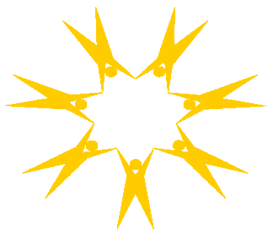


DHSP Race and Equity Initiative

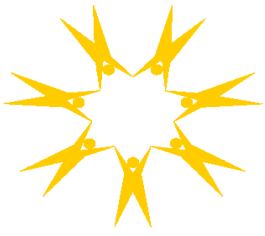


Our Vision:

The Department of Human Service Programs will eliminate racism within the Department

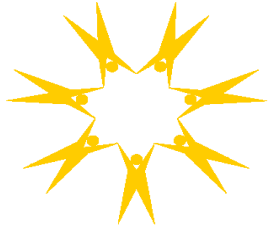
Strategic Objectives

1. Expand, create and enhance learning and skill-building opportunities for all DHSP staff to eliminate racism.
2. Build capacity of all DHSP staff to take leadership in eliminating racism.
3. Ensure that our internal systems and policies support the elimination of racism.
4. Cultivate a culture where staff openly communicate about race.



Training Sessions

Title	Sessions	Who Attended
10Cs of Awareness and Change	22 Sessions/ Dr. Ulric Johnson and Jeremy Phillips	220 FT Staff, 200+ PT Staff
Identity 101	12 sessions/ Joyce Johnson Shabazz and Robert Dungy	220 FT Staff
Structural Racism	3 Sessions/ Joyce Johnson Shabazz	60 FT Staff/Plan for 160 FT Staff
Cultural Proficiency: A Way of Being	4 Sessions 2 part series/DHSP Staff led	80+ FT and PT Youth-serving Staff



Leadership Development Sessions

Topic Examples	Who Attended	Timeframe
Initiative planning	12 FT Staff	Monthly 2016-Present
Initiative Principles	40 FT Leadership Staff	January 2018
DEAL Leadership/Peer Coaching	40 FT Leadership Staff	April 2018
Non-Blameful Communication	40 FT Leadership Staff	June 2018
Leadership Expectations	40 FT Leadership Staff	October 2018
Dialogue Circles	40 FT Leadership Staff	December 2018
Affinity Group/Allyship	40 FT Leadership Staff	January 2019



DEAL – Drop Everything and Learn

Monthly learning opportunities for all DHSP staff

Examples of activities:

- Video/Reflection – “Color Brave not Color Blind” Melody Hobson
- Article/Reflection – “To the Parents of my Black Son’s Friends”, Maralee Bradley
- Space Audit – Teams of DHSP Staff looking at our spaces through a racial equity lens



What We've learned...

- ✓ Keep the work front and center, otherwise day to day tasks can eclipse the work.
- ✓ Challenges are inevitable and they can't stop the work from moving forward. Comfort is not necessary.
- ✓ Opportunities to practice talking about race are important
- ✓ Relationships matter
- ✓ Expect that you will hear more about race and racism