



Embracing Diversity, Equity, Inclusion, and Belonging: County Perspectives



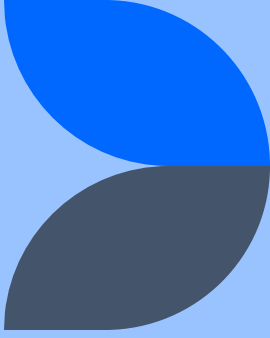
Tanessa Moten, Supervisor, Dauphin Co. Probation

Joseph Gifford, Dauphin Co. Juvenile Probation

Justin Williams, Supervisor, Lancaster Co. Adult Probation

Kelli Davis, MS, Lancaster Co. Juvenile Probation

Agenda



**Creating EDIT
Dauphin Co
History**



**Creating DRIVE
Lancaster Co
History**



**Diversity, Equity,
and Inclusion –
It's Not What You
Think!**



**Having Difficult
Conversations**



Getting Buy-In



Questions



DAUPHIN COUNTY

EDIT

EQUALITY

DIVERSITY

INCLUSION

TEAM

PROBATION SERVICES

Dauphin County Probation Services



Goal Statement

Our goal is to enhance the current standards of DCPS by implementing change in both workplace culture and community interactions.

CORE VALUES

Equality – viewing and treating everyone equally and fairly.

Diversity – recognizing, respecting, and valuing people’s differences.

Inclusion – embracing diversity and promoting an environment of empowerment.

Team – working together to develop a more culturally aware, competent, and respectful environment.

MISSION STATEMENT

Our mission is to diversify our staff, our knowledge, and to promote equality for all—regardless of race, ethnicity, gender, ability, sexuality, age, religion, and socioeconomic status.



By Bryan "King Prolifik" Hickman



Mural Dedication on May 3, 2023

EDIT Events and Educational Opportunities:

- National Night Out
- Women's History Month Networking Event
- Black History Month Breakfast
- Pride Month
- Juneteenth
- Spanish Heritage Month

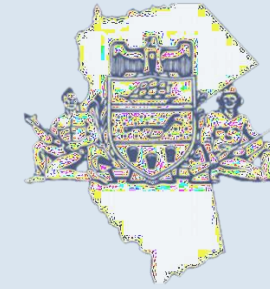
EDIT Subcommittees:

- New Hire and Orientation/ Community Outreach
- Training
- Planning
- Office Décor/Office Etiquette
- Evaluations/Grievances/Policies

Each sub-committee is responsible for identifying methods for best practice in meeting staff and organizational needs through the promotion of diversity, equality, and inclusivity.

