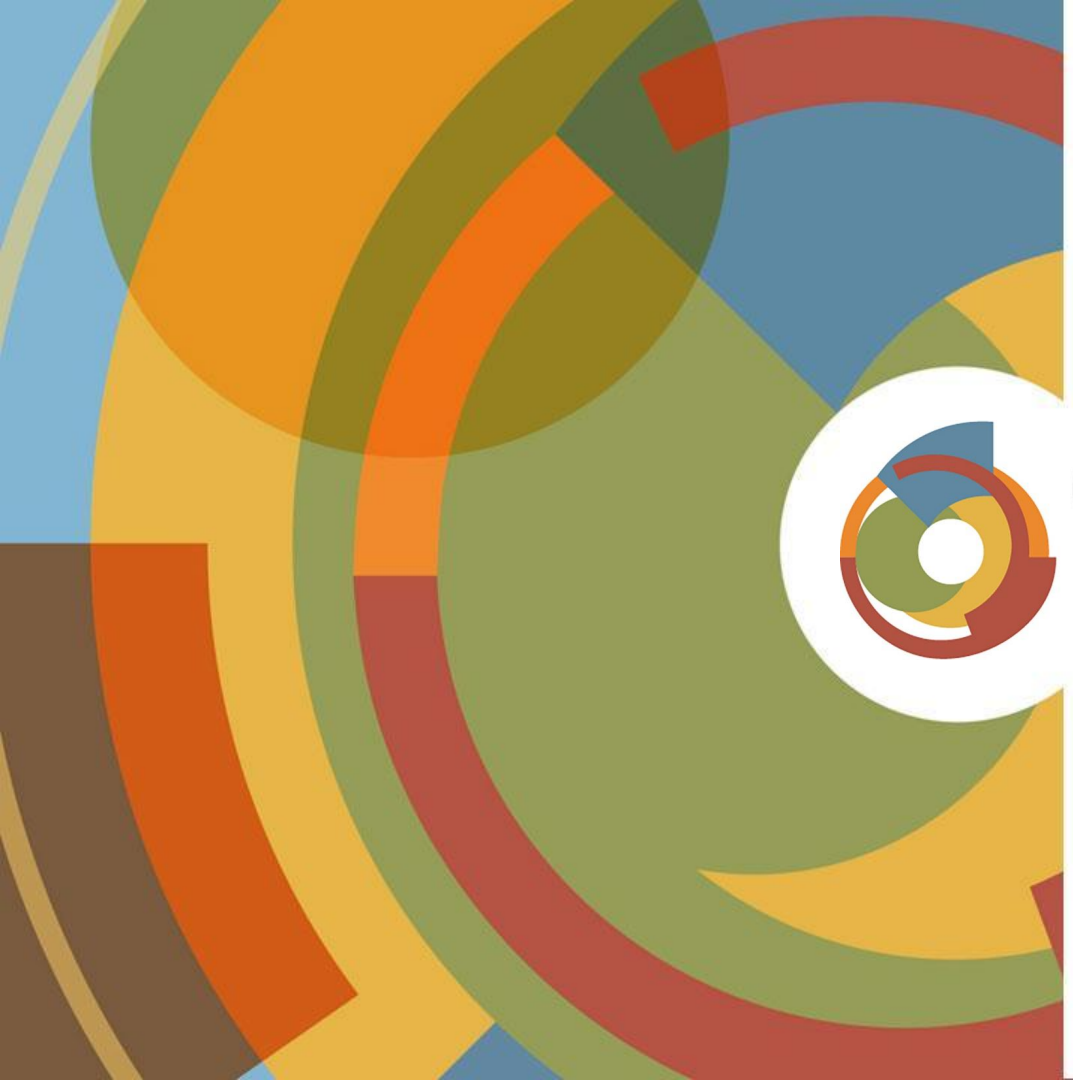

# CCSI

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# Objectives:

1. What is CCSI?
2. Timeline of Events and Stakeholders
3. Anti-Racist Code of Practice Core Committments
4. Goals, Pitfalls, Questions
5. Closing Remarks
6. Breakout Rooms

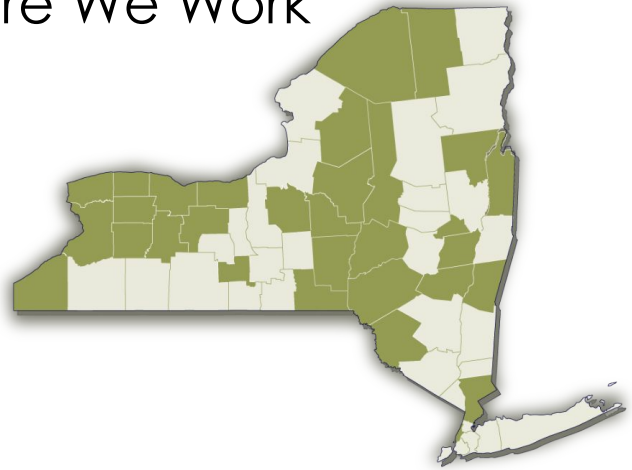
# Acknowledgements:


- Nancy Sung Shelton, M.A - Senior Consultant, Cultural Competence & Health Equity - NShelton@ccsi.org
- Lenora Reid-Rose, MBA - Senior Director, Strategic Initiatives & Racial Equity - LReid-Rose@ccsi.org
- Kesha Carter, M.S, CDP, PHR - Chief Diversity Officer - KCarter@ccsi.org
- Anne Wilder, M.S - CCSI President & CEO - awilder@ccsi.org

# Who We Are

For more than 25 years, CCSI has partnered with organizations across NYS to provide the specialized management services, technical assistance, and implementation support needed to deliver innovative, high quality services across the behavioral health and human services delivery systems.

