STOP THE CYCLE:
Dismantling Institutional Racism Brick by Brick - Achieving Racial Equity in Child Welfare

Resources

LCFS Document Samples
1. Board of Trustees Diversity and Inclusion Values Statement
2. Employee Evaluation Diversity and Inclusion Goal
3. LCFS Commitment Statement
4. Inclusion Council Mission and Guidelines
5. WIDE Activity Dashboard

Books
1. The Color Bind by Erica Gabrielle Foldy and Tamara R. Buckley
2. Just Mercy by Bryan Stevenson
3. God Help the Child by Toni Morrison
4. Between the World and Me by Ta-Nehisi Coates
5. White Fragility by Robin Diangelo and Michael Eric Dyson
6. Things Fall Apart by Chinua Achebe
7. Racism without Racists: Color Blind Racism and the Persistence of Racial Inequity in America by Eduardo Bonita-Silva
8. The Isis Papers by Dr. Frances Cress Welsing
9. The Mis-Education of the Negro by Carter Godwin Woodson
10. Trying Hard Is Not Good Enough: How To Produce Measurable Improvements For Customers and Communities by Mark Friedman

Articles
1. The Fight to Redefine Racism – New Yorker Magazine (August 8, 2019)

Documentaries, Movies and Plays
1. When They See Us - Netflix
2. Hello, Privilege: It’s me Chelsea – Netflix
3. Slave Play – Broadway Play

Professional Development and Supports
2. Building Movement: Info@buildingmovement.org
3. The People’s Institute for Survival and Beyond: Undoing Racism: www.pisab.org
Diversity and Inclusion Values Statement

3.1.13 Diversity and Inclusion

3.1.13.1 – Diversity in its many dimensions - including ethnicity, nationality, citizenship status, race, culture, religion, gender, age, sexual orientation, gender identity, gender expression, disability and socioeconomic background - enriches our world.

3.1.13.2 – In our work we embrace diversity, affirm identities and advocate for social justice, supporting those we partner with to experience full inclusion, as well as to be self-determining and flourishing in their various identities.

3.1.13.3 – LCFS is committed to developing a diverse staff, leadership and Board whose characteristics reflect the rich diversity of those we serve.

Lutheran Child and Family Services
Employee Evaluation Diversity and Inclusion Goal

In all aspects of their work, each employee’s goal is to be a role model to others and behave in a way that actively supports Lutheran Child and Family Services as a welcoming community, promotes diversity and inclusion in the workplace, and collaborates with others to further equity and dismantle barriers to a more inclusive experience of community. Toward this end, each employee participates annually in identifiable professional development and/or advocacy regarding inclusion.
LCFS’ Commitment

We expect the LCFS organizational culture to be color cognizant, believing in the importance of racial and ethnic differences because of their profound impact on individuals, groups, communities and society, as well as acknowledging the accompanying widespread racism and discrimination in our broader society. We expect that within the organization there be explicit, productive conversations about the role of race and culture in the work we do, as well as advocacy for addressing the social injustices that result from systemic racism.
INCLUSION COUNCIL

Mission Statement

The Inclusion Council exists to support Lutheran Child and Family Services of Illinois in becoming a welcoming, inclusive, diverse and equitable (WIDE) organization.

Means:

The Inclusion Council:

1. Creates a supportive environment within which opportunities for LCFS to become more welcoming, inclusive, diverse and equitable can be effectively addressed.
2. Promotes an organizational environment in which we are a community that supports diversity in its many dimensions.
3. Promotes equity in our work with populations that have historically been disproportionately represented and that have had less than optimal outcomes in the services we provide.
4. Participates in and encourages learning opportunities that facilitate growth in WIDE domains.
5. Provides leadership in the implementation of practices that have been identified as instrumental in bringing about change.
6. Promotes an organizational environment within which the full spectrum of human diversity is regularly included in conversations about the work we do.
7. Tracks data that reflects how our organization is performing in WIDE domains and uses that data to inform improvement strategies.
8. Provides advocacy that values and empowers all people.

Membership:

Statewide council:
Council membership should include representation from a range of geographical areas and functions of the organization. A maximum of 18 council members is desired. Corporate representation is expected.
INCLUSION COUNCIL

Representation:
Council representation should mirror our agency’s constituency and staffing whenever possible.

Qualifications:

- Council members are required to have participated in a Crossroads 2 ½ day analysis and to have a foundation in the analysis of systemic oppression. Council members are required to have completed All Children All Families’ webinar series including the Core Curriculum, Best Practices for Serving LGBTQ Parents and Best Practices for Serving LGBTQ Youth.

