



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

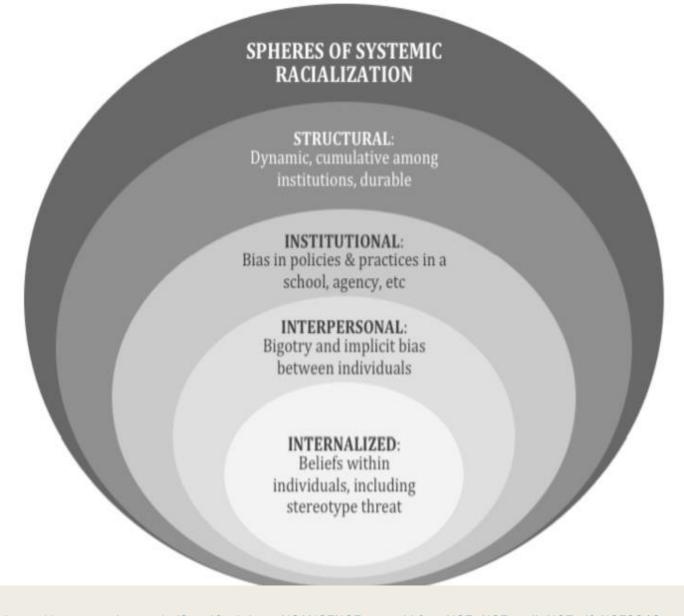
Provide support and clear guidance to Dept leaders & facilitators

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

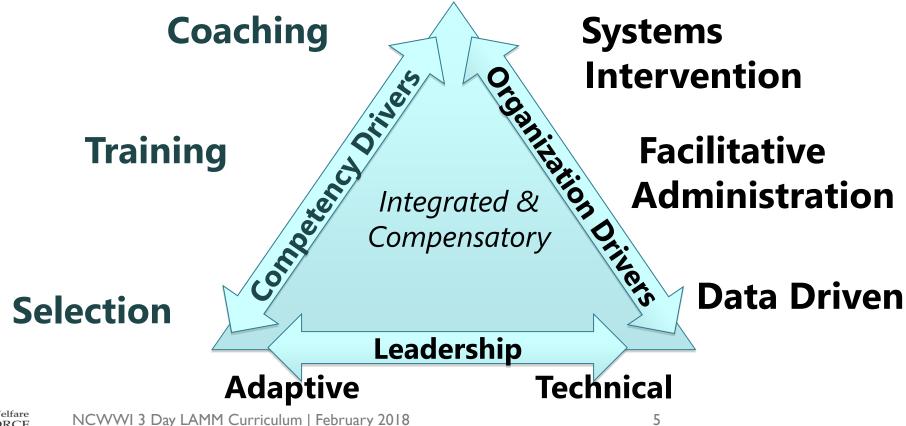


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Implementation Drivers

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

Performance Assessment





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

Pagulate

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 ...



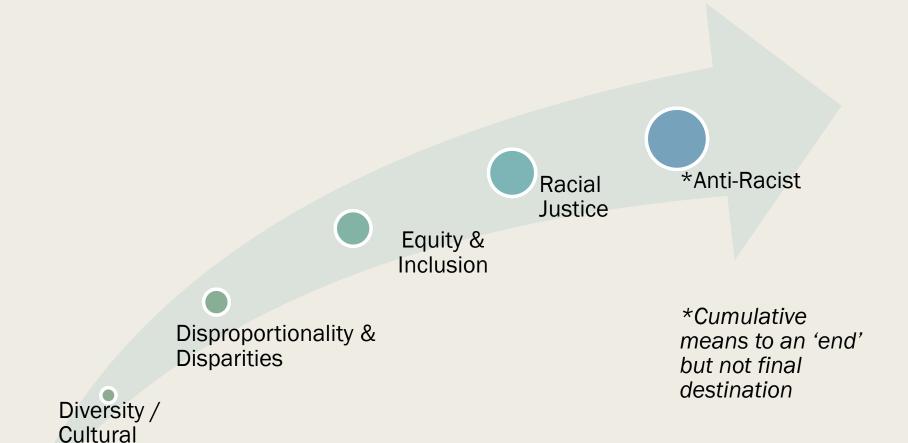
Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole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

- Dr. Camara Phyllis Jones



Competence

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."