# Where We Work



# What We Offer

**Business Management**

Essential business supports you need to run your organization successfully

**Consulting**

Strengthening practice
Data Analytics/Quality Improvement
Demonstrating sustainable impact

**Program Management**

Complete solutions that provide talent and infrastructure to propel your programs and services forward

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- Collaboration
- Excellence in Customer Service
- Diversity & Inclusion
- Honoring People and Their Work
- Integrity
- Individualized Work/Life Integration
- Innovation
- Community Connectedness

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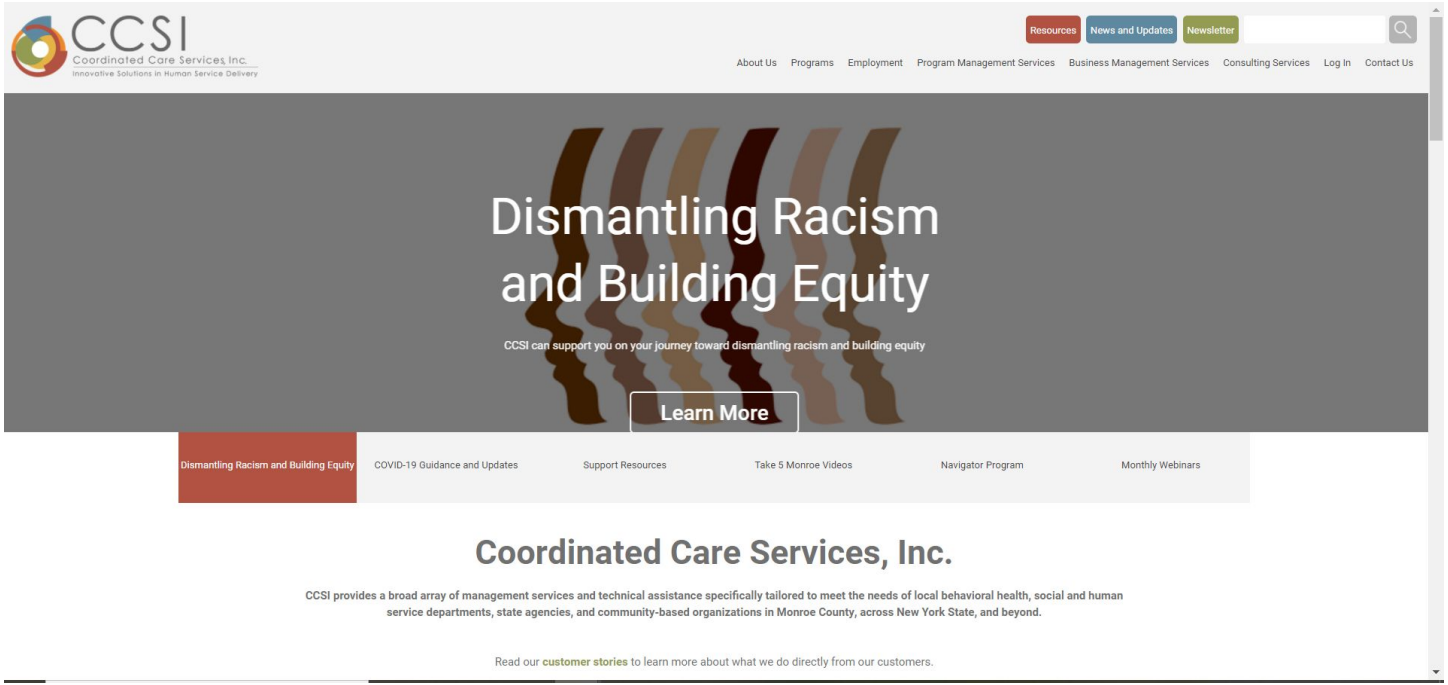
# Want to Know More?

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# Definition of Racism

**Racism:** The marginalization and/or oppression of people of color based on a socially constructed racial hierarchy that privileges white people.

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# Definition of Systemic Racism

**Systemic Racism:** A combination of systems, institutions and factors that advantage white people and for people of color, cause widespread harm and disadvantages in access and opportunity. One person or even one group of people did not create systemic racism, rather it: (1) is grounded in the history of our laws and institutions which were created on a foundation of white supremacy;* (2) exists in the institutions and policies that advantage white people and disadvantage people of color; and (3) takes places in interpersonal communication and behavior (e.g., slurs, bullying, offensive language) that maintains and supports systemic inequities and systemic racism.

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# Definition of Institutional Racism

**Institutional Racism:** "Formal or informal structural mechanisms, such as policies and processes that systematically subordinate, marginalize, and exclude non-dominant groups.