Equality • Diversity • Inclusion • Team

DAUPHIN COUNTY



EDIT

CONTACT US

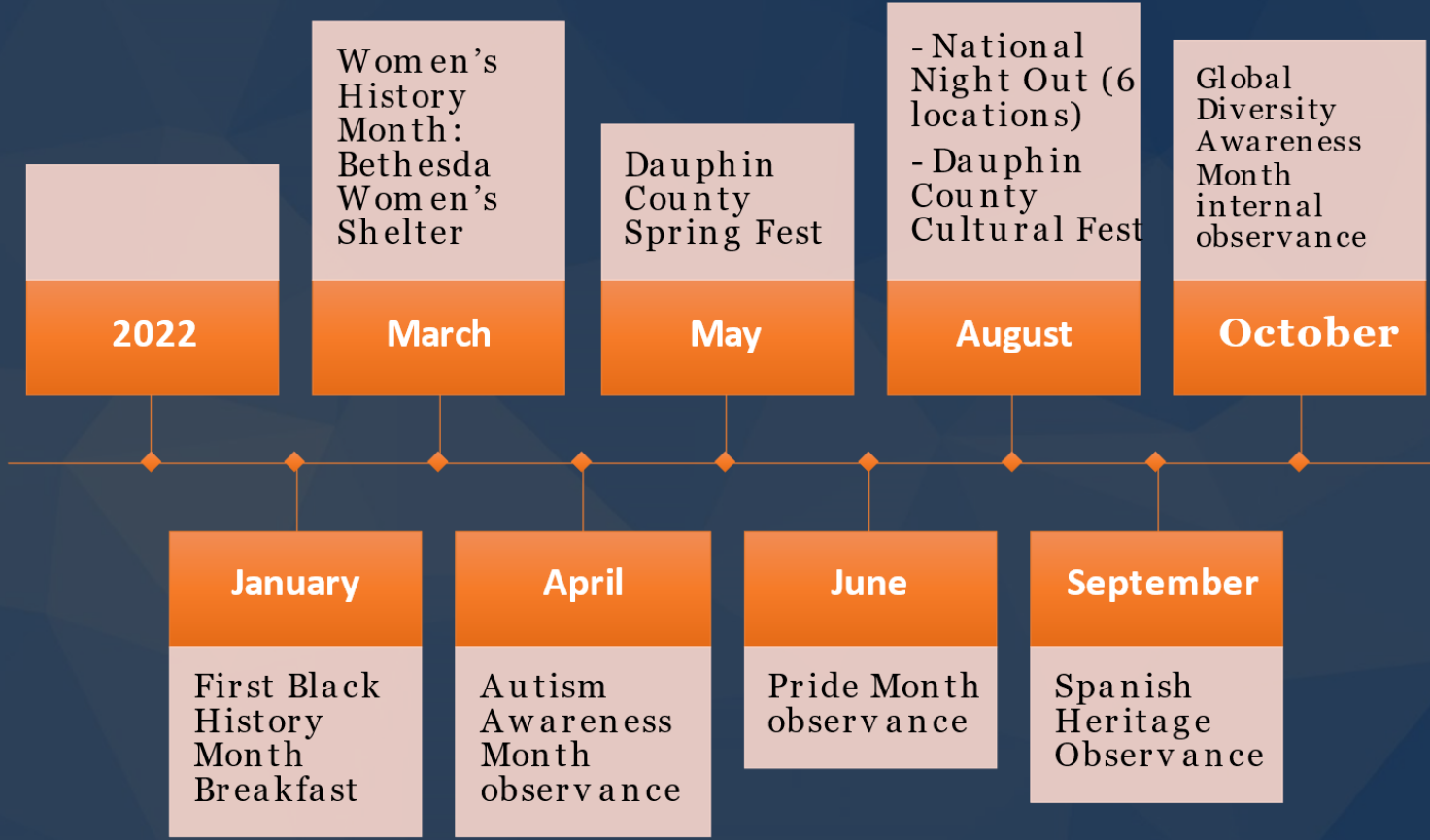
By email:

EDIT@dauphincounty.gov

Or check out the Dauphin County Probation Services website:

<https://www.dauphincounty.gov>

Department-Wide Outreach and Engagement Efforts



Lancaster County

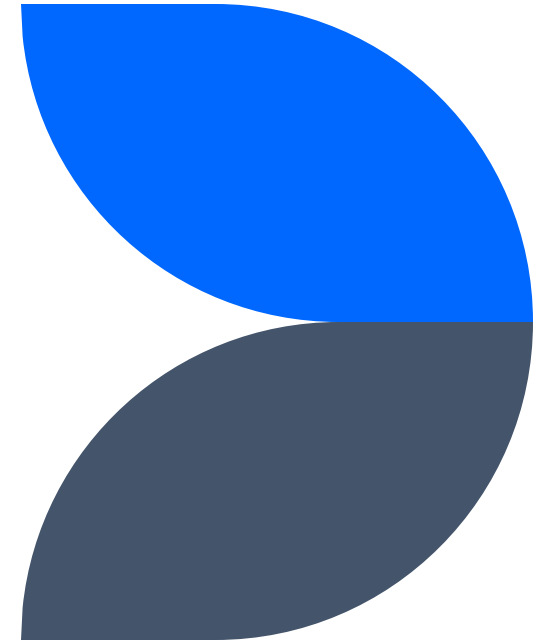
DIVERSITY
RESPECT
INCLUSIVITY
VALUES
EQUITY



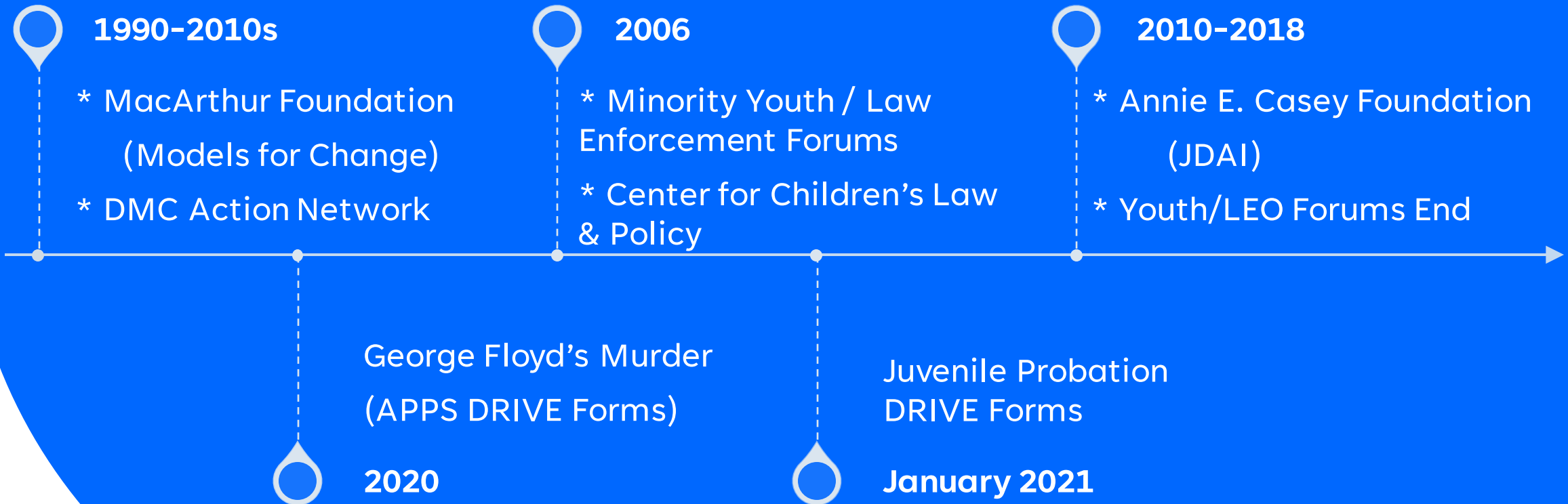
D.R.I.V.E.

A COMMITTEE DEDICATED TO HELPING
OUR JUDICIAL SYSTEM

MOVE FORWARD



Lancaster County Juvenile Probation



DMC / Juvenile Justice

ActionNetwork

A Project of ModelsforChange

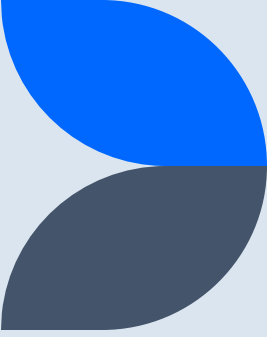
STOP WITH A COP



YOUTH / LEO PANELS



George Floyd's Murder (May 2020)



Undeniable tension in the air impacting our communities.

Demonstrations ignited across the World.

As marginalized staff, we were painfully aware our agency failed to make any statements regarding the incident.

Their silence was deafening.

“

We came to realize, when we took off our probation and parole gear, removed our badges, and we walked out of the building, those of us who are marginalized felt just as vulnerable because there were certain things we couldn't 'remove'.

”



Forums

Opened to all APPS staff from marginalized groups along with Senior Leadership

Established ground rules for a respectful, safe place to share feelings and experiences in or out of the office

Participants were assured by President Judge there would be no retaliation or negative consequences for speaking freely

Senior Leadership listened without judgement, criticism, or argument

Participants felt heard, empowered, and encouraged to have a voice and a place at the table. More meetings were then scheduled.

OFFICEWIDE DIVERSITY TRAINING

WHAT HAPPENED

- RELUCTANCE (TO SPEAK UP)
- RESISTANCE
- RESENTMENT
- JUSTIFICATION
- COMPARISONS
- ANGER / FRUSTRATION
- RAW EMOTIONS
- VALIDATION
- UNDERSTANDING
- SUPPORT
- AWARENESS
- LACK OF DIRECTION

D.R.I.V.E. MAKES A STATEMENT

CORE VALUES

Diversity

Respect

Inclusivity

Values

Equity

VISION STATEMENT

Valuing our common humanity through diversity, equity, and inclusion within Lancaster County Court System

MISSION STATEMENT

D.R.I.V.E. is dedicated to helping our judicial system continue to move forward to embrace all forms of diversity and to positively impact all lives within Lancaster County