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

DCF SRJWG subcommittees



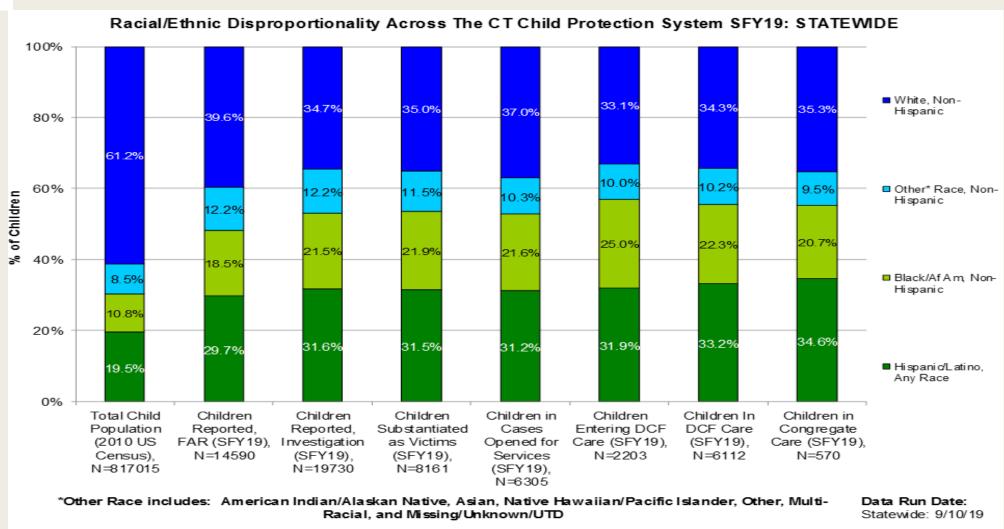


Explicitly
Included as
One of Our
Strategic
Goals



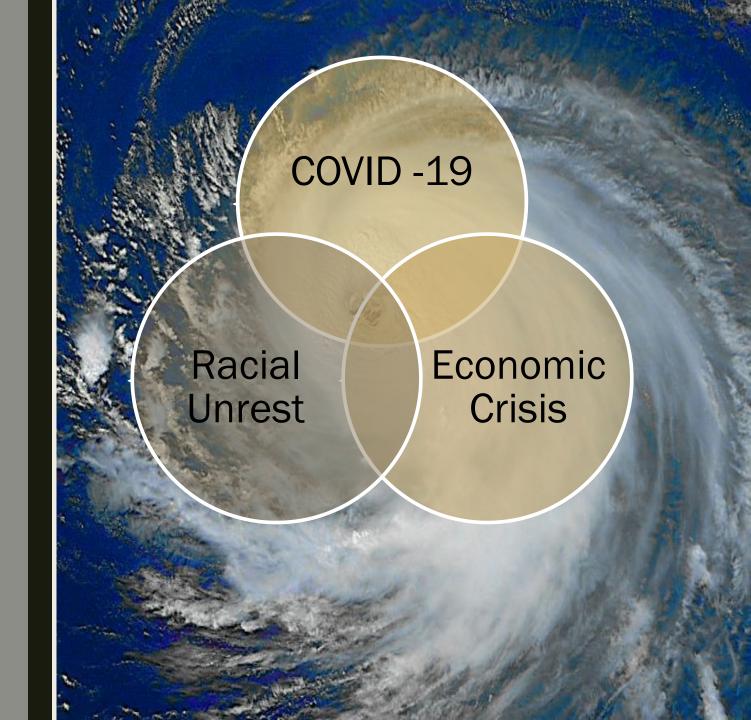


Pathways Data: Who Is Better Off?





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





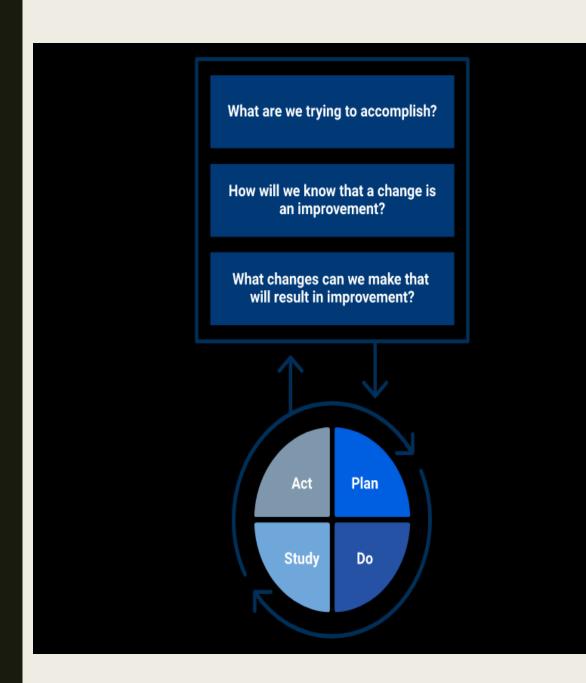
The tone/environment for this work must be set by leaders



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.

What are we aiming to deliver for children & families?

What are our aspirational targets?

Children are able to live safely with their families

>70% of DCF children are served in their own home

Children will live with relatives, kin, or someone they know

For children who cannot stay in their own home, >70% will be in kinship or relative care.

Children will live with a family

>90% of children in care will be in a home setting; with at least 2.5 beds available per child coming into care

Children will be in congregate care settings rarely, and briefly

<10% of children in care will be in congregate settings; with average length of stay of <60 days

Children will experience timely permanency

>60% of children in care will achieve permanency within 12 months

hildren in care will be better off - healthy, safe, smart & strong

>90% of children in care will have their needs met on medical/dental, academic achievement, mental health

<2% will experience repeat maltreatment

Youth who age out will be prepared for success

Of children who age out of DCF: >85% will graduate from high school, >60% will be employed or enrolled in post secondary education, >95% will have a defined positive adult in their life, <5% will go into homelessness

LET'S GO!!!!

Working together -

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





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