Huber, L.P., & Solórzano, D.G. (2014). Racial microaggressions as a tool for critical research. *Race Ethnicity and Education, 18*(3), 297-320. doi: http://dx.doi.org/10.1080/13613324.2014.994173

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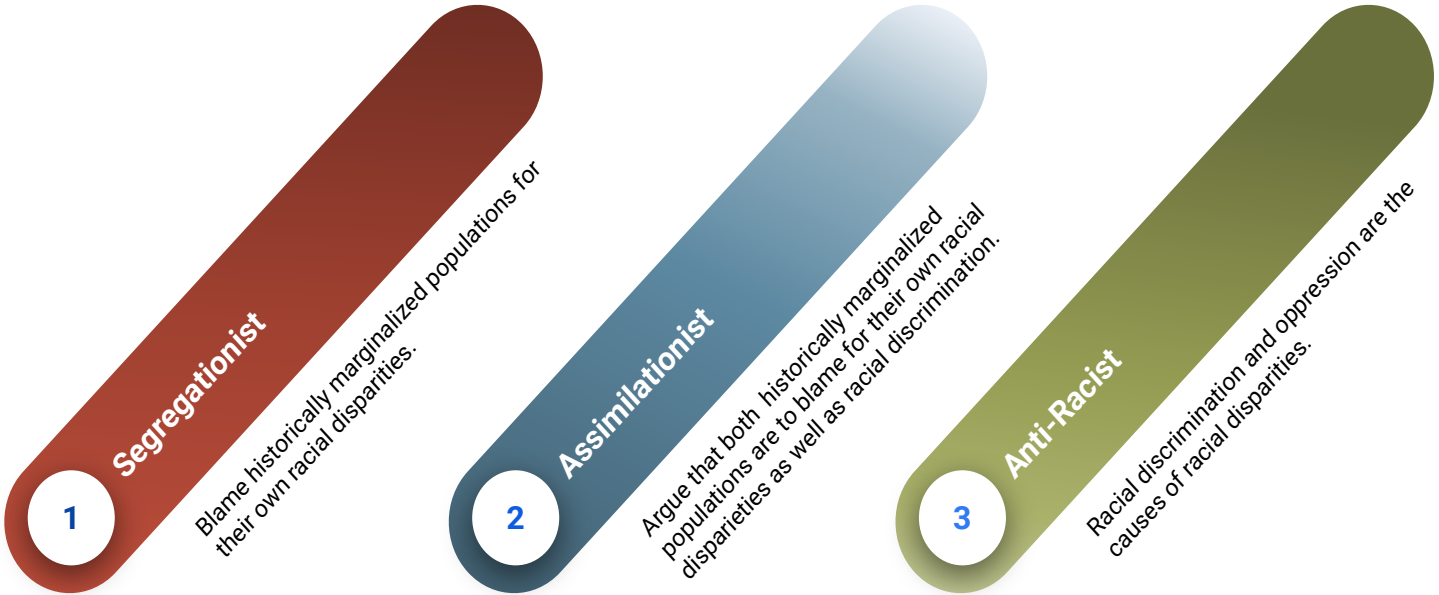
# Anti-Racism

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# Why is This Important?

ABOLISH RACISM

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# It’s Time to Put Theory to Practice

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~~It's Time to Put Theory to Practice~~

It's Time to ACT on the TRUTH

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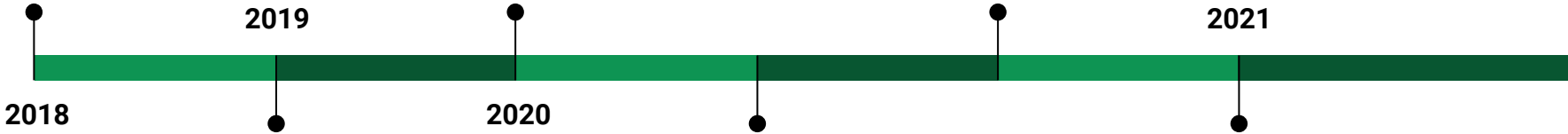
# Timeline of Events




**2018**

Chief Diversity Officer, Kesha Carter Hired

**2019**

- Recruitment Strategies: Educational Equivalencies
- Updated organizational statement of commitment to being an anti-racist organization (present in job postings)

**2020**

**May 25th -** Murder of Geroge Floyd

Nancy begins her research

**October, 2020**

Lenora, Kesha, and Nancy created drafts and multiple revisions of the Code of Practice

**2021**

**January, 2021**

Presented to REJII

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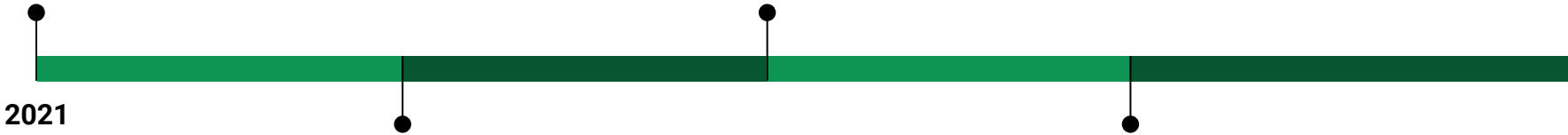
# Timeline of Events

**February 2021**

Presented to CCSI Board of Directors

**May**

Final Revisions and approvals




**February 8th**

Hiring the Talent and Culture Specialist

**Late June, Early July**

Official launch of the Anti-Racist Code of Practice attatched to the Code of Buisness Ethics.

