



CHILD WELFARE SERVICES DIVERSITY, EQUITY, AND INCLUSION ACTION PLAN

Fiscal Year 2020-2021





INCREASE AWARENESS ACROSS CHILD WELFARE

- Identify Regional Champions-Ongoing
- Expand Existing D&I Committee-Ongoing
- Develop Subcommittees-November, 2020-COMPLETED
- Coordinate Marketing Strategies-December 2020
- Create a CWS Office of Equity-June 202-In progress



ENHANCE SOCIAL WORKER TRAINING

SOCIAL WORKER INITIAL TRAINING-APRIL 2021

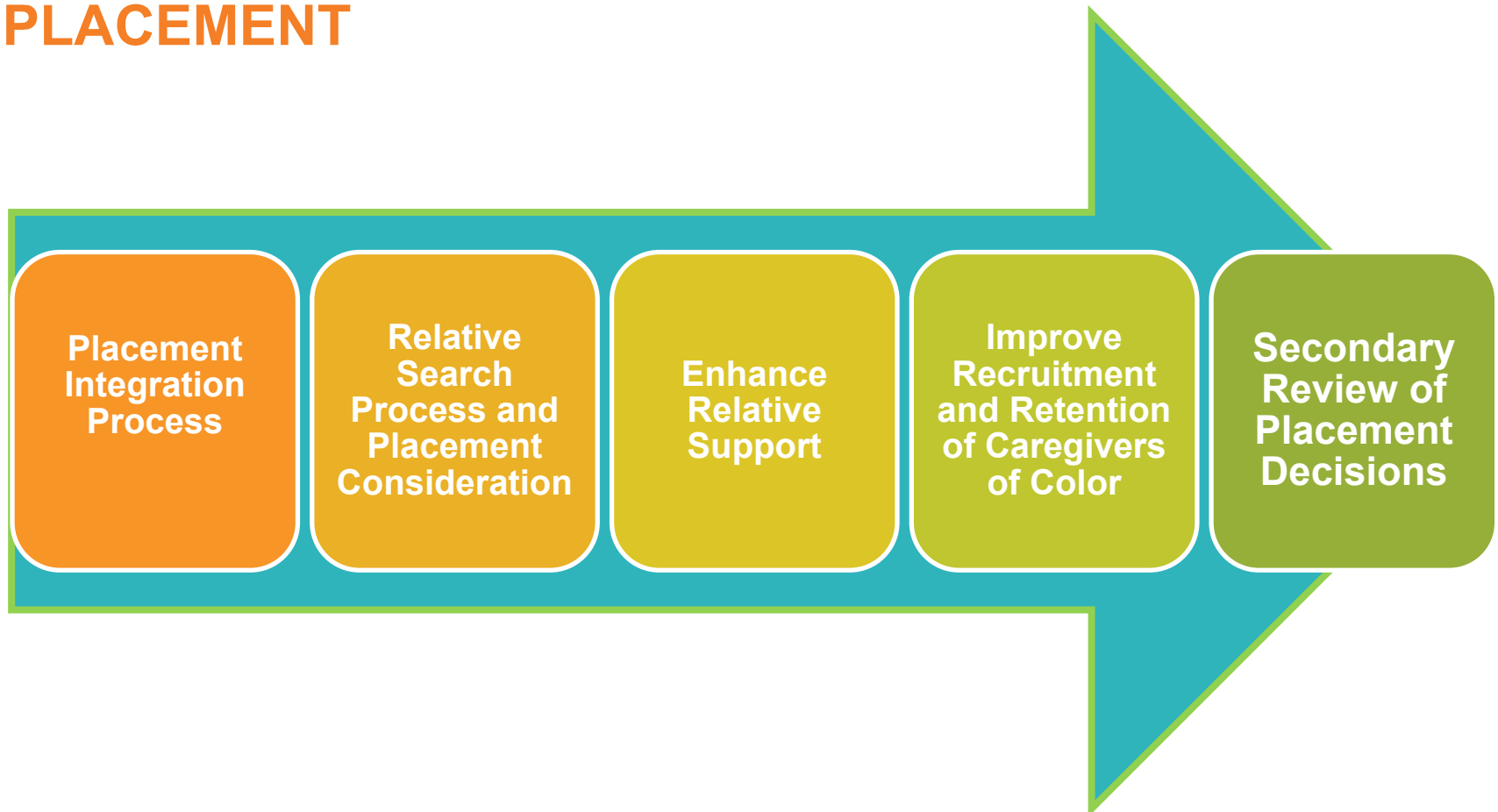
- Implicit Bias Testing for all new Hires- Completed
- Add a panel of youth of color/staff to share their experiences with the system- Completed
- Develop DEI skill based activities- Completed
- Develop Use of Virtual Reality-In progress
- Partner with Child Welfare Development Services to Create a Modified Cultural Responsiveness Academy for New Hires- Completed

