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’ 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.
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<thead>
<tr>
<th>Topic</th>
<th>QRT. 1</th>
<th>QRT. 2</th>
<th>QRT. 3</th>
<th>QRT. 4</th>
<th>WILD SUCCESS</th>
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<tbody>
<tr>
<td>Understand how to incorporate cult comp skills and cult humility in the service we deliver to our clients.</td>
<td>All supervisors and managers get training on how to model / assess teams for cult comp practices.</td>
<td>Make recommendations. Incorporate assessing for comp. Skills in staff review criteria.</td>
<td>Implement new criteria</td>
<td>Review to see how effective action has been.</td>
<td>Fewer clients lose housing or dis-enroll from services.</td>
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<td>Institutionalize changes to our organizations</td>
<td>Climate survey for staff</td>
<td>Job descriptions and</td>
<td>Begin regular analysis</td>
<td>Each project / team has</td>
<td>DESC has a higher % of POC in supervisor / management / director level roles.</td>
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<td>policies, procedures, and practices that will</td>
<td>policies, procedures,</td>
<td>interviews include an</td>
<td>of staff who are</td>
<td>has a current ESJ goal</td>
<td>The following have a strong ESJ educational and assessment components:</td>
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<td>lead to more equitable outcomes.</td>
<td>and practices</td>
<td>ESJ focus.</td>
<td>are disciplined and /</td>
<td>they are working on.</td>
<td>New orientation' Annual Trainings Evaluations of Staff.</td>
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<td>that will lead to</td>
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<td>or terminated and look</td>
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<td>All polices, changes in practices will be previewed through an ESJ check list</td>
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<td>more equitable outcomes</td>
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<td>to see if ESJ issues</td>
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<td>lens.</td>
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<td>are at play.</td>
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<td>Increase awareness, knowledge and appreciation needed to work cross-culturally with DESC clients, staff, and other organizational stakeholders.</td>
<td>Train Staff to be culturally competent, offering tools for them to use in their daily work.</td>
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<td>Increase awareness about personal bias / stigmas that feed in to how you work effectively with clients, staff, and community partners.</td>
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<td>Educate on trauma and how it manifests in clients and staff interactions.</td>
<td>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.</td>
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<td>Align training, culture of projects/teams with DESC core values and recovery principles.</td>
<td>When hiring new staff are they aligned with DESC ESJ culture and DESC values / recovery principles.</td>
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<td>When promoting are the DESC values, ESJ culture being considered?</td>
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<td>To retain clients in DESC programs and housing.</td>
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<td>To retain staff, specifically POC, and to increase opportunities for career tracking.</td>
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HOW

Observation

Objectivity

Open-mindedness
WHAT

Disciplinary Actions 2018

- American Indian / Alaskan Native / Pacific Islander: 3%
- Asian: 3%
- Hispanic: 3%
- 2+ Races: 3%
- White: 43%
- Black: 45%

Active Employees

- American Indian / Alaskan Native / Pacific Islander: 3%
- Asian: 5%
- Hispanic: 6%
- 2+ Races: 7%
- Black: 11%
- White: 72%

Supervisors

- American Indian / Alaskan Native / Pacific Islander: 4%
- Asian: 4%
- Hispanic: 5%
- 2+ Races: 4%
- Black: 11%
- White: 72%
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

- **Giving & Receiving Feedback Training**
  - All staff
  - New staff
  - Annual refreshers

- **Collaborative Leadership Training**
  - All supervisors
  - New supervisors

- **Facilitated Conversations**
  - Train 4 ESJ Members (Train the Trainer)
  - Develop Policy & Procedure