



Equity, Diversity and Inclusion

EDI Task Force

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Equity

The presence of justice and fairness within the procedures, processes, and distribution of resources within our organization and systems.

Understanding that facing equity issues requires an understanding of the underlying or root causes of inequalities and oppression within our society.

Equity



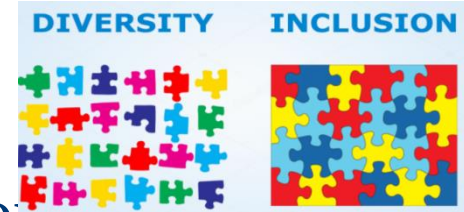
Diversity



We wanted our organization to be composed of a demographic mix of an intentional group of people, taking into account elements of difference across national origins, languages, ethnicities, races, skin colors, cultures, generations, religions, spiritualities, socio-economic backgrounds, gender identities and sexual orientations, as well as different skills, abilities, customs, values, behavioral styles and beliefs.

Inclusion

We wanted full engagement of staff, we wanted to communicate to them that they are all valued, respected and supported.



The act of inclusion is reflected in an organization's culture, practices and relationships that support a diverse workforce and is an intentional demonstration that counters the **historical exclusion of underrepresented communities.**

As an inclusive organization ensure equal and full participation in decision-making processes by considering all views. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive”

Step 3: Establish Shared Values

Values Statements

*To actively work toward Equity, **Diversity** and Inclusion*

I treat everyone in an equitable manner

I support maintaining a diverse and culturally responsive workforce and leadership team that is reflective of the diverse populations we serve

*I commit to building more inclusive decision-making p
and using inclusive language*



Vision

Thriving Children, Healthy Communities

Core Values

To Make a Difference

I keep persons served at the center of our work
I use best practices to provide services
I use data to innovate, learn, and enhance impact

To Support Coworkers

I provide honest feedback and promote realistic expectations
I assume positive intent in others
I promote the goals of my team

To Honor Work/Life Balance

I promote a family atmosphere at work
I practice health and wellness
I use and encourage others to use time off

To actively work toward **Equity, **Diversity** and **Inclusion****

I treat everyone in an equitable manner

I support maintaining a diverse and culturally responsive workforce and leadership team that is reflective of the diverse populations we serve

I commit to building more inclusive decision-making processes and using inclusive language



EDI Temperature Check Mini Survey Results



2020

Total Responses

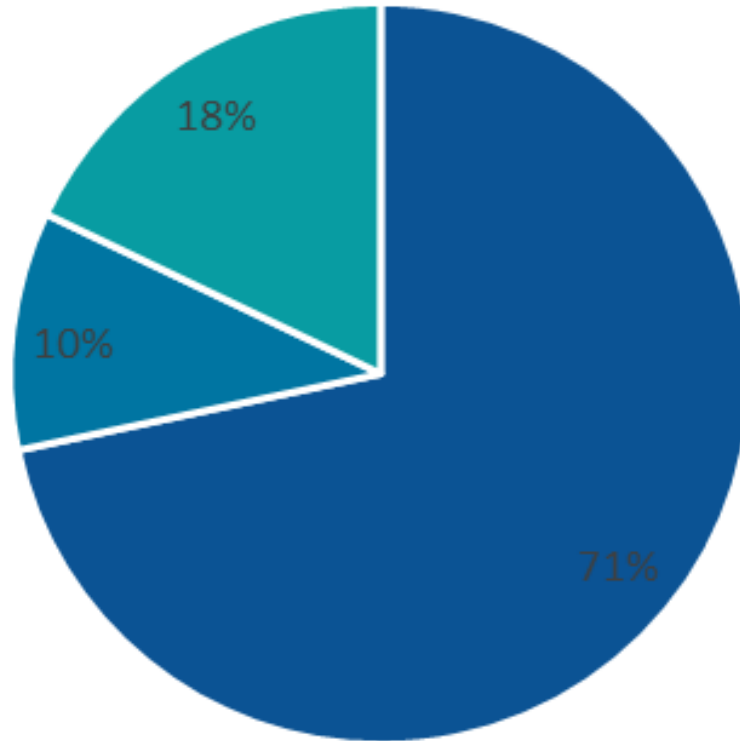
■ Total Employees-228 ■ Total Responses-107

