

Measuring Diversity, Equity, and Inclusion in Your Child Welfare Workforce



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BUILDING KNOWLEDGE TO STRENGTHEN THE CHILD WELFARE WORKFORCE

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2016 – 2023 Cooperative Agreement












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The Power of Diversity, Equity and Inclusion in Organizations

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A Moment for Reflection

What personal experiences shape your decisions at work? Who challenges your perspective?

What values are being honored in your current role? What values are not being honored?

What compromise must you make, daily, for acceptance and belonging?

What is the lens that you use to evaluate your decision making?

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Diversity, equity, and inclusion are not only ethical imperatives, but also organizational imperatives that drive innovation, creativity, and growth.

DEI

Diversity, equity and inclusion are imperative to elevate, innovate, create and design a system that is designed and influenced beyond singular or monolithic perspectives.

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The Why of DEI



Source: Accenture

7 <https://www.youtube.com/watch?v=2g88Ju6nkcg>

Measuring DEI

<p>Diversity</p> <hr style="width: 50%; margin: 5px auto;"/> <p>Differences in Composition</p>	<p>Equity</p> <hr style="width: 50%; margin: 5px auto;"/> <p>Fairness in Treatment and Outcomes</p>	<p>Inclusion</p> <hr style="width: 50%; margin: 5px auto;"/> <p>Feeling Respected and Valued</p>
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Race & Ethnicity
White
Black or African American
Two or More Races
Asian
Other
American Indian and Alaska Native
Native Hawaiian and Other Pacific Islander
Missing/No response

Also Consider
 Ethnicity, age, gender,
 gender identity and
 expression, sexual
 orientation, religion,
 disability status, age,
 language, or other
 social identities

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Race & Ethnicity	Employees
White	68%
Black or African American	18%
Two or More Races	7%
Asian	1%
Other	1%
American Indian and Alaska Native	0%
Native Hawaiian and Other Pacific Islander	0%
Missing/No response	5%

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Race & Ethnicity	Employees	Labor Pool
White	68%	65%
Black or African American	18%	20%
Two or More Races	7%	3%
Asian	1%	6%
Other	1%	3%
American Indian and Alaska Native	0%	1%
Native Hawaiian and Other Pacific Islander	0%	2%
Missing/No response	5%	--

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Race & Ethnicity	Employees	Labor Pool	Utilization
White	68%	65%	+3%
Black or African American	18%	20%	-2%
Two or More Races	7%	3%	+4%
Asian	1%	6%	-5%
Other	1%	3%	-2%
American Indian and Alaska Native	0%	1%	-1%
Native Hawaiian and Other Pacific Islander	0%	2%	-2%
Missing/No response	5%	--	--

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Diversity / Representation Goals

- Optimally, workforce should reflect the diversity of the available talent pool that meets hiring qualifications
- Consider recruitment, hiring, promotion, and retention strategies
- Cannot give preferential treatment based on protected classes; goal is to remove barriers to ensure equal access and opportunity

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Measuring DEI

Diversity

Differences in Composition


Equity

Fairness in Treatment and Outcomes

Inclusion

Feeling Respected and Valued

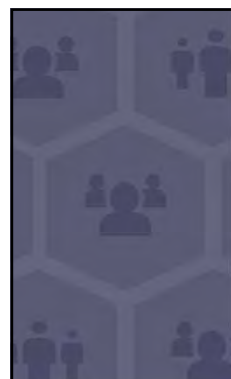
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Equity

- Degree of fairness in treatment, access, opportunity, and outcomes for all employees, with particular attention to those that are members of protected classes:
 - Race, color
 - Age (40+)
 - Disability
 - Sex, sexual orientation, gender identity, pregnancy
 - Religion
 - National origin
- Federal, state, and local laws are applicable here

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Primary Strategy:
Segment/disaggregate any metric by group identity variable of interest

- Recruiting
- Hiring
- Training
- Professional Development
- Performance
- Discipline
- Absenteeism
- Overtime
- Promotion
- Tenure
- Dismissal
- Resignation
- Employee Perceptions

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Race	Applicants	Hires	Selection Rate
All	1000	500	500/1000 = 50%
Black or African American	250	90	90/250 = 36%
White	600	340	340/600 = 57%

- Adverse Impact -
The selection rate for any group is less than 4/5th (or 80%) of the group with the highest rate.

$$\frac{36}{57} = 63\%$$

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Race & Ethnicity	% External Turnover
White/Not Hispanic Origin	64%
Black/Not Hispanic Origin	20%
Hispanic	6%
Asian or Pacific Islander	6%
American Indian/Alaskan	3%

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Race & Ethnicity	% External Turnover	% in Job
White/Not Hispanic Origin	64%	71%
Black/Not Hispanic Origin	20%	9%
Hispanic	6%	10%
Asian or Pacific Islander	6%	6%
American Indian/Alaskan	3%	3%

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Employee Perceptions

- Engagement
- Job satisfaction
- Stress
- Burnout
- Secondary trauma
- Perceived org'l support
- Organizational commitment
- Organizational culture
- Fairness
- Discrimination
- Civility
- Ostracism
- Organizational politics
- Coworker support
- Supervision, Leadership
- Psychological safety
- Withdrawal cognitions

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Measuring DEI

Diversity

Differences in
Composition

Equity

Fairness in
Treatment and
Outcomes

Inclusion

Feeling
Respected
and Valued

Inclusion

Degree to which employees feel respected, accepted, supported, and valued, regardless of their gender, race, ethnicity, age, disability, or other social identities.

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DEI Strategies

- Revised job descriptions and/or recruiting materials
- Targeted recruitment
- Standardized hiring processes
- Training for hiring panels
- Diverse hiring panels
- Standardized promotion processes
- Pay audits
- Revising intra-agency policies and communication for inclusiveness

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DEI Strategies

- Training on implicit or unconscious bias, discrimination, microaggressions, inclusive behavior, allyship, etc.
- Expand inclusiveness of health care benefits (e.g., gender-neutral family leave)
- Expand inclusiveness of leave policies (e.g., floating holiday to honor religious holidays)
- Diversity council
- Employee resource groups

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The Why of DEI

Why does this matter **to me**?

What impact do I want to have on those served by my agency?

What impact do I want to have for my organization?



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Q&A

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Thank you for considering the importance of diversity, equity, and inclusion in the workplace!




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