



CWDA

Advancing Human Services
for the Welfare of *All* Californians

Getting Creative about DEI: What can YOU Do?

An introduction to CWDA's DEI work and
lessons on how to grow your DEI knowledge

Panelist Introductions

WHO ARE WE?

- Rachel Peña, Director, Nevada County and Co-Chair of the CWDA DEI Committee
- Kristy Guillory-Reid, J.D., DEI Strategist and Policy Advisor
- Paula Villescaz, Associate Director of Member Engagement, CWDA

CWDA DEI Initiative

BACKGROUND

- In 2021, CWDA collaborated with the Unconscious Bias Project (UBP) to develop a DEI strategic plan.
- Our strategic plan is meant to **leverage** CWDA's position and mission to **impact** millions of Californians by effectuating change **against systemic and institutional inequities**, to support individual and collective inclusion, and promote equity both internally and externally to our partners and clients at both state and county levels.

DEI Initiative: Milestones To Date

POLICY DEVELOPMENT

- Develop & publish CWDA DEI policy on CWDA website.
- Review, identify, & implement opportunities to center equity and inclusivity in proposal development process.
- Prioritize involving people with lived experiences in developing bills, policies, and legislation.
- Prioritize sponsoring legislation related to DEI every cycle.

DEI Initiative: Milestones To Date

DIRECTOR DEVELOPMENT

- Provide opportunities for training and professional development to directors.
- Integrate DEI into annual conference and provide a space for counties to present progress and impact.
- Work with board & members to create a CWDA DEI officer role.
- Work with executive team and CWDA Board to define scope of and approve formation of a DEI Committee.

DEI Committee

A KEY STEP IN OUR DEI STRATEGIC PLAN

- One of the key developments of the Strategic Plan is the creation of a Diversity, Equity, and Inclusion Committee.
- In May of 2023, CWDA convened the first meeting of the new DEI Committee.
- The DEI Committee is chaired by Directors Rachel Peña and Dr. Jackie Contreras.

DEI Committee Purpose & Goals

- Provide human services directors and their key leadership staff with a common understanding of DEI principles, and shared terms, concepts and outcomes.
- Continuously educate, support, and guide the Association and county human services systems to promote and sustain equitable and anti-racist policies, practices and outcomes.
- Support human services directors in communicating about and advancing DEI principles and goals to their staff, their boards, and the public.

DEI Committee Purpose & Goals

- Ensure that CWDA advocacy and legislative priorities are culturally responsive to California's diverse population and address structural and systemic racism and other forms of oppression.
- Enhance collaboration and align efforts between county human services agencies, state and federal government entities and community-based organizations to promote diversity, racial equity and inclusion.

DEI Committee – Get Involved

- We encourage County Staff to join!
- We support the creation and maintenance of a safe, brave space where the members of the Committee can bridge and leverage our differences, minimize bias and promote allyship across identities.
- The Committee meets virtually from 10 am to 1 pm on the first Friday of each month.
- Please contact your supervisor or Director to request to participate.

Session Overview

Attendees should walk away with:

- An understanding of basic DEI terminology
- Why these concepts are important for you and your organization
- How you can be a change agent in your organization

Community Agreements

- *Be Present*
- *Use of “I” statements*
- *Listen to others*
- *Be respectful*

Ice Breaker – DEI Bingo



Source: Wikimedia Commons



Bingo Debrief

- What did you learn about yourself through this activity? Which squares were easiest to fill out and which were more difficult to fill?

Small Group Discussions

- What does this term mean?
- Why is this term/concept important for you **and** for your organization?
- What can your organization do to advance this concept? Areas of pushback? Areas of Commonality?



Diversity

SESSION ACTIVITY

In the CWDA Strategic Plan, diversity is defined as: representation with respect to race or ethnicity, nationality, gender identity, sexual preference, socioeconomic background, education, family context, religion, political affiliation, spiritual belief, age, physical and mental ability, seniority, etc....*



Equity

SESSION ACTIVITY

CWDA defines equity as fair or just access, opportunity, and advancement taking into consideration individual differences in access, opportunity and advancement due to systemic inequities.



Inclusion

SESSION ACTIVITY

CWDA defines inclusion as how different people feel within an organizational context which may include whether they feel their voices are heard, their value is recognized, and a sense of belonging



Additional Terms

- Implicit Bias
- Microaggressions
- Privilege



Reflection & Call to Action

- What did you learn about yourself today? What did you learn about others?
- What was your biggest surprise? Biggest Aha moment?
- How can you use what you learned today to advance your organization's priorities?

Next Steps

- Form a DEI subcommittee or affinity group in your organization
- Join CWDA DEI Committee
- Keep learning. Keep the conversation going!

Closing Thoughts

- Thank you for your attendance.
- We hope you learned something new today and will share these lessons with your colleagues.
- Seek creative ways to discuss, educate, and share strategies to advance DEI internally and externally.
- Do not hesitate to reach out.



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