

# CHS ANTI-RACISM INITIATIVE (ARI)

**Anti-Racism Leadership Team**  
 Lead the effort of the ARI  
 Coordinate ARI Activities  
 Communicate ARI efforts

## ACTION TEAMS

- Addresses topics that are CHS-wide
- Develop resources to help Service Teams in their ARI work

**REAL**  
 (Resources, Education & Action for Leaders)  
**Co-Chair: MayKao Hang & Shannon Kennedy**  
 Create heightened level of cultural sensitivity for CHS

**STAFF RETENTION & SUPPORT**  
**Co-Chairs:**  
**Jenny Gordon & Nancey Riley**  
 - Improve retention rates of staff that are persons of color

**TRAINING**  
**Co-Chairs:**  
**Carol Fogarty & vacant**  
 - Increase cultural competence of CHS Staff

**RECRUITING AND HIRING**  
**Co-chairs:**  
**David DeRusha & Mynda Lewis**  
 - Ensure career development & promotion opportunities are equivalent among CHS members

## Dept. Managers Meeting

Addresses the intersection of ARI goals/activities and the management of CHS.

- ARI awareness and education for managers
- Communicate experiences and successful activities across service areas

Chair: Monty Martin  
 Participants: All CHS Directors and Managers

## SERVICE TEAMS

Responsible for addressing ARI activities involving:

- Services available to clients
- Inclusion of communities
- Staff education
- Elimination of racial disparity in the use of CHS services.

<b><u>Adult Mental Health</u></b> <b>Chair: Kirk Fowler, Nancy Houlton</b>	<b><u>Elderly, VA, AP</u></b> <b>Chair: Kia Xiong</b>
<b><u>Chemical Dependency</u></b> <b>Chair: Kurt Koehler</b>	<b><u>Developmentally Disabled.</u></b> <b>Chair: Andrea Zuber</b>
<b><u>Homeless, Low Income, Child Care</u></b> <b>Chair: Mary Nelson</b> has overall responsibility for this area (2 groups meet regularly: Shelter Mgmt & Child Care)	<b><u>CADI-TBI</u></b> <b>Chair: Leon Boeckermann</b>
<b><u>Children's Services</u></b> <b>Chair: Susan Ault</b>	<b><u>Children's Mental Health and Delinquency</u></b> <b>Chair: Joel Hetler</b>