

Diversity & Inclusion

The Path to Interrupting Racism for Children

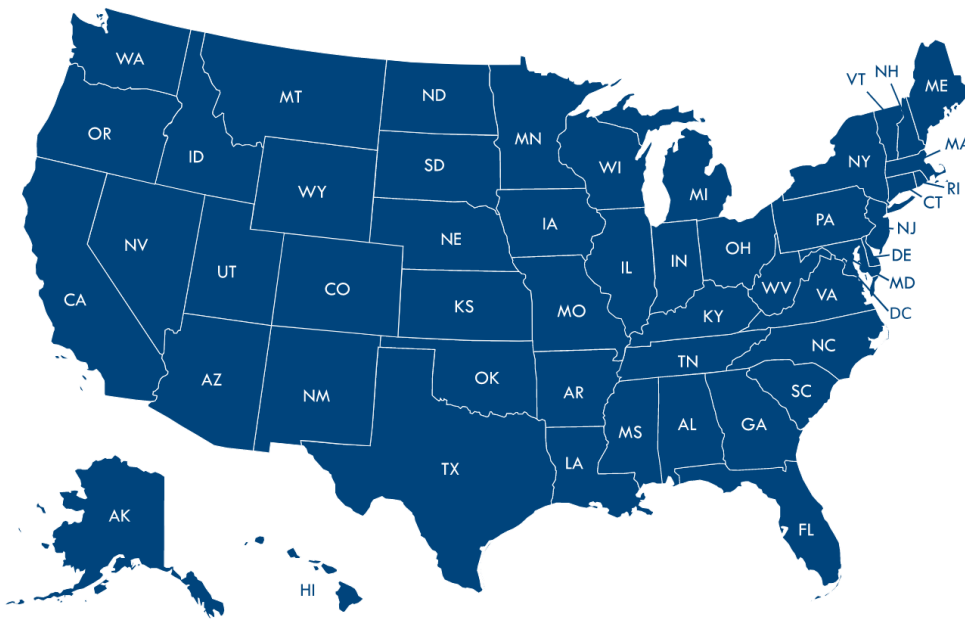
Presented by Cindy Booth, CEO & Jill English, Director of IRFC

childadvocates

YOUR VOICE. THEIR FUTURE.

- Introductions
- History of our Diversity & Inclusion development
- Accountability via our report card
- Why we chose to support and present an anti-racist workshop
- Why Interrupting Racism for Children
- What the workshop teaches us
- The impact of the workshop in the community and for children

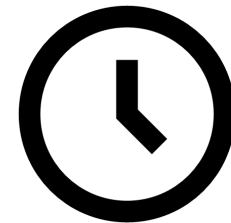
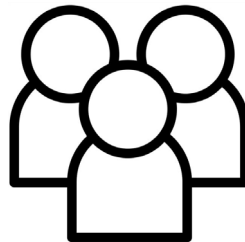
- CASA leadership unique ability to filter for your own application
- “Different County, Different Country”
- Honoring what you have already accomplished



- Cultural Competence to Diversity Plans to Diversity & Inclusion to DEI
- What is your Diversity Plan?
 - Reflect the Children We Serve
 - Staff diversity first
 - Community Perception
 - If you hold a meeting and they don't come...
 - Volunteers seeing people who look like them
 - Having an ally – accountability and shared leadership



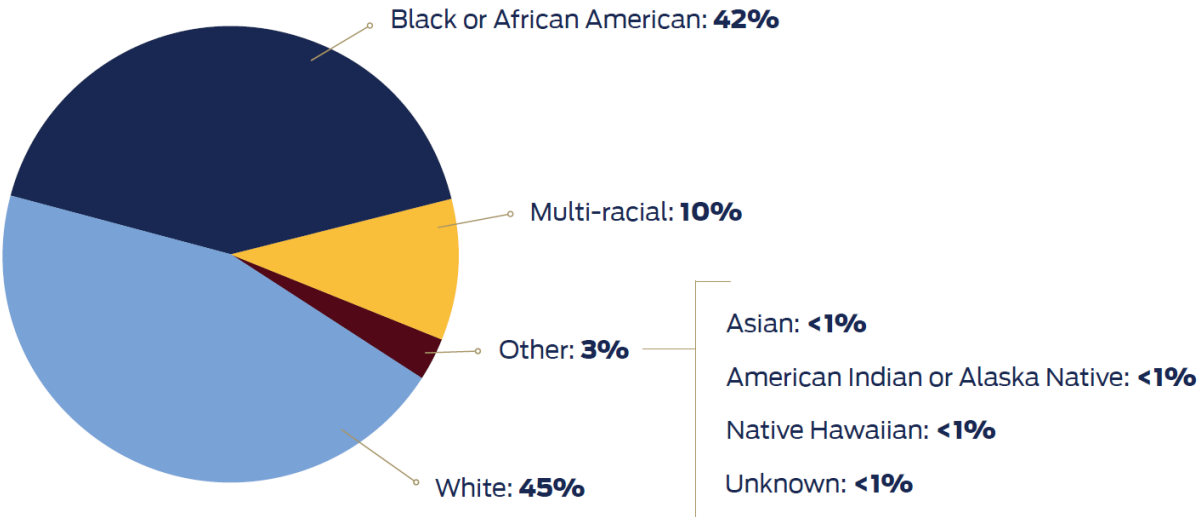
- Why are you focusing on Diversity and Inclusion?
 - Check the box, better outcomes?
- What is your goal?
- Know yourself: read, discuss, be aware
- What is your data?
- Are you inclusive and reflective?
- Accountability to the community within and surrounding your agency
- What resources are you willing to allocate:
 - Education, staff, time, focus



Child Advocates is committed to working with, understanding and honoring the diversity of the children we represent and our children’s families. The racial makeup of our employee population closely mirrors the child welfare system, allowing us the ability to reflect and represent the children we serve.

