



**BOLDLY LEADING
ANTI-RACIST
WORK WITHIN
DCF
2020**



Support DCF staff and providers at all levels in having a common language, common understanding – the will and commitment to step into bold, skilled, respectful, authentic, confident roles related to the Department’s work of becoming anti-racist*, as a clear part of the

Safe & Sound Culture DCF is striving to create and nurture

Our Hope for This Slide Deck

Level Setting Racial Justice

Intended to get everyone on the same page



Support great efforts already underway



Provide support and clear guidance to Dept leaders & facilitators



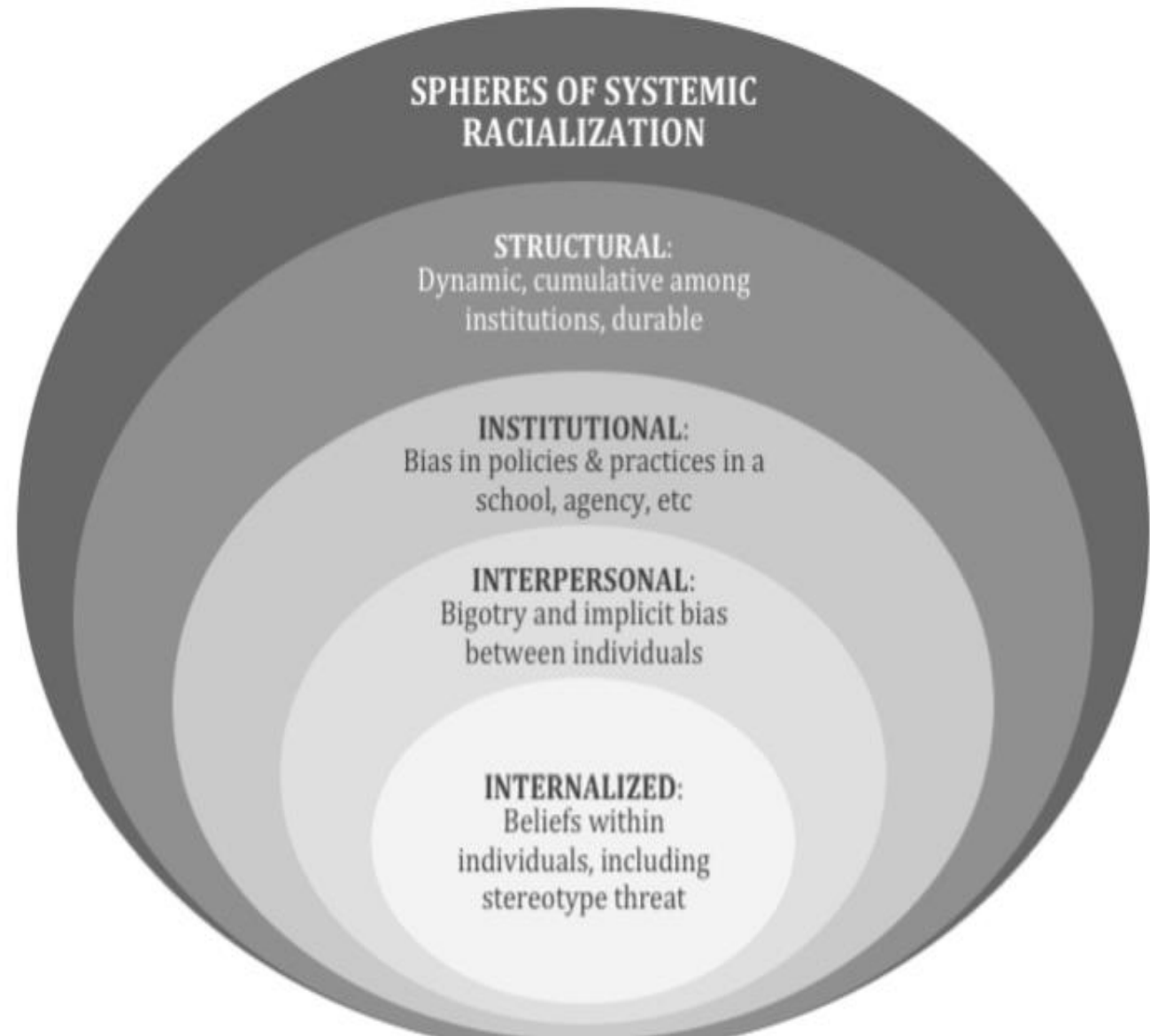
To share a consistent messaging according to our NEW model



