



Advancing Equity Through CSBG Management and Leadership

Charisse Johnson, Verna P. Best, Melissa Joseph, and Minette C. Galindo

April 6, 2023

Advancing Equity Through CSBG Management and Leadership

AGENDA

CSBG Updates

Call to Action on Advancing Equity

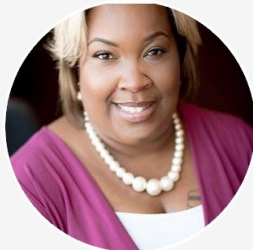
**Advancing Equity Through
Leadership & Management**

Meet the Presenters



**Charisse
Johnson**

Division of Community
Assistance
Director



**Verna
Best**

Program Operations
Branch Chief



**Melissa
Joseph**

Financial Operations &
Accountability
Branch Chief



**Minette
Galindo**

Policy, Data, & Evaluation
Branch Chief



Office of Community Services (OCS) 4 Priorities

Administer

Priority 1: Administer high quality programs that reach those most in need

Lift Up

Priority 2: Lift up voices from the field

Implement

Priority 3: Implement cross-cutting initiatives

Amplify

Priority 4: Amplify connections to Administration priorities

CSBG Updates

- CSBG FY 2023 Allocation
- CARES Supplemental Funding
 - 96% Overall
 - 12 Small States 71%
- 200% FPL maintains (through September 30, 2023)
- ACSI Survey (April 25, 2023)
- Disaster Recovery Supplemental Funding \$25M
- 2023 Community Action Month
- FY 2022 CSBG Annual Report (March 31, 2023)
- FY 2024 CSBG State Plans (September 1, 2023)
- Project Impact
- CSBG Web Page

Advancing Equity through CSBG Management and Leadership

The intersection of leadership and management creates a dynamic force that is essential for achieving the CSBG goals through creating an innovatively progressive CSBG working environment, improving efficiencies, and maximizing CSBG impacts for the families and communities served.

Community Services Block Grant (CSBG)



CSBG PRIORITIES



REDUCING POVERTY



**REVITALIZING LOW-
INCOME COMMUNITIES**



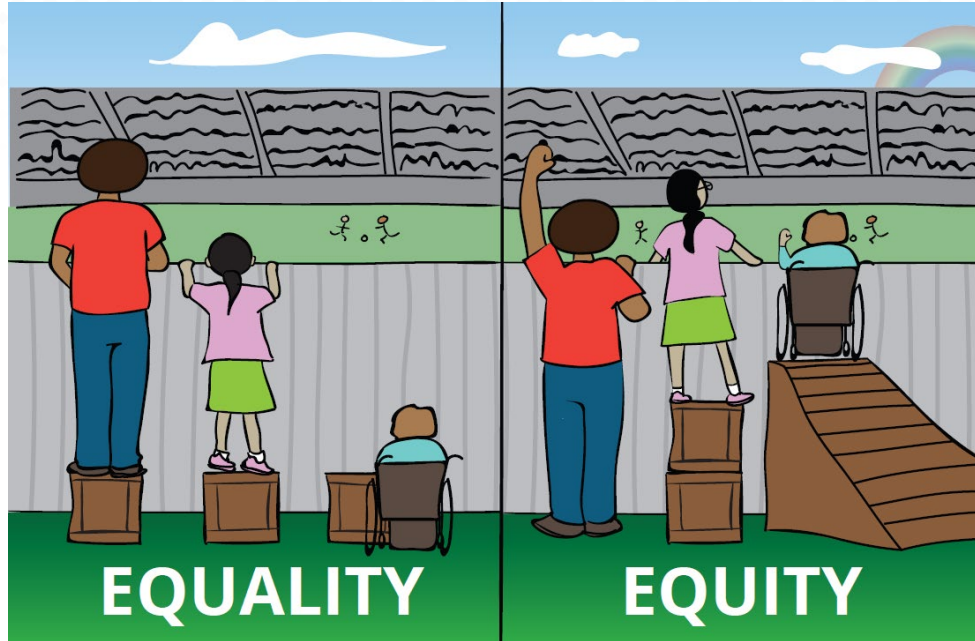
**EMPOWERING LOW-INCOME
INDIVIDUALS & FAMILIES**

What is Equity?

