



# December 2021 DEI Newsletter

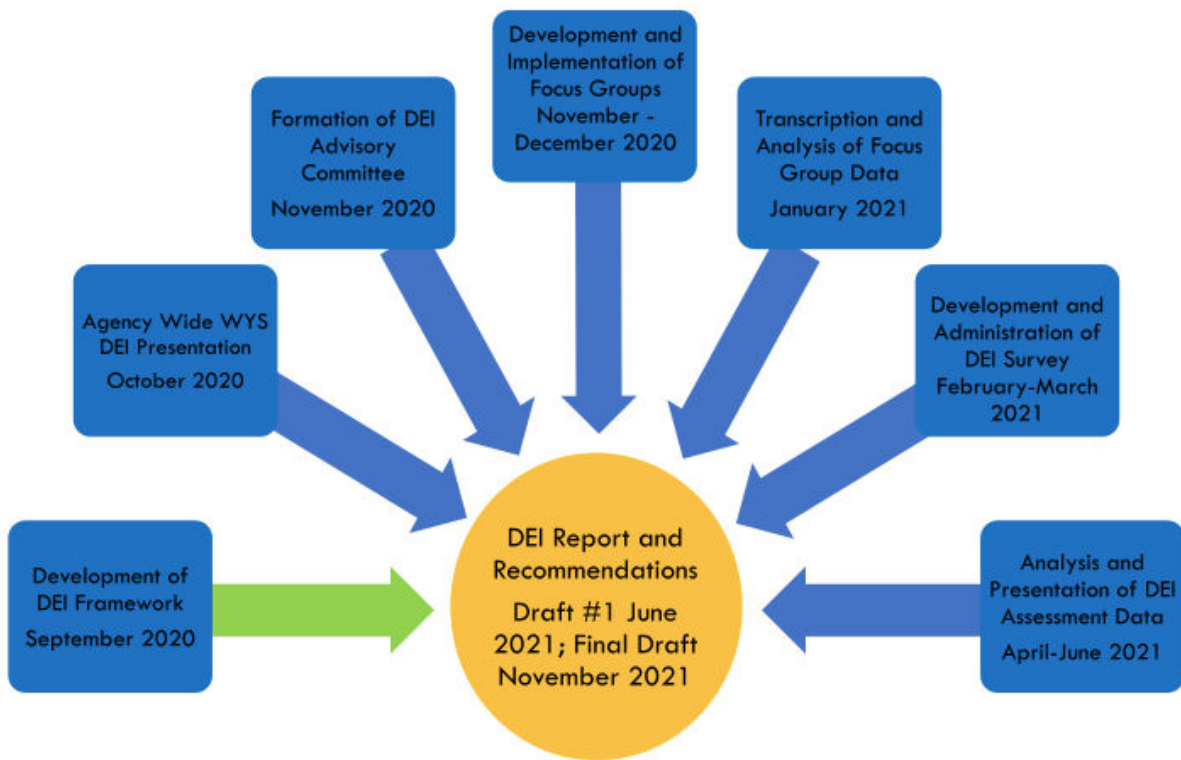
## Belonging & Inclusion

*“We will be really misled if we think we can change society without changing ourselves.” - Alice Walker.*

### DEI Report Highlights

In each DEI newsletter, we will take a section of the final DEI report to highlight in hopes of making the report more reader friendly and accessible. This edition we are highlighting our initial timeline, conceptual framework, and overarching takeaways from our final report. Stay tuned for future newsletters that will cover additional sections of our final DEI report.

The graphic below includes our DEI timeline from our initial work with WYS to the completion of the final report.



