

DCSSS and DEI Initiatives

- Outreach to Underserved Communities
- Participation in Regional DEI Workgroup
- Recruitment, Hiring, Onboarding Committee
- DEI Review of Employee Handbook - Upcoming
- DEI Committee - Upcoming



Outreach to Underserved Communities

- Focus of FY 21-22 was on developing social service partnerships and increasing visibility in communities.
- Roster of partnerships increased by 100%.
- Dual focus of FY 22-23 is on developing new partnerships with re-entry agencies, Contra Costa Community Partners, Historically Marginalized Communities Engagement and Federal Veterans Homeless Division and in expanding availability of Spanish language services to customers.
- Effort in 23-24 will be to utilize an assessment tool (in development) to determine unmet family or individual needs and make referrals to County and community resources.



Recruitment Hiring Onboarding Committee

- Review of processes is contained to DEI issues.
- Committee was formed to ensure diverse perspectives and experiences in recruitment, hiring and onboarding process of new and current staff.
- The committee recently reviewed interview questions to ensure that they were aligned with department values and avoided biases.
- ASO participated on the committee to ensure human resources law and state/federal/County policy was observed.



Regional Workgroup

- DCSS participates in a Bay Area child support workgroup that has multiple priorities for collaboration. A recent priority has been to ensure that Bay Area counties are aware of diversity, equity and inclusion needs of staff and customers.
- A survey to assess DEI feedback/ suggestions of staff is the first product of the workgroup.
- DCSS participated in the survey; leadership has reviewed team responses and will distribute responses to all staff. Work has already begun to react to staff suggestions.



Upcoming Projects

- Review of Employee Handbook with DEI focus
 - Focus will be to ensure that all policies are accessible by all employees and sensitive to all employees.
- DEI Staff Committee
 - Focus of staff-led committee will be to review the office facilities, environment and culture to ensure that all employees feel welcome, safe and valued.

