

CARE Team Updates

The CARE Team met on **September 23, 2026**, to reconnect, welcome new voices, and continue exploring ways to strengthen **equity, inclusion, trauma-informed practices, and staff voice** across the agency. We are still welcoming **new members** and would love to have additional perspectives represented!

“Leave a Thank You” flyers will soon be available in **English and Spanish** at all sites, providing an easy QR-code option for staff to recognize and appreciate one another. The team also discussed revisiting opportunities for **affinity and ally groups**, including a possible LGBTQ+ and Allies group during a future Choose Your Own session.

Looking ahead, CARE Team work may include smaller groups focused on reviewing **policies and procedures through a trauma-informed lens**, as well as facilitating conversations around poverty, trauma, equity, and inclusion. We also reflected on the positive impact of previous affinity-group work, including increased feelings of inclusion and empowerment among staff and opportunities to participate in training in their preferred language.

The team discussed the importance of **refreshing agency ICE protocols**, including reviewing procedures, increasing staff awareness, considering practice drills, and providing clear internal reminders so staff feel informed and prepared.

Other ideas included inviting **community partners and guest speakers** to share their approaches to equity and inclusion, provide feedback, and create additional learning opportunities. We also hope to continue exploring meaningful ways to recognize and support staff who participate in committee work.

We’re still growing our CARE Team! Staff who are interested in joining, sharing ideas, or learning more are encouraged to reach out to **Nikki Bravo or Sarah Maxwell**. We would love to continue bringing different voices and perspectives into this work.