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# Stakeholders Involved

- Nancy Sung Shelton, M.A - Senior Consultant, Cultural Competence & Health Equity
- Lenora Reid-Rose, MBA - Senior Director, Strategic Initiatives & Racial Equity
- Kesha Carter, M.S, CDP, PHR - Chief Diversity Officer
- Anne Wilder, M.S - CCSI President & CEO
- CCSI Board of Directors
- Executive Leadership Team
- Racial, Equity & Justice Initiative (REJI)

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# Anti-Racist Code of Practice: Core Commitments

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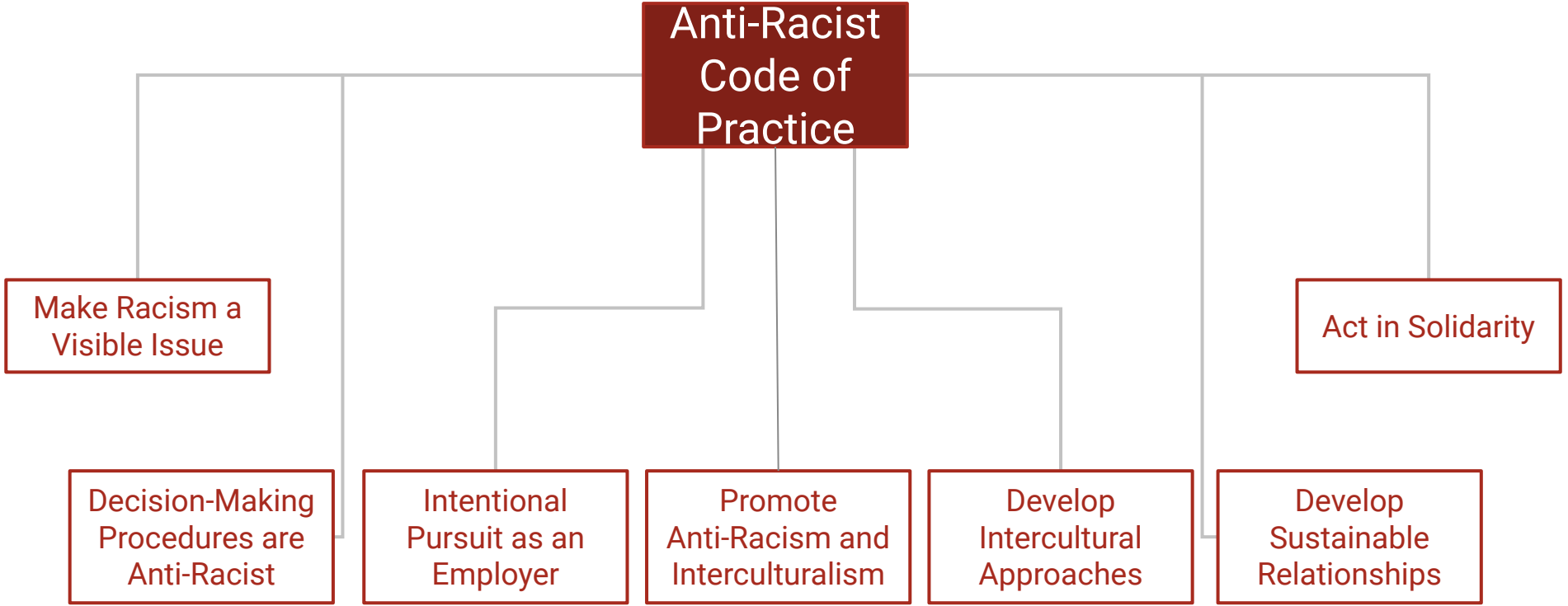


