

# ★★★DC CHILD & FAMILY SERVICES AGENCY

## DIVERSITY, EQUITY, INCLUSION, & BELONGING

### MISSION

CFSA will be a child and family wellbeing agency that is equitable, just, and centered on the voices and lived experiences of the children and families we serve. We envision CFSA collaborating with partner organizations to create and advance a more equitable child and family serving system by being accountable to those we serve.

### VISION

We vow to prioritize the identification and elimination of all forms of racism, dismantling all policies and practices rooted in white privilege and centering on the voices and lived expertise of children, parents, caregivers, families, and their communities.

### VALUES

**INTEGRITY:** *Integrity is the quality of being honest and fair, adhering to moral and ethical principles, a soundness of moral character.* This describes how members of our organization will “show up” and how members will treat others and expect to be treated.

**RESPECT:** *Respect is the quality or state of being esteemed.* Respect for our clients, stakeholders, and colleagues is fundamental to belonging. We will develop mutual respect with colleagues, community partners, and the population served by using more thoughtful language.

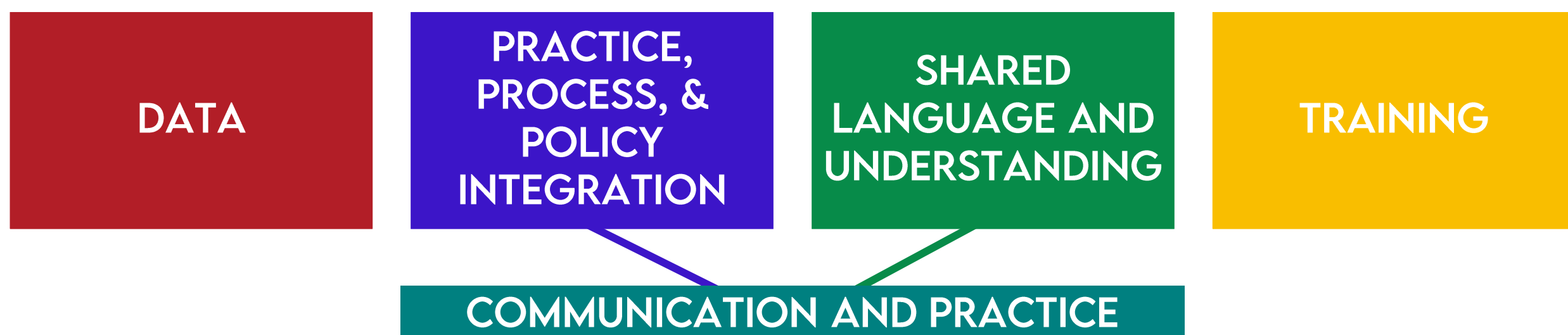
**LANGUAGE:** Language is vital to building rapport and recognizing the importance of the tools we use to communicate with each other, including how we discuss our clients and colleagues. We will need to be mindful that language is ever-changing, and we will need to adapt to it as we learn and grow.

**CULTURAL HUMILITY:** *Cultural humility is a process of self-reflection and growth in order to build awareness about power, privilege, and prejudices. It requires a life-long commitment to learning and a commitment to be aware of and actively mitigate power imbalances rooted in cultural identity. This framework is important as race equity becomes the norm at CFSA and inclusion is part of our everyday operations.*

### FRAMEWORK

The CFSA DEIB Framework is a developed, comprehensive, two-pronged approach that outlines the agency’s vision, goals, and overarching strategies to identify and remove structural barriers to create equitable opportunities for all to thrive. This includes intentionality on continuously addressing racial disproportionalities and disparities experienced by Black/African American families. This DEIB approach also commits to striving to be inclusionary with people of all identities and protected classes and embracing intersectionality.

### DEIB SUBCOMMITTEES



### TL;DR

Because CFSA, as an agency, recognizes the importance of equity and inclusion in *Keeping DC Families Together*, the DEIB steering committee was created to ensure our practices address disproportionality and striving to be inclusionary with people of all identities and protected classes, and embracing intersectionality, so all stakeholders, internal and external, feel a sense of belonging.