Active member: Regular involvement of all members is crucial. An active member is a representative who attends meetings with regularity (attending at least 75% of scheduled meetings in a year), and who is engaged and participates in discussion during meetings as well as completing follow up commitments. Participation levels will be reviewed regularly and members will be supported to maintain their commitment.

Meeting frequency:
Meetings take place every other month. While teleconferencing may occasionally be utilized, it is important that these meetings be established at a centralized location so that the group can meet face-to-face.

Minimum commitment:
Members are expected to make a full year commitment to participation in the Council in order to ensure continuity and progress.

Team and Member Qualities:

- Personal responsibility:
  Each Council member should carry a commitment to continued growth in cultural sensitivity and to dismantling systemic oppression/racism in their work with the council and their broader work activities.

- Communication and Collaboration:
  As the Council confronts issues which challenge our entire society, it is essential that the team support and trust one another as they share in this process. The Council will make regular efforts to create opportunities to nurture components of team identity and trust. The Council should be a forum in which to continually reflect on issues of trust and support.
INCLUSION COUNCIL

- **Efficient application of resources:**
  Team members should have complementary skills and the time devoted to this project should be used wisely.

- **A commitment to impact:**
  Council members are committed to making a difference as we promote Agency growth in becoming WIDE.

- **Confidentiality**
  The Inclusion Council needs to be both a courageous environment for discussing sensitive issues and a place that can be part of an ongoing, dynamic Agency dialogue on issues relating to inclusion. As such, participants need to be circumspect about sharing the specifics of discussions, while maintaining a responsibility to continually engage broader areas of the Agency in the themes related to Council activities.

**Activities:**

**Training**

- All members of the Inclusion Council are required to participate in the Crossroads 2 ½ day analysis workshop; Council members are also required to have completed All Children All Families’ webinar series including the [Core Curriculum](#), [Best Practices for Serving LGBTQ Parents](#) and [Best Practices for Serving LGBTQ Youth](#).

The Agency provides orientation and ongoing training for all staff members in areas related to inclusion. The HR and training departments assume primary responsibility for organizing and conducting these events, but the Inclusion Council should play an active role in prioritizing these trainings, providing consultation regarding content, serving as a clearinghouse for resources and fully participating. It is expected that a member of the HR department be on the Inclusion Council.

**Caucusing**

The Council’s work requires a climate of openness and trust. An ongoing part of Council activities will be that members devote time to discussing among themselves their personal experiences related to privilege, cultural competence, inclusion and systemic oppression/racism. If organizational issues surface in caucusing, these need to be included in the Council’s ongoing analysis activities.
A central task of the Inclusion Council is to conduct an ongoing analysis of the Agency’s functioning to identify systemic areas of strength and challenges as they relate to inclusion issues. From this analysis should emerge recommendations, advocacy and action concerning how the Agency might be involved in to grow in these areas. The Council should encourage systemic self-reflection on issues related to inclusion and actively promote systemic change. To whatever extent possible, Council members will utilize the existing Agency communication structures to influence Agency practice. Corporate Officers will receive regular reports from the Inclusion Council and reports from the Inclusion Council will be submitted to the Statewide Quality Council. Additional forums include peer review, quality councils, all-staff meetings and supervisors’ meetings.

Change Agents

Members of the Inclusion Council are committed to being change agents that further Council’s mission of supporting LCFS in becoming WIDE. Planning, reflection and study are important in developing an effective understanding of the complex array of barriers to becoming WIDE, but ultimately we recognize the importance of acting to bring about significant change.
# EMBRACING WIDE

