



CWDA

Advancing Human Services
for the Welfare of *All* Californians



**Advancing Diversity,
Equity and Inclusion in
Human Services:**

***A Journey with CWDA
and Tulare County***

**CWDA Annual Conference
*San Diego, CA | October 12, 2022***



Session Objectives

We hope you will:

- Gain a basic understanding of the CWDA DEI Strategic Plan, including how it was developed, what its major components are, and how it may apply to CWDA's and counties' activities moving forward
- Learn about Tulare County's DEI efforts, including how they were started, key challenges and key 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



Barrett Johnson
Moderator
He/Him





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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.



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Plan Development Process: A systematic approach



**GUIDED BY SURVEYS,
FOCUS GROUPS,
MEETINGS**



**CONSIDERED STAFF
TIME AND COSTS**



**TIMELINE FOR
IMPLEMENTATION OF
EACH ITEM**



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CWDA's DEI Strategic Plan: 3 Major Components

- Supporting CWDA Staff
- Bridging With & Supporting Directors & Counties
- Bridging With & 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



Panel Discussion



Anita Ortiz
Tulare County
She, Her



Courtney Sallam
Tulare County
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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>



Additional information about CFPIC's work on Racial Equity, Diversity and Inclusion (REDI) in the child welfare system:
<https://cfpic.org/what-we-do/racial-justice-in-the-child-welfare-system/>



Unconscious Bias Project Resource Page:
<https://www.unconsciousbiasproject.org/resources>

Time to Reflect

Take a moment. . .

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



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Questions for the Panel?

or

Share your ideas and comments

