



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.

## EHSD’s Equity & Inclusion Core Team Update March 2021

The EHSD Equity & Inclusion (E&I) Core Team, which is comprised of a representative from each EHSD bureau, has been meeting twice a month since September 2019. The Team’s focus is on transforming the department’s culture so that diversity, equity and inclusion are realized and practiced at EHSD. The group has been working on developing operating processes and having courageous conversations.

In the last few months the Equity & Inclusion Team has:

- Developed operating guidelines including a consensus based decision making protocol
- Welcomed two new members, Tamina Alon from Policy & Planning and Nannette Dupree from CFS
- Held two half day retreats and one full day retreat to discuss priorities, goals, values, communication and future participation from staff
  - Started planning to use Headlines for future updates of the work being done through the Equity & Inclusion Core Team
  - Started planning for a place to house resources for all to access and utilize
- Interviewed and selected an equity and inclusion consultant to help guide E&I work across EHSD

The Equity & Inclusion Team has identified a list of priorities that the group feels needs attention. The top priorities the group identified include;

1. Identify general barriers & difficulties to achieving inclusion and equity at EHSD
  - a. How do we capture this data?
  - b. What are the areas of difficulty that we can identify?
2. Identify barriers in hiring and promotion to certain levels of leadership
  - a. Where does management level begin?
  - b. Can we look at ways to substitute on MQs?
3. Develop EHSD policies specific to racial equity
  - a. Conduct a policy review
  - b. Is outreach and education reaching specific communities that are underserved and/or impacted by change?
  - c. Are documents produced in languages mirroring our client base?
4. Ensure implicit bias training/overview is a part of onboarding
  - a. Do we have this training customized to our department?
  - b. Are there other trainings needs identified for new and existing staff?
5. Develop and provide staff a safe space to resolve conflict & communicate clearly and effectively
  - a. Will this be useful for staff?

- b. What would this look like for our department?
6. Collect & analyze current and historical data on equity and inclusion complaints & outcomes
  - a. How can we collect this data?
  - b. Can we identify areas that need to be improved?

Next steps for this team include taking the above priorities and rolling them into a racial equity action plan for ESHD that is responsive to input and aligns with the County's larger efforts on equity and inclusion.

The E&I Core Team will continue to provide updates to all staff as they move forward.