The need to focus on race and equity in child and family serving systems has been magnified by recent events. As administrators and staff within these systems strive to address that need, they also must adjust their own ways of working. Organizations and employees need to cultivate equity and inclusion internally, in order to better serve children and families. This resource summarizes information from a CEBC webinar on Race and Equity in Child and Family Serving Systems and provides concrete actions that can be taken at the organizational and individual levels to create a more inclusive, equitable, and anti-racist workplace.

Recommendations

For an organization or institution:

- Make inclusion, equity, and anti-racism a priority, in both policy and practice
- Take a strategic approach and use SMART (specific, measurable, achievable, realistic, time-bound) objectives
- Identify & implement best practices, such as Racial Equity Frameworks
- Work down, up, and across the hierarchy to ensure real and lasting change
- Provide resources (e.g., budget, training, time) to support these efforts
- Require accountability from everyone in the organization, at all levels
- Acknowledge exemplary staff/units to reinforce positive actions

For an individual:

- Take personal responsibility for your actions and inactions
- Become more mindful of equity issues in your daily life
- Educate yourself about equity issues – additional resources are listed below and there are many excellent videos and documents on the internet
- Work within your sphere of influence to be a force for positive change
- Practice the Platinum Rule: Treat others the way *they* want to be treated
- Discover and disclose uniqueness on those around you
- Engage in affirming interACTIONS every day

Affirming InterACTIONS - positive micro-messages (or micro-affirmations) that show others that you value and respect them. Examples include:

Acknowledge	Commend	Guide	Notice	Support
Advise	Compensate	Include	Promote	Train
Advocate	Consult	Individuate	Recognize	Trust
Apologize	Credit	Inform	Resource	Understand
Appreciate	Educate	Instruct	Respect	Value
Assist	Empathize	Invite input	Reward	Yield
Be fully present	Empower	Learn from	Solicit feedback	
Believe	Entrust	Listen	Sponsor	
Believe in	Give feedback	Mentor	Stand up for	

Key Definitions

- **Race** is "a social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification." (CSSP, 2019)
- **Inclusion** is when everyone feels valued and respected.
- **Equity** is "the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance." (CSSP, 2019)
- **Racial Equity** is "the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them." (https://www.racialequitytools.org/glossary#racial-equity)
- **Anti-Racism** is an "active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner." (CSSP, 2019)
- **Anti-Black Racism** is "any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy." (CSSP, 2019)

Resources for Additional Information and Tools

- Anti-racist organizational assessments http://www.njjn.org/uploads/Anti-Racism_Organizational_Assessments_1.pdf?phpMyAdmin=14730ab3483c51c94ca868bccffa06ef
- Beyond the hashtag - how to take anti-racist action in your life https://www.teenvogue.com/story/beyond-the-hashtag-how-to-take-anti-racist-action
- Center for Non-profit Excellence https://www.thecne.org/2018/04/12/racial-equity-framework-organizational-change/
- Child Welfare Information Gateway – Disproportionality https://www.childwelfare.gov/topics/systemwide/cultural/disproportionality/
- CSSP (2019). "Key Equity Terms and Concepts: A Glossary for Shared Understanding." Washington, DC: Center for the Study of Social Policy. Available at: https://cssp.org/resource/key-equity-terms-concepts/
- Fostering Equity: Creating Shared Understanding for Building Community Resilience https://ccr.publichealth.gwu.edu/sites/ccr.publichealth.gwu.edu/files/pdf/Fostering%20EquityFull_compressed_0.pdf
- National Museum of African American History & Culture https://nmaahc.si.edu/learn/talking-about-race
- Racial Equity Tools https://www.racialequitytools.org/home

www.cebc4cw.org