47% of
agency
responded

Total Employees-228

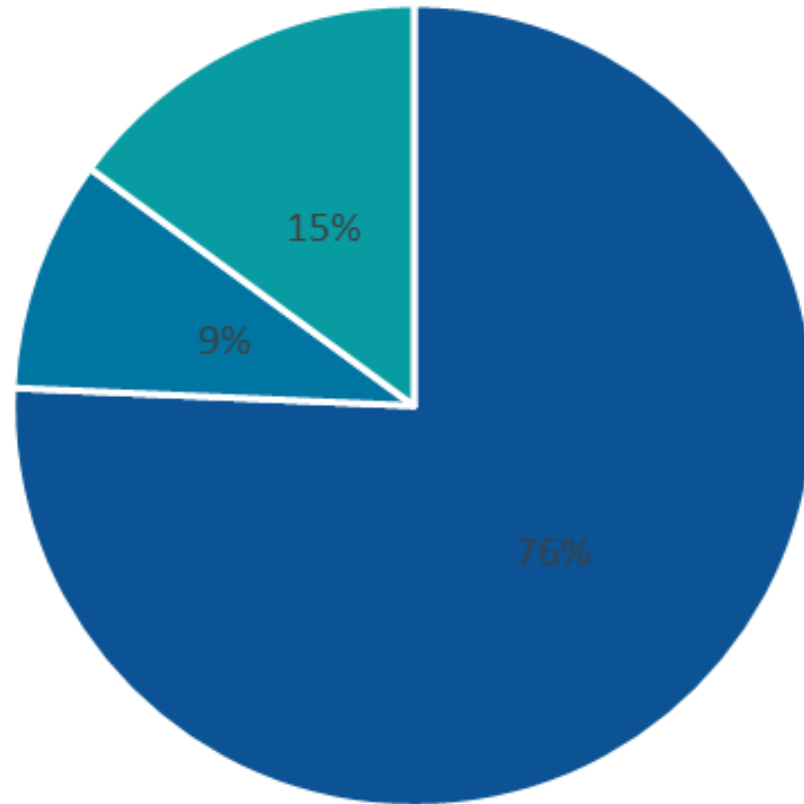
Total Responses-107

Employees of different ages are valued by CFR:



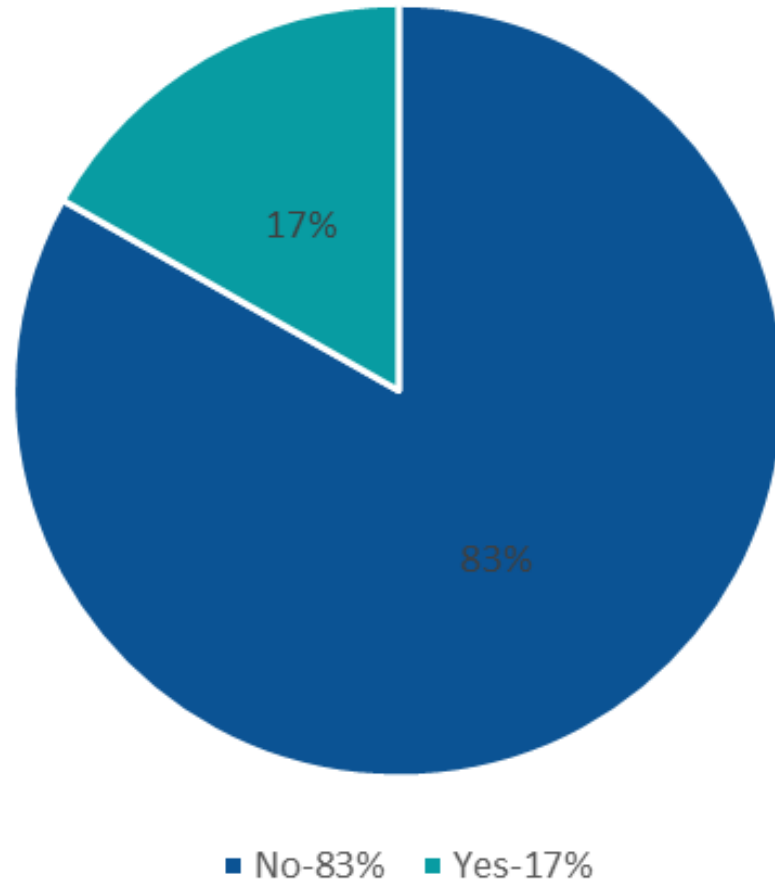
■ Agree-71% ■ Neutral-10% ■ Disagree-18%

Employees of all races, cultures, religions and ethnicities are valued by CFR:

