



**CWDA**

Advancing Human Services  
for the Welfare of *All* Californians



Advancing Diversity, Equity  
and Inclusion in Human  
Services: *A Journey with  
CWDA and Tulare County*

CWDA Annual Conference  
*San Diego, CA | October 12<sup>th</sup>, 2022*



# Session Objectives

## We hope you will:

- Gain a basic understanding of the CWDA DEI Strategic Plan, including its development, major components, and impact moving forward
- Learn about Tulare County's DEI efforts, including how they were started, key challenges/successes & impacts
- Understand how you might move DEI activities forward in your county or organization, including how to plan and get started

# Where we are headed today. . .

- Introduction to our panel
- Brief overview of CWDA's Strategic Plan for Diversity, Equity and Inclusion
- Panel discussion
- Q and A session

# Meet Our Panel



Anita Ortiz  
Tulare County  
She, Her



Courtney Sallam  
Tulare County  
She/Her



Cathy Senderling-McDonald  
CWDA  
She/Her



Linet Mera  
Unconscious Bias Project  
She/Ella



Barrett Johnson  
Moderator  
He/Him



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# Overview of CWDA's Strategic Plan

# Special thanks to all of our key contributors to the plan!

## Directors

- Sherri Cheatham, LA DPSS
- Bobby Cagle, LA DCFS
- Anita Ortiz, Tulare
- Heather Snow, Del Norte
- Kim Giardina, San Diego

## Staff

- Cathy Senderling-McDonald
- Theresa Pena
- Kristen Davis
- Jenny Nguyen
- Paula Villescaz



# Key Goals of Plan

Leverage CWDA's position to ***effectuate change against systemic & institutional inequities***, and to ***support individual and collective inclusion and equity*** both internally for staff, internally for CWDA members, and externally to our state and county partners and clients.

Create an ***ambitious yet dynamic*** document that will be revised on an annual basis to best serve the needs of all stakeholders and those impacted by the plan.



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# Plan Development Process: A systematic approach



GUIDED BY SURVEYS, FOCUS  
GROUPS, MEETINGS



CONSIDERED STAFF TIME AND  
COSTS



TIMELINE FOR  
IMPLEMENTATION OF EACH  
ITEM





# CWDA's DEI Strategic Plan: 3 Major Components

- Supporting CWDA Staff
- Bridging With and Supporting Directors & Counties
- Bridging With and Informing Community



# Key Components: Staff Support

- Hiring, Recruiting & Onboarding of Staff
- Professional Development & Training
- Growing a Workplace Culture of Inclusion & Belonging



# Key Components: Director Support

- Supporting Diverse Membership & People
- Sustaining CWDA's DEI Work
- Gathering & Promoting DEI Resources & Services
- Integrating DEI in Advocacy & Committees
- Supporting Collaborations
- Promoting Program & Services Equity

# Key Components: Bridge with Community

- Community Programming
- Engaging in public dialogue
  - About DEI work being done by counties and CWDA
  - About CWDA strategic plan & process
- Creating opportunities for client feedback

# Timeline for Implementation



# Panel Discussion



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# Tulare County Recruitment Video – Child Welfare



[Play Video](#)





# Panel Discussion



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# Additional DEI Resources



Additional information on the CWDA Strategic Plan:  
<https://www.cwda.org/diversity-equity-and-inclusion-initiative>



Child & Family Policy Institute of California

Additional information about CFPIC's work on Racial Equity, Diversity and Inclusion (REDI) in the child welfare system:  
<https://cfpic.org/what-we-do/racial-justice-in-the-child-welfare-system/>



Unconscious Bias Project CWDA Resources Page:  
<https://www.unconsciousbiasproject.org/resources/cwda22>

# Time to Reflect

Take a moment. . .

*What are one or two simple actions that you can take back at their organization to advance diversity, equity and Inclusion?*

# Questions for the Panel?

*or*

# Share your ideas and comments



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