The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Black	Latino	American Indian/Alaskan Natives
Asian Americans and Pacific Islanders	Lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons	Persons with disabilities
Persons who live in rural areas	Persons otherwise adversely affected by persistent poverty or inequality	Other persons of color Members of religious minorities

Equality vs Equity



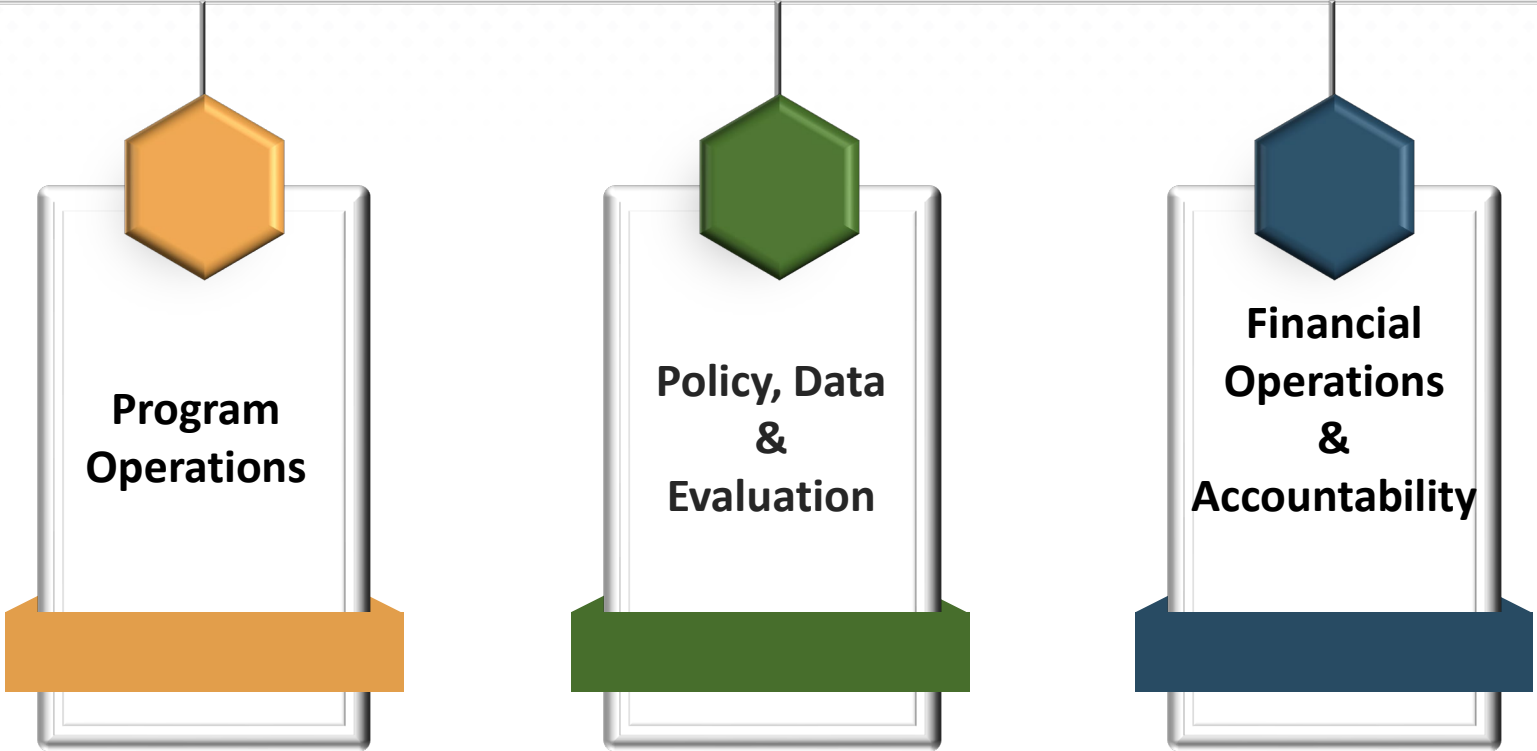
Equality refers to everyone having the same rights and being offered the same opportunities. **Equity** involves ensuring individuals have what they need to enact those rights.

Source: [Culture, Diversity, Inclusion, and Equity \(CDIE\)](#), U.S. Department of Health and Human Services, Administration for Children and Families

OCS Equity Goal

- Rebuild our nation on the tenants of justice and equity such that all individuals are treated with fairness and have opportunities to thrive at their fullest potential.
- Advancing equity means implementing anti-poverty strategies that help historically and disproportionately underserved communities to achieve stability and self-sufficiency. These strategies include:
 - Identifying and addressing the root causes of inequity in underserved communities
 - Dismantling programs and policies that perpetuate systemic barriers to opportunities
 - Breaking down service silos and promoting integrated care
 - Developing methods to support grant recipients in strategic planning to address practices and policies that exacerbate inequity
 - Centering the voices of those served in our commitment to equity

Advancing Equity Through Leadership and Management



**Program
Operations**

**Policy, Data
&
Evaluation**

**Financial
Operations
&
Accountability**

Please tell us about your background and why **advancing equity** in your work is important to you.

What opportunities do see you to partner with state lead agencies and the network to **advance equity**?

If you could offer only one recommendation to a state lead administrator to assist them with **advancing equity**, what would it be?

QUESTIONS



THANK YOU