

TIDES FAMILY SERVICES RACIAL JUSTICE THEORY OF CHANGE

DESIRED RACIAL EQUITY OUTCOME:

Tides Family Services, in agreement with our Agency's and the Lasallian Mission, will be a welcoming environment to all (clients/staff/community) that prioritizes diversity, inclusion, and intentionally creates opportunities for change at the individual, agency, and community levels.

PRIORITIES:

1. A culturally and linguistically diverse workforce and leadership team that reflects the community and population served.

A. RECRUITMENT

- i. TFS will prioritize recruitment of a diverse workforce that is reflective of the community and populations served to fill positions at all levels.
- ii. Promote language justice in the provision of services by continuing to offer a pay rate differential for staff who are bi-lingual.
- iii. Create and/ or expand partnerships with organizations that assist and advocate for systems change that empowers a more diverse workforce.
- iv. TFS will practice salary transparency, ensuring accountability and pay equity to all staff doing the same work regardless of gender identity, race, religion, national origin, disability, veteran status, or any other identifying factors.

A. STAFF DEVELOPMENT/ADVANCEMENT

- i. TFS will create career ladders and lattices including apprenticeship opportunities that allow for frontline staff to receive the on the job training required to advance to management and leadership positions within the agency.
- ii. Prioritize the use of unrestricted dollars to provide employees with tuition reimbursement and/or student debt forgiveness.

iii. Develop staff training and enrichment programs to strengthen staff advocacy skills to speak out against oppression and expand knowledge and appreciation of the diverse client base served by TFS.

iv. TFS will support a BIPOC staff mentorship program aimed at engaging and supporting BIPOC staff members.

v. TFS will provide financial support, work time, and additional resources to Employee Support Groups focused on celebrating diversity, amplifying marginalized voices and addressing intersectional issues.

2. Mission driven service delivery that is continually influenced by client voice.

A. REPRESENTATION OF THE POPULATION SERVED ON THE BOARD OF DIRECTORS

- i. At least twenty five percent of the Board of Directors will be current or former service recipients and/or a family member of a current or former service recipient.

A. EXPANDED SURVEYS/MBC

- i. Expand on existing pathways to provide genuine, real time stakeholder feedback.

A. COMMUNITY ENGAGEMENT

- i. Offer consistent engagement activities within the community to inform needs assessments in the evaluation of existing programs and the development of new programs.

3. Intentionally break down barriers to expanded access to education and preventative services for all children and families.

A. DIVERSION PROGRAMS

- i. Prioritize the expansion of Children's Mobile Crisis Response to divert youth, caregivers, and schools from relying on police and other rescue services to manage behavioral health crises.
- ii. Advocate for an equitable rate setting process to allow for the expansion of diversion services.
- iii. Advocate for non-traditional pathways for youth to access diversion services.

PRIORITIES:

B. DECREASE BARRIERS TO ACCESSING A HIGH QUALITY EDUCATION.

- i. Advocate for The Tides School to become an Independent School Program.
- ii. Continue to prioritize educational advocacy as a core component of TFS programming.
- iii. Allocate Agency resources to allow for pro-bono educational advocacy to youth facing educational disparities.

C. CLINICAL WORK EMBRACES DIVERSITY AS A LEARNING EXPERIENCE FOR STAFF AT ALL LEVELS ACROSS THE AGENCY.

- i. Develop more inclusive client paperwork and assessment tools that meet the cultural and linguistic needs of the populations served.
- ii. Create updated assessment tools to deepen staff understanding of impacts of diversity and oppression.
- iii. Allocate agency resources to support staff lead diversity efforts.
- iv. Review policies and procedures to identify opportunities to be more inclusive replacing dated and biased language and approaches to our clinical work.