

Memorandum

To: All Staff

From: Tara Hall, Social Work Supervisor and Racial Justice Workgroup Member

Subject: Racial Justice Workgroup Updates

On November 6, 2013, the Racial Justice Workgroup (RJWG) convened to continue the work on integrating the new cross cutting theme of addressing racial inequities in all areas of our practice. This new theme also aligns with the existing cross cutting theme of becoming a learning organization. From the beginning this task has, and continues to be, a noble challenge.

Workgroup members shared how they have continued their commitment to this work on an individual and/or collective level. Members shared how they have begun discussions in their respective Area Offices, re-invigorated membership on their local DAT groups, participated in Webinars on the topic, and presented at Regional Steering Teams just to name a few.

Our workgroup spent a half day focusing on areas of practice that will result in specific action steps. The group was provided statewide data on disproportionality and disparity by pathway (decision points) as a venue to analyze and develop next steps as they affect us statewide, but particularly at the regional level. The group engaged in a messaging activity that would simulate ways in which staff could be informed about our work. The areas included context and values, data and numbers, visuals, messengers, metaphors, tone and additional supports needed.

At the conclusion of the day, four themes emerged as focal points for the workgroup to develop into subgroups. These areas were the following:

- I. Disproportionality/Disparity(specific measurable indexes re: Areas offices/Facilities)
- II. Workforce(hiring, promotions, discipline)
- III. Purchasing/Procurement(contracts/budgeting allocation)
- IV. Community Engagement(external partnerships)

Workgroup members selected an area of interest from the themes noted above. On December 11th, chairs/co-chairs will be identified to lead each theme specific work group. Each subgroup has been charged with developing a framework for their respective group with a goal of presenting their findings at the Senior Leadership Team on 1/8/14.

It is our goal and vision to dialogue with all within our system on the importance of our day to day practice. If you have any questions, comments or feedback, please contact your regional liaisons listed below.