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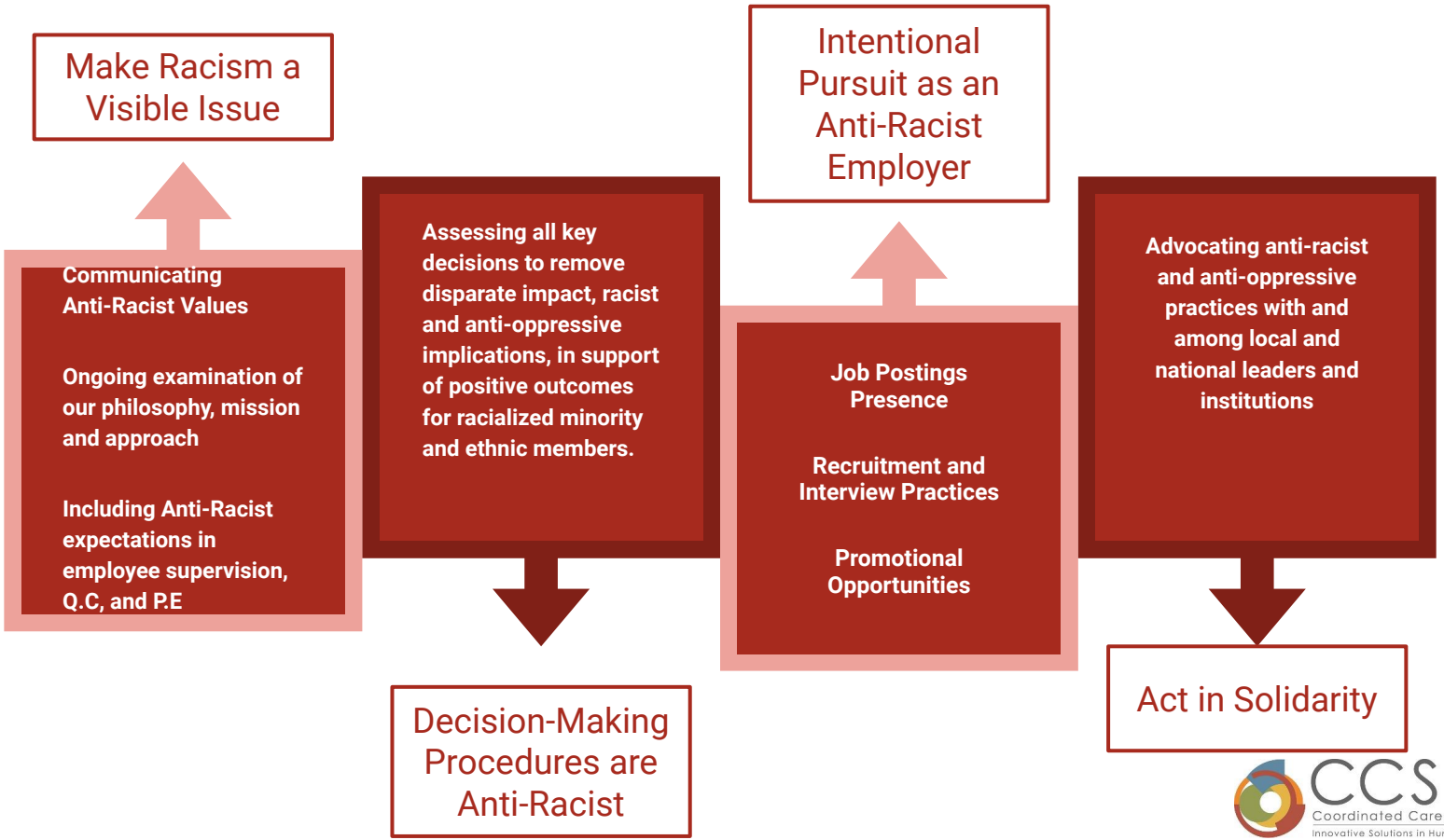


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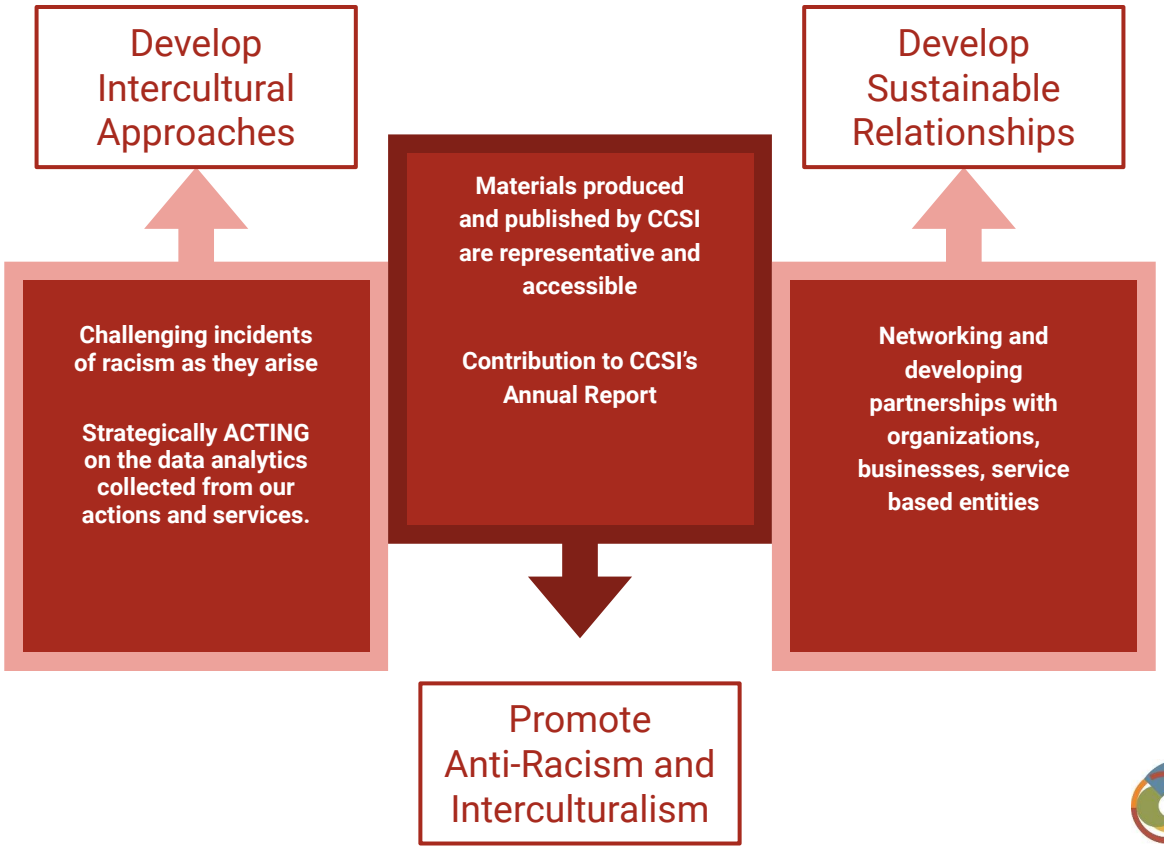


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# Immediate Goals

- Education of our workforce about the different types of racism and CCSI's commitment to making racism a visible issue

- Develop and organize a plan that will inform the work of REJI
  - Strategic plan using the Anti-Racist Code of Practice as a framework with actionable items

- Develop and launch our data collection efforts
  - How do we know that we are successful?

