

THE “HOW” TO CREATING AN EQUITY PLATFORM AT YOUR AGENCY

An interactive discussion



WHAT COMES FIRST?

Who

What

Where

When

Why or

How?



WHY

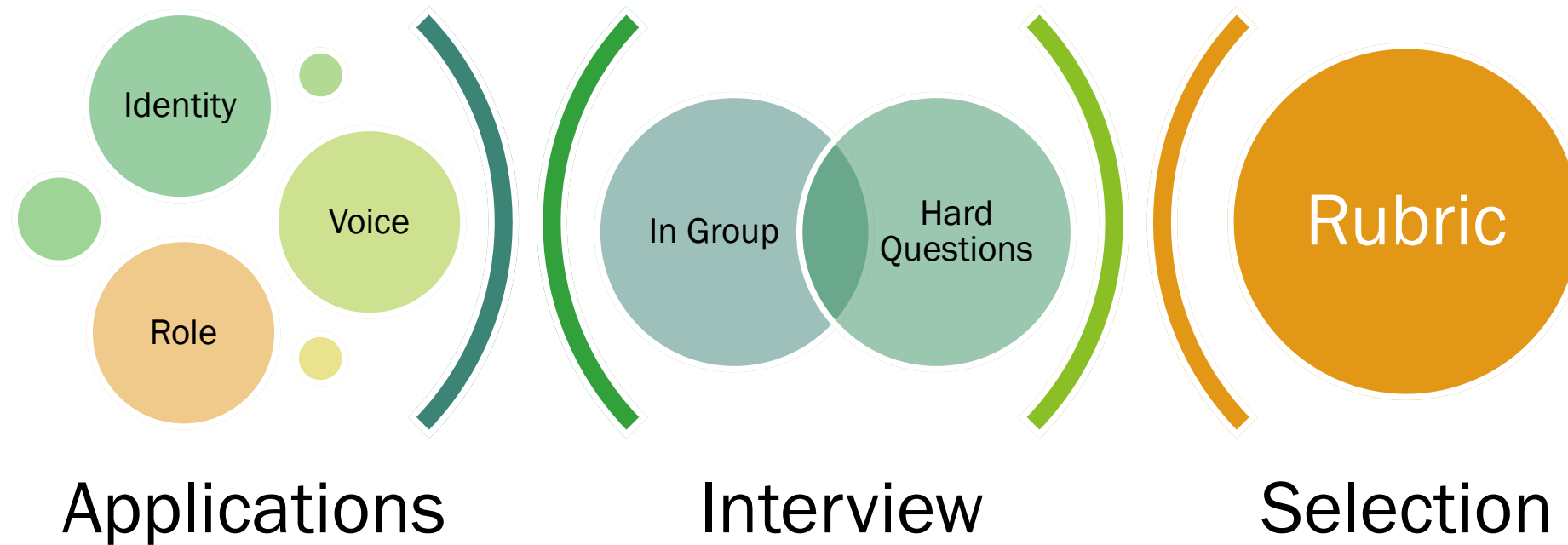


WHAT

Purpose: DESC cannot deliver on its mission unless we are able to recognize inequity and oppression and work towards:

- Increasing the awareness, knowledge, and appreciation needed to work cross-culturally with DESC clients, staff and other organizational stakeholders,
- Institutionalizing changes to our organization's policies, procedures, and practices that will lead to more equitable outcomes,
- Understanding how to incorporate cultural competency skills and cultural humility in the services we deliver to clients.

WHO



WHAT

Topic	QRT. 1	QRT. 2	QRT. 3	QRT. 4	WILD SUCCESS
Understand how to incorporate cult comp skills and cult humility in the service we deliver to our clients.	All supervisors and managers get training on how to model / assess teams for cult comp practices.	Make recommendations. Incorporate assessing for comp. Skills in staff review criteria.	Implement new criteria	Review to see how effective action has been.	Fewer clients lose housing or dis-enroll from services.

WHAT

Topic	QRT. 1	QRT. 2	QRT. 3	QRT. 4	WILD SUCCESS
Institutionalize changes to our organizations policies, procedures, and practices that will lead to more equitable outcomes.	Climate survey for staff input and ideas	Job descriptions and interviews include an ESJ focus.	Begin regular analysis of staff who are disciplined and /or terminated and look to see if ESJ issues are at play.	Each project / team has a current ESJ goal they are working on.	<p>DESC has a higher % of POC in supervisor / management / director level roles.</p> <p>The following have a strong ESJ educational and assessment components: New orientation' Annual Trainings Evaluations of Staff.</p> <p>All polices, changes in practices will be previewed through an ESJ check list lens.</p>

