



Policy on Equity Presentation

Overcoming Racism Conference

Friday, November 2, 2018

CECLC and DHS Staff Together Advancing Equity DHS Policy on Equity

Overcoming Racism Conference Presentation

Agenda

- Introduction/History of the Work Together (10 min.)
- Equity Coordinators' Introduction and their work within Administrations (20 min.)
- Questions for the Panelists (25 min.)
- Q & A (10 min.)

Role of the CECLC

- In 2013, the Cultural and Ethnic Communities Leadership Council (CECLC) worked closely, critically, and collaboratively with the Department of Human Services (DHS) to advance equity.
- Deliberate focus transforming agency culture, behavior, and priorities.
- The CECLC urge DHS to adopt a comprehensive equity policy to embed equity within key decisions, such as leadership advancement, contracting, budgeting, policy analysis, and community engagement.
- The equity policy exemplifies a structural solution to a structural problem.

Policy on Equity History

- Under the leadership of Dr. Antonia Wilcoxon, DHS Community Relations Director, the DHS Policy on Equity was created.
- The DHS Policy on Equity implementation plan was approved by Commissioner Johnson Piper in the fall 2017.
- The DHS Policy on Equity is a foundation on which to build specific equity-focused initiatives and procedures for the over one million Minnesotans in 87 counties and 11 tribes that DHS serves.
- The Policy on Equity is the roadmap to advancing equity.

Equity Lens Approach

- To institutionalize an approach to decision-making, program and policy development, implementation, and evaluation that improves outcomes and reduces health and human services disparities and inequities for the people DHS serves.
 - A focus on communities of color, American Indians, people with disabilities, GLBTQ, veterans, and other groups in Minnesota experiencing disparities
 - Aims to incorporate department-wide equity into all programs, policies, and decisions, ensuring that the agency considers equity in all aspects of its business

DHS Equity Coordinators

- Each Equity Coordinator is charged with advancing equity in their particular administration and throughout DHS.

DHS Administrations	Equity Coordinators Assistant Commissioners
Children & Family Services (CFS) Administration	Verona Mitchell, Equity Coordinator Nikki Farago, Assistant Commissioner, CFS
Continuing Care for Older Adults (CCOA) Administration	Alison D. Canty, Equity Coordinator Claire Wilson, Assistant Commissioner, CCOA
Community Supports Administration (CSA)	Stacy Wells, Equity Coordinator Claire Wilson, Assistant Commissioner, CSA
Health Care Administration (HCA)	Crystal Fairchild, Equity Coordinator Nathan Moracco, Assistant Commissioner, HCA

Questions for Panelists

- What are your experiences working together?
- What are your successes advancing equity?
- What are some of the challenges with advancing equity?
- What are the opportunities for equity at DHS?

Q & A?

Thank You