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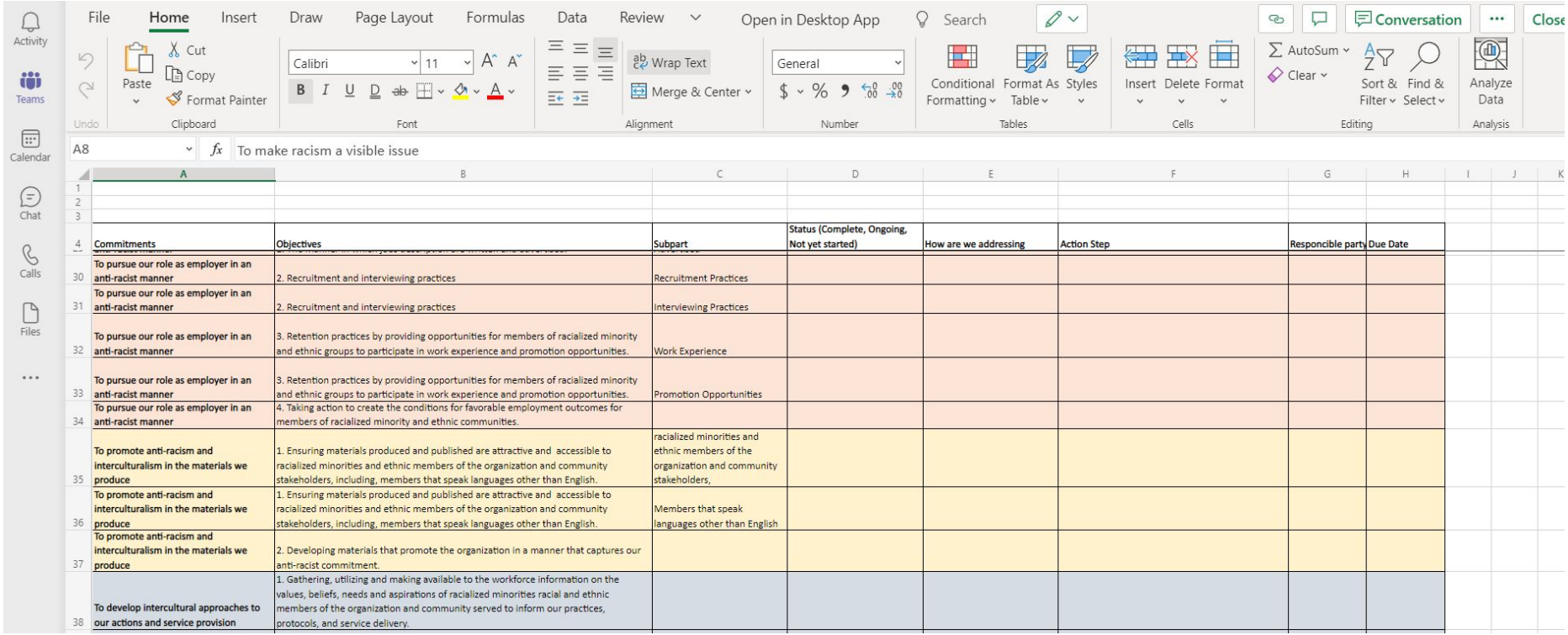

| Commitments | Objectives | Subpart | Status (Complete, Ongoing, Not yet started) | How are we addressing | Action Step | Responcible party | Due Date |
|---|---|---|---|---|---|---|---|
| To pursue our role as employer in an anti-racist manner | 2. Recruitment and interviewing practices | Recruitment Practices | | | | | |
| To pursue our role as employer in an anti-racist manner | 2. Recruitment and interviewing practices | Interviewing Practices | | | | | |
| To pursue our role as employer in an anti-racist manner | 3. Retention practices by providing opportunities for members of racialized minority and ethnic groups to participate in work experience and promotion opportunities. | Work Experience | | | | | |
| To pursue our role as employer in an anti-racist manner | 3. Retention practices by providing opportunities for members of racialized minority and ethnic groups to participate in work experience and promotion opportunities. | Promotion Opportunities | | | | | |
| To pursue our role as employer in an anti-racist manner | 4. Taking action to create the conditions for favorable employment outcomes for members of racialized minority and ethnic communities. | | | | | | |
| To promote anti-racism and interculturalism in the materials we produce | 1. Ensuring materials produced and published are attractive and accessible to racialized minorities and ethnic members of the organization and community stakeholders, including, members that speak languages other than English. | racialized minorities and ethnic members of the organization and community stakeholders, | | | | | |
| To promote anti-racism and interculturalism in the materials we produce | 1. Ensuring materials produced and published are attractive and accessible to racialized minorities and ethnic members of the organization and community stakeholders, including, members that speak languages other than English. | Members that speak languages other than English | | | | | |
| To promote anti-racism and interculturalism in the materials we produce | 2. Developing materials that promote the organization in a manner that captures our anti-racist commitment. | | | | | | |
| To develop intercultural approaches to our actions and service provision | 1. Gathering, utilizing and making available to the workforce information on the values, beliefs, needs and aspirations of racialized minorities racial and ethnic members of the organization and community served to inform our practices, protocols, and service delivery. | | | | | | |

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# What is Happening Now?