WHAT

Topic	QRT. 1	QRT. 2	QRT. 3	4	WILD SUCCESS
Increase awareness, knowledge and appreciation needed to work cross-culturally with DESC clients, staff, and other organizational stakeholders.	<p>Train Staff to be culturally competent, offering tools for them to use in their daily work.</p> <p>Increase awareness about personal bias / stigmas that feed in to how you work effectively with clients, staff, and community partners.</p> <p>Educate on trauma and how it manifests in clients and staff interactions.</p>	<p>Incorporate training into new hire orientation and other on-boarding activities, supervisors and managers to monitor and provide on-going training around ESJ curriculum annually.</p> <p>Align training, culture of projects/teams with DESC core values and recovery principles.</p>	<p>When hiring new staff are they aligned with DESC ESJ culture and DESC values / recovery principles.</p> <p>When promoting are the DESC values, ESJ culture being considered?</p>		<p>To retain clients in DESC programs and housing.</p> <p>To retain staff, specifically POC, and to increase opportunities for career tracking.</p>

HOW



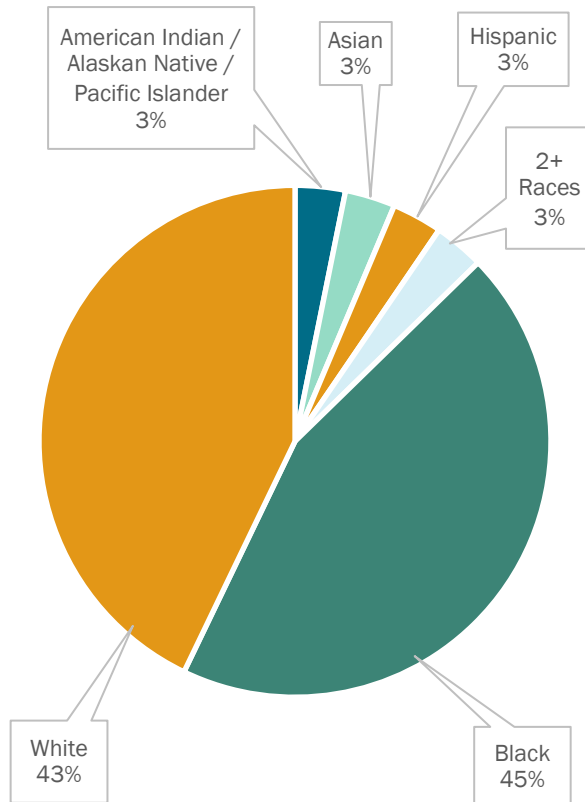
Observation

Objectivity

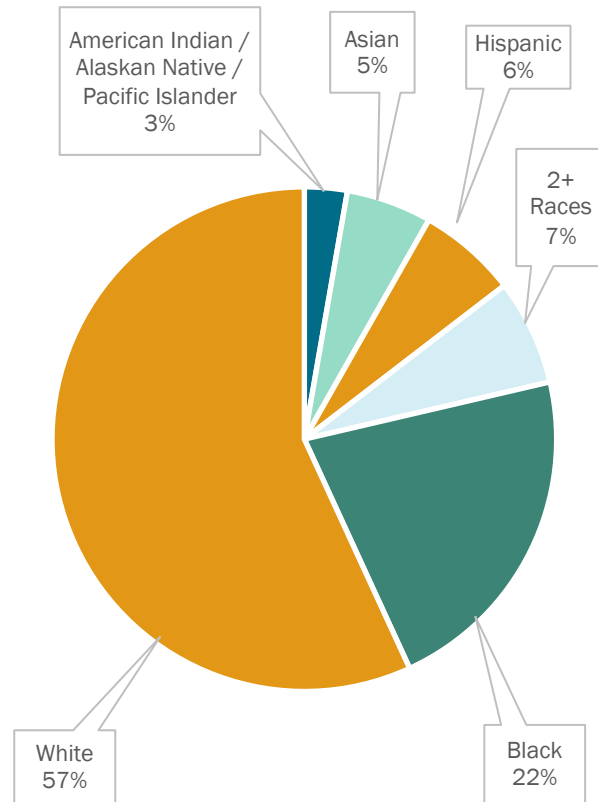
Open-mindedness

WHAT

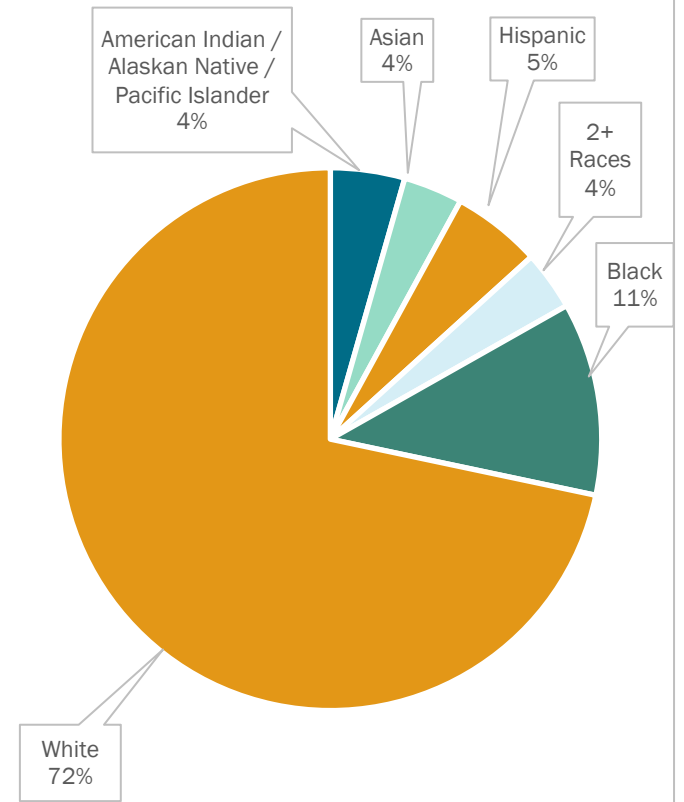
Disciplinary Actions
2018



Active Employees



Supervisors



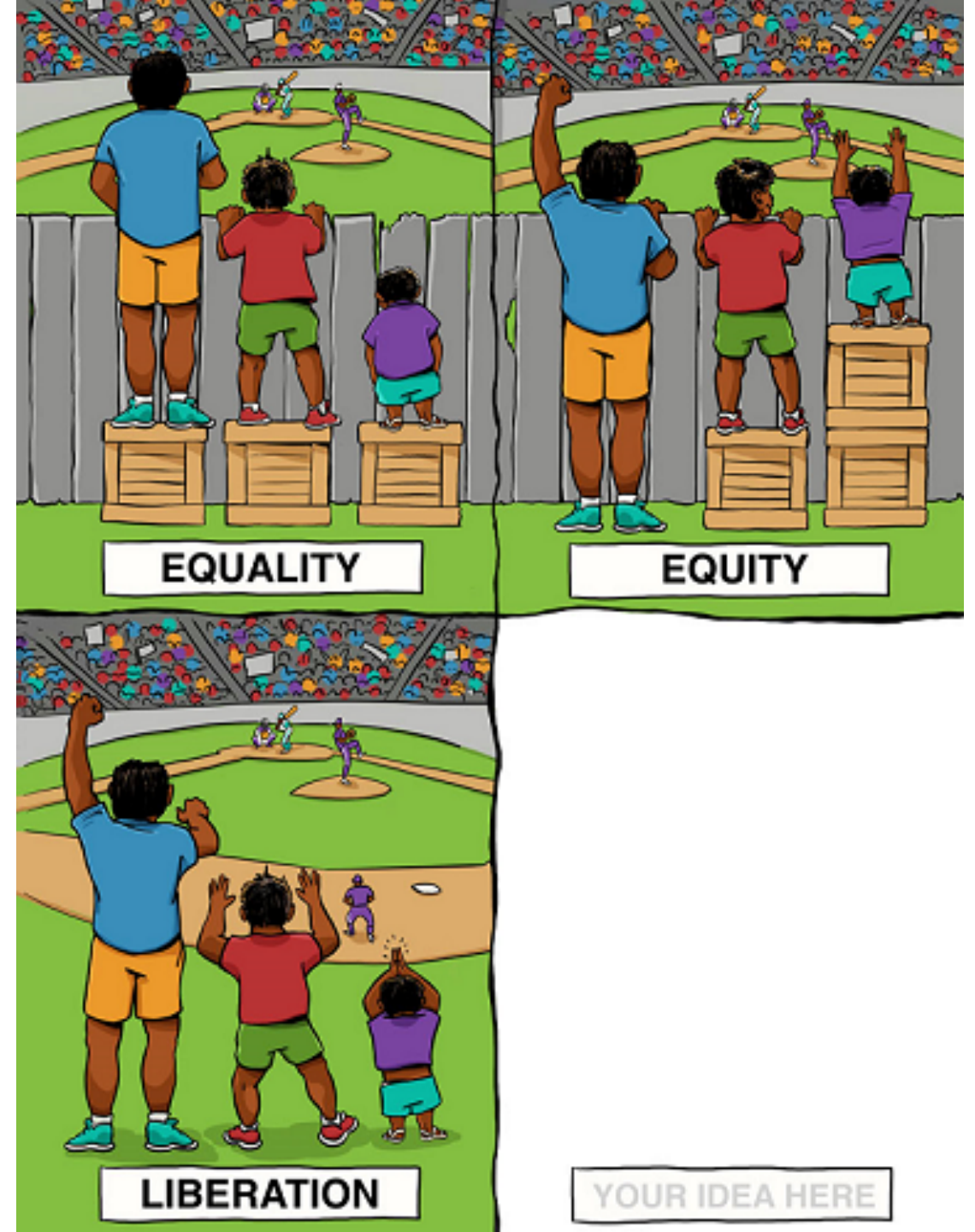
WHEN & WHERE

Accessibility

Paid Work Time

Power Dynamics

Representation



ESJ Work Space Enhancement

Plan for developing DESC culture to better reflect our values of serving the most marginalized people first, believing in the capacity of people to change, meeting clients where they are currently, that the efforts of all staff make client success possible and that the best decisions are informed by those most impacted by them.

Components

