

# ODHS Child Welfare Vision for Transformation<sup>1</sup>

We believe children and young adults do best when they grow up in a family.

We value fairness, equity, inclusion, accessibility, diversity, and transparency in our work.

We value the voices, experiences, cultures, intellect and uniqueness of the children and families we serve.

We believe that communities often already have the wisdom and assets to provide safe, stable and healthy lives for their children. Thus, Child Welfare needs to partner, listen and lift up community voices and their decision-making powers. This builds on existing resources, creates pathways to new resources and promotes community interdependence rather than a system of dependence.

We value building authentic relationships and being accountable to communities of color and other marginalized communities by elevating their voices and proactively engaging with individuals, families and communities. This builds their power so Child Welfare and its partners can better ensure people's safety, health and well-being.

We believe providing earlier, less-intrusive support for parents and families means more children can remain safe and healthy at home and in school. This helps children and young adults have better long-term outcomes and keep the bonds and connections critical to their well-being.

We believe families and communities working together in a more proactive, holistic way will allow ODHS and its partners to allocate resources where they have the greatest impact for children, young adults, parents and families. Comprehensive services outside of ODHS will decrease the need for costly foster care, residential placements and other crisis support. This will create opportunities for more innovation, creative solutions and new business models.

We believe when families and communities are strong, fewer children experience abuse and neglect.

We recognize the importance of challenges and struggles of transforming the current system into one that is fair and just. Anti-racist principles guide us. We recognize that white supremacy and systemic racism are deeply embedded in the history, fabric and institutions of our country, including child welfare systems. Long-lasting social change comes from communities of color and other marginalized communities' leadership and power in social movements and systems transformation. To this end, we will leverage our resources, technical knowledge and role within the broader ODHS and child welfare systems to support transformation.

Our Vision for Transformation is based on a belief that children do best growing up in a family and on values related to honoring and supporting cultural wisdom, building community resilience and voice, and ensuring the self-determination of our communities of color. The goal is an absolute transformation.

# ODHS Mission and Core Values<sup>3</sup>

## **Mission:**

To help Oregonians in their own communities achieve wellbeing and independence through opportunities that protect, empower, respect choice and preserve dignity.

## **Core Values:**

Integrity: We maintain the highest standards of individual and institutional integrity. Doing what is right even though no one is watching; a self-assigned and self-enforced obligation to do the right thing.

Innovation: ODHS is committed to sustaining a learning culture which seeks to continually improve how we do our work. To meet the ever-changing needs of the individuals we serve and of our communities, we implement the best and most innovative practices. We encourage people at all levels to bring forth new ideas in an open, collaborative environment.

Respect: We respect the diversity of our workforce, our community and the people we assist. We are attentive to personal dignity and receptive to diverse ideas. We recognize the value of respecting individuality, personal experience and diverse cultural backgrounds.

Service Equity: Service equity is a measure of results, not effort. We use individual approaches which are free from bias or favoritism to achieve our common outcomes. Service equity creates an environment of fairness and respect that values, attracts and supports diversity.

Responsibility: We take responsibility for our actions. We hold ourselves accountable to the populations we serve—the public, customers, clients, partners, volunteers, contractors, other governmental bodies and the Legislature. We understand that each of these relationships requires us to accept different responsibilities and that we manage them to advance the ODHS Mission.

Stewardship: Because all Oregonians have a stake in the actions of public sector employees, we are accountable in action and attitude for this stewardship of the public trust. All ODHS employees, regardless of job title or classification, are stewards of the public trust and use public resources to fulfill the ODHS mission of assisting people to become independent, healthy and safe.

Professionalism: We maintain the highest standards of professionalism. We adhere to standards, methods, behaviors and personal characteristics demonstrated by the best workers in their respective fields. We follow these guidelines regardless of our formal expertise, credentials or interaction with the public.

# Equity North Star<sup>2</sup>

Equity is foundational to our role as a human services agency.

We are committed to integrating equity into all we do. As an agency, we adopted the Equity North Star in 2020. It guides us toward our vision of an agency free of racism, discrimination and bias.

The Equity North Star has four points that explain our agency's goals related to equity, inclusion and racial justice.

Inclusivity: We inclusively lead with race and intersectionality in order to address the roots of systemic oppression that impact all protected classes.

Equity: We are dedicated to make services, supports and well-being accessible to all.

Service: We are committed to partnering with communities to develop and deliver policies and programs that are equitable and improve community conditions.

Well-being: We will know services and supports are working when all who live in Oregon, regardless of identity or place, can achieve well-being.

## Child Welfare Goals<sup>4</sup>

### Safety

- Children are protected from abuse and neglect.
- Children are safely maintained in their homes.

### Permanency

- Children have permanency and stability in their living situations.
- The continuity of family relationships and connections is preserved for children.

### Well-being

- Families have enhanced capacity to provide for their children's needs.
- Children receive appropriate services to meet their educational, physical health and mental health needs.

**Do all of these values and goals align with each other? How will you practice them, or how might it be difficult to do that?**

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