- Growth of our Racial, Equity, and Justice Initiative (REJI) Committee
  - SRI - Change Teams - REJI - Racist Interrupters
    - Urban League of Rochester - https://www.urbanleagueroc.org/interruptracism )
  - CCSI Board Members, Executive Leadership, Workforce, CCSI Customers
  - Workplan Table created to keep track of the work we are doing and how it connects with the core committments of the Anti-Racist Code of Practice.

- Talent and Culture Team
  - Chief Diversity Officer - Kesha Carter
    - Hired in 2018 - Direct result of Executive Leadership team involvement in SRI
  - Chief Human Resource Officer - Barbara Marianetti DesRosiers
  - Chief Compliance Officer - Maryjoan Case
  - Talent and Culture Specialist - Terrell Smith
    - Hired in February 2021

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# What is Happening Now?

- Recruiting and Retention
  - Educational Equivalencies
  - How do we support the growth of our workforce?
  - Interview Template
    - Consistency and structure
    - Fairness

- Data Analytics
  - Review of Annual Workforce Survey Data
  - Potential survey specifically designed for DEI purposes
  - Review of Applicant Data
  - Review of Exit Interview and Turnover Data

# What is Happening Now?

- Consulting Services - Cultural Competency Team
  - Lenora Reid-Rose, MBA - Senior Director, Strategic Initiatives & Racial Equity - LReid-Rose@ccsi.org
  - Nancy Sung Shelton, MA - Senior Consultant, Cultural Competence & Health Equity - NShelton@ccsi.org
  - Betty García Mathewson -Senior Consultant, Equity and Social Justice - BGarciaMathewson@ccsi.org
    - The Prevention, Access, Self-Empowerment and Support (PASS) Program
    - Poverty Simulation
    - Community Stakeholder Forums - “Voice Your Vision”
    - Cultural Competency Training
    - Consulting
- DEI Team
  - Kesha Carter, CDP, PHR - Chief Diversity Officer - KCarter@ccsi.org
  - Terrell Smith, MS - Talent and Culture Specialist - TSmith@ccsi.org
    - Joining Team Meetings
    - Informational Sessions
    - DEI Related Connection & Newsletter Entries
    - Networking with other organizations
    - Facilitated Conversations
    - Training (Internal)
- CCSI Conference Committee

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# Potential Pitfalls

1. Confusion/Misunderstanding
   a. Why are Kesha and Terrell joining our meeting?
   b. This is not a one step process
2. Potential for supervisors and workforce members who do not agree and will refuse to participate in the direction we are heading
   a. Will they sign the attestation?
   b. How do we hold each other accountable?
3. Training Participation
4. Customers who do not align with our mission and values

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# Questions that Remain

- Accountability
  - What does that look like?
  - How do we hold each other accountable even during the most difficult times?
- How are we positioning ourselves as an organization:
  - Where people want to work?
  - Where we continuously support the growth of the workforce and community?
  - An intentional organization committed to racial justice and equity?
- Who are the customers we are currently work with? vs. Who should we be working with?

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# Questions that Remain

- How do we continuously elevate ourselves as an Anti-Racist Organization?
- How do we keep this sustainable?
- What do we need to abolish to progress with our evolution?

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# Closing Remarks

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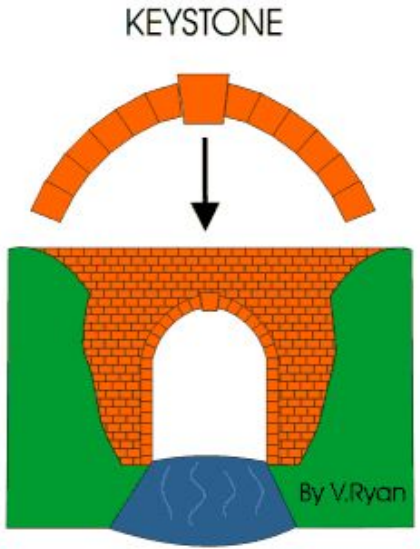


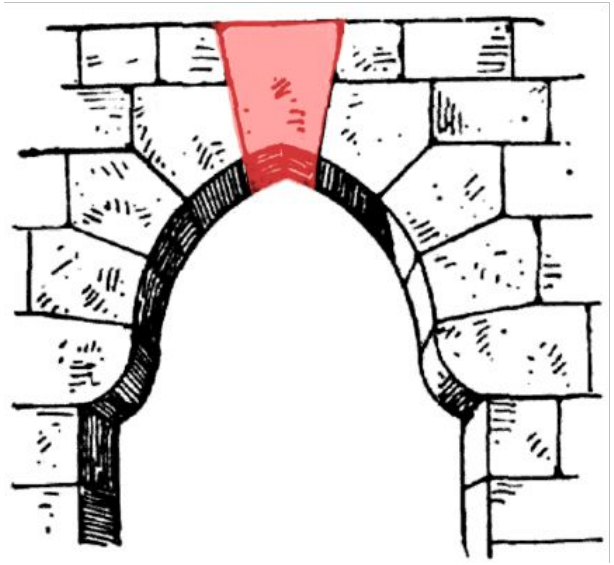

Keystone:

1. A central stone at the summit of an arch, locking the whole together.
2. The central principle or part of a policy, system, etc., on which all else depends.

