

Child Welfare Division Vision for Transformation Guiding Principle 2: Enhancing our staff and infrastructure

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To our valued partners,

We continue to share the [Child Welfare Division Vision for Transformation](#) as a roadmap and compass for the Oregon Child Welfare Division to transform how we work to support children, families and communities. The three guiding principles give us direction to achieve the [Vision for Transformation](#). Today we will take a closer look at the [Vision for Transformation](#) Guiding Principle 2.

Guiding Principle 2: Enhancing Our Staff and Infrastructure.

This guiding principle recognizes that the success of the Child Welfare Division transformation depends on a diverse, supported, skilled, respected and engaged workforce. This workforce reflects and embraces the communities we serve as well as the community partners we work with.

This means child welfare work will include strategies that have:

- A clear vision and purpose for transformation and a strategic direction that staff understand and collectively and individually see.
- A commitment to fairness, equity, inclusion, accessibility, transparency and diversity.
- An effective organization and implementation infrastructure driven by inter-and cross-program collaboration that facilitates shared decision-making and respect.
- A culture of spiritual, social, psychological and physical safety across the workforce that values and enhances well-being.
- A strong anti-racist approach committed to ending structural racism.

- Approaches that actively work to dismantle systems of oppression and institutional barriers that have prevented women of color and LGBTQIA+ people of color from living their lives with dignity, autonomy and equality.
- A recognition of the importance of struggle and the challenges that transform the system into a fair and just one.
- High, clear expectations and accountability for all staff, managers and leadership that ensure staff have the direction, guidance and support needed for the challenging work they do every day.
- Management structure that values staff input and feedback and ensures meaningful participation, engagement and inclusion, including many chances to share ideas and develop professionally.
- A partnership-focused relationship between management and labor working toward common goals and outcomes.
- Recruitment and hiring, workforce development, retention and succession-planning practices that attract, reward and promote high performing staff and represent the communities we serve with clear opportunities for career advancement.
- An exceptional workforce developed and supported at all levels.

There is more information in the [Vision for Transformation](#) on specific projects, initiatives and desired outcomes for Guiding Principle 2.

As valued community partners within the child welfare system, we hope you see the ways your work also aligns with this guiding principle. We encourage you to share the [Vision for Transformation](#) with your networks and communities. Together we can transform the child welfare system of Oregon.

As always, remember to take care of yourselves and thank you for your partnership and collaboration.

Warmly,

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Child Welfare Director