ONGOING TRAINING FOR ALL STAFF-MARCH 2021

- Develop Ongoing DEI Training for All Staff
- Implement Strength Based Leadership Series for Supervisors and Senior Workers to Enhance Leadership Skills Around DEI- Completed
- Ensure Staff in Training Units Have On the Job Training Experiences that Include Diverse Clients
- Create Restorative Practice Circles-In Progress
- Provide Leadership Training Regarding Difficult Conversations-Completed/Ongoing



IMPROVE SOCIAL WORKER PRACTICE AROUND PLACEMENT





ENHANCE SOCIAL WORK PRACTICE AROUND INVESTIGATIONS

**RAD TEAM
REVIEW OF
REFERRALS**

**ASSESS
BLIND
REMOVAL
CONCEPT**

**REVIEW ALL
REMOVALS
OF AF. AM.
CHILDREN**



ENHANCE SKILLS AT THE LEADERSHIP LEVEL

- Ensure that Culture is Addressed in Meetings-Ongoing
- Ensure all Levels of Leadership are having discussions about Race and Equity-Ongoing
- Conduct 360 Degree Reviews for all Classifications Manager and Higher-June 2021
- Provide Training for Leadership Around Diversity, Equity and Inclusion-November 2021-COMPLETED



IMPROVE HIRING, RECRUITMENT AND RETENTION

STRATEGIES

- Complete Human Resources Workforce Analysis-February 2021-Completed
- Develop Recruitment Strategies to Improve Diversity of Workforce-March 2021-Ongoing
- Create Formal Mentorships Across CWS-May 2021-Completed
- Develop Retention Strategies for Staff-April 2021



OTHER PRACTICE CONSIDERATIONS

- Recruit Additional Service Providers Who Match the Demographic Composition of Clients
- Ensure that the Cultural Needs of Youth in our Facilities (Short-Term Residential Therapeutic Programs, Polinsky Children's Center, San Pasqual Academy) are Met

ADDITIONAL CONSIDERATIONS

- Add Racial Impact Statements to Working Group Recommendations
- Ensure Policies, Contracts, Programs are Assessed for Bias and Racial Impact-In Progress



OUTCOME METRICS-ARE WE EFFECTIVE?

- IMPROVE STAFF RETENTION/JOB SATISFACTION VIA SURVEY RESULTS
- INCREASE NUMBER OF STAFF OF COLOR IN LEADERSHIP POSITIONS WITHIN CWS
- COMPLETE 360 DEGREE EVALUATIONS FOR 25% OF LEADERSHIP WITHIN CURRENT FISCAL YEAR
- REDUCE DISPROPORTIONALITY BY REDUCING THE NUMBER OF AF AM CHILDREN ENTERED INTO FOSTER CARE
- INCREASE THE NUMBER OF CHILDREN OF COLOR PLACED WITH RELATIVES BY 5%
- INCREASE THE NUMBER OF RELATIVE CAREGIVERS BY 5%
- INCREASE THE NUMBER OF CAREGIVERS OF COLOR BY 5%

QUESTIONS?



 LIVE WELL
SAN DIEGO

Any
Questions