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## ★★★ DATA SUBCOMMITTEE ★★★

The primary purpose of the DEIB data subcommittee is to use data to better understand the complexities of disproportionality and disparity in the DC CFSA child welfare system. This includes building the agency's capacity to collect, analyze, and report disaggregated data by race and ethnicity to track and monitor CFSA's progress towards decreasing disproportionality and disparity.

### RECENT ACCOMPLISHMENTS

1. The DEIB Data Subcommittee designed a Diversity, Equity, Inclusion, and Belonging (DEIB) Culture and Climate Survey, which was administered to all CFSA employees in March 2022. A total of 181 employees, or 26% of CFSA's workforce, completed or partially completed the survey.
2. This summer, CFSA was selected nationally among child welfare agencies to participate in an opportunity sponsored by the Center for the Study of Public Policy (CSSP) and Casey Family Programs (CFP) focused on leveraging valid and affirming demographic data as a tool to advance equity within child welfare systems. CFSA went through a competitive application process and was selected to participate in the Data for Equity and Action (D4EA) Lab. CFSA's Data Subcommittee has been active in this work, will continue to meet monthly with three other child welfare agencies between July 2022 through July 2023. The goals of participating in the D4EA Lab are to:
  - **Grow** capacity to collect, analyze, report, and use demographic information (including race, ethnicity, sexual orientation, gender identity and expression, Tribal affiliation, nationality, among other identify markers);
  - **Connect** with peers and experts across the country;
  - **Build** collective knowledge in and skills on how to leverage demographic data to advance equity;
  - **Engage** in curated learning sessions that highlight best practices; and
  - **Center** equity, intersectionality, and anti-racism across strategies.

### WORK UNDERWAY

The DEIB Data Subcommittee will continue to participate monthly in D4EA Lab sessions. This will include 1) using CFSA's DEIB Culture and Climate Survey findings and recommendations as CFSA's project/small test of change toward translating data into action, and 2) gaining knowledge and developing strategies on how to address the issue of missing race and ethnicity data to enhance ongoing analyses.

### NEXT STEPS

The Subcommittee will receive and analyze DEIB Dashboard data quarterly; develop and disseminate reports with observations and trends about disparity and disproportionality to the Steering Committee and CFSA Administration; and analyze the effects of interventions implemented to address disparity and disproportionality.

The Data subcommittee will continue to analyze data to understand and report out on DEIB impact on CFSA program areas. In 2023 the subcommittee will review and analyze data related to in-home practice, feeding into the annual CFSA Needs Assessment.

The subcommittee will serve to advise CFSA's STAAND efforts related to developing an inclusive administrative data system.

### INTERESTED IN JOINING THE WORK?

Please contact Christian Gineste via email: [christian.gineste@dc.gov](mailto:christian.gineste@dc.gov)



# DC CHILD & FAMILY SERVICES AGENCY DIVERSITY, EQUITY, INCLUSION, & BELONGING

## ★★★ PRACTICE, POLICY, & POLICY INTEGRATION SUBCOMMITTEE ★★★

The PPPI subcommittee focused on developing tools and establishing a process for the review and evaluation of existing agency governance documents (policies, administrative issuances, step by step guides, etc.) through an equity lens. PPPI initially focused on reviewing policy areas to include the CPS Hotline, Kinship and Placement Matching policy to promote equitable practice and processes through the update of existing agency governance documents utilizing a modified version of the DC Office on Race Equity (CORE) Race Equity Impact Assessment (REIA) tool model to focus on the intentional identification and disruption of implicit bias and systematic inequities through the process of updating existing and developing new governance documents through an equity lens.

