

**DEI**

Kansas Department for Children and Families

# ORGANIZATIONAL HEALTH & DEVELOPMENT CURRICULUM FOCUS

CULTIVATE LEADERSHIP AT ALL LEVELS



BUILD CROSS FUNCTIONAL  
KNOWLEDGE

DIVERSITY, EQUITY & INCLUSION  
(Build Intentional Agency Character)

## OUR MISSION:

To protect children, strengthen families  
and promote adult self-sufficiency.

# WHAT WE BELIEVE:



### PEOPLE HAVE THE CAPACITY:

- To progress
- To succeed
- To grow
- To do well in life



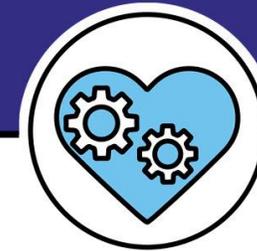
### PEOPLE ARE THE EXPERTS ON THEIR LIVES AND HAVE:

- Voices
- Choices
- Needs
- Strengths
- Life Stories



### WE VALUE COMMUNITIES AND THE PEOPLE THAT MAKE THEM UNIQUE:

- We honor the whole person
- We rely on each other
- We are partners, not competitors
- We all benefit from a collective impact approach
- Communities bring strength through relationships and resources



### WE LEAD WITH AUTHENTICITY, CURIOSITY, AND RESPECT:

- We are innovative
- We are inclusive
- We are experts
- We are leaders
- We are authentic
- We are diverse
- We care about each other, our work and the people we serve
- We share success stories

Introduction

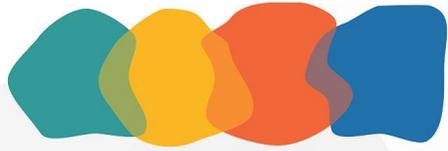
Defining Diversity, Equity, and Inclusion

Breakout Activities

- Power and Privilege
- Implicit Bias
- Developing Cultural Knowledge

Fostering Inclusion

Goal Setting Exercise



# WHAT IS AN ALLY?

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An ally is a person whose commitment to dismantling systemic oppression and discrimination is reflected in a willingness to:

- *Educate* oneself about systemic oppression
- *Learn* from and listen to the people who are targets of systemic oppression
- *Examine* and challenge one's own prejudices, stereotypes and assumptions
- *Work* through feelings of guilt, shame, and defensiveness to understand what is beneath them and what needs to be healed
- *Learn* and *practice* the skills of challenging discriminatory remarks, behaviors, policies, and institutional structures
- *Act* collaboratively with members of marginalized groups to dismantle systemic oppression



# WHAT IS ALLYSHIP?

## Word of the Year

Dec 07, 2021

# allyship

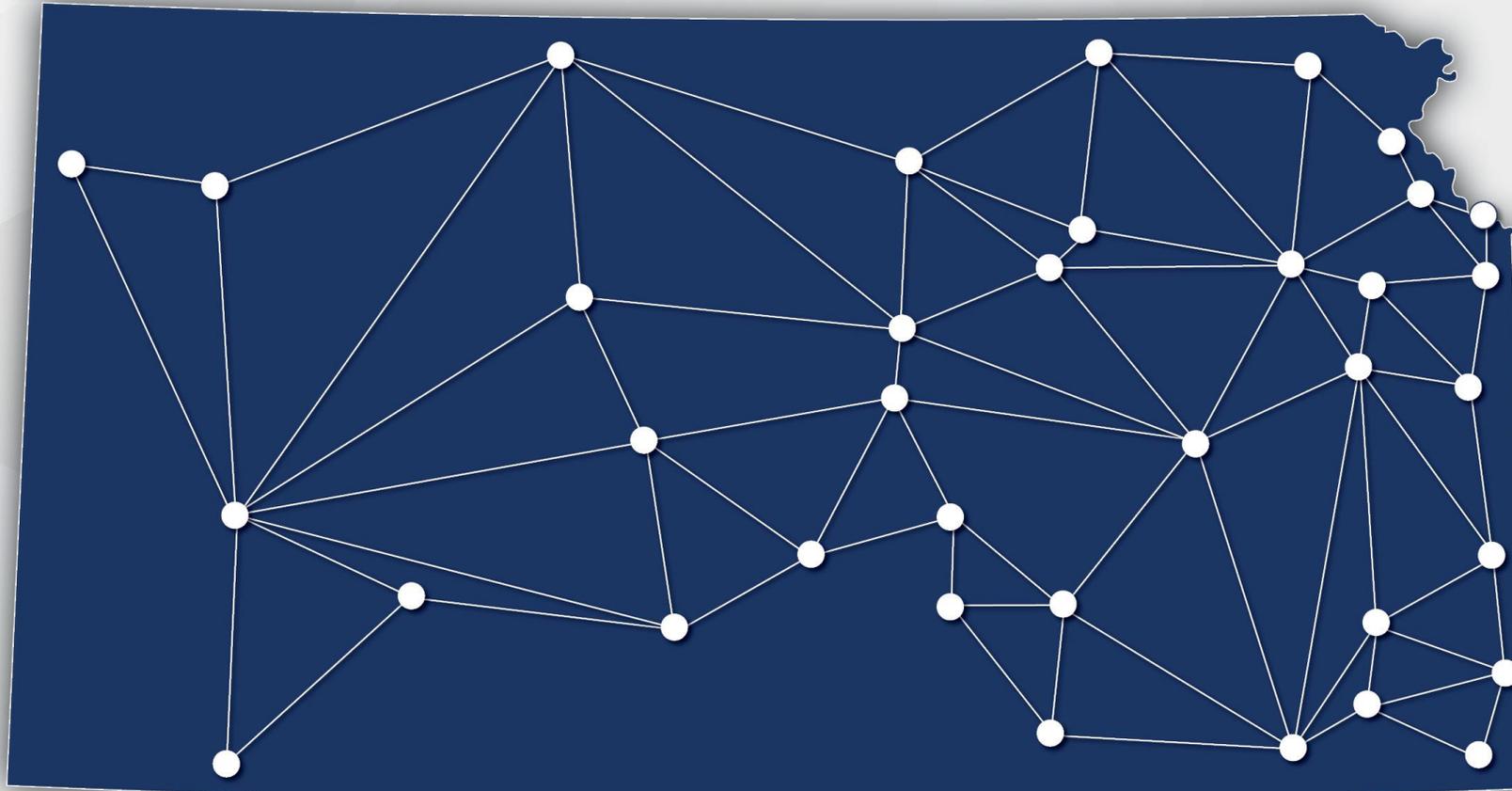
*noun* [ **al**-ahy-ship ]

