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APHS A Introduces Equity, Diversity, and Inclusion Peer Community

The American Public Human Services Association (APHS A) Creates a Platform to Advance Racial Equity in Health and Human Services

The American Public Human Services Association's (APHS A) Equity, Diversity, and Inclusion (EDI) Peer Community provides a platform for current and future leaders to discuss policy and practice related to advancing racial equity in health and human services (H/HS) at the state, local, and community levels. The EDI Peer Community will focus on identifying and developing opportunities for support, idea sharing, and learning from peers who are focused on dismantling structural racism and institutional bias in our systems.

The targeted areas for discussion and development include:

- **Agency Culture:** Advance organizational culture focused on eliminating racial inequities—both internally and externally.
- **Community-Based Organizations and Partnership:** Harness data to assess service impact on Black, Brown, and Indigenous people.
- **Data and Analytics:** Utilize tools and ideas to measure cultural responsiveness of policies and programs for employees, stakeholders, and communities.
- **Training:** Employ targeted training to achieve organizational change in the workforce.
- **Program Service Delivery and Outcomes:** Examine H/HS system service delivery through a race equity lens.
- **Policy:** Examine the root causes of racial disparities in policy by looking at the history of the policy, data, and outcomes.
- **Well-being and Health:** Focus on how to advance well-being and health for Black, Brown, and Indigenous people through H/HS service delivery.

The EDI Peer Community Members include strategic thinkers dedicated to advancing an equitable future for all people. The goal is to develop, advance, and achieve a more desirable future state vision for EDI in our nation's H/HS system that will impact outcomes for individuals, families, and communities.

The American Public Human Services Association advances the well-being of all people by influencing modern approaches to sound policy, building the capacity of public agencies to enable healthy families and communities, and connecting leaders to accelerate learning and generate practical solutions together.

INFLUENCE. BUILD. CONNECT.

The inaugural members are as follows:

- **Wanda Cowart**, Division Director, Jefferson County Community Assistance Division, Colorado
- **Tracy Davis**, LMSW, Director of the Academy for Workforce Development, Connecticut Department of Children and Families
- **Devon Gilcrest**, Supervisor of the African American Well-Being Unit, Minnesota Department of Human Services
- **Dion Jordan**, Director of the Office of Equity and Multicultural Services, State of Oregon
- **Betty Lam**, Chief of the Office of Community Affairs, Montgomery County Department of Health and Human Services, Maryland
- **Nichole Ossa**, Equity, Diversity, Inclusion and Organizational Development Administrator, State of Washington
- **Stacy Reinstein**, Deputy Child Care Administrator, Arizona Department of Economic Security
- **Terrance Stroud**, Deputy Commissioner, Office of Training and Workforce Development, New York City Department of Social Services
- **LaTrece Thompson**, Deputy Director of Staff Development, Indiana Department of Child Services
- **Karen Walker**, Director of Transformation and Innovation, Metropolitan Action Commission
- **Donna L. Wilson**, Ph.D., LPC, Director of Operations and Community Engagement, Child and Family Services, Mental Health Center of Denver

APHSA's [Call to Action](#) emphasizes their dedication to influencing policies and practices that address structural bias and inequity, connecting members to resources, organizations, and best practices to apply a race equity lens, and building capacity within public human services to promote social and economic mobility and health and well-being for all races. The EDI Peer Community will help to advance this work further.

For more information or to get involved, [contact Natalie Williams](#), Organizational Effectiveness Consultant, APHSA.

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The American Public Human Services Association (APHSA) is a bipartisan national membership association representing state and local health and human services agencies and the subject matter experts that help execute their mission to improve outcomes for people nationwide. Building on long-standing relationships with health and human services leaders, APHSA focuses on generating pragmatic solutions that advance the well-being of individuals, families, and communities.

APHSA's members are experts in administering, overseeing, and aligning programs that build resilience and bolster the well-being of people through access to food, health care, housing, employment, child care, community support, and other key building blocks. They are also leading experts in performance measurement and data analysis, health and human services IT systems, workforce development and training, and the legal dimensions of the field.

APHSA connects its members to national policymakers and human-serving organizations across a wide circle of stakeholders in the health and human services sector, as well as key partners in other fields. APHSA also helps members build capacity within their teams through their professional education and development conferences, technical expertise, publications, and Organizational Effectiveness practice.

To learn more about APHSA, please visit www.aphsa.org.