This work is an ongoing means to an end and has to be viewed in context of the DCF evolution

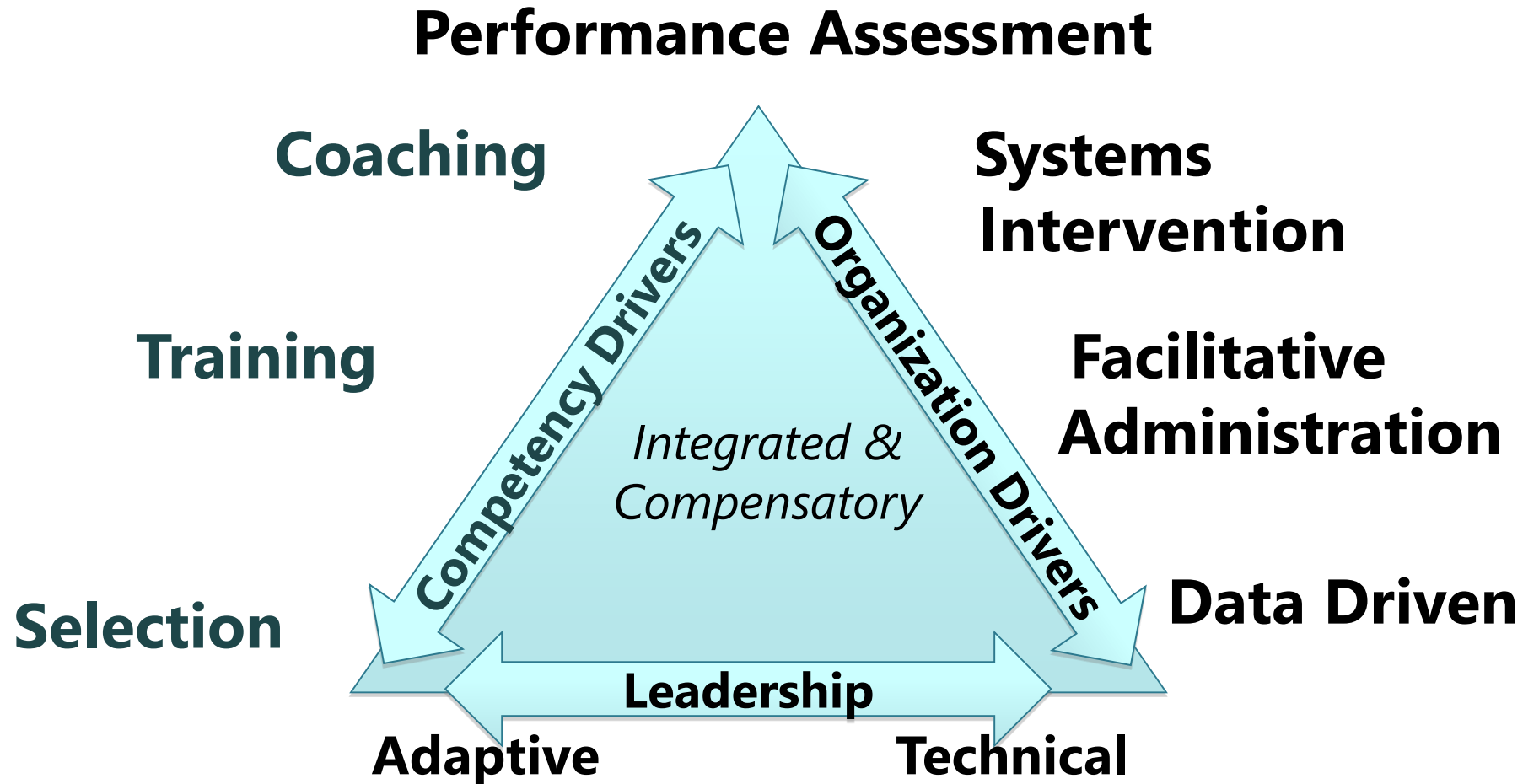


Leaders should
acknowledge racial
identity development
(internal) & interactions
w/ stakeholders
(interpersonal)
AND Leaders must
constantly reinforce that
this focus is on
institutional systemic
reform



Implementation Drivers

**Implementation Science suggests that TRAINING alone will not 'move the needle'*





The Guiding Principles, Values, and Foundations for Our Work at CT DCF

Nurturing a Safe and Sound Culture

Becoming an Anti-Racist Organization

Who We Are

Moving Beyond Equity to Justice

Striving for Institutional Transformation



OUR WORK AT DCF IS GROUNDED IN OUR **SAFE AND SOUND** CULTURE

Regulate

We are mindful of our physical and psychological well-being and the well-being of others as the foundation for our just and safe work environment.