Conceptual Framework:

We began with an Appreciative Inquiry (AI) Model that focused on understanding the agency’s DEI strengths and what is working within WYS. Our approach focused on building on the strengths of WYS, while also identifying areas for growth and further development. As we conceptualized our work for a comprehensive assessment, we developed the following 2x3 table, specifically for use with WYS. The framework below guided our work from our initial conceptualization, to the development of our focus groups questions and process, and ultimately in the creation of the DEI assessment survey we sent out agency-wide. The framework functions to make sure that we are considering DEI factors as comprehensively as possible in the evaluation and consultation work. The framework helped us examine three interrelated areas including individual, relational, and systemic factors both within and external to WYS. In the various areas of our assessment, we included components of the table below through questions in the focus groups and in our assessment.

	<b>Internal WYS (Within the Organization)</b>	<b>External WYS (Services to Clients and Community)</b>
<b>INDIVIDUAL: Identity and Attitudes</b>	Implicit bias, privilege, racial colorblindness, identity of staff members	Emotional impact of client oppression-related experience (stress, trauma), Diversity-related identities and attitudes
<b>RELATIONAL: Interpersonal Interactions</b>	Microaggressions, intercultural communication within WYS	Therapist-client relationship and interactions; diversity interactions in client's daily life
<b>COLLECTIVE/SYSTEMIC: -Organizational -Community -Societal</b>	Policies and practices, accountability; Diversity climate at work; Representation and inclusion; Sense of Community and Belonging	Access and responsiveness of services; Culturally-responsive interventions; Relationship with community organizations; Sociopolitical dynamics and their impact on lives of people in communities served (e.g., deportation and detention)

Executive Summary:

The result of our DEI climate assessment indicated many strengths and some areas for future growth and development. The strengths included:

- A strong commitment to DEI issues;
- The creation of an LGBTQ+ committee;
- A commitment to training staff on DEI issues;
- Matching clinicians with communities served;
- Hiring a diverse staff; and
- Individual staff members expression of their commitment to continue to grow both personally and professional in their DEI awareness.

Areas for continued growth included:

- Create more opportunities where staff can engage in DEI conversations and express DEI-related concerns in safe spaces throughout the organization;
- Hire or designate a staff person dedicated to addressing DEI issues.
- Create more equitable policies and practices that are effective in developing, promoting and retaining BIPOC staff, as well as increasing representation of BIPOC in the leadership of the organization

Many of the issues that surfaced as areas of further growth and development were not atypical for many organizations. There is a desire to learn and facilitate communication around DEI issues, enhance inclusion and belonging, explore the relationship between unconscious biases and the prevention of practices that marginalize or discriminate against staff within WYS and those communities served.

## Belonging and Inclusion Video



## Resources on Belonging and Inclusion

### Links to online articles:

[Accountability - Webinar Recording - Harvard Business Publishing](#)

[Be Inclusive Every Day \(Infographic\) | Catalyst](#)

[Diversity Isn't Enough: Cultivating a Sense of Belonging at Work](#)

[Employees Share What Gives Them a Sense of Belonging at Work](#)

[What Does It Take to Build a Culture of Belonging?](#)

[The Problem of Othering: Towards Inclusiveness and Belonging](#)

### Downloadable PDFs:

[If I'm Comfortable Does That Mean I'm Included?](#)

["Pride and Prejudice" Pathways to Belonging](#)

[The Three A's of Inclusion](#)

### Videos:


[The danger of a single story | Chimamanda Ngozi Adichie](#)

[The Three A's of Inclusion: Awareness, Authenticity, and Accountability - Webinar Recording - Harvard Business Publishing](#)

### Self Assessment Questionnaire:

[Ferdman- Elements of the Experience of Inclusion](#)

Q&A



We would love to hear from you. We invite you to submit your DEI questions to our external email addresses (included below). Each upcoming newsletter, Drs. Gallardo and Harrell will pick one or two questions and provide responses. In addition, please be on the lookout for emails from us as we begin our work with each of the specific programs in January!

We hope you all take some time to rest and relax during this time of year. As the Nap Ministry states, "Rest is Resistance!" Take care of yourselves. Radical Healing and Love starts with Radical Self-Healing and Love.

In community,

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**The Nap Ministry**

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