



2025 DABSJ EDI Committee Annual Plan

Results Statement: *Who are we working to impact (our “customers”)? What is the state of wellbeing or quality of life we want to see for this group(s)?*

DABSJ will be an environment where all customers will experience respect and partnership in their work with our team. All customers and employees will experience DABSJ as an environment where their authentic selves and lived experiences are valued and celebrated.

Tactics

How will we accomplish our result?

1. Rollout training plan for 2025.
2. Required baseline trainings for new employees, except for programs where the trainings are already required by their contract.
3. Encourage EDI [SELF](#) Reflection Sessions in response to Current Events and Community Topics that may be impactful to employees and clients.
4. Annually review all suggested changes to policies and forms to ensure practices align with the best EDI practice in the sector.
5. Create and maintain a culture of acceptance and transparency by maintaining active engagement in Sub Committee(s) and community events.
6. Continue the All Children All Families workgroup to elevate LGBTQ+ inclusion in child welfare.
7. Continue to collaborate with all employees regarding cultural awareness and recognition with rotating facilitators.
8. Create ways for all employees to engage in EDI efforts.
9. Identify and implement strategies for recruitment of diverse employees
10. Identify and implement strategies for recruitment of diverse resource families.

Performance Measures

How well are we meeting this result? What data will help us determine how we’re doing?

- % Of employees who feel they can bring their authentic self to work
- % Of employees who feel their supervisor provides the tools, skills, and resources to achieve their professional development goal.
- % Of employees who feel they have gained tools during their offered trainings that they could implement in their role.
- DABSJ will demonstrate a 5% increase in employee diversity.
- DABSJ will demonstrate a 5% increase in resource family diversity.
- % Of customers who affirm that “DABSJ staff accept me for who I am.”