

# Division Priority Topic #2

## Systemic racism and disparities

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Washington State update

# From the Governor's office:

## Diversity, Equity and Inclusion (DEI) council

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The state's workforce diversity, equity and inclusion advisory and coordinating group.

Working collaboratively with others, the council leads, supports and promotes strategic diversity, equity, and inclusion efforts across state government focusing on the state's internal workforce to serve Washington State.

### ▶ Current focus

- Provide ongoing feedback and recommendations on proposed new and current DEI related functions.
- Continue DEI Annual Summit to provide key strategic leadership and capacity building role to actively engage the employees of the state.
- Create structure, i.e. Bylaws etc. for DEI council.
- Provide feedback on updates on all DEI Executive Order's.

# From the Governor's office:

## Employee resource support groups

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- Blacks United in Leadership and Diversity (BUILD)
- Rainbow Alliance and Inclusion Network (RAIN)
- Latino Leadership Network (LLN)
- WA Immigrants Network (WIN)
- Veteran's Employee Resource Group (VERG)
- Disability Inclusion Network (DIN)

# Health Care Authority

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- 2018-2020 Trauma Informed Approach Rollout
  - Grants
  - Trainings
  - Online trainings
  - Specialty TA
  - Pitch to HCA leadership for internal systems and purchasing
  - SOC values and DEI through TIA
  - Intern work
  - Cross agency, state HR, and Gov's office work

# Health Care Authority

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- In conversation with consultants for agency wide approach to implement DEI through the frame of Wellness
- Courageous Conversations – forums for sharing experiences and being heard – followed by action steps identifications

# Health Care Authority's Division of Behavioral Health and Recovery

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- Division Diversity Equity and Inclusion Group
  - Hiring
  - Recruitment
  - Application/ Interview
  - Onboarding/ Retention

# Child, Youth and Families (CYF) specific work

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- Children and Youth Behavioral Health Work Group (CYBHWG)
- Family Youth System Partner Round Tables (FYSPRT)
- Section performance expectations individualized for staff with Diversity, Equity, and Inclusion built in as a focus
  - Training
  - Personal development, and
  - Application to contracts and policy for the programs they oversee

# Considerations for the journey-

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- Layers of the framework developed now to ensure
  - Systemic and not person/role dependent
  - Systemic and not able to be undone by one or more powerful people without high visibility and discomfort
  - Enough is started deep enough that fads coming and going can't create atrophy
- Data – we must develop a dashboard structure for internal and external efforts.
  - To create traction to keep the attention where it needs to be to further true and deep change in dismantling structural racism and inequity.
- Intentional exploration and consultation on how dismantling racism efforts translate into how state government is operated



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# Thank you!

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