

Diversity, Equity & Inclusion

Who are DEI's members and what is their purpose?

In 2021, CVSSD established a Diversity, Equity and Inclusion (DEI) subcommittee to CVSSD's state advisory committee. The subcommittee is made up of victim advocates and program managers who represent Tribal Nations, communities of color, LGBTQIA2S+, and people with disabilities.

Statement of Purpose - The DEI Advisory Subcommittee will guide and advise CVSSD in developing and implementing DEI strategy to improve service equity. Service equity includes prioritizing and allocating resources, services, and treatment of individuals based on needs as well as promoting inclusive access and options in victim and survivor services that promote safety and empowerment for all Oregonians. Equity also means re-examining standards, practices, and policies to eliminate discrimination and disparities in services, access, and outcomes.

CVSSD recognizes its responsibility to examine internal practices and policies as well, applying these same standards. The Subcommittee will help CVSSD develop a strategy to achieve these goals. To that end, the subcommittee advised CVSSD on key initiatives during 2021 including how to proceed with the Cultural Competency Standards written in 2006 and with DEI training for subgrantees.

Future work of the subcommittee includes:

- an examination of how CVSSD collects quantitative and qualitative data to monitor performance measures and the quality of services to populations impacted by inequity
- consider whether CVSSD funded services are responsive to a person's status and identity; and
- if CVSSD funded providers are making appropriate connections to survivors' provider of choice.

What does this mean for Tribes?

Since 1994, OVW has awarded nearly \$4 billion in VAWA grant funds to state, tribal, and local governments, non-profit organizations focused on ending violence against women and universities.

Oregon Department of Justice and Department of Human Services specifically allocate funds to each county and since 2012, each federally recognized Tribe. Allocations for each county **includes** Tribal Nations and Tribal Nation's service areas as it always has since 1995.

You know that....

CVSSD's efforts to address the needs of underserved victims is framed by its commitment to meaningful access and services.

Meaningful access is an overarching theme of CVSSD's grant funding (as described in Section IV.E.

Victim

Services/Discretionary of the VAWA IP). As a part of meaningful access, CVSSD is examining

- how and where service inequity and systemic oppression shows up in our victim services programs,
- what barriers to service and access persist; and
- what steps internal to CVSSD and with our subgrantees need to be taken to effectuate change

How does DEI impact CVSSD grant funded programs?

CVSSD and its DEI subcommittee weighs how to hold grant funded programs accountable to potential impacts and identify possible solutions that ensure equity, reparation, and meaningful change. As a team, discussions take on various points of view when addressing a concern. The DEI subcommittee will view the individual or group that may be impacted along with the agency's norm based on national standards. CVSSD and its DEI subcommittee strives for transparency of policy and practice by mainstream agencies receiving CVSSD grant funds. Tribal Nations "sister" programs should be able to share with client's basic non-profit shelter qualifications, rules, disqualification and limits. Demographic data coupled with successes, gaps and challenges will assist in greater accountability and safety.

All references to grant funded programs include state, nonprofit, government-based and Tribal victim service programs, child assessment centers, along with state, local and tribal law enforcement, court and prosecution partners.

Meaningful access and services

- Awareness activities by non-profit agency and shelter services should include Tribal Nations populated areas
- Tribal Nations or Tribal Nations domestic/sexual violence programs should NOT pay non-profit agencies for direct services or shelter beds. Most Tribal Nations are dependent on non-profit shelters. The non-profit victim service agency already receives funds to serve tribal victims and survivors.
- Clients should receive direct services from local non-profit, government-based and Tribal Nations programs if within the service area
- Meaningful access and services will have a victim-centered approach
- Non-profit and government-based programs should rely on underserved, marginalized, and oppressed communities or Tribal Nations for current and historic harms and impacts
- Start or increase number of Tribal Nations program staff on non-profit boards, committees, and teams.

Transparency and Accountability

CVSSD has

- added two new positions to focus on the work of diversity, equity and inclusion (DEI) 2020; and
- in 2021, CVSSD established a DEI subcommittee to CVSSD's advisory committee.

Steps already in place

- CVSSD has ensured all grant funder/coordinators are on same page and transparent within
- CVSSD strengthened partnerships with Tribal Nations in development of the STOP Implementation Plan
- CVSSD has amended language in RFA's
- CVSSD is meaningfully reviewing grant proposals, grant reports and desk/site reviews and requesting inclusive strategies and data

CVSSD has and continues to make internal changes to address DEI.