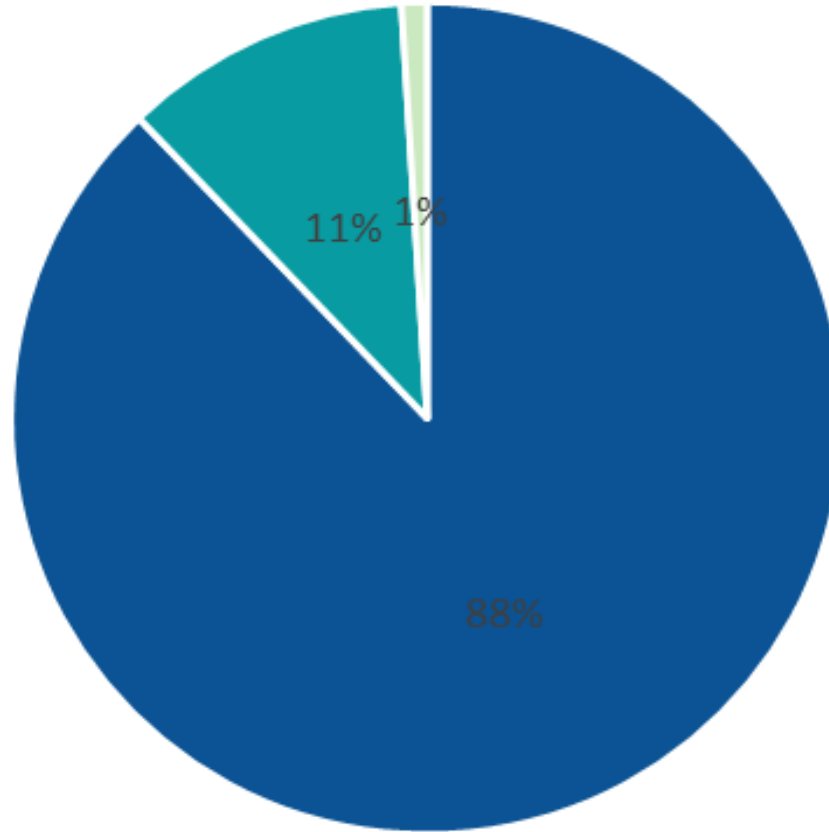


■ Agree-76% ■ Neutral-9% ■ Disagree-15%

I have witnessed employees at CFR making jokes or negative comments related to race, ethnicity, culture, religion, sexual orientation, gender identity or disability status:



I have witnessed or experienced discrimination at CFR:



■ No-88% ■ Yes-11% ■ No Response-1%

Focus Calls

- **Is your voice being heard by the program and agency management on a regular basis?**
- **How can CFR grow in embodying diversity?**
- **How can CFR grow in embodying equity?**
- **How can CFR grow in embodying inclusion?**
- **How could you see yourself lending your voice to support/propel/encourage change in CFR?**

Step 4: EDI Statement

Our Commitment to Antiracism and Advancing Equity, Diversity, and Inclusion

CFR's mission is to build strong communities where children can reach their full potential. For over 50 years, we have been a leading community-based organization providing prevention and early intervention services to children, youth, families, and early childhood educators.

We recognize that truly advancing our mission requires addressing the historic disparities, persistent inequality, and systemic racism that exist in our society. As a result, we are committed to engaging in the ongoing work of promoting anti-racist programs and policies across our organization, and in our advocacy for children and families across the State of Arizona and the nation as a whole.

CFR collaborates with communities that have historically been marginalized and disenfranchised. We provide intervention and prevention services that work to counteract systemic racism and gender bias, empowering individuals and families to reach their full potential.

We recognize that the result of institutionalized racism is increased rates of Adverse Childhood Experiences such as poverty, neglect, child maltreatment, parental incarceration, substance abuse, domestic violence, and mental illness. In addition, we recognize that racism and stress weather bodies, predisposing people to health vulnerabilities.

CFR is committed to providing trauma-informed services to address these needs, which are particularly high in Arizona. We ensure all staff receive training and on-going support in trauma-informed best practice, so that we can provide relationship-based services that are consistent, predictable, increase a sense of belonging, support resiliency, and are responsive to individual and family needs. We know that our work modeling relationship-based practice promotes Equity, Diversity, Inclusion and Access in our communities.

Our Workforce and Services

According to the United States Census Bureau, 49.9% of the AZ population identify as Black, Indigenous, Latinx, Multiracial, and other underrepresented groups.

At CFR, 54% of our workforce and 51% of our Leadership identify as Black, Indigenous, Latinx, Multiracial, and other underrepresented groups.

•CFR pledges to maintain a workforce that is reflective of the populations we serve by promoting the hiring, growth, and advancement of underrepresented groups by investing in professional development and outlining clear pathways for growth within the agency.

According to the Center for American Progress, 15% to 43% of gay and transgender workers have experienced some form of discrimination, while the Human Rights Campaign Foundation recently reported that as many as 46% of people who identify as LGBTQ, hide who they are at work.

•CFR Pledges to continue to cultivate a safe, inclusive workspace for all employees by challenging heterosexism and cisgender assumptions through professional development, and intentional use of language.

