

ANTI-RACISM WORKGROUP

2 YEAR PLAN - 2018-2020



Mission

Eliminate Racism and Promote Cultural Diversity & Inclusion

Vision

Community Services will provide a welcoming and inclusive environment by focusing on internal staff competence and recruitment as a way to increase internal diversity and better serve our clients.

Goals

- Promote Effective Dialogue
- Foster a Learning Environment
- Improve Hiring & Retention of Racially Underrepresented Staff
- Promote Our Commitment to Diversity & Inclusion

Values

Integrity

Social Justice

Collaboration

Cultural Competency

Leadership

Compassion



Racial Equity

GOAL: Promote Effective Authentic Dialogue (ARW Committee)		
Objective #1: Maintain a Forum for Conversations within Community Services		
Action Plan		Due Date
Monthly <i>Let's Talk About It</i> meetings		Continued
Objective # 2: Expand Access to Forums for Conversations to all of Washington County		
Action Plan		Due Date
Partnership with Community Corrections		07/01/2018
Recommendations to expand efforts to reach employees county-wide		01/01/2020
GOAL: Foster a Learning Environment (FLE Subcommittee)		
Objective #1: Create and Facilitate Annual In-House Trainings		
Action Plan		Due Date
Host one Brown Bag training series per year		Continued
Recommendations for celebrating heritage months		Continued
Objective #2: Create Recommendations for Additional Training Opportunities		
Action Plan		Due Date
Mandatory training for the leadership team		07/01/2018
Mandatory training for new hires		01/01/2019
Training opportunities for staff meetings		01/01/2020
Objective #3: Utilize Technology to Share Information in Innovative Ways		
Action Plan		Due Date
Email blasts		07/01/2018
Monthly pod-casts		01/01/2020
GOAL: Promote our Commitment to Diversity & Inclusion (PCDI Subcommittee)		
Objective #1: Recommend Workgroup Name		
Action Plan		Due Date
Gauge Perception of Current Name		04/01/2018
Create Recommendation for Name Change		06/01/2018
Objective #2: Develop Talking Points and Consistent Messaging		
Action Plan		Due Date
Messaging to candidates during interviews		07/01/2019
Elevator speeches		07/01/2019
Objective # 3: Incorporate Symbols and Other Visual Cues		
Action Plan		Due Date
Email signatures for ARW members		07/01/2019
ARW business cards		01/01/2019
Suggestions for other visual cues such as lanyards, pins, etc.		01/01/2020
Objective # 4: Create an ARW SharePoint Site		
Action Plan		Due Date
Recommendations on objectives		01/01/2019
Launch SharePoint site		01/01/2020
Objective # 5: Improve Communication to External Stakeholders		
Action Plan		Due Date
Evaluation of current messaging and identification of gaps		07/01/2019
Recommendations for implementing changes		01/01/2019
Participation in community events and outreach		01/01/2020

GOAL: Improve Hiring & Retention of Racially Underrepresented Staff (H&R Subcommittee)

Objective #1: Pursue Position of Community Services Diversity Coordinator

Action Plan

Create Job Description

Complete Q&A

Due Date

03/01/2018

06/01/2018

Objective #2: Improve Recruitment Process

Action Plan

Evaluation of existing HR procedure

Recommendations for job postings

Participation in community job fairs

Implementation of other recommendations for improvement

Due Date

07/01/2018

07/01/2019

07/01/2019

01/01/2020

Objective # 3: Improve Interview Process

Action Plan

Evaluation of existing HR procedure

Recommendations for diversifying interview panels

Implementation of other recommendations for improvement

Due Date

07/01/2018

07/01/2019

01/01/2020

Objective # 4: Create an Environment of Support

Action Plan

ARW Suggestion Box

Evaluate exit interview procedure for ideas on how to improve

Implementation of other recommendations for improvement

Due Date

07/01/2018

01/01/2019

01/01/2020