

DEI Progress Report

Last Updated: December 2020

Our Diversity, Equity, and Inclusion work – and particularly our Commitment to Black Communities – is an agency priority. We want to make sure all staff are up-to-date on what we've accomplished, what's in progress, and what they can expect next. Our goal is to provide quarterly updates to help you hold us accountable to our commitments.

** Indicates a core part of our Commitment to Black Communities.*

Recent Successes

- **DEI Manager:** We are committed to adding resources to support our important DEI work. Rodrigo Garcia was recently brought on board to ensure that each element of our workplan is moving forward effectively.
- **DEI Office Hours:** Effective 12/8/2020, the DEI department has regular virtual office hours for staff and managers. These office hours are scheduled twice a month and will be used to create a space for problem-solving or coaching on DEI issues. 2021 dates will be sent out soon!
- **DEI Council recruitment:** Each year, the DEI Council recruits new members to replace those rotating off. This year, we recruited 5 new staff to provide advice and guidance on our DEI priorities - they include 4 clinicians and 1 admin staff. An updated list of all council members can be found [here](#).

In Progress

- **All-staff DEI survey*:** As part of our DEI work and our Commitment to Black Communities, our affiliate is participating in a PPFA-sponsored survey on belonging and workplace inclusion. The survey launched on Tuesday, December 8 and will be open throughout the month, closing on Thursday, December 31. Results will be shared with all staff in March when PPFA finishes their in-depth analysis.

- **Unconscious bias training***: In response to the COVID-19 pandemic, this training moved to a virtual platform. We are hard at work getting all employees through this training before the end of 2020. If you haven't completed this important training, make sure you sign up for the final date of 2020 on December 30th by reaching out to Rodrigo, DEI Manager at rgarcia2@planned.org.
- **Inclusive and Discrimination Free Workplace Training* part 1 and 2**: This required manager training helps us live up to our Leadership Best Practices *Championing Equity and Access*. The training provides information and tools on how to foster an inclusive workplace. It covers anti-discrimination laws, policies and ways to identify and effectively address microaggressions.
- **Handling Racist Patients and Partners***: PPPSW does not tolerate racially targeted or motivated language or behavior, including racial requests or slurs, from staff, patients, partners or community members. If this occurs, staff need clear guidelines for how to respond and protect themselves, who to contact for support during the incident and afterwards and to know that patients who continue the behavior will not be seen. These expectations were set with staff - tools and training are coming soon.
- **Health Equity Project***: We kicked off a project to map “the state of health equity” at PPPSW- digging into data about our patients. Our goal is to identify, prioritize and then decide how to address any disparities in access, outcomes and experience among Black, indigenous and people of color as well as young patients (under 25) and patients who report same-sex partners.
- **Employee Resource Groups***: We are engaging with all current Employee Resource Groups currently meeting to continue forward the valuable insights they are facilitating in informing the DEI workplan's movement forward. We are also looking into how best to create new ERGs, as well as further support current groups. Want to join or start an ERG? More info [here](#).
- **Equity Decision-Making Tool***: One way to ensure equity is to ask yourself a series of questions before making any decision, like “Are all groups who are affected by the policy/practice/decision at the table?” and “Does it worsen or ignore existing disparities?” We have begun to roll out a tool that all groups and departments will be expected to use when creating or evaluating policies, practices and structures.

Coming Soon

- **Mind Sciences Training***: This required all staff training will address how our brains respond to racial difference. It will equip staff with language and skills on how to discuss, confront, and minimize unconscious bias, racial anxiety and stereotype threat in the workplace.
- **Pay Equity Analysis***: We are engaging outside auditors to evaluate our pay structures and policies for equity.

Planned (but TBD)

As we all know, COVID has had a tremendous impact on staffing and workloads across the agency, and we are committed to finding a balance between moving important DEI work forward and maintaining manageable workloads. We made the difficult decision to delay two important initiatives:

- **Showing Up for Racial Justice ally training***: This is an optional 8-hour training designed for white and white-passing staff who want to learn more about how they can work toward racial justice. Because we're offering Mind Sciences training in spring/summer, we will need to postpone this training to a later date. In the meantime, if you are looking for ways to educate yourself as a white-identifying or white passing ally to racial justice work, check out resources on the [HUB](#) or look into trainings offered by [Showing Up for Racial Justice](#).
- **Agency-wide DEI assessment*** : We plan to do a comprehensive assessment of equity and inclusion in our agency, looking at all of our policies, procedures, systems and structures, from vendor selection to marketing plans to benefits and pay. While we understand the importance of this assessment, we are currently evaluating and having discussions regarding when folks will have the time and brain space to engage in this work in an impactful and meaningful way.

Past Successes

- **Commitment to Black Communities**: In May, in the wake of George Floyd's murder, Darrah convened a group of leaders, the DEI Council and a few Board members to craft a commitment by the agency to fight anti-Blackness and work toward racial equity. While the values behind the statement had motivated our work for years, this was the first time we made such a strong and explicit [public statement](#), backed up by a workplan and resources. We also surveyed staff – more than 200 responded! – asking for input on how to prioritize this work. We are also working on a race equity page which can be seen at [planned.org/raceequity](#).
- **Community Justice Support Fund***: The Board of Directors established a fund to support community partners working on important reproductive justice issues. In June, they asked us to allocate the remaining \$93,000 to Black-led organizations. The Community and Government Relations department nominated organizations and the DEI Council recommended a mix of 11 organizations that represent all three counties and a wide variety of work from housing to criminal justice reform to services for Black gay men. Each has been offered a grant of \$5000-15,000 to support their important work.
- **Solidarity Convening***: 32 staff from across health centers and departments attended PPFA's first virtual Solidarity gathering for staff of color. In debrief meetings, attendees talked about how nourishing and inspiring the speakers and caucuses were, and they shared many ideas for implementation at PPPSW.
- **Better Capturing Patient Race Data***: It's difficult to analyze whether our patients have equitable access, outcomes or experiences when 54% of our new patients had no race info in NextGen. Thanks to the hard work of contact center and PAS staff and leaders, that number dropped to just 14%! Next up: ensuring we capture race for returning patients too.
- **Revising our Margaret Sanger materials for new hires***: Acknowledging and addressing the history of racism in sexual and reproductive health care and Planned Parenthood's past is part of our Commitment to Black Communities. We've changed our new-hire materials to address this and give new staff tools for responding effectively.
- **Support for Staff and Managers***: In June, the DEI department hosted a series of optional convenings to help staff of all backgrounds process their feelings about police killings and protests. Health center operations leaders held small group learning sessions for interested center managers on how to support their Black colleagues. Sharon Adams, Director of DEI led learning sessions at multiple People and Program Manager meetings. We updated our [DEI HUB pages](#) with additional resources with learning and resources.
- **New members of Board of Directors**: In order to govern effectively, our Board of Directors needs to bring important professional skills and experience, represent all parts of our region and reflect the experiences and identities of the communities we serve. This year's class of 6 people includes three young people (including a recent UCR grad), four people

of color, two people who identify as gay, three people from Riverside County and one person who works in Imperial County. And the incoming Board chair lives in the Coachella Valley.

- **T-shirts for staff:** All staff had the option of receiving two t-shirts as a way to show support for Black communities.
- **Juneteenth:** Effective June 2021, PPPSW will observe Juneteenth as a paid holiday. Juneteenth is the day in American history when Black enslaved people in Galveston, Texas learned that the lawful era of slavery had ended, over 2 and a half years later than people in other states.