Nationally, women represent 73% of the nonprofit workforce and CFR is proud to have a 97% female-identified workforce.

•CFR strives to support an inclusive workforce, pledges to increase our percent of male-identified employees to 5% by 2022 and to support a workforce that is inclusive of people of all gender identities and sexual orientations

Formal Feedback Survey

- Open from October 13, 2021 – October 29, 2021
- 179 completed from 242 staff – **73.9%** response rate
- Confidentiality threshold of 7 responses

Demographics

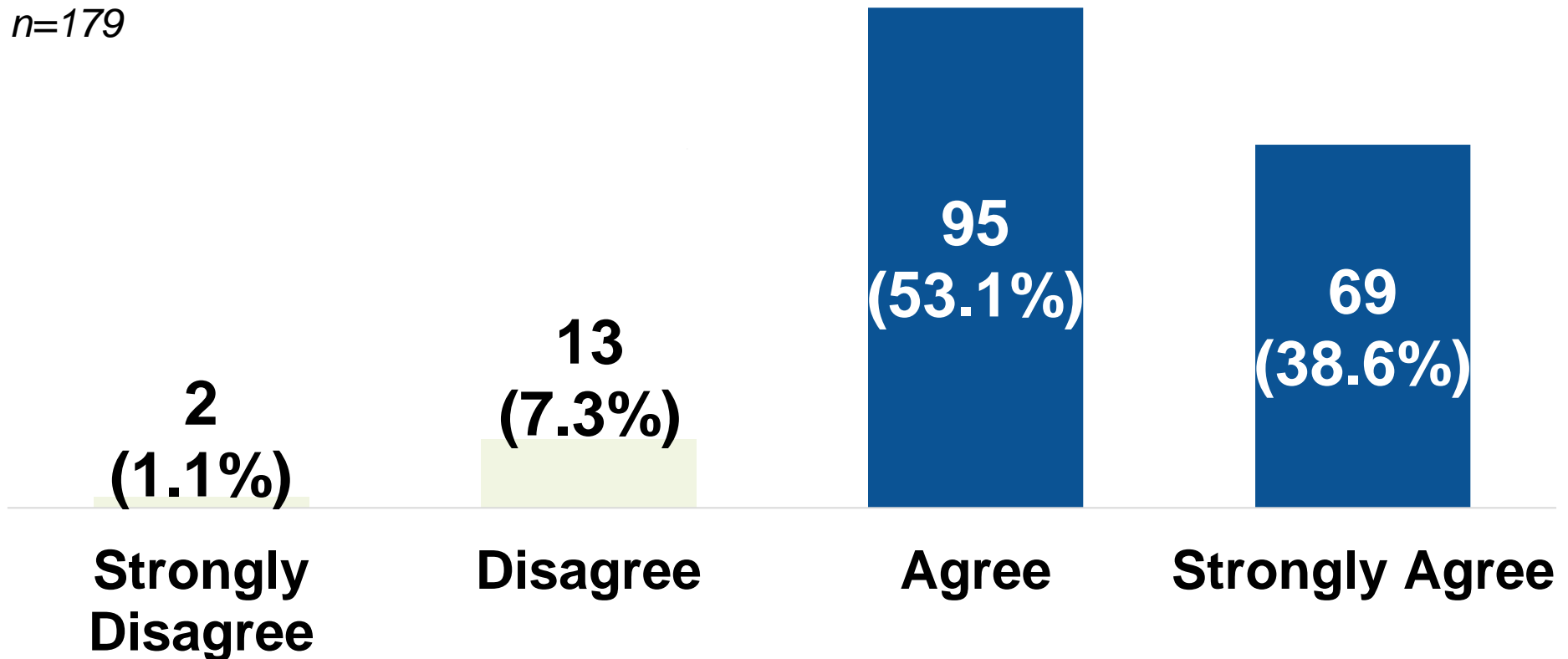
- **Generation:** *Prefer not to answer (21); 1946-1964: Baby Boomers (17); 1965-1979: Generation X (53); 1980-present: Millennials and Generation Z (86)*
- **Gender:** *Prefer not to answer (10); Females (164)*
- **Racial/Ethnic Identity:** *Prefer not to answer (15); Hispanic, Latina/o, or Spanish origin (92); White or European origin (55); Two or more races (12)*

Demographics

- **Sexual Orientation/Identity:** *Prefer not to answer (20); Straight (148); LGBTQ (8)*
- **Tenure:** *Less than 1 year (35); 1-5 years (86); 6-10 years (34); 11-15 years (14); 16 or more years (8)*
- **Functional Title:** *Senior leadership team and senior directors (8); Director level (12); Supervisor level (29); Direct support staff (87); Support staff (31); Other (9)*

