

Enhancing Diversity, Equity, and Inclusion in OFA's Partnership with Tribal Grantees

2022 Regions 9 and 10 Virtual Tribal
TANF and NEW Technical Assistance
Meeting



Purpose and Principles of Diversity, Equity, and Inclusion (DEI)

Racial Equity (RE) is fair treatment of all people resulting in fair opportunities and outcomes for everyone to thrive. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them. *(Does not include humanizing factors)*



The Intersection of DEI and OFA's Work with Tribal Grantees

“Talking with you, not for you”

OFA Tribal DEI hopes to engage our tribal partners in identifying and implementing TANF needs in areas of technology, policy, and technical assistance efforts that enhance equity and inclusion by examining and evaluating communication and internal processes to support a more inclusive, equitable, and effective partnership in OFA's work with Tribal communities.



OFA's DEI Efforts To-Date

❖ Created a DEI workgroup: **Making a Shift to Racial Equity at the Office of Family Assistance**

❖ **Subgroups:**

❖ *Humanizing Human Resources*

❖ *Thriving Culture*

❖ *Beyond OFA*

❖ *Tribal*

❖ **Beyond OFA** builds new **TANF DEI initiatives** to grow an appealing and equitable culture that respects diverse perspectives and backgrounds in *the workplace, partnerships, individuals, and families* we serve.



OFA's DEI Efforts To-Date (Sub-Groups)

Beyond OFA	Looking at TANF Policies, data and communication by overseeing the planning and development of recommended actions to focus on race and social equity in written materials and visual images on the OFA website, in contracts, and published materials.
Humanizing Human Resources	Evaluating OFA HR Process and procedures through a racial equity lens: looking at recruitment, hiring and promotion/performance.
Thriving Culture	Focuses their efforts on identifying proactive solutions to help strengthen OFA's culture around racial equity.
Tribal DEI	Evaluate our current communication practices and internal processes to support a more inclusive partnership in OFA's work with Tribal communities



Examples of Possible, Future Tribal DEI Efforts

- ❖ Include and amplify the diverse voices and perspectives
- ❖ To encourage engagement from Tribal TANF community partners to provide contributions.
- ❖ Examining/evaluating communication and internal processes
- ❖ Transparency: Beyond OFA and its sub-group (Tribal DEI) intends to identify and implement
- ❖ Hosting Tribal Listening Sessions and Consultations



Examples of Possible, Future Tribal DEI Efforts

Current Efforts: Building Inclusive Partnerships w/ Tribal TANF Leaders

Engaging with community partners through upcoming regional/tribal meetings:

- 2022 OFA Regions IV-VIII Tribal TANF Virtual Meeting
- 2022 OFA Regions IX and X Tribal TANF Technical Assistance Virtual Meeting

Upcoming Efforts : Beyond OFA: Tribal DEI group preparing to host a **listening sessions** efforts to advance diversity, equity, and inclusion (DEI) across all its programs.



Tribal DEI Listening Session

- Goal: convene Tribal TANF and NEW grantees from across the U.S. to identify specific, actionable items that OFA can pursue to improve equity and inclusion in our work with tribal communities.
- Format: Use guiding questions that adhere to a “Start / Stop / Continue” format. For example:
 - What are the kind of things that OFA should continue doing with tribal grantees?
 - What are some areas where OFA needs to improve their working relationship with tribal grantees?
- OFA envisions holding the Listening Sessions in early December 2022.



Next Steps

- OFA will send out guiding questions and a save-the-date in advance of the Listening Session.
- Please reach out to Rebekah HorseChief (Rebekah.Horsechief@acf.hhs.gov) to share any initial feedback or questions on the Tribal DEI Initiative.

