

The Making of A Racial Equity Work Group

2024WARD: Building Brighter Futures for Today's Youth

Leaders2024WARD: Building Brighter Futures for Today's Youth Leaders

U.S. Department of Health and Human Services Administration for Children,
Youth and Families (ACYF), Family and Youth Services Bureau (FYSB)
Adolescent Pregnancy Prevention Program Grantee Conference

Presenters:

- Paris Rangel, DHS, M.Ed.
- Melanie Chasteen

June 25-27, 2024

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**Question:
As a child,
what did you
want to be
when you
grew up?**



Source: Google GIFs

Graphic of adult wearing a red cape with their hands on their hips. Person is standing in front of a background of tall buildings with filtered sunlight.

Presenter Introductions



Paris Rangel, DHS, M.Ed
Program Manager
Talk About It Texas Campus
Conversations



Melanie Chasteen
Sr. Director of Community
Engagement
Healthy Futures of Texas

Objectives

- Participants will be able to identify two areas of their organization where they can implement or improve equitable practices.
- Participants will be able to explain how internal equitable practices benefit both internal and external stakeholders
- Participants will be able to list the steps needed to develop a Racial Equity Work Group.

Mission, Vision, and Values



Mission

To improve the wellbeing of young Texans through equitable access to sexual health information, contraception, and resources.



Vision

Every woman and young Texan has access to the information and resources needed to make well-informed sexual health decisions.



Values

- Community-centered
- Equity, inclusivity, and respect
- Honesty, transparency and accountability
- Innovation and curiosity

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Question

**What does
equity mean
to you?**



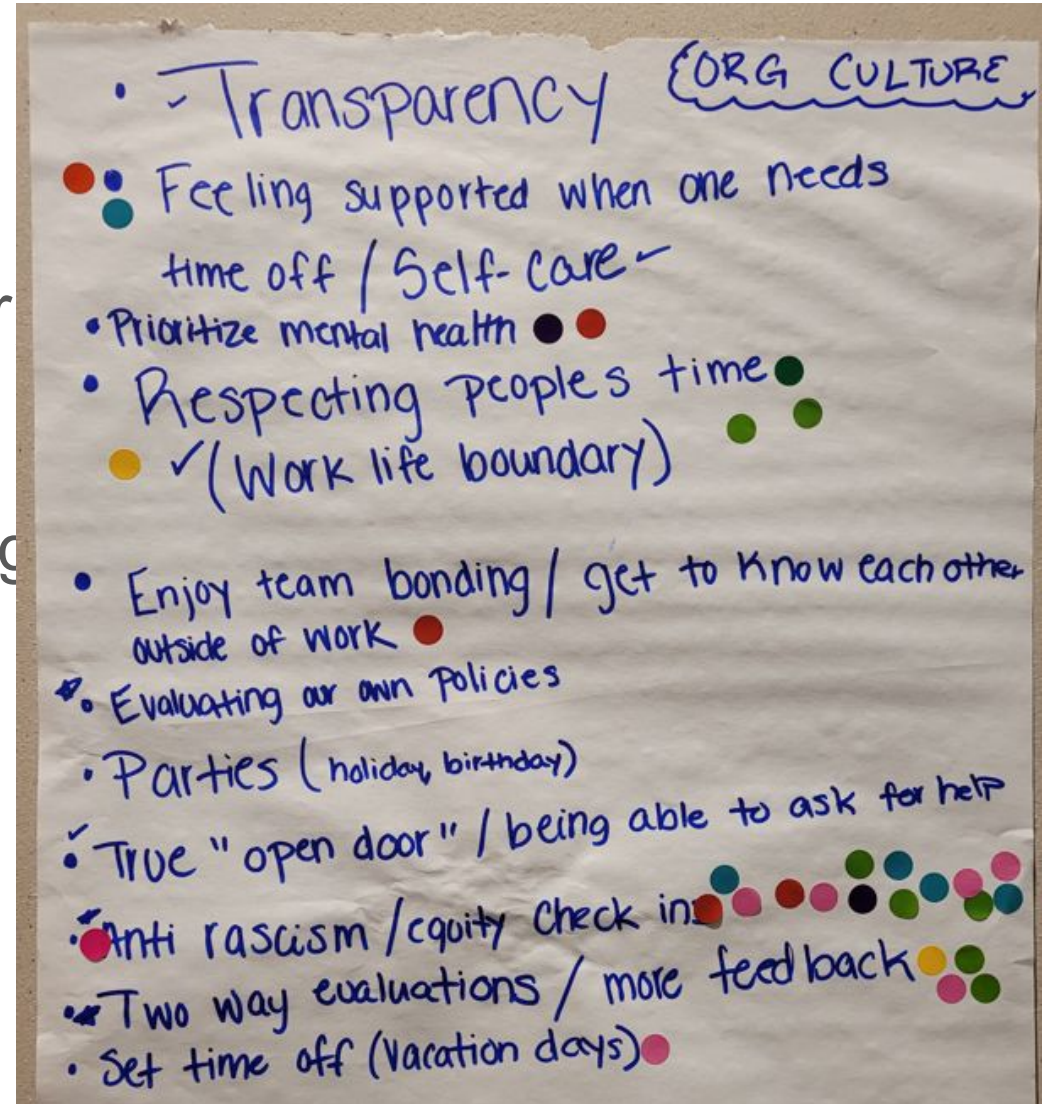
Background in Equity Work



HEALTHY FUTURES OF TEXAS

Timeline

- Fall 2022: All Staff Meeting (Merger)
- Spring 2023: REWG Nominations and Applications
- Summer 2023: First REWG Meeting
- Fall 2023 -Present: Bi-weekly REWG Meeting
- March 2024 SA2020 Dissolves



Healthy Futures + SA2020

SA2020

Budget



Video of a caucasian adult female with short brown hair saying “No budget”.



Advancing informed sexual health decisions

Focus Areas

Equity Practices in Hiring

- Job descriptions
- Interviewing Process



Let's Discuss



Equity Practices in Operations

- Salary Bands
- Compensation philosophy



Let's Discuss



Equity Practices in Training

- Supervisor Training
- Board Training
- All Staff Training
- Summer Learning Series

Let's Discuss

The Future

- Work group continuation
- Staff input
- Platform for continuing staff and board education

Group Activity: Scheduled Innovation



Source: Google GIFs

Graphic of a light bulb with a plant growing inside.

Questions?



Three graphics of question marks.

References/Resources Slide

- **Slide 7-8:** <https://hftx.org/about-us/>
- **Slide 3:**
<https://unexpectedvirtualtours.com/resources/team-building-icebreaker-questions/>
- **Slide 12:** <https://sa2020.org/>

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Session Evaluation

Please complete a brief evaluation form for all workshop, forum and networking sessions by scanning the following QR code or visiting the following link:

<https://bit.ly/2024Evaluations>