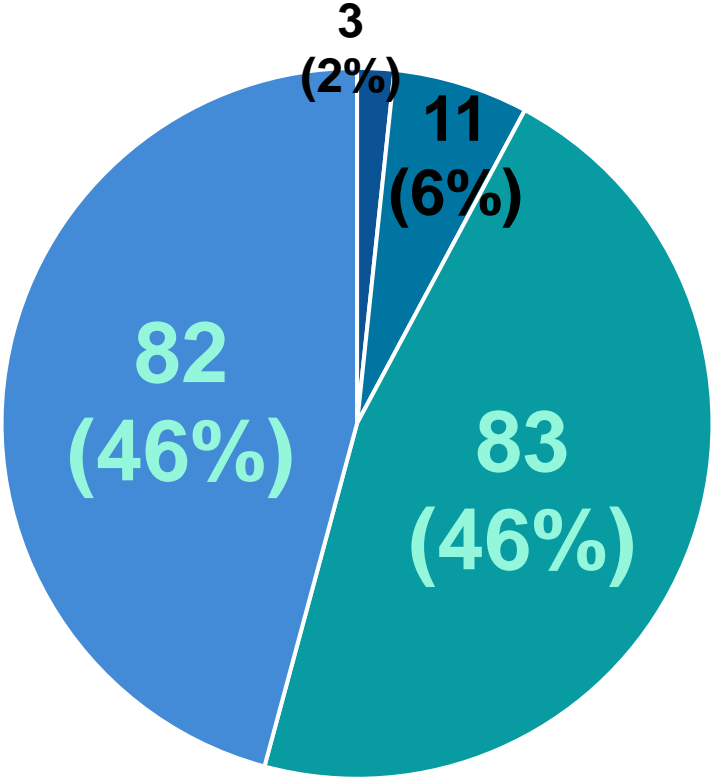
Over 90% of respondents agree or strongly agree that they can bring up problems and tough issues with colleagues.

n=179



Over 90% of respondents agree or strongly agree that their colleagues are supportive of their work.

n=179



Over 20% of Generation X respondents do not feel they can bring their whole self to work.

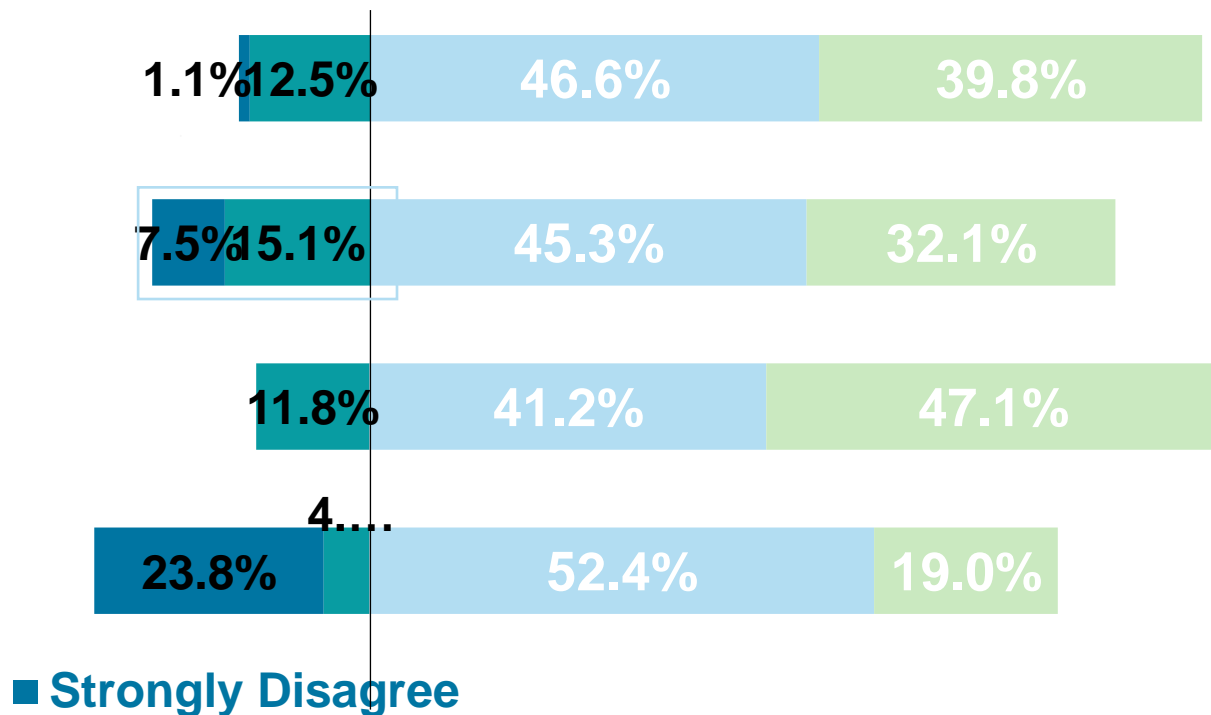
n=179

1980-present:
Millennials and...

