CWDA DEI Strategic Plan Overall Timeline

KEY
- Yearly review of plan implementation over the previous year and refinement of plan for following 2 years.
- Highest saturation = high effort
- Medium saturation = medium effort
- Lowest saturation = low effort

2022 | 2023 | 2024 | 2025 | 2026 | 2027

Staff

- 1.3.4. Celebrate & Reflect
- 1.3.1.2 Staff Check-ins
- 1.3.3. Develop & Publish DEI Policy
- 1.1.1.2 Rec & Hiring Developed
- 1.2.1 DEI Training & Professional Development
- 1.1.4.1. DEIJ in Onboard
- 1.1.2. Training Hiring & Recruiting
- 1.1.1.3 Share Hiring & Recruiting
- 1.1.1.1. Rec & Hiring Shared
- 1.1.3.2. Research & Develop Equitable Work Policies
- 1.3.1.1 Casual Spaces
- 1.1.1.4. Develop Career Advancement Structure
- 1.1.3.1. Review & Improve Work Policies
- 1.1.4.2 Conflict Resol.
- 1.3.2.1. Safer Debrief Spaces & Personal Resources

Directors

- 2.6.3. Increase Proposal Inclusivity
- 2.1.3.1. Define DEI Committee
- 2.1.3.2. DEI Committee Builds DEI Policies
- 2.3.4. Create DEIJ Resources Clearinghouse
- 2.3.3. Safer Debrief Spaces & Personal Resources
- 2.1.4. Member DEI Work Communication Plan
- 2.1.2.2. Dev Resources to Improve Board Leadership Succession, Recruitment
- 2.1.5.3. Share Staff & Client Impact Stories
- 2.4.1.2. Prioritize Involving People w/ Lived Experiences in Developing Bills, Policies, Legislation
- 2.1.1. Standardize DEIJ Policies in Member Onboarding
- 2.4.1.4. Funding for DEI for Directors & Deputies
- 2.3.2.2. Secure DEIJ Funding Through State Budget Process (1-2 yrs)
- 2.4.1.3. Debrief Spaces Post-Budget & Legislative Work
- 2.6.2. Explore Standards for Equitable Client Qualification
- 2.3.2.1. Identify & Share DEIJ Funding Sources for Counties
- 2.2.1.2. DEI Consultant Hire
- 2.2.1.1. DEI Officer Hire
- 2.1.2.1. Assess & Improve Board Leadership Succession, Recruitment
- 2.5.1.1. DEIJ Comms w/ State & State Agencies
- 2.1.5.1. Inter-County DEIJ Work Communication Map
- 2.1.6. DEI Track Integrated into Annual Conference
- 2.1.5.2. Create DEI Peer Support Groups for Counties
- 2.3.6. Support County-Level Implementation of DEIJ Tools
- 2.1.7. Staff & Member Connection Opportunities
- 2.3.1.1. DEIJ Professional Development Opportunities & Training

Community

- 3.2.1.3. Share DEI on Social
- 3.2.1.1. Share DEI on Website
- 3.1.1. Annual DEI Day in Service
- 3.3.2. Survey & Assess County Client Input Solicitation for Current Programs & Services
- 3.3.1. Survey & Assess County & Solicit Client Input for New Programs & Services
- 3.2.1.2. Share Multi-Year Plan
- 3.1.2. Prioritize Sponsoring DEI Legislation at Every Cycle

Supporting Directors beyond 2027

2028 | 2029 | 2030 | 2031

- 2.3.5.2. Explore Service & Programs Data Standards
- 2.6.1. Explore Services & Programs Standards
- 2.5.1.2. State Equitable Standards for DEIJ
- 2.4.1.1. Assess Impact in Advocacy
- 2.5.1.3. Accountability for State Officials on Advocacy & Legislation
- 2.3.5.1. Survey & Eval Assessment Tools to Assess County Programs & Services (2.5 yrs)
- 2.6.4. Assess & Implement Data Gathering from Staff & Clients
- 2.3.1.2. Divisive Boards Support
- 2.1.3.3. Spaces to Share & Collab on DEIJ (1-2 yrs)
- 2.4.2. Support Counties to Diversify Partners