Relate

We build and sustain relationships and community with respect, trust, and candor.

Rise

We are brave and bold with our actions. We understand our purpose and rise above challenges and barriers in order to promote equity and bring out the best in our work.

Reason

We make sound decisions based on consultation, teamwork, and knowledge.

Respond

We plan forward and reflect back with competence, confidence, and compassion by utilizing a systemic approach to problem solving.

How Do We Regulate and Help Others Regulate?

Regulate

We are mindful of our physical and psychological well-being and the well-being of others as the foundation for our just and safe work environment.

Relate

We build and sustain relationships and community with respect, trust, and candor.

Be brave – don't confuse "safe" with "comfortable"

Be honest – don't confuse "honest" with "mean"

Be kind

Trust yourself /
Forgive yourself

Trust others /
Forgive others

Assume best intentions

Check assumptions
(seek to understand)

Honor both intent and impact

No meeting should occur unless you have these group agreements

LANGUAGE MATTERS ...

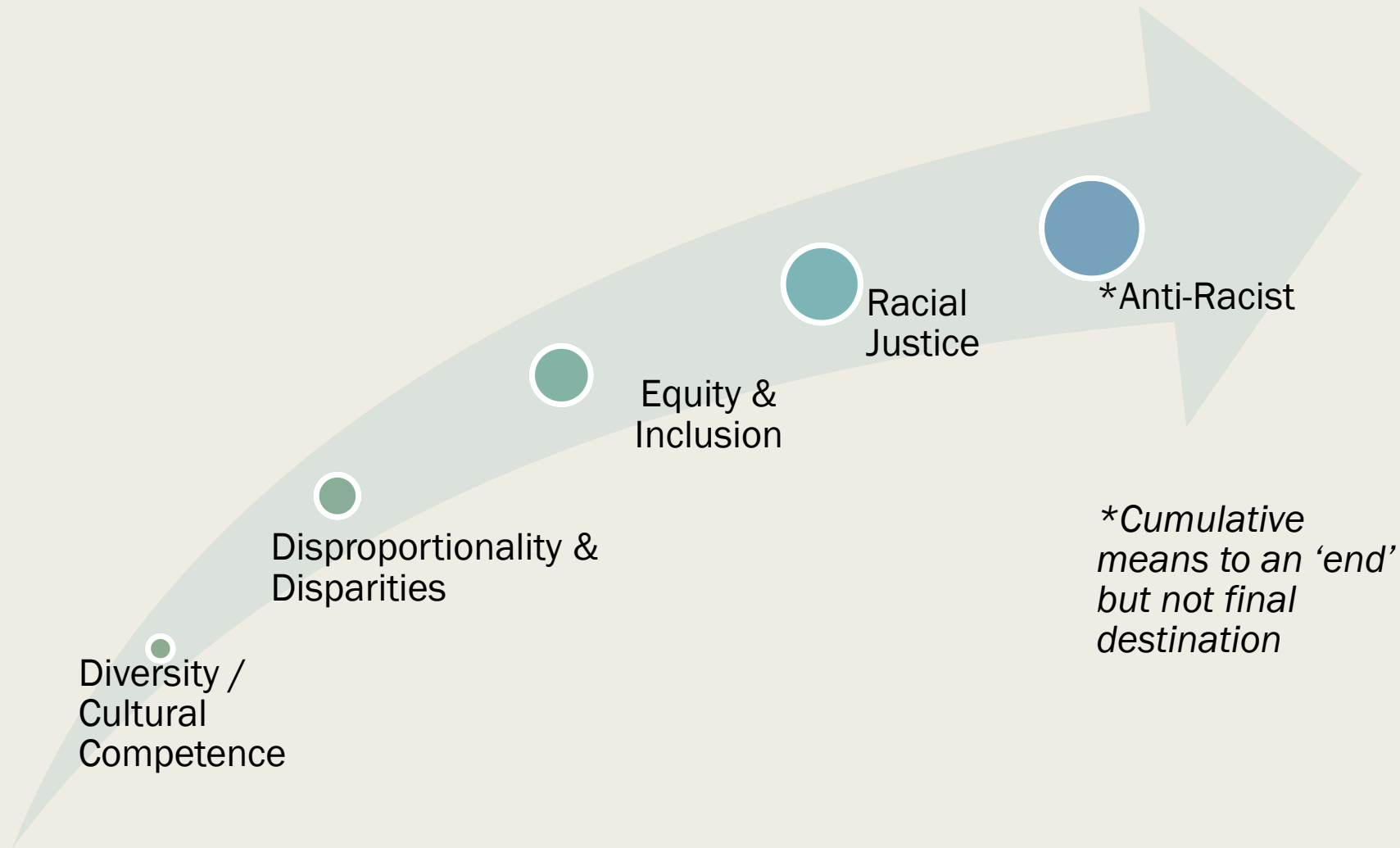


Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources.

- Dr. Camara Phyllis Jones

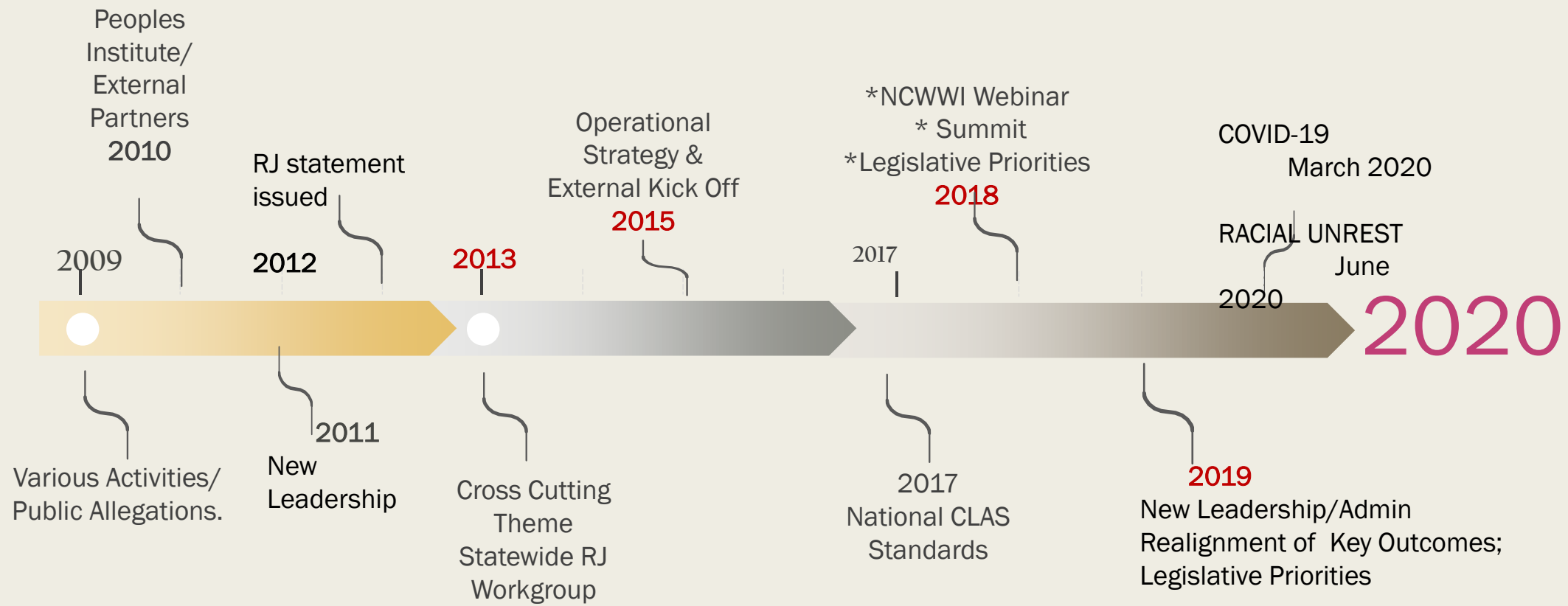


The Evolution of Our Language at DCF





Our Journey (so far)





2020 Statewide Racial Justice Workgroup Charter

“In 2020 and beyond, the goal of all Racial Justice work must surpass challenging conversations and activities. The ultimate goal is to move the needle on outcomes for children, youth, families, and staff.”