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<thead>
<tr>
<th>Value</th>
<th>Vision</th>
<th>Goals</th>
<th>Incremental Objectives (2020)</th>
<th>Status 1/30/18</th>
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<tbody>
<tr>
<td>Welcoming</td>
<td>We want LCFS to be a professional and caring place, where all who come into contact with our organization experience LCFS to be warm and accepting. We want to be a welcoming organization for all people of any ethnicity, nationality, citizenship status, immigration status, race, culture, religion, gender, age, sexual orientation, gender identity, gender expression, persons with disabilities, and socioeconomic background.*</td>
<td>Having Staff, Leadership and Board whose characteristics more closely reflect the rich diversity of those we serve. This includes having youth and parents with lived experience brought into our organizational structure and contribute to its culture.</td>
<td>Growing alignment between four population groups and a gradual decreasing variation. Diversification of Board and Agency Leadership Gender/Race at Site level Youth and parents gain representation on the Board Increase male staff in direct care positions Establish Data Requirements/Process around Self Identification for Race/LGBTQ dimensions Intake staff receive training on engagement around client self identity.</td>
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<td>Inclusive</td>
<td>LCFS supports a collaborative approach to inclusion that emphatically applies to all the youth and families we serve; in all we do, our policies and practices should reflect the importance of hearing their voices and supporting their self-determination. LCFS wants to be a partnering organization that actively engages its employees in maximizing their professional growth and contribution to the workplace.</td>
<td>Policies and procedures that promote WIDE As new policies and procedures are put in place they are to be reviewed by the Inclusion Council for fidelity to our values. The WIDE values and objectives will be an expected and regular component of practice. Client-centered and guided practices supporting self-determination</td>
<td>Policies, procedures, and forms will be revised or created LGBTQ competency training for all staff will be completed Orientation for all new staff members includes WIDE training. Trainings for all staff and supervisors cover WIDE and engage each employee in identifying their role in achieving WIDE objectives. Each program has established goals and activities that are designed to support WIDE. Substantial CFTMs occur regularly (engaged, family-centered, client-driven)</td>
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LCFS is an identified leader for LGBTQ best practices and innovation

Improved and continued quality practice with youth and families supporting the achievement of safety, well-being, permanency and belonging.

Intentional focus on effectively partnering with the diversity and full spectrum of the populations we serve

Secured the All Children All Families Seal for LCFS achieving all 7 Benchmarks:

- Non-Discrimination - Staff Training
- Rolling Out the Welcome Mat
- Parent Best Practices
- Youth Best Practices
- Sustainability & Capacity Building
- Leadership & Innovation

All agency-controlled policies, forms, documents and environment are inclusive and welcoming of LGBTQ youth and parents served and non-discrimination welcoming standards

LCFS has visual cues throughout common areas to communicate support of LGBTQI clients and their families

Agency communications explicitly reflect commitment to work with and welcome LGBTI clients and their families

Means to collect data on the number of LGBTQI foster parents served and foster homes available.

Means to collect SOGIE data

LGBTQI Parents and Youth are included in trainings and programmatic discussions and implementations.

LCFS leads, partners, and collaborates with experts and allies for race and LGBTQI equity.
**Embracing wide**

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| **Diverse** | We are committed to dismantling racism, where courageous conversations about race are encouraged, and there is support to identify and remove barriers to more equitable practice.  
Having diversity as a core value means that all dimensions of diversity are inherently valued.  
Valuing these dimensions means that we embrace each of them and affirm the inherent value of each of these identities. The policies and practices of our organization must reflect this affirmation. | Promote an organizational environment that is committed to dismantling racism, where courageous conversations about race are encouraged, where there is support to identify and remove barriers to more equitable practice. | LCFS will establish a contracts with Crossroads for training and continued analysis and addressing institutional racism.  
Develop tools to maintain skills learned from Crossroads Understanding and Analyzing systemic racism training for all organizational leaders, Inclusion Council members, Board members, other staff as needed.  
Consistent with the Color Binds philosophy, Encourage an organizational environment where conversations about institutional racisms are welcomed  
Build capacity to analyze and address institutional racism power and oppression. | |
| **Equitable** | In the work that we do, people of color experience disproportionate representation and outcomes. A critical analysis reveals that this is the product of an oppression that is deeply rooted in the systems and structures of our society, requiring us to acknowledge and work to dismantle these structures of racism and oppression. LCFS pursues three strategies to address the inequities that emerge:  
1. We are committed to a robust advocacy for social justice.  
2. We commit to an intense self-examination of how we as individuals and as an organization participate in social processes that create inequities.  
3. We commit to activities in our daily work that promote equity and address the effects of institutional racism on those whom with we partner. | Annual staff performance evaluations will cover the organizational expectation that conversations and activities about WIDE become fully integrated into our practice.  
Hiring practices are consciously directed toward achieving the goal of inclusion. | Inclusion Council has developed and placed WIDE language into performance evaluations for 2019.  
Full implementation of the performance review process, including individual goals around WIDE | |
| **Staff will embrace WIDE in both experience and practice** | Staff will embrace WIDE in both experience and practice | | |

* To effectively battle social injustice it is important to specify the many dimensions of oppression. Therefore, some of our objectives specifically call out actions for welcoming, inclusion, diversity and equity involving people of color and LGBTQ persons. LCFS is committed to social justice for people of any ethnicity, nationality, citizenship, status, immigration status, race, culture, religion, gender, age, sexual orientation, gender identity, gender expression, persons with disabilities, and socioeconomic background.