



Office of Family Representation and Advocacy Commission

Diversity, Equity and Inclusion Policy

Approved June 24, 2024

Diversity, Equity, and Inclusion (DEI) concepts and practices are critical to a genuine understanding of the principles held by the Office of Family Representation and Advocacy (OFRA). These principles include the recognition, promotion, and a highly developed understanding of distinct values, together with an awareness of the need for safety and continuing education. The combination of DEI concepts and practices and OFRA's principals will serve as a model for a fair and just organization.

The Office of Family Representation and Advocacy (OFRA) will foster an inclusive organizational culture and environment that values and promotes diversity, equity, and inclusion where clients and staff feel safe, respected, and engaged. OFRA shall implement diversity, equity, and inclusion into the workplace through training, ongoing assessment, planning, development of initiatives and monitoring of client, staff and contractor satisfaction and well-being.

Vision

OFRA envisions an equitable society of strong families where culture is honored, and dignity is expected.

Commitment

OFRA's commitment to DEI embraces listening to families, respecting their culture, traditions, and choices, and providing the interdisciplinary advocacy needed to create the best possible outcomes for all children and their families.

OFRA is committed to the equitable treatment of its diverse clients, staff, contractors, and all individuals within our communities. Diversity, equity, and inclusion are integrated into the workplace through training, ongoing assessment, planning, development of initiatives, and monitoring and supporting client, staff, and contractor satisfaction and well-being.

DEI is the compass guiding the workforce to provide more inclusive and equitable services. This commitment embraces the implementation of inclusive and unbiased principles, policies, and practices.

OFRA proactively includes all areas of diversity in staff recruitment, education, training, retention and representation of families. This diversity includes, but is not limited to race, ethnicity, color, national or social origin, ancestry, tribal affiliation, sex and gender, gender identity and expression, sexual orientation, disability, religion age, socioeconomic and housing status, marital status, different abilities, language, education, political or other opinion, birth, and immigration status.

OFRA is committed to working with the community of child and family welfare stakeholders to encompass a heightened understanding of the multifaceted dimensions that shape an inclusive workplace and creating the conditions whereby diversity, equity, and inclusion are integrated into the child and family welfare system.

Outcomes

OFRA shall demonstrate its commitment to DEI for both its staff and clients by:

(1) collecting and reporting data reflecting the results of OFRA's implementation of diversity, equity, and inclusion into the workplace through training, ongoing assessment, planning, development of initiatives and monitoring of client, staff and contractor satisfaction and well-being; and,

(2) creating and implementing an annual DEI strategic plan to address the results of the data collected.