



# MOST OFTEN CITED ACTIVITIES

- Creation of internal DEI-focused teams or councils
- Development of Mission Statements or Statements of Intent
- Development of specific goals and objectives
- Surveys
- Training
- Normalizing conversations about race

# GOALS AND OBJECTIVES

- Apply a racial equity lens to all internal policies and procedures
- Examine and address racial equity in hiring, promotion, performance evaluation and disciplinary action
- Organization-wide competency in the concepts of racial equity, systemic racism, implicit bias and generational trauma
- Bring those competencies to service delivery

# BROADER COMMUNITY ENGAGEMENT

- Community “walk and talk” events focused on DEI
- Panel discussions that include community member experiences
- Traditional and social media information highlighting issues related to the intersection of racism and mental health

# CREATIVE THINKING

- Minimum wage increase
- One Virginia
- Calendar of Celebration

“I LOVE HOW  
WE DON’T HAVE  
TO SAY OUT  
LOUD THAT MY  
CSB IS YOUR  
FAVORITE.”

- Alexandria
- Valley
- Piedmont
- Region Ten
- Western Tidewater
- Henrico
- Loudoun
- Goochland Powhatan
- Arlington
- Prince William

## VACSB'S ROLE

- DEI is on every agenda
- DEI Subcommittee of the VACSB Board of Directors
- DEI included in our Training and Development conferences with a goal of 2 additional trainings focused solely on DEI
- 6-month check-ins with CSBs