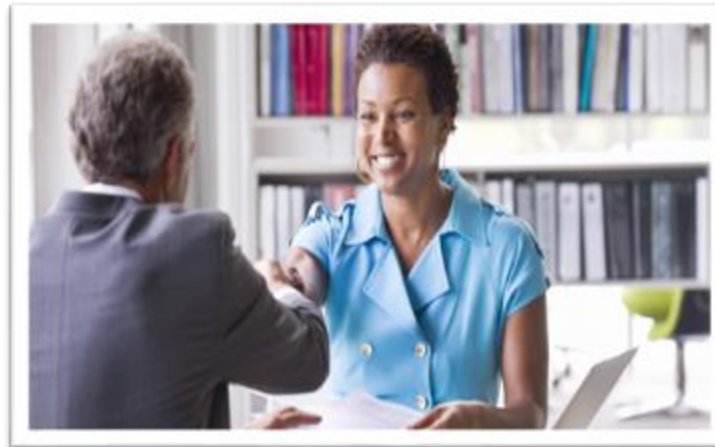


SUBCOMMITTEES

OUTREACH



HIRING



TRAINING



COURTWISE D.R.I.V.E.

Adult
Probation/Parole
Services

Juvenile
Probation

Domestic
Relations

Magisterial
District Offices

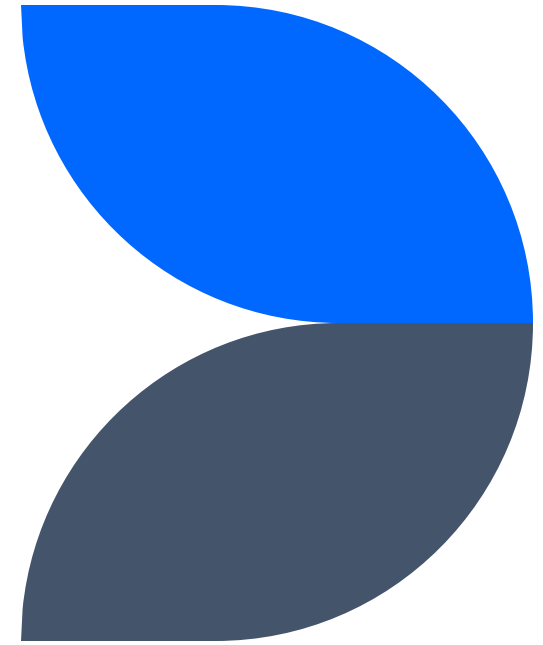
Bail
Administration

Court Reporters

Law Library

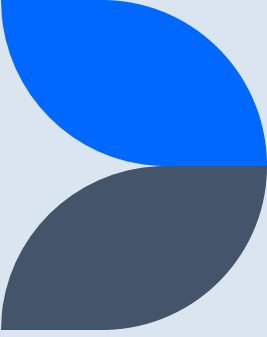
Diversity, Equity, & Inclusion

It's NOT What You Think



30+ Types of Diversity

Beyond Race & Ethnicity



1. Cognitive (Dis)abilities
2. Physical (Dis)abilities
3. Mental Health
4. Neurodiversity
5. Behavior & Ethnodiversity
6. Personality & Thought-Style
7. Cultural Background
8. Geographical Location
9. National Origin
10. Language, Linguistics, & Accents
11. Citizenship Status
12. Age
13. Family & Upbringing
14. Ideologies
15. Morals
16. Social Roles
17. Gender Identity
18. Gender Expression
19. Sex
20. Sexual Orientation
21. Education
22. Income
23. Socioeconomic Status
24. Life Experiences
25. Privilege
26. Marital Status
27. Parental Status
28. Military Experience
29. Criminal Background
30. Political Beliefs
31. Religious/Spiritual Beliefs
32. Union Affiliation
33. Work Experiences
34. Skills
35. Seniority

