



# DHS News

Newsletter of the Allegheny County  
Department of Human Services



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## **DHS leadership participates in equity challenge**

During the month of July, nine members of DHS leadership worked to build social justice habits by participating in the 21-Day Racial Equity Habit Building Challenge.

Designed by Dr. Eddie Moore, Jr. and his team at America & Moore, the challenge calls participants to do one action to further their understanding of power, privilege, supremacy, oppression and equity for 21 days. These actions include reading selections, podcasts, videos and websites on equity-related topics, as well as opportunities to connect, engage or act. Every day, participants spent time reflecting on what they had learned and how that day's activity made them feel.

Over the three weeks of the challenge, the group met for two virtual check-ins. A post-challenge celebration was held on July 24.

"We thought it was important to encourage leadership to participate in this challenge because in order to establish racial equity as a key value across the agency, leaders must have a shared understanding of key concepts and challenges related to equity," said Jessica Ruffin, senior leader for equity and inclusion in the Office of Equity and Inclusion. "Most deputies involved have issued the challenge to their leadership teams. Teams in CYF and OCS have recently wrapped up their first challenges. Most participants believe that this has been a great way to share resources and get these important conversations started."

Even though the challenge is well past its original 21 days, leadership continues to meet regularly. Additional sessions of the 21-Day Racial Equity Habit Building Challenge will be held over the coming months. To learn more, visit the challenge's [website](#) or contact [DHS-Equity@alleghenycounty.us](mailto:DHS-Equity@alleghenycounty.us).