

2023 COUNTY LEADERS CONFERENCE

# Power of Inclusion

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# Objectives

- Share how to **bravely implement DEI/Anti-Racism** into the workplace.
- Learn the power and **importance of identity caucuses** in the workplace.
- Suggest ways to assess your current work culture and **measure DEI success**.



# Definitions?



## Inclusion

Creating an environment where everyone, regardless of their differences, feels valued and included.



## Diversity

Encompasses the range of human differences, including but not limited to race, ethnicity, gender, sexual orientation, age, class, religious beliefs, and more. Embracing diversity means recognizing and appreciating these differences.



## Structural Racism

Subtle and embedded form of racism that is woven into the fabric of societal structures and institutions; goes beyond individual prejudices; it's how policies, practices and norms systematically disadvantage certain racial groups.



## White Organizational Culture

Refers to the dominant culture within organizations that is often shaped by white norms, values, and perspectives. It can lead to unintentional exclusion of individuals from non-white backgrounds and may perpetuate inequality within the workplace and in the services we provide to communities.

# Let's Talk

[Hidden figures bathroom speech and sign removal.](#)



# Awareness

Are you aware of the issues your staff and clients deal with in your organization?

# Assessing the Environment and Policies



# Identity Caucuses

Creating Safe and Brave Spaces

# Pierce County DEI

Foster a workplace culture that **embraces, demonstrates, and celebrates** the principles of diversity, equity, and inclusion, while reflecting the community in which we serve and live.



# Countywide DEI Initiatives



## Employee Resource Groups



## DEI Workgroups

- Communications
- Training
- Recruitment
- Work-Based



## Book Club



## Mentorship



## Training

# Pierce County Human Services DEI



Pierce County Human Services (PCHS) believes that **structural and institutional racism is destructive to everyone in our community** and that diverse work groups create better outcomes. We strive to reflect all the people we serve in our staffing, our messaging, and our program delivery, and we focus on specific efforts to eliminate structural and institutional racism in our department and our community.

# PCHS Values

**Belonging**

**Accountability**

**Human Connection and  
Compassion**



# PCHS Strategic Plan

- Community members' basic needs are met in an equitable manner
- Strong external partnerships support the needs of community members
- Budget and contracts reflect our values and culture of accountability
- Community members are connected with appropriate services efficiently and effectively
- Community members have a positive experience
- PCHS' role is understood and valued across the county

# PCHS Strategic Plan



**Language Access**



**Outreach and Engagement**



**Funding Opportunities**



**Staff Education**



# PCHS DEI Initiatives



## Advancing Equity

- Task Force on Race
- Lunch and Learns
  - Juneteenth
  - Hispanic/Latino Heritage Awareness Month
  - Institutional Barriers to Equity in PCHS
  - Microaggressions and Cliches
  - Race, Equity, and our Tribal Neighbors



## Resources of Community Knowledge and Support

- Raise awareness of Employee Assistance Program
- Host potlucks providing opportunities for connection



## All Staff Trainings

- A Human Workplace
- LGBTQIA+ Core Competencies
- Mental Health First Aid



## Listening Sessions

- Safe space to discuss high profile trial
- Facilitated by a Medical Reserve Corp proctor
- Understanding and empathy

# Questions?

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