

2022 Tactics



Priority 1 - Advance racial justice

- Continue partnership with YWCA to provide equitable leadership series for all managers and supervisors in 2022.
- Develop written policies, practices, and procedures to provide effective, equitable, and respectful quality language access services.
- Complete foundational work (training and policy discussions) to enable the development and implementation of a Racial Equity Social Justice (RESJ) Toolkit in 2023.

Priority 2 - Promote organizational culture

- Each Division will create a “culture plan” that outlines how to promote the culture we seek. These plans will be based on STT work, employee feedback, and Division business needs.
- Create planning committee and complete necessary planning and policy work by the end of 2022 to implement a peer awards program.

Priority 3 - Modernize internal infrastructure

- Define the scope for an RFP to engage an external consultant to evaluate state of overall DCDHS IT infrastructure.
- Select an external consultant for this engagement.

Priority 4 - Strengthen our partnerships

- Examine potential tools to measure the strength of partnerships and actions to increase the strength and effectiveness of partnerships.
- By fourth quarter 2022 launch “lunch and learn” virtual meetings for staff and partners to talk about programs and services offered.

Priority 5 - Innovate and build systemic solutions to our communities' challenges

- Plan and launch the Department reorganization to create the Behavioral Health Division.
- In the first quarter of 2022 publish a Resource Directory. This Resource Directory will provide all staff with a foundational knowledge of the breadth of services and resources that DCDHS has available and a point of contact for them.