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