### ACCOMPLISHMENTS:

#### *Phase One (June- October 2021):*

- PPPI modified the DC CORE REIA tool to incorporate child welfare specific language, adapt the tool for the purpose of updating internal governances.
- PPPI tested the REIA tool through the review of three policy areas (CPS Hotline, Kinship and Placement Matching policies) as part of the problem exploration and to identify suggested updates to the policies to address inequities.

#### *Phase Two (November 2021- March 2022):*

- PPPI completed additional modifications to the REIA tool and retested the refined tool through application of the tool against internal policies and finalized a draft version of CFSA's REIA tool.

#### CFSA Final Draft REIA tool/ Tool Introduction and DEIB Governance Update Tracker:

- Constructed a methodology for tracking suggested updates, incorporating the content collected through the application of the REIA tool, identify entry points where equitable language can be infused and to capture recommendations from the application of REIA tool for incorporation into the policy update process.
- Developed an introductory summary (to provide an overview and summary of the tools purpose and functionalities) and to accompany the draft CFSA REIA tool and updated tracking system.
- Presented the introductory summary, draft REIA tool and tracking system to the CFSA Policy team for piloting.

#### Deconstruction of the Seattle Race Equity Tool Kit Model/ Project Planning:

- Evaluated the Seattle Race Equity Tool Kit Model for use in District/ CFSA layout a process and set of questions and to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address any race and equity implications to support the development of CFSA's DEIB framework.

### WORK UNDERWAY

PPPI outlined a work plan and began the initial updates and suggested modifications to the Seattle Race Equity tool kit. This work began to overlap with the focus areas identified by the Shared Language and Understanding (SLU) subcommittee which resulted in merging the PPPI and SLU subcommittees into the Communication and Practice Subcommittee in the Summer of 2022. With the merger of the two subcommittees all outstanding deliverables have been incorporated into the charter and project planning for the CAPS subcommittee.

### NEXT STEPS

This work will continue through the Communication and Policy subcommittee.

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## ★★★ SHARED LANGUAGE & UNDERSTANDING SUBCOMMITTEE ★★★

The Shared Language and Understanding (SLU) subcommittee was started at the beginning of CFSA's DEIB framework development initiative work to ensure the agency could use shared language to build shared understanding. Some of the goals set out in the subcommittee team charter, included assisting the agency with the assessment and analyzing of language, the development of a philosophical statement, and the development of a glossary, as well as other DEIB language guidance.

### ACCOMPLISHMENTS

Accomplishments for the SLU subcommittee include:

- The creation and development of an agency wide [DEIB glossary](#).
  - The DEIB glossary, set to be updated regularly, contains 107 terms in its first version. A term and definition analysis found that 33% of the terms are related to differently abled persons, 35% are related to the LGBTQ+ community, and 90% are related to race equity.
- The creation of the CFSA [DEIB philosophical statement](#).
  - The philosophical statement, published in Winter 2022, highlights the agency's commitment to DEIB through an established mission, vision, values, and beliefs, and identified methods for application of the philosophical statement.

Both documents are posted on the DEA website and will be further promoted through the Communication and Practice (CAP) subcommittee, who will explore continued ways these tools can be applied within the work at CFSA.

### WORK UNDERWAY

This subcommittee is discontinued and has been merged with the former PPPI (Policy) Subcommittee to form the Communications and Practice Subcommittee. Some tasks that subcommittee will take on includes glossary roll-out support (i.e., marketing, communications, project management of revisions), as well as continued work on the "Say This, Not That" language style guide, and development of the agency's DEIB communication plan.

### NEXT STEPS

This work will continue through the Communication and Policy subcommittee.

# DC CHILD & FAMILY SERVICES AGENCY DIVERSITY, EQUITY, INCLUSION, & BELONGING

## ★★★ COMMUNICATION & POLICY SUBCOMMITTEE ★★★

The Communication and Policy Subcommittee was created in the Fall of 2022 when the Shared Language and Understanding (SLU) Subcommittee and the Practice, Process, and Policy Integration Subcommittee (PPPI) Subcommittees merged.