DCF SRJWG subcommittees

Sr leaders and SRJWG champions support the structures of the work at ALL levels, across divisions, throughout the agency.





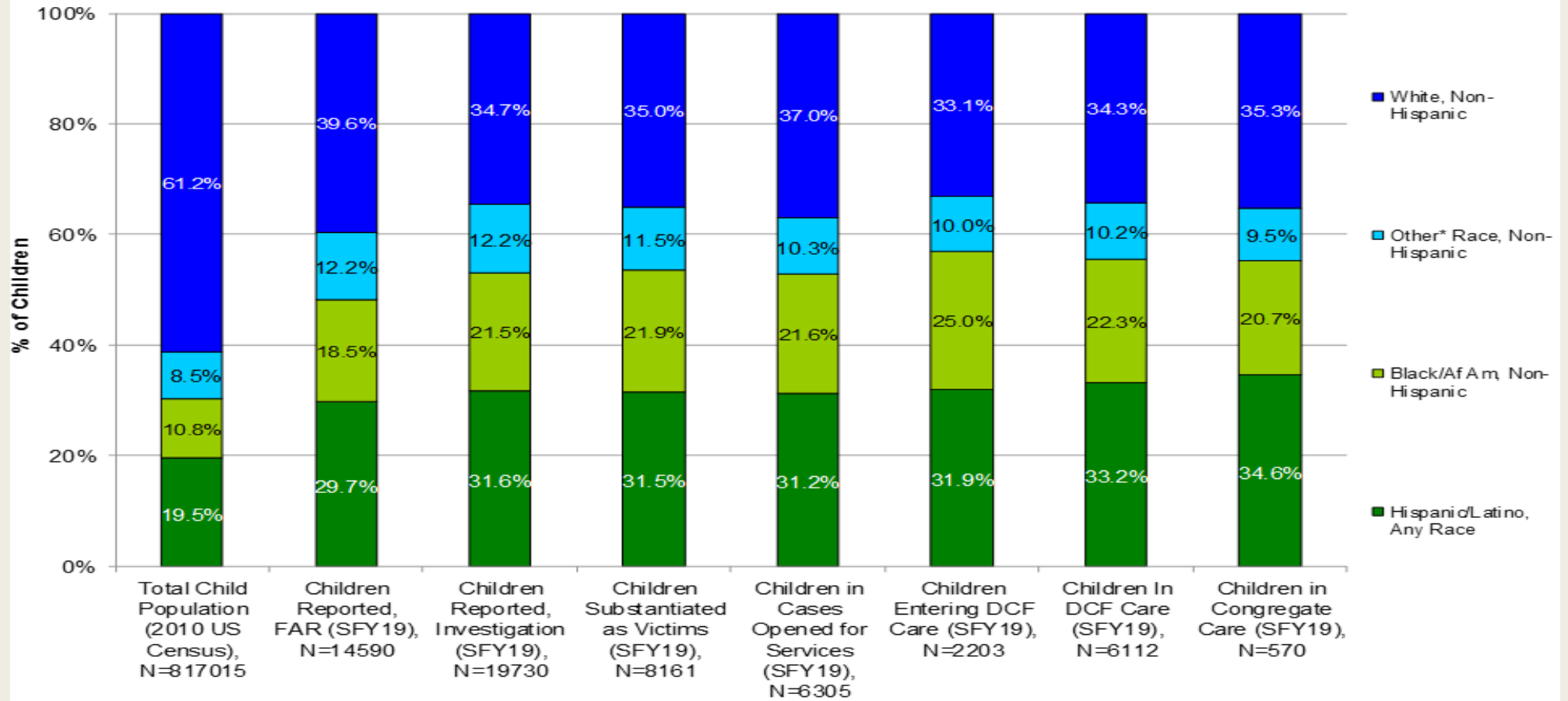
Explicitly Included as One of Our Strategic Goals





Pathways Data : Who Is Better Off?

