



EMPLOYMENT & HUMAN SERVICES

Kathy Gallagher
Director

Employment & Human
Services partners with the
community to deliver
quality services to ensure
access to resources that
support, protect, and
empower individuals and
families to achieve
self-sufficiency.

December 22, 2020

Dear EHSD Staff,

In our last letter, we informed you EHSD created an Equity & Inclusion (E&I) Core Team made up of representatives of each bureau. The E&I Team continues to meet twice a month to create a plan for EHSD’s equity & inclusion work. As we work out the logistics of how to create a positive impact for our EHSD culture, we acknowledge EHSD staff who expressed interest in providing input and feedback to the equity and inclusion journey. The E&I Team has not yet reached out to those interested and we ask for patience while we unpack the layers of difficult topics and conversations. We anticipate forming an E&I Advisory Group in the coming months, and will open this opportunity up to anyone who may be interested.

What is Equity & Inclusion?

In a diverse workplace, differences exist, and people require support in different ways. Equity asks us to acknowledge that everyone has different needs, experiences, and opportunities.¹ Equity refers to the fair and respectful treatment of all people. This means that we do everything we can to identify and eliminate unfair biases, stereotypes or barriers that may limit full participation in our department. Inclusion means that all individuals feel respected, accepted and valued. Inclusion relates to the quality of the human experience.²

The E&I Core Team is looking at equity and inclusion as both a process of transforming the workplace and looking at what shifts are needed in strengthening inclusion (e.g. language access) and equity in delivering services.

Here’s what the E&I Team has been up to:

- Released an RFI for a racial equity consultant to support the work of the E&I Core Team and EHSD as a whole.
- Developed a list of goals and ideas such as identifying barriers, implicit bias training and researching policies and legislation specific to racial equity.

¹ <https://www.cultureamp.com/blog/how-to-define-diversity-equity-and-inclusion-at-work/>

² http://kprcontentlibrary.kprdsb.ca:8080/docushare/dsweb/Get/Document5830/Definition%20Equity%20&%20Inclusion_leadership%20domain.pdf

- Team watched and discussed CWDA video presented by Dr. Kenneth Hardy.
- Partnered with our neighbor, Solano County. Solano County was kind enough to give us a presentation of their CARE program. The Solano Community Action for Racial Equity (CARE) goals are to normalize, organize, operationalize and visualize racial equity. The Solano Care group formed groups of an African American caucus, Latin caucus and Asian and Pacific Islander caucus. The caucus groups develop strategies to serve the specific groups and to promote equity, diversity and inclusion for the workforce.

The influence of equity and inclusion are very important to our team. We are on a slow start but the gauge is moving towards creating and establishing opportunities that will lead us to improvements and a better workplace.

Thank you for continuing with us in this work.

The EHSD Equity & Inclusion Core Team

Mickey Williams - Staff Development Liaison/Support
 Alex Madsen - Alliance to End Abuse/Admin Services
 Iliana Choate - Staff Development/Admin Services
 Lisa Harris - Personnel/Admin Services
 Craig Roney - Aging & Adult Services
 Nannette Dupree - Children & Family Services
 Deborah Drake - Community Services Bureau
 Rene Tucker - Workforce Development Board
 Patricia Perez - Workforce Services
 Rodney Dixon - IT/Admin Services
 Annie Phetinta - Fiscal/Admin Services
 Yolanda Harrell-Jones - Staff Development/Admin Services