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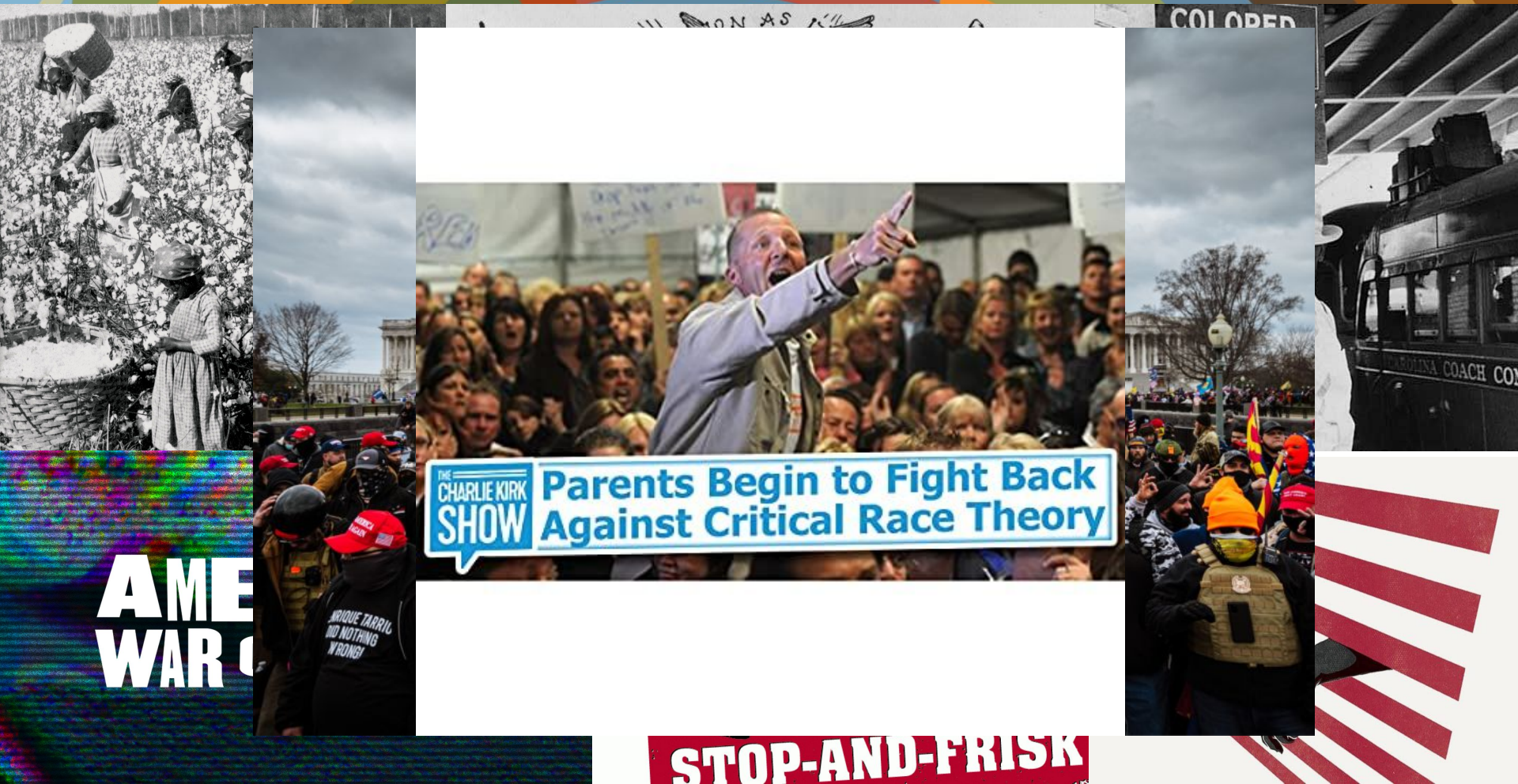
THE CHARLIE KIRK SHOW
Parents Begin to Fight Back Against Critical Race Theory
COLORED
STOP-AND-FRISK

# It’s Time To Put Theory To Practice

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~~It's Time to Put Theory to Practice~~

It's Time to **ACT** on the **TRUTH!**

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# Thank you

Terrell Smith
Talent and Culture Specialist
tsmith@ccsi.org

# Breakout Room Discussions

Room 1

1. How would a Code of Practice work in our organization?
2. How would we integrate this work into our organizational systems?

Room 2

1. How do we develop leadership understanding and support?
2. What are the operating outcomes of the Code that we plan to achieve?

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