Racial/Ethnic Disproportionality Across The CT Child Protection System SFY19: STATEWIDE

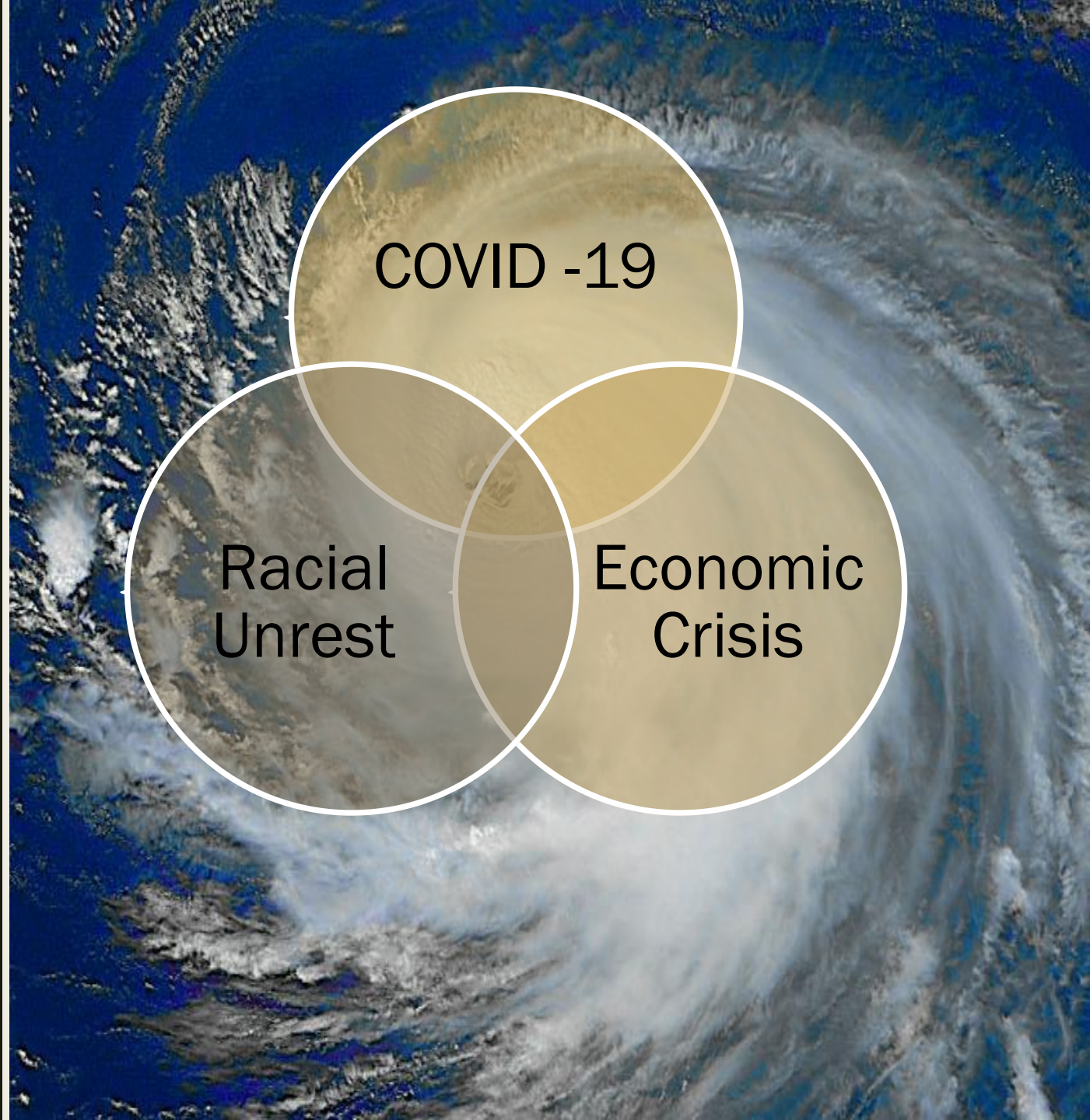


*Other Race includes: American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, Other, Multi-Racial, and Missing/Unknown/UTD

Data Run Date: Statewide: 9/10/19



Where We
Find
Ourselves
Now: In the
(im)Perfect
Storm



WE NEEDED TO REGROUP, REIMAGINE & RISE!