Diverse-ability

Physical, Mental, Intellectual,
Parental, Spiritual

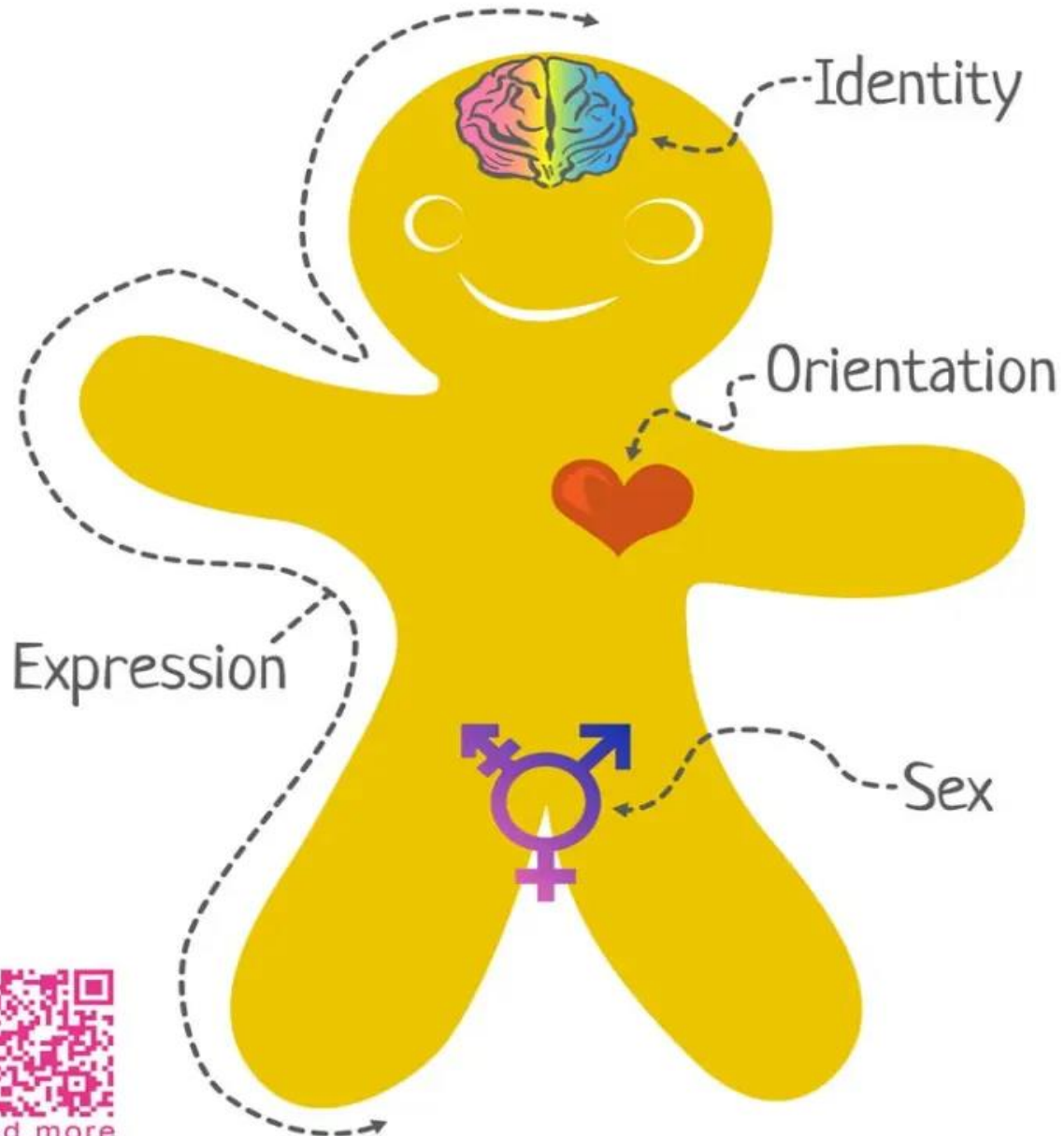


Veterans



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman

Genderqueer

Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender Expression

Feminine

Androgynous

Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological Sex

Female

Intersex

Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual Orientation

Heterosexual

Bisexual

Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



read more

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



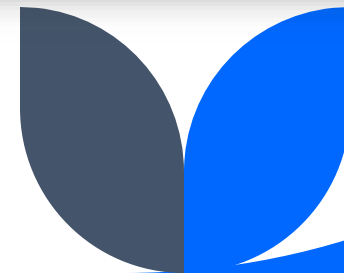
In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

HOW TO...

