

September 29, 2020

Kathy Gallagher
Director

*Employment & Human
Services partners with the
community to deliver
quality services to ensure
access to resources that
support, protect, and
empower individuals and
families to achieve
self-sufficiency.*

Dear EHSD Staff Members,

A few months back, a survey was sent to all EHSD staff asking for feedback on where time and energy should be invested in order to make EHSD a place where diversity, equity and inclusion are fully realized and practiced. Thank you for participating in that survey and giving us your valuable feedback. Since then, EHSD has formed an Equity & Inclusion Core Team made up of representatives of each bureau. That team is meeting twice a month to create a plan for EHSD's equity & inclusion work. For those of you who noted on the survey that you would be interested in being part of a workgroup, or providing more feedback, the Core Team will be reaching out to you in the next month to share more and ask what your availability and interest is.

Some of the goals we will be working on include: listening to the input of staff and researching best practices for developing employee education and learning for equity and inclusion; building connection and community that supports education and learning; utilizing data to inform and drive actions; developing a racial equity action plan that is responsive to input and aligns with the County's efforts on equity.

For many of you this work is too late, and moving too slowly. For others, it is moving too quickly. Regardless of where you stand, in the last few months we are reminded of the need to treat everyone with dignity and respect. As a Core Team, we are committed to transforming our culture and standing in EHSD values of inclusion and equity for all. We are also committed to courageous conversations and holding space for engagement. We are re-centering in our values of respect, honesty, transparency, integrity and compassion. We are re-centering in holding ourselves and others accountable.

Thank you for continuing with us in this work.

The EHSD Equity & Inclusion Core Team,

Devorah Levine	ET Liaison/Support
Mickey Williams	Staff Development Liaison/Support
Alex Madsen	Admin/Alliance to End Abuse
Iliana Choate	Staff Development/Admin Services
Lisa Harris	Personnel/Admin Services
Deborah Drake	Community Services Bureau
Rene Tucker	Workforce Development Board
Patricia Perez	Workforce Services
Priya Moorkoth-Phelps	Children & Family Services
Rodney Dixon	IT/Admin Services
Craig Roney	Aging & Adult Services
Annie Phetinta	Admin Services
Yolanda Harrell-Jones	Staff Development/Admin Services