The tone/environment for this work must be set by leaders

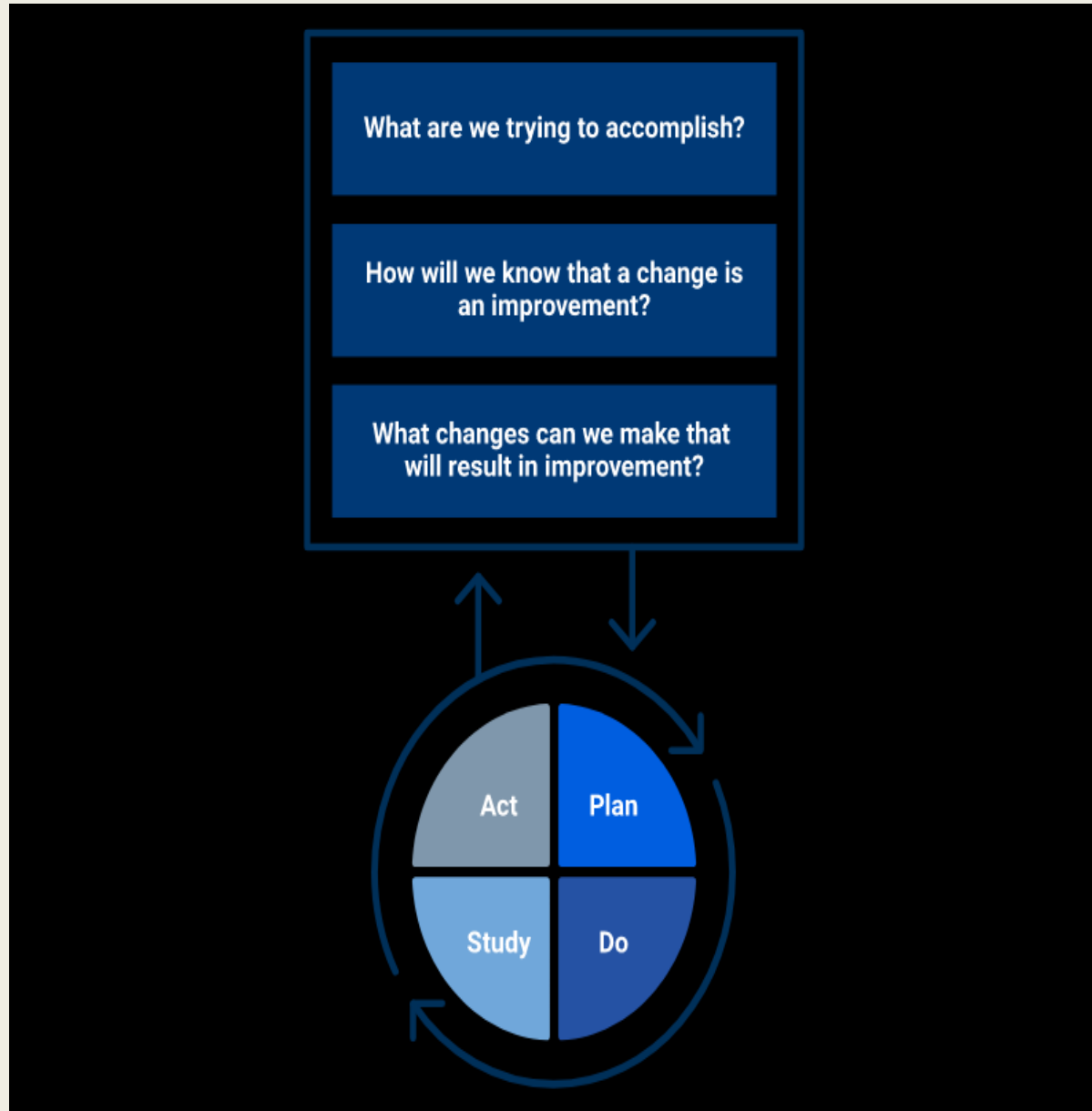
Emphasis on DCF Leaders' ownership of RJ in context of our work

Office and Facility Leaders must be aware, vet and support of all activities related to the RJ work

RJ SWRJWG members can and will support the implementation of this work as they have in the past

What are we expecting DCF Sr Leaders to **DO** in this (im)Perfect Storm?