the status or role of a person who advocates and actively works for the inclusion of a marginalized or politicized group in all areas of society, not as a member of that group but in solidarity with its struggle and point of view and under its leadership.



**Dictionary.com**

# DCF ALLY NETWORK



# The DCF Ally Network...



## IS:

- A conceptual representation of the DCF community and culture cultivated by embedding diversity, equity and inclusion into our processes and relationships.
- A reflection of DCF's core beliefs, namely: leading with authenticity, curiosity, and respect.
- An opportunity to learn, change and grow together through consistent internal reflection and external collaboration.
- A space in which to show up as your authentic self and connect with others as their authentic selves.

## IS NOT:

- An exclusive club or clique.
- A requirement or expectation.
- Connected to performance reviews.
- A way to supervise or regulate behavior or activities.
- A measure of morality, values, or any other personal characteristics.



# ALLY SUPPORT NETWORK



# The Ally Support Network...

## IS:

- An opportunity to demonstrate intentional commitment to the progression of diversity, equity and inclusion at DCF by engaging in continued awareness, learning, empathy, practice, support and connectedness.
- A brave space in which everyone can feel that they belong, can lead from wherever they are, and can take intentional action steps toward the advancement of diversity, equity and inclusion.
- A network of like-spirited individuals with a broad range of lived experiences and perspectives that intends to support every individual's personal journey of growth and change.

## IS NOT:

- An exclusive club or clique.
- A requirement or expectation.
- Connected to performance reviews.
- A way to supervise or regulate behavior or activities.
- A measure of morality, values, or any other personal characteristics.
- A space in which to express personal complaints, issues or conflicts that do not directly relate to diversity, equity and inclusion at DCF.
- The only place in which you can get or give support.

# DEI

# HOW TO FIND THE DEI SHAREPOINT SITE



You can access the DEI Sharepoint site from two places on the DCFnet home page.

1. At the top of the page to the left of the search bar.

2. In the left-hand navigation menu, under the Employee Matters section.

[Click here to visit the site now!](#)

The screenshot shows the DCFnet home page with the following elements and annotations:

- Top Navigation:** Home, Who's Who, Forms, Team Sites, **DEI** (highlighted with a blue box and an arrow pointing from the text above).
- Search Bar:** Search this site... search
- Left-Hand Navigation Menu:**
  - Employee Matters
    - State Employee Center
    - Employee 101
    - Personnel Services
    - Policies and Regulations
    - Diversity, Equity & Inclusion** (highlighted with a blue box and an arrow pointing from the text above)
    - Strategic Planning Employee Survey Results
  - Facilities
    - Office Lookup
    - All Offices
    - Regions at a Glance
    - Conference Rooms
    - Service Request Form
  - Public & Governmental Affairs
    - Employee Support
- Main Content Area:** DCFnet logo, a family photo, and a carousel of news items including "Southwest Region had fun with Pink Flamingo Lawn Day on Wednesday, June 23", "DCF participates in Nemaha County Free Fair", "International Day of Friendship", "Activists join together for Kansas Racial Equity Collaborative Symposium", and "Pioneer Day".
- Right-Side Widgets:** Applications, Manuals.
- Footer:** Operations, Program Areas, Regions, Administrative Services, Child Support Services, Northeast.



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