Confront Difficult Topics



Get Buy-In

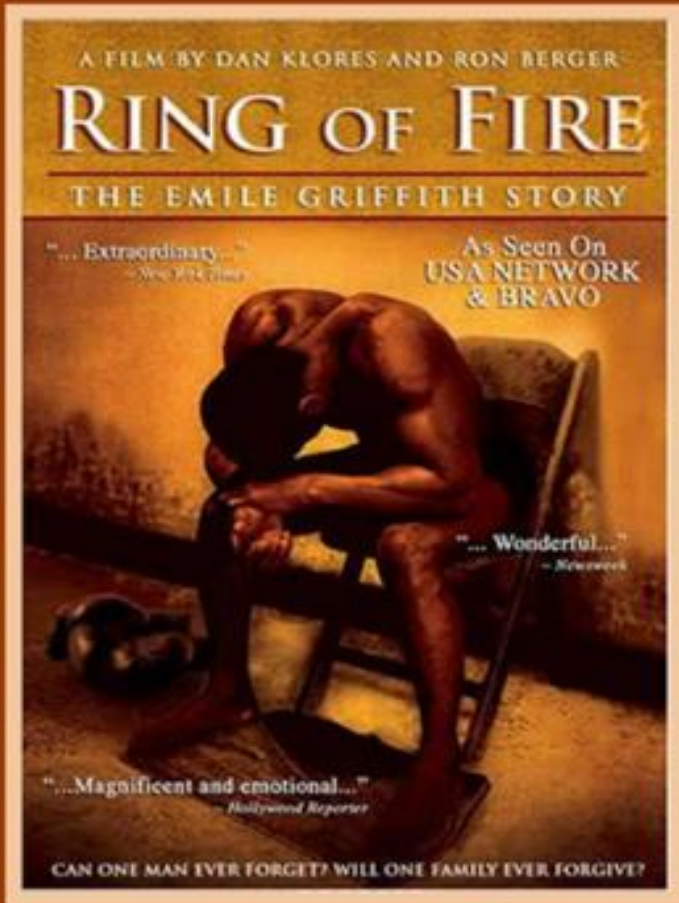


What is in it for me?



Matinee Madness!

*Friday, May 6th 11:30am
2nd floor conference room*



EDUCATIONAL MOVIES for Staff

CELEBRATING PRIDE





D.R.I.V.E. Raced Against Racism



D.R.I.V.E. Gives Back

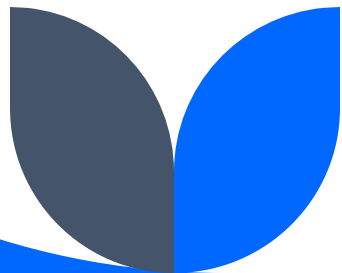
Back to School



Ukraine



Toys for Tots





This mural was made possible through the vision of the Dauphin County Probation Services EDIT Committee (Equality, Diversity, and Inclusion Team) Inspired by artist Bryan Hickman Dedicated this 3rd day of May 2023

Dauphin County Probation Services Mural Dedication





Women's History Month – Networking Event



Black History Month – Breakfast



National Night Out



International Day of the Girl Child

LET'S EDUCATE EACH OTHER



FOR PEOPLE WHO WANT TO LEARN

LISTEN

“Diversity Deep Dive”

“Untapped”

“The Diversity Gap”

“Choose Inclusion”

**“Diversity: Beyond the
Checkbox”**

“Inclusion Catalyst”

READ

“The Color of Law”

Richard Rothstein

“White Fragility”

Robin Diangelo

“The New Jim Crow”

Michelle Alexander

“Tell Me Who You Are”

Winona Guo & Priya Vulchi

“Between the World & Me”

Ta-Nehisi Coates

“Subtle Acts of Exclusion”

Tiffany Jana & Michael Baran

WATCH

Series: **“Love is Love”**

**“We Need to Talk about an
Injustice”** Bryan Stevenson

**“How Diversity Heaven can be
Inclusion Hell”** Fadzi Whande

“Anti-ableism” Helene Robinson

**“Neurodiversity: Untapped
Competitive Edge”** Andrew Pfeiffer

“Color Blind or Color Brave?”

Mellody Hobson



We Aren't "THERE" ... Yet

What Does "THERE" Look Like?

There are no boxes to check.

You ARE going to say the wrong thing!

LISTEN to learn – NOT to respond.



“

Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.

”

Arthur Chan

Questions?





WE ARE HERE TO HELP



Tanessa Moten

Tmoten@dauphincounty.gov

Office: (717)780-7132



Joseph Gifford

jgifford@dauphincounty.gov

Office: (717)780-7154

Cell: (717)831-6417



Justin Williams

JuWilliams@lancastercountypa.gov

Office: (717)299-8121



Kelli Davis, MS

KDavis@lancastercountypa.gov

Office: (717)299-8161

Thank you