“to serve, aid, and protect children, families, seniors, and adults”
CDSS Program and Equity Priorities

CDSS Program Areas

- Child Welfare
- SNAP and TANF
- Housing and Homelessness
- Child Care
- Adults and Seniors
- Licensing
- Disability Determinations
- Tribes
- Immigrant Integration
- Disaster Response

Equity Concerns

- Disparities and disproportionalities for BICOP, LGBTQ+, limited English proficient (LEP), and immigrant communities
- Disparities and disproportionalities for people with disabilities
- Barrier to access for people with disabilities, Deaf/HOH, with limited English-proficiency
- Perpetuation of low-impact opportunities
- Segregation
VISION

Create a society in which everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.

PRIORITIES

• Foster a culture of diversity and inclusion within our Department
• Use our data to make inequities visible
• Advance equity through training, tools, and technical assistance
• Improve language access and access for communities with disabilities
• Support on-going partnerships with those communities most affected by inequities
Equity Timeline

Office of Tribal Affairs established
July 2017

REDI Fair
Office of Equity Director est.
2019

Department-wide
trainings and events
Jan 2021

2 DEI Positions Hired
(HR and Child Welfare)
March/April 2021

Workforce Diversity
and Inclusion Efforts
Prior to 2016

GARE participation
REWG established
2018

Office of Equity
formalized
July 2020

Racial Equity Survey
Fall 2020 –
Summer 2021

Equity Action Plans
June 2021
Culture and Workforce

• Training
  • Implicit Bias Trainings
  • LGBTQIA+ Training
  • Disability Awareness Training
• Racial Equity Working Group
• Listening Sessions and Affinity Groups
• Racial Equity Survey
Immigrant Integration

- New services
- Formal expansion of program eligibility
- Data analysis
- Language Access
Community Partnerships and Engagement

• Child Care Transition
• Hate Incidents Project
• Community Response Initiative to Strengthen Emergency Systems (C.R.I.S.E.S) Act