- Authorize formal RJ discussions, meetings & forums in the division, office or facilities; Emphasis here on leadership in the **driver's** seat
- **Log** these activities and **share** with SRJWG lead according to the newly established process
- Develop a **communication penetration** schedule so you have a clear plan of how to ensure the basic framework is shared beyond your direct reports.
- Under their area of expertise, identify at least ONE **change initiative** to concentrate on; deliberate connection to our aspirational targets & pathway outcomes
- **PDSA** to develop, measure and refine
- Change initiatives will be “announced” at our **Leadership Summit 2.0** in Sept 2020.
- Implementation and evaluation of initiatives into 2021
- Scale-up if results are favorable



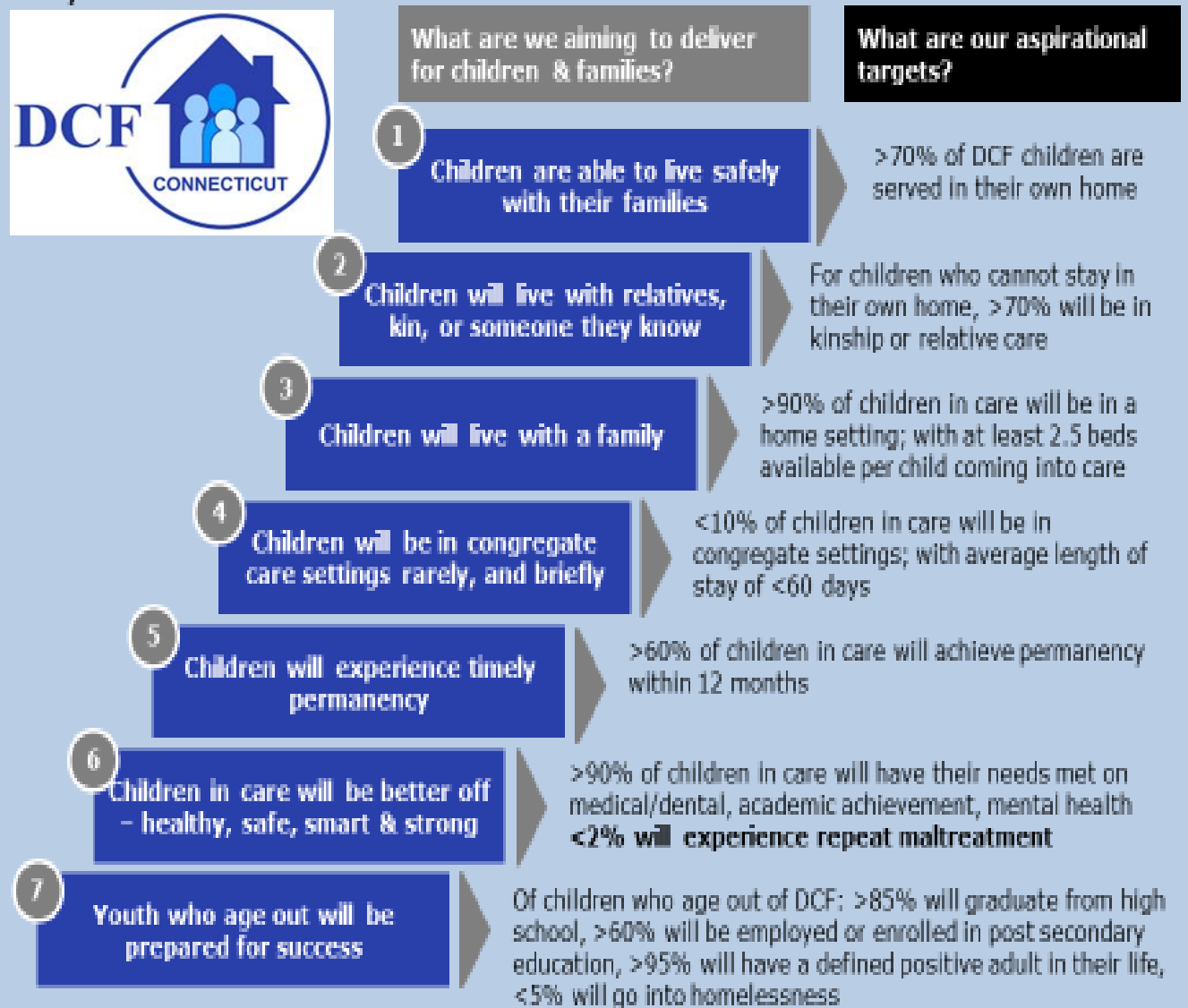
Leaders reinforce that our RJ work is in the context of the

7 Key Performance Indicators (Aspirational Targets)

DCF Operations – key results



Shifting our thinking from “aspirational targets” to necessities.



LET'S GO!!!!

Working together –

DCF leaders & SRJWG champions coordinating internally & with various stakeholders externally– commit to highlighting what is working already and towards system transformations that yield sustainable improved RJ outcomes!

