



Supplier Diversity Inclusion Plan • Calendar Year 2022

Please refer to the [Governor's Business Diversity Subcabinet approved best practices](#) attached and outlined in the above link to assist you in completion of your agency inclusion plan.

Agency: Department of Children, Youth, and Families (DCYF)

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2022 DCYF Supplier Diversity Inclusion Plan

Agency's plan to increase participation of certified small minority, women, and veteran owned firms:

DCYF is the State Agency charged with the administration of multiple key programs related to the education, safety, and wellbeing of children. As such, DCYF has three primary functional areas in which these services are delivered: Early Learning, Child Welfare, and Juvenile Rehabilitation. The purpose of this memo is to outline the efforts that will be made, regarding supplier diversity and inclusion, during the 2022 calendar year.

Summary Statement: DCYF has undertaken an effort to become an actively anti-racist organization. As part of that effort, DCYF has convened the Racial Equity and Social Justice (RESJ) Team. This team will deploy its efforts on multiple fronts, all of which should positively impact the contracting process.

Authorizing Individual: Responsibility for implementation of this plan is split between contracts, program, and the RESJ (Racial Equity and Social Justice) Team.

Specific measures:

Forecasting: Forecasting is used, regularly, by DCYF as we anticipate our needs for coming years. The way in which this can have an impact on the presence of MBE / WBE contractors, is through our pool of existing contractors. As a result, outreach and communications are paramount. As is referenced below, DCYF is engaged in outreach to a spectrum of community partners. These partners will help us identify new and potential providers, while gaining a better understanding of how our services, policies, and procedures impact communities at large. As a result, when critical services are forecast; the key is to have a representative pool of service providers.

Use of Master Contracts: As DES brings on Master Contracts for much needed services, DCYF will make use of those agreements and make sure to include and make reference to MBE / WBE organizations / businesses. DCYF would very much appreciate more services being brought under master contract; specifically IT services, where we could easily make decisions which would support the organization and advance the goals of equity set forth by the RESJ Team.



Outreach: Over the past year, the Department of Children, Youth, and Families began a new effort around Racial Equity and Social Justice (RESJ). To that end, a Charter was established for a stand along RESJ Team, focused solely on these issues. The vision of that team is to transform DCYF's culture and practice to advance racial equity and justice, so each and every child, youth, and family can thrive. As part of this effort, the RESJ Team engages in direct outreach to a broad spectrum of community partners. More specifically, the RESJ Team has identified, thus far, 31 separate organizations with which DCYF will engage in regular outreach and direct communications. These groups serve a variety of purposes, in helping DCYF to identify new providers, modify / sculpt existing services, and address procedural issues which have a disproportionate impact.

Internal Processes: As part of the RESJ outreach process, time is given to discuss the impacts of DCYF policy and procedure. Specifically, addressing the disproportionate / unintentional impact of DCYF policies, procedures, and processes.

Communication and Training Plan: At present, the plan of the RESJ team is to engage in outreach and communication with the aforementioned community partners. As those communications continue, DCYF will be able to identify additional service providers; along with the review of policies and procedures with an eyes towards unintentional bias / outcomes.

Agency Contract Goal Tracking: DCYF's RESJ effort includes a Project Manager and Coordinator, which sits within the team. In that role, the person will make sure to keep DCYF on track; with regard to outreach to community organizations. As the RESJ work advances, additional work plans and specific efforts will be aimed at different processes, polices, and procedures within the organization.

Contractor Monitoring: Over the past 2 years, DCYF's contract monitoring program has been extensively revised. The DCYF Contracts Team now has staff dedicated to the review of all contractual agreements and the enforcement of standards. In addition to that approach, however, the most important element is technical assistance. Through the deployment of effective technical assistance, we can improve the service delivery of all providers; while ensuring that new providers are able to build their confidence over time. This effort will take into account our goals regarding the recruitment of providers who reflect the communities they serve. Ensuring that those same organizations receive ample technical assistance, will improve both performance and representation.