

Equity Strategies for HCHN

Equitable HR Practices

Creating an environment that supports diversity

Establishing collaboration opportunities in decision making

Break down systemic barriers in application process

Operationalize ESJ Training

Create Accountability Structure

Develop post training evaluation tool

Network Assessment to identify training needs and opportunities

Mechanisms to Engage Staff & Clients

*Particular focus on staff & clients of color

Define Meaningful Engagement for each group (Staff & Clients)

Utilize KC ESJ Grant Award to develop internal capacity to host internal capacity events

Network & Admin Accountability

Build into other 3 priorities

Develop managing up abilities and advocate for change

Help leaders create spaces to engage in ESJ discussions and enact change

STOP

Roadblocks

STOP

- Conflicting Policies
- Lack of Trust & Relationships
- Communication & Transparency
- Ensuring work does not disproportionate fall on staff & clients of color
- Tokenism
- Staff & Agency Capacity
- Upper Management Support