1965-1979: Generation
X (53)

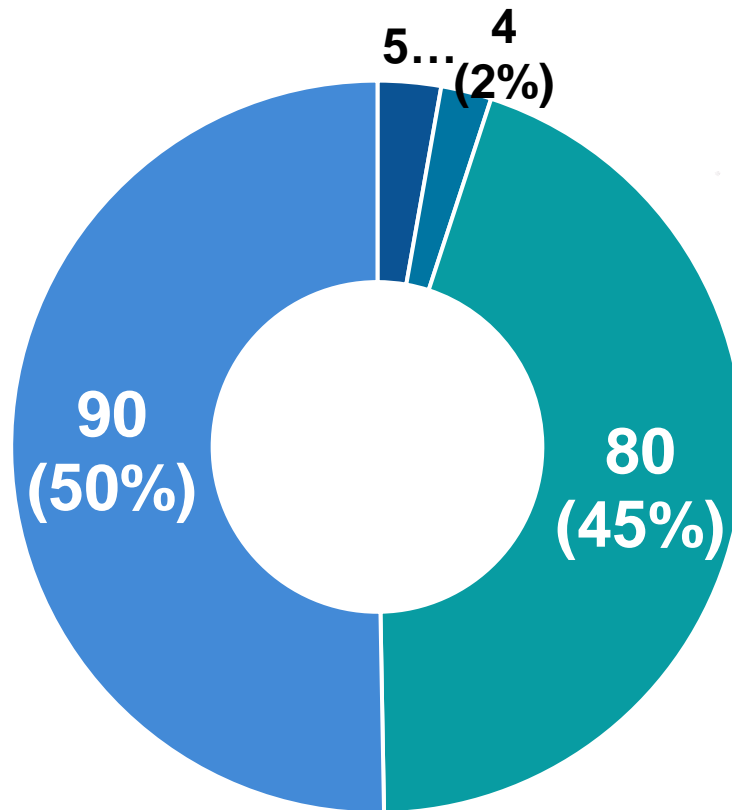
1946-1964: Baby
Boomers (17)

Prefer not to answer
(21)



95% of respondents agree or strongly agree that their values align with the mission and vision of this organization.

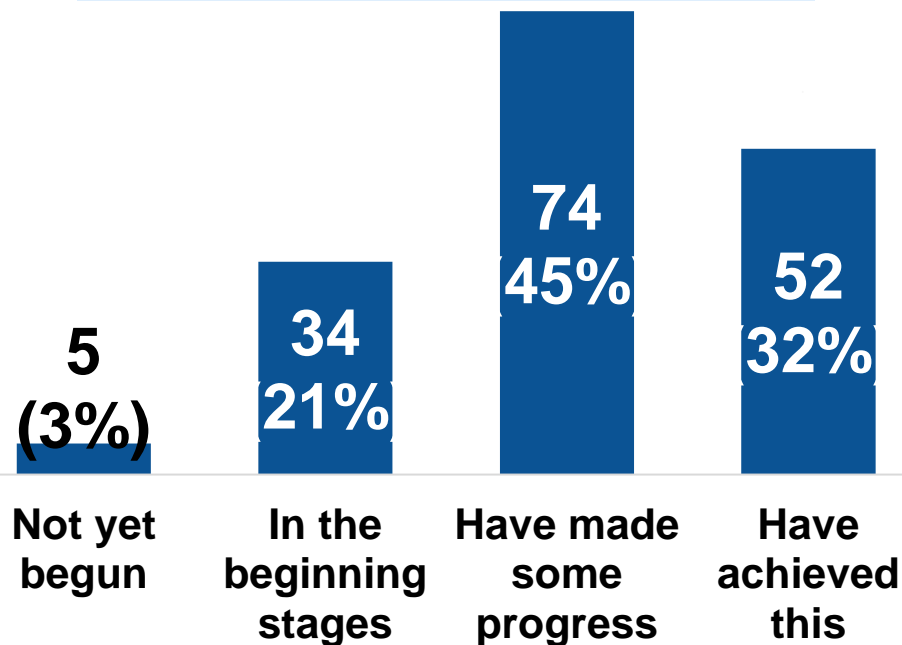
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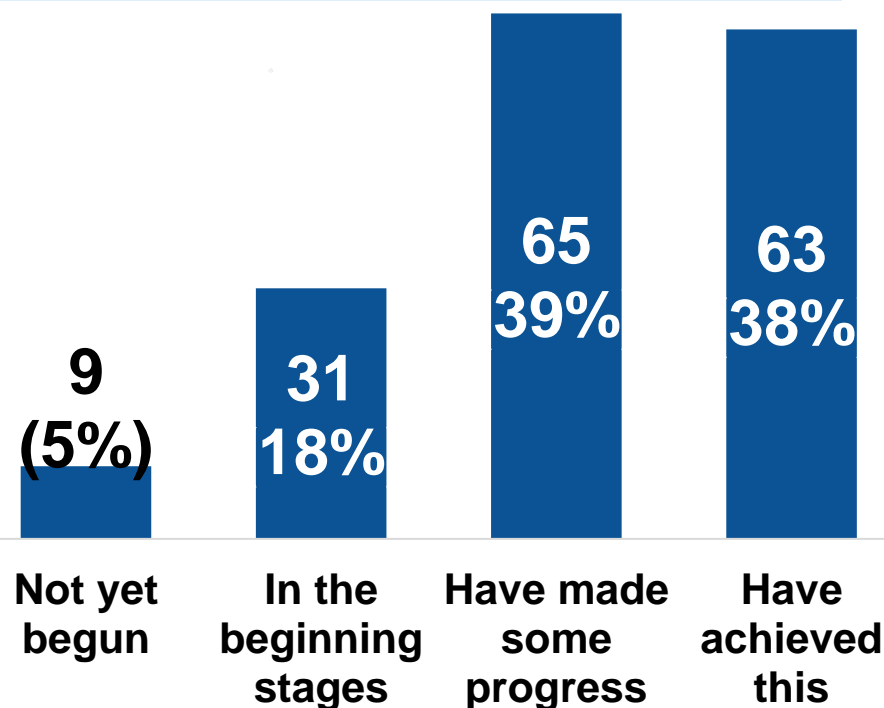
Strongly
Disagree
Agree
Strongly Agree

