Advancing Diversity, Equity and Inclusion in Human Services: A Journey with CWDA and Tulare County

CWDA Annual Conference
San Diego, CA | October 12th, 2022
Session Objectives

We hope you will:

• Gain a basic understanding of the CWDA DEI Strategic Plan, including its development, major components, and impact moving forward

• Learn about Tulare County’s DEI efforts, including how they were started, key challenges/successes & impacts

• Understand how you might move DEI activities forward in your county or organization, including how to plan and get started
Where we are headed today. . .

• Introduction to our panel
• Brief overview of CWDA’s Strategic Plan for Diversity, Equity and Inclusion
• Panel discussion
• Q and A session
Meet Our Panel

Anita Ortiz
Tulare County
She, Her

Courtney Sallam
Tulare County
She/Her

Cathy Senderling-McDonald
CWDA
She/Her

Linet Mera
Unconscious Bias Project
She/Ella

Barret Johnson
Moderator
He/Him
Overview of CWDA’s Strategic Plan
Special thanks to all of our key contributors to the plan!

**Directors**
- Sherri Cheatham, LA DPSS
- Bobby Cagle, LA DCFS
- Anita Ortiz, Tulare
- Heather Snow, Del Norte
- Kim Giardina, San Diego

**Staff**
- Cathy Senderling-McDonald
- Theresa Pena
- Kristen Davis
- Jenny Nguyen
- Paula Villescaz
Key Goals of Plan

Leverage CWDA’s position to **effectuate change against systemic & institutional inequities**, and to **support individual and collective inclusion and equity** both internally for staff, internally for CWDA members, and externally to our state and county partners and clients.

Create an **ambitious yet dynamic** document that will be revised on an annual basis to best serve the needs of all stakeholders and those impacted by the plan.
Plan Development Process: A systematic approach

- Guided by surveys, focus groups, meetings
- Considered staff time and costs
- Timeline for implementation of each item
CWDA’s DEI Strategic Plan: 3 Major Components

- Supporting CWDA Staff
- Bridging With and Supporting Directors & Counties
- Bridging With and Informing Community
Key Components: Staff Support

• Hiring, Recruiting & Onboarding of Staff
• Professional Development & Training
• Growing a Workplace Culture of Inclusion & Belonging
Key Components: Director Support

- Supporting Diverse Membership & People
- Sustaining CWDA’s DEI Work
- Gathering & Promoting DEI Resources & Services
- Integrating DEI in Advocacy & Committees
- Supporting Collaborations
- Promoting Program & Services Equity
Key Components: Bridge with Community

- Community Programming
- Engaging in public dialogue
  - About DEI work being done by counties and CWDA
  - About CWDA strategic plan & process
- Creating opportunities for client feedback
Timeline for Implementation

- Plan is most fleshed out for Year One
- Plan covers three years + out years
- Goal is to review annually, adjust goals according to what we’ve learned and accomplished in that year
- Some components dependent on budget discussion and decision-making
Panel Discussion

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Tulare County Recruitment Video – Child Welfare

Play Video
Panel Discussion

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Additional DEI Resources

Additional information on the CWDA Strategic Plan:
https://www.cwda.org/diversity-equity-and-inclusion-initiative

Child & Family Policy Institute of California

Additional information about CFPIC’s work on Racial Equity, Diversity and Inclusion (REDI) in the child welfare system:

Unconscious Bias Project CWDA Resources Page:
https://www.unconsciousbiasproject.org/resources/cwda22
Take a moment. . .

*What are one or two simple actions that you can take back at their organization to advance diversity, equity and Inclusion?*
Questions for the Panel?

*or*

Share your ideas and comments