

Neighborhood and Community Services

Equity, Diversity and Inclusion Initiative



INTRODUCTION

Equity, diversity, and inclusion in human services funding matters because social outcomes disproportionately affect people of color and the poor. It matters because of inequitable access to services and because a root cause of injustice is racism. NCS will examine its practices while requiring contractors to do the same.



Equity

Is a state of justice, fairness, and impartiality in procedures, processes, and the distribution of resources by institutions or systems

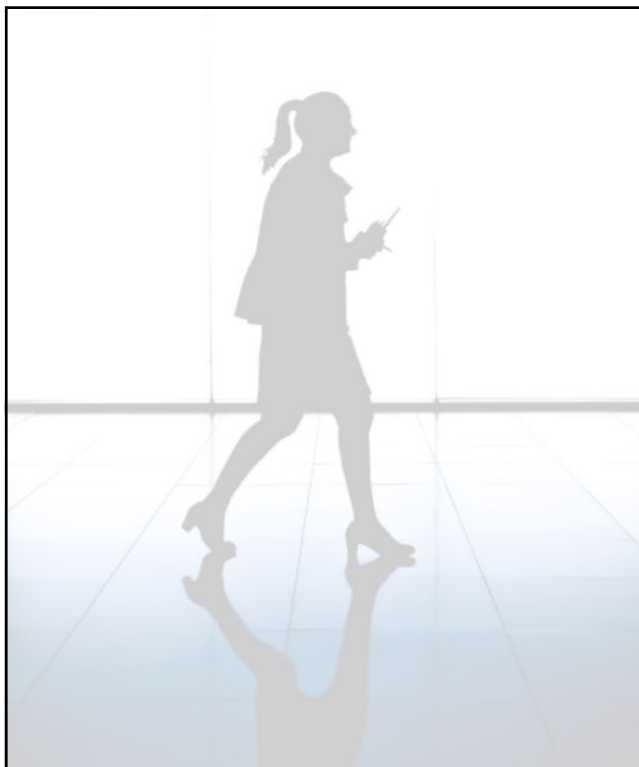


Inclusion

Is the quality of experiences and degree to which underrepresented individuals are able to fully participate in decision making processes within an organization or groups

Diversity

Is defined to encompass the demographic mix of a collection of people



THE PROBLEM



Level of
Service



Relevancy
and
Method



Access

Factors that limit equity are: strategies that have proven to work for the under-served are in short supply; mainstream services tend to be cookie-cutter approaches that reflect equality not equity, and the location and times offered limit diversity.

THE SOLUTION



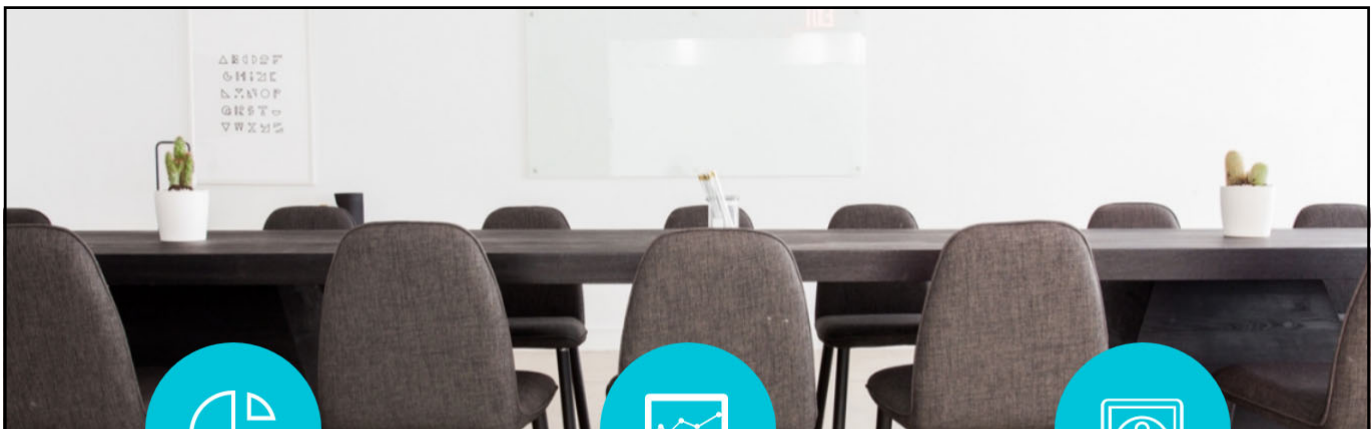
Option 1 -
Lead - We
have a plan



Option 2 -
Formalize -
We need a
plan



Option 3 -
Engage -
What is EDI



Lead

Providers share
innovations,
learnings, and
keys to
embedding equity
in their work.



Formalize

Providers develop
and document a
will and skill to
address EDI in
their work.



Engage

Providers learn
the importance of
EDI and how it
can ensure their
sustainability.

The Approach



NCS

EDI strategy concurrent to requirements for contracted providers.

REVIEW PLANS, DATA, PRACTICES** A review of current equity plans/goals, relevant data, practices and polices is conducted for Lead participants and NCS.	REPORT** Lead, Formalize, Engage and NCS will report on the progress of their EDI efforts at 6-month increments.	EXPOSE invite guest speakers and EDI experts to convenings and the annual summit to expose providers to continued education on EDI. Formalize participants will have 3 EDI Intensives in 2019.	ANNUAL EDI SUMMIT NCS and providers will form an ad-hoc committee to design an annual summit focused on EDI.	CAPTURE** NCS will codify and catalog equitable practices proven to work as reported by providers. The catalog will be designed and developed during this pilot year. COT's Equity Index and the SPARC Report will serve as references to ensure that EDI practices and strategies align with current City efforts.
	KEY RESOURCES Articles, books, web-resources, blogs, experts, consultants, etc will be made available for continuing education.		CONNECT After a year of learning, Lead participants are paired with Engage participants to foster mentorship and peer to peer learning.	
CONVENE** Lead participants will convene every other month to share learnings, innovations and practices related to EDI. Each participating agency is spotlighted and shares what they are doing to address EDI. NCS and Metro Parks Tacoma will convene as a Community of Practice to embed EDI in the Interlocal Agreement.			COACH** Lead, Formalize, and Engage participants will be provided technical assistance. Lead, Formalize and Engage participants will receive up to 1 hour of coaching monthly upon request. NCS will receive up to 5 hours of coaching/consultation monthly.	