'Getting Started' steps in the journey to advancing equity within the organization

Establishing a shared vocabulary about equity, diversity, and inclusion (n=165)



Providing a safe space for continuous dialogue about equity, diversity, and inclusion (n=168)

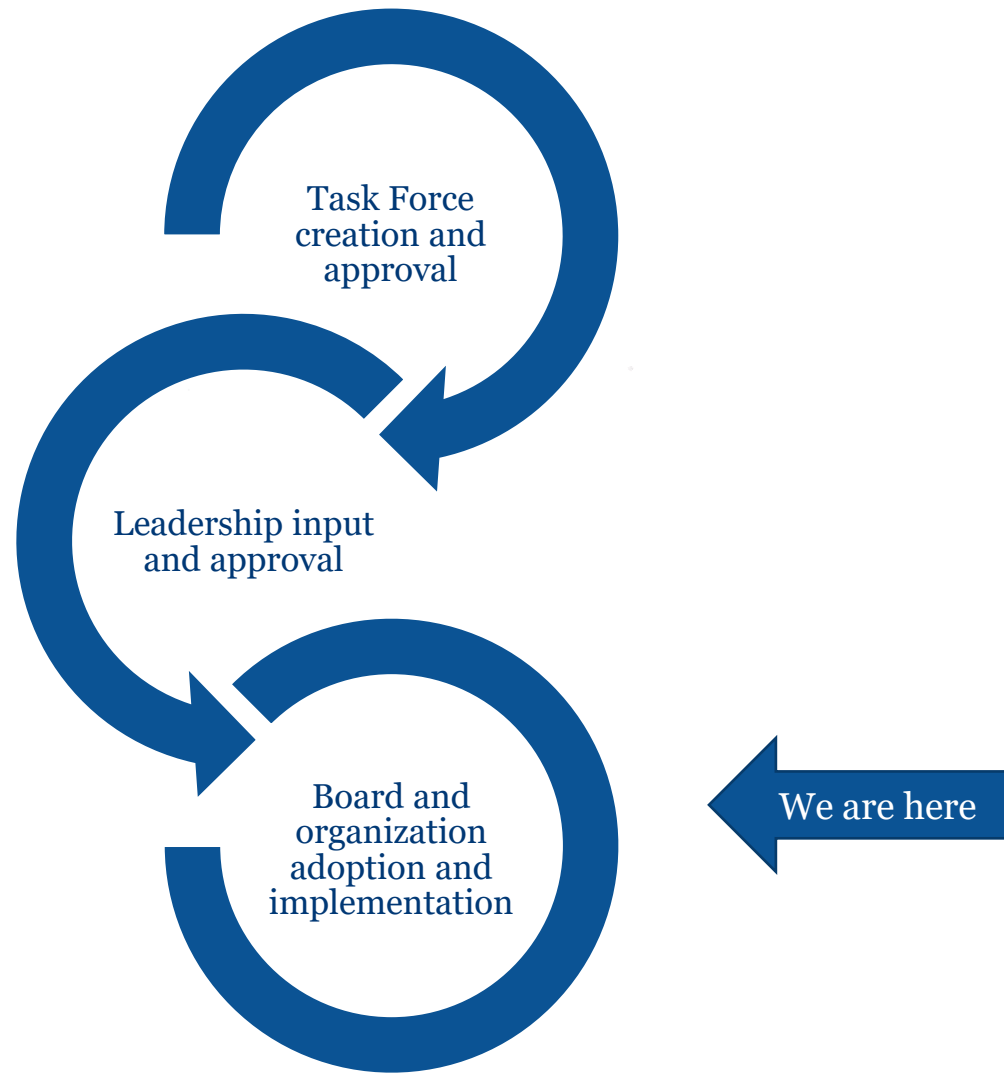


STRATEGIC VISION - CFR 2022

Goal	Action Steps/Timeline	Key Champion(s)	Outcomes/Updates
Create an EDI Statement that outline the antiracist practices and goals of the organization	<ol style="list-style-type: none"> 1. Revisit Values after statement is completed 2. Share Values with SLT/Board 3. Formal adopted by SLT and Board of Directors 3/03/2021 4. Share with all agency our EDI Values and Statement 3/19/2021 	<ul style="list-style-type: none"> • Task force • Marketing 	
Ensure that agency art, printed material, signs, website and images CFR uses are inclusive of people with disabilities, all races, ethnicities, gender identities.	<ol style="list-style-type: none"> 1. Identify process for program directors to evaluate and support changes. 2/28/2021 2. Create a bank of images that meet the communities we serve. 3/31/2021 3. Support program directors with completing any changes or updates to their material. 6/30/2021 	<ul style="list-style-type: none"> • Marketing, Directors 	

<p>Increase awareness and knowledge of Equity Diversity and Inclusion</p>	<ol style="list-style-type: none"> 1. Sharing Equity, Diversity and Inclusion adopted meaning. Nov 2020 1. Sharing feedback received from previous survey and then share Agency EDI Values and Statement 3/19/2021 1. Identify the Train the trainer model <ol style="list-style-type: none"> a. Bystander Intervention? 3/31/2021 1. EDI Model is rolled out presented to directors 4/07/2021 	<ul style="list-style-type: none"> • Task Force (Identify the process) • Marketing 	
<p>Develop more inclusive decision making and power sharing</p>	<ol style="list-style-type: none"> 1. Utilize Surveys to solicit staff input on an ongoing basis 1. Identify evidence based EDI Assessment -1st Qtr. PY 22 	<ul style="list-style-type: none"> • Margaret (CQI) • Task Force • HR • SLT 	

