

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





# **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

# <u>Staff</u>

- 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.



#### 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



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

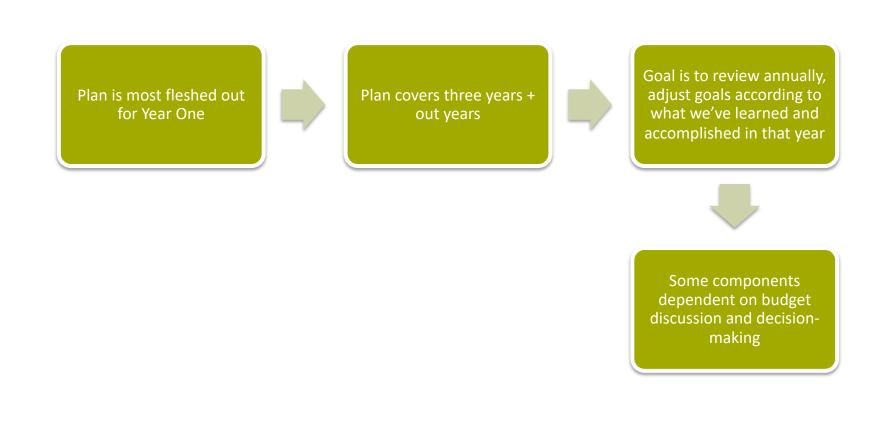


## Key Components: Bridge with Community

- 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**



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



#### Tulare County Recruitment Video – Child Welfare



**Play Video** 



#### **Panel Discussion**



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#### **Additional DEI Resources**



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



Child & Family Policy Institute of California

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



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



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

