will take these actions in coordination with our newly released strategic plan to ensure alignment and synergy with all of our work.

While this work requires lifelong learning, the timeline for this initial plan is 3-12 months. We will review and adjust in real time to ensure we are being effective and reaching our intended outcomes.



# Leadership

Strategy	Lead	Timeline
<p>Demonstrate commitment to rejecting racism and increasing equity within CDHS and our programs (e.g., through stated commitments, communications, conversations with staff)</p> <p><i>Resources Needed: Unified language and sample <u> talking points for leadership and <u> tools that can be used by CDHS leaders and staff</u></u></i></p>	Yolanda Webb	Ongoing
<p>Each office will develop an individualized action plan based on their assessment and data results (see below)</p> <p><i>Resources Needed: <u>Office of Adult, Aging and Disability Services Equity Action Plan</u></i></p>	Office Directors	October 1, 2020
<p>Adopt an equity framework as a department and use <u> this kind of equity tool </u> developed for government to assess, develop and implement strategies to decrease disparities and create better outcomes for all</p>	Amanda Robinson	October 1, 2020
<p>Develop and utilize outreach planning tools to help diversify boards and commissions</p>	Sarah Lipscomb	September 1, 2020 - Ongoing

# Employee and Community Engagement

Strategy	Lead	Timeline
<p>Incorporate anonymous feedback channels where employees can voice their concerns and report abusive experiences without fear of retribution</p>	Mieke Thorson	January 1, 2020
<p>Develop community engagement plan and expectations to ensure meaningful dialogue, feedback and partnership with community residents</p>	Chelsey Hall	September 1, 2020
<p>Conduct <u> authentic community engagement </u> training and coaching with staff</p>	Chelsey Hall	June 30, 2021 - Ongoing

# Policy and Program Assessment

Strategy	Lead	Timeline
<p>Conduct an assessment of the department to measure assets, organizational culture, processes, and procedures to prioritize what strategies we need to address</p> <p><i>Resources Needed: Funding to support a neutral third party to conduct the assessment; other potential tools <u>such as this one</u></i></p>	Amanda Robinson	November 1, 2020
<p>Conduct C-Stat/data review for each office using an equity lens</p>	Valerie Cassano	December 1, 2020
<p>Review policies, rules and procedures to uncover systemic racism or other inequities so they can be addressed.</p> <p><i>Resources Needed: Guidance, <u>tools</u> and coaching</i></p>	Office Directors/ Amanda Robinson	June 30, 2021

# Education and Training

Strategy	Lead	Timeline
<p>Conduct equity, diversity, inclusion and implicit/ unconscious bias training for employees</p>	Yolanda Webb/ Amanda Robinson	June 30, 2020 - Ongoing
<p>Offer and promote learning opportunities (e.g., adding modules to Cornerstone, NEO and New Leader Onboarding; Equity 101 training by DPA; small group discussions; book clubs; <u>30-day learning challenges</u>)</p>	Amanda Robinson/ EDI Subcommittee	Ongoing
<p>Integrate equity and inclusion competencies and goals into the Performance Management Program (PMP) process, beginning with management and supervisors</p>	Mieke Thorson/ Office Directors	April 1, 2021
<p>Develop an equity “coaching” structure so that each office has an identified person who is trained and available to help others choose the right equity and inclusion strategies to implement for each program</p>	EDI Subcommittee	June 30, 2021

# Communication

Strategy	Lead	Timeline
Implement a diverse and inclusive communications campaign, ensuring equitability in all social media platforms	Mark Techmeyer/ Yolanda Webb	September 1, 2020
Provide equity and inclusion “framing” training for all communications staff	Yolanda Webb	December 1, 2020
Review department communications through an “equity lens” prior to distribution (e.g., ensure images reflect diversity, framing of information is supportive and non-biased, and messages are reaching communities of color and other underrepresented groups)	Mark Techmeyer	Ongoing
Curate a list of equity resources to share on our website, intranet and through social media ( <a href="#">example here</a> )	Amanda Robinson/ EDI Subcommittee/ Mark Techmeyer	October 1, 2020 - Ongoing

# Recruitment and Hiring

Strategy	Lead	Timeline
Review HR data (e.g., demographics of staff at all levels; salaries of all employees crosswalked with varying dimensions of diversity) to identify and address disparities	Mieke Thorson	December 1, 2020
Customize and implement these <a href="#">inclusive hiring practices</a> for CDHS (e.g., changing language in the position description and job announcement, diversifying your hiring panels, recruiting through diverse organizations)	Mieke Thorson	January 1, 2020