



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



Overview of Our Time Today

- 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



A Brief Timeline: Racial Justice Work at DCF

2012:
DCF
Anti-
Racism
Statement
Issued

July 2013:
Statewide
Racial
Justice
Workgroup
Created

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

June 2013:
Racial
Justice
Cross-
Cutting
Theme
Added

**Nov.
2013:**
SRJW
Subcomm-
ittees
Created

Aug. 2014:
Expanded
Leadership
Team



The Tools in Our Toolbox

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





Video from Seattle Racial Justice Initiative



<http://www.thenation.com/blog/172462/dream-racial-justice-seattles-racial-justice-initiative-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



SRJW as Statewide Subcommittees

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?