Roll out and Implementation of values statement



Strategy A: Continue to sustain and enhance an equitable, diverse, and inclusive EDI culture at CFR

Goal 1: Ensure an equitable, diverse, and inclusive workforce

Objective 1.1: Ensure that our workforce reflects the diversity of the population served			
Action: Formalize hiring matrices for all full-time and part-time talent acquisition processes	HR	March 2023	

Strategy A: Continue to sustain and enhance an equitable, diverse, and inclusive EDI culture at CFR

Goal 1: Ensure an equitable, diverse, and inclusive workforce

Objective 1.1: Ensure that our workforce reflects the diversity of the population served			
Action: Formalize hiring matrices for all full-time and part-time talent acquisition processes	HR	March 2023	

Objective 1.2: Create connection and a sense of belonging for all employees			
Action: Expand onboarding processes to ensure all employees feel welcome and have the information needed to succeed at CFR. Develop internal mentorship and job shadow programs to enhance professional development efforts	Program Directors	March 2023	
Action: Create a CFR Leadership Development Program to provide employees opportunities to learn leadership skills and advance in their careers	HR/Management	Quarterly beginning Summer	

Goal 2: Ensure that the organization prioritizes EDI principles and practices

Objective 2.1: Measure impact of EDI activities and engage in continuous quality improvement			
Action: Quarterly document and report on progress towards Action Plan goals to management and key staff	EDI Task Force	Quarterly, ongoing	
Action: Create an annual report by management to CFR board summarizing results and positioning the agency for subsequent EDI work	Management	Annually	

Objective 3.1			
Action: Strive to utilize vendors with diverse staff and an explicit commitment to EDI, e.g., legal firms, consultants, providers of services, accounting firms, venues for meetings and events	Board	Ongoing	
Action: Sustain agency ESG investment guidelines policy	Board	Ongoing	

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Questions?