- > 50% of Employees are People of Color
- > 50% of Leadership are Black or African American

MARION COUNTY CHINS*



TOTAL CHINS*

Number of Children Served in 2019:

6,985

ETHNICITY

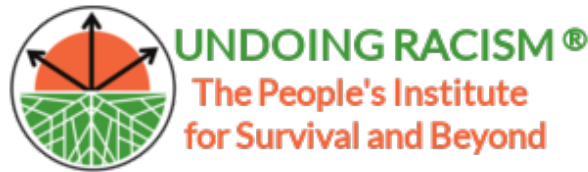
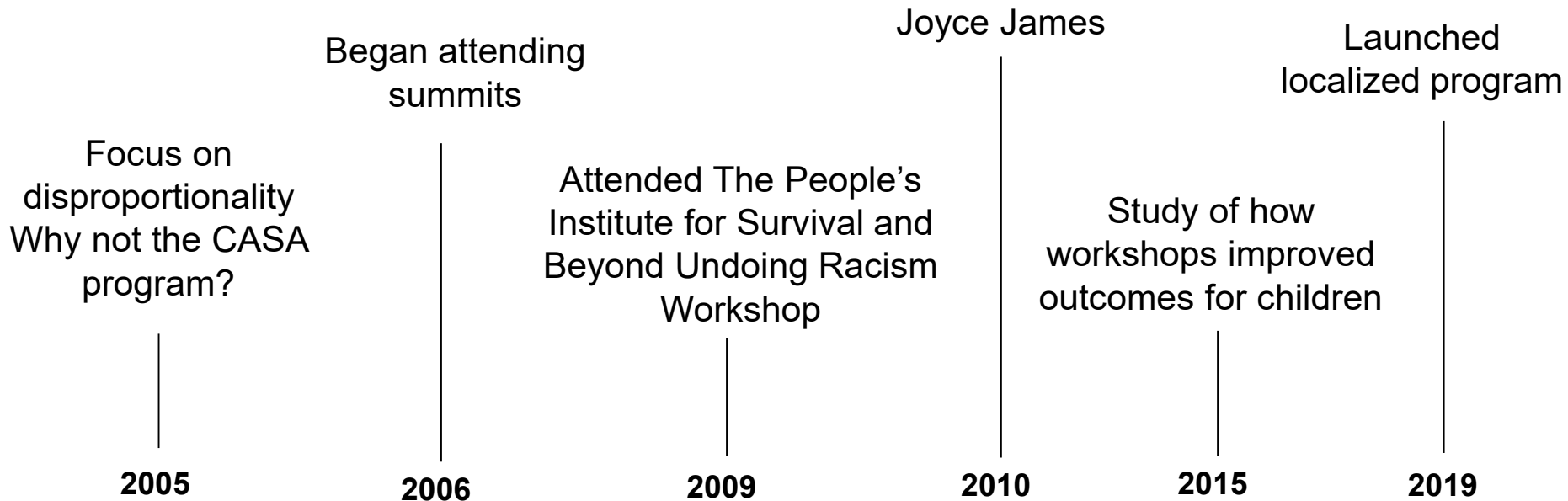
Number of Latinx / Hispanic Children:

131

SPANISH FLUENT STAFF & VOLUNTEERS

5 Staff Advocates

18 CASA Volunteers



- Trust the Journey
- Work Towards Healing
- Own Our Individual Power
- Take Responsibility



- Become Accountable
- Create a Better World for Our Children
- We Are Still Connected
- Take Inventory of What We've Lost
- We Are Our History
- We Are Creating History
- Raise the Standard of Humanity
- We Honor Our Children

- Demonstrate respect for your own experiences
 - Translate your meaning
 - Listen to yourself
 - Give your accurate location
 - Demonstrate that you're coachable
 - Focus on Racism in the US
 - Participate
- Stay the whole time
 - Accept that there are no quick fixes
 - Struggle together/grow together
 - No hierarchy
 - Maintain Confidentiality
 - Identify Literacy moments
 - Silence Cell Phones

Bias in favor of
White

Bias against
Black

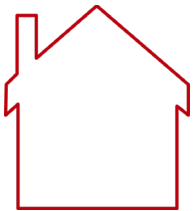
Bias against
Women

Bias against
people
experiencing
poverty

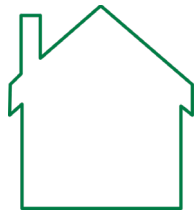
Bias against
LGBTQ+A



Reservation



Barrio



Ghetto



China Town



Trailer Park



What would it ...

Look like

Sound like

Smell like

Taste like

Feel like

....If we had cross-racial solidarity?



**Interrupting Racism
for Children**

BY **child**advocates



Questions?

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