



2020 CWDA VIRTUAL CONFERENCE

## CHARTING THE FUTURE TOGETHER

OCTOBER 7-8



**CWDA**  
Advancing Human Services  
for the Welfare of All Californians

# PROMOTING DIVERSITY, EQUITY AND INCLUSION IN HUMAN SERVICES

WEDNESDAY, OCTOBER 7, 2020

1:45 PM – 2:45 PM

CATHY SENDERLING-MCDONALD, CWDA, MODERATOR



## PANELISTS

- Leslie Zeitler, LCSW  
GARE CA Regional Manager  
Government Alliance on Race and Equity, a program of Race Forward
- Marcela Ruiz, Director  
Office of Equity  
California Department of Social Services (CDSS)
- Asa King, Manager  
Office of Diversity, Equity, Inclusion, and Belonging  
City and County San Francisco Human Services Agency (HSA)



MARCELA RUIZ, DIRECTOR

# OFFICE OF EQUITY

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

“to serve, aid, and protect needy and vulnerable children and adults”

## OFFICE OF EQUITY

# EQUITY

- **Outcome:** When your background and identity no longer determine your socioeconomic outcomes.
- **Process:** We apply equity when those most impacted by structural inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.



## GUIDING PRINCIPLES

Collaboration and Innovation

Outcomes and Value Generation

Data Driven

Person-Centered

Whole Person

## VISION

Create a society in which everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.

## PRIORITIES

- Foster a culture of diversity and inclusion within our Department
- Use our data to make inequities visible
- Advance equity through training, tools, and technical assistance
- Improve language access and access for communities with disabilities
- Support on-going partnerships with those communities most affected by inequities







ASA KING

SAN FRANCISCO HUMAN SERVICES AGENCY

DIRECTOR, OFFICE OF DIVERSITY, EQUITY, INCLUSION AND BELONGING



# SAN FRANCISCO: FIRST STEPS (2018-2019)

In 2018, HSA began participation in the Government Alliance on Race and Equity (GARE) to uncover and address racial disparities

- Undertook an 18-month strategic planning process, which included focus groups with over 70 staff, quantitative case study, and review of best practices for advancing racial equity
- Drafted report entitled, “Advancing Racial Equity at the San Francisco Human Services Agency: Opportunities in Hiring, Promotion, and Organizational Culture” focused on advancing racial equity in three key areas:
  - (1) recruitment and hiring
  - (2) leadership development and promotion, and
  - (3) organizational culture





# SAN FRANCISCO: ACTION STEPS (2019-2020)

- In 2019, the San Francisco Board of Supervisors created a citywide Office of Racial Equity and in early 2020, HSA created an Office of Diversity, Equity, Inclusion, and Belonging.
- All City departments in San Francisco required to draft a racial equity action plan by the end of 2020.
  - The racial equity action plan must involve “racial equity leaders” in the drafting of the plan, identify metrics to assess progress in advancing racial equity, and report on progress annually.

# Questions?

Enter your questions into the Q&A panel.

We will answer as many of them as we can!