### RECENT ACCOMPLISHMENTS

Our recent accomplishments include:

- Successfully completed the work of the 2 previous subcommittees and merged them
- Subcommittee leadership from the 2 previous subcommittees worked together to plan and implement the creation of the CAP Subcommittee
- Identified and re-engaged members of the 2 previous subcommittees
- Drafted a charter outlining our priorities and deliverables for FY2023

### WORK UNDERWAY

This year we will:

- Create a Communication Plan, which is part of the Implementation Plan
- Dissemination of the DEIB Glossary
- Finalize the "Say This, Not That" tool
- Create other tools for the communication toolkit including but not limited to
- "Having Courageous Conversations"
- Developing a one-pager advising the correct usage of pronouns

### NEXT STEPS

The Communication and Planning Subcommittee will continue to promote the DEIB work for CFSA by creating a communication plan and tools for the DEIB implementation. We look forward to feedback from our internal partners as we develop the communication plan and tools to support the implementation of DEIB.

### INTERESTED IN JOINING THE WORK?

The CAP Subcommittee welcomes new participants. If you are interested in participating in this work, please contact one of the subcommittee chairs:

- Julie Daza, [julie.daza@cfsa.dc.gov](mailto:julie.daza@cfsa.dc.gov), 202-497-2215
- LaTeeka Turner, [LaTeeka.Turner@cfsa.dc.gov](mailto:LaTeeka.Turner@cfsa.dc.gov), 202-270-9348
- Charlotte Williams, [charlotte.williams2@dc.gov](mailto:charlotte.williams2@dc.gov), 202-528-9805



# DC CHILD & FAMILY SERVICES AGENCY DIVERSITY, EQUITY, INCLUSION, & BELONGING

## ★★★ TRAINING SUBCOMMITTEE ★★★

The DEIB training subcommittee provides information on the practices of inclusion and belonging that align with the Agency's Philosophical Statement and the DEIB Framework with agency staff and partners such as Resource Parents, Congregate Care Staff, and other identified partners. These activities may include tip sheets, classroom training, self-paced or self-guided training, coaching, mentoring, and marketing in common areas. Identified deliverables in the short and long-term include:

**Short Term:** We will draft revisions of the current mandated reporter training to include a module focused on implicit bias and communicate the newly adapted race equity and DEIB framework to users.

**Long Term:** We will determine the timing of adapting training for potential neglect law changes with intent to roll out changes in partnership with other DEIB Subcommittees and develop recommendations for additional training opportunities related to equity and inclusion.

### RECENT ACCOMPLISHMENTS

Recent accomplishments for the subcommittee include the identification of subcommittee members and co-chairs, kicking off subcommittee meetings, developing a training subcommittee team charter, and beginning the review of mandated reporter training with a DEIB lens.

### WORK UNDERWAY

- MANDATED REPORTER TRAINING
  - Reviewing other jurisdictions mandated reporter training with a DEIB lens
  - Developing recommendations to adapt mandated reporter training curriculum
  - Developing the Implicit Bias module for DC's mandated reporter training
- ALIGNMENT WITH SUBCOMMITTEES (AND DEIB FRAMEWORK COMPONENTS)
  - Reviewing culture and climate survey results and implementing recommendations of culture and climate survey related to learning, development, and training (as applicable)
- ALIGNMENT WITH CWTA (AND EXISTING CFSA TRAINING EFFORTS)
  - Planning to review existing curriculum with consideration of training competencies, while identifying and prioritizing agency training needs and competencies requirements with DEIB lens
  - Creating a knowledge management system — DEA website (virtual library)

### NEXT STEPS

The training subcommittee will identify goals based on the DEIB overall committee and other agency goals related to training, such as the implementation and training of the DEIB Framework to come.

### INTERESTED IN JOINING THE WORK?

If you are interested in joining how to infuse DEIB into practice, please contact one of the co-chairs.

- Tracie Johnson (tracie.johnson1@dc.gov)
- Samantha King (Samantha.king@dc.gov)