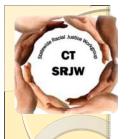


# Expanded Leadership Team Meeting: Statewide Racial Justice Workgroup

August 20, 2014







# SRJW: Who We Are

- Statewide Racial Justice Workgroup Members
  - Liaisons from regions, facilities, CO
  - Champions within the regions
  - Leaders of statewide work







- Brief history of this work at DCF
- Highlights from:
  - Leadership level
  - Regions
  - SRJW subcommittees
- Reflecting on disparities in all of our work (regional sharing)
- Opportunities to Address Operational Strategy #7
- Reflections, next steps, and requests for support







2012:

DCF Anti-Racism Statemen t Issued July 2013: Statewide Racial Justice Workgrou p Created

**Jan.**2014:
Joint
SRJVV-Sr.
Admin.
Meeting













June 2013:

Racial Justice Cross-Cutting Theme Added Nov. 2013: SRJW Subcommittees Created Aug. 2014: Expanded Leadership Team



# The Tools in Our Toolbox



- Awareness
- Safe spaces
- Conversations / discussions
- Overall good practices
- Race-specific practices









http://www.thenation.com/blog/172462/dre am-racial-justice-seattles-racial-justiceinitiative-video





## **SRJW** in the Regions

**Awareness** 

- Presentations to management teams
- Presentations to staff

Safe Spaces

Facilitated Activities

Conversations / Discussions

- Ongoing meetings with management teams
- Continuing meetings with staff / on standing agendas

Race-Specific Practices

- Decision-point data review
- Opportunities being identified







**Awareness** 

- Presentations to staff at various levels
- Data shared broadly (providers)

Safe Spaces

Facilitated Activities

Conversations / Discussions

- Ongoing meetings with internal teams (Community of Practice, Training Academy)
- Continuing meetings with staff / on standing agendas (Office Directors)

Race-Specific Practices

Procurement / Contracts



### Reflections from the Regions



#### Reflection 1:

How did it feel to have the discussion we just had, threading a racial justice lens through all our work?

#### Reflection 2:

How did it feel to use the template to think about your work in this area?

#### Reflection 3:

What support do you need to bring a racial justice lens to all of your work?