



DHS News

Newsletter of the Allegheny County
Department of Human Services



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Agency-wide assessment jumpstarts efforts to reduce inequity

In the coming weeks, DHS will be conducting an assessment of the knowledge, skills and experiences of DHS employees related to race and equity.

The Institutional Assessment on Racial Equity will be distributed by email to all employees, both county and contracted, on October 1. It is confidential, and results will be analyzed at the office level to ensure anonymity for individuals. The survey will cover topics that explore employees' understanding of racial equity and knowledge around DHS policies, practices and plans to advance racial equity. Results from this assessment will lay the groundwork for an agency-wide equity plan.

"DHS is committed to achieving racial equity both internally and externally, and the Institutional Assessment on Racial Equity is the next step in achieving that goal," said Jessica Ruffin, senior leader for equity and inclusion. "The purpose of the assessment is not to look at the thoughts, feelings and experiences of individuals, but to look at trends in each office as well as the agency as a whole. The information we will gather will play a crucial role in helping to make DHS more equitable for staff and the people we serve."

To learn more about the assessment, contact the Office of Equity & Inclusion at DHS-equity@alleghenycounty.us.