

DEIA STRATEGIC PLAN PROGRESS REPORT

September 2023



CSOSA

Court Services &
Offender Supervision
Agency DEIA Strategic
Plan Progress Report
Pursuant to Executive
Order 14035 on
"Diversity, Equity,
Inclusion, and
Accessibility in the
Federal Workforce"

The Court Services and Offender Supervision Agency for the District of Columbia (CSOSA or Agency) provides community supervision to adult offenders (supervisees) on probation, parole, and supervised release in Washington, DC. CSOSA is committed to diversity, equity, inclusion, and accessibility (DEIA). We believe that fidelity to these tenets is integral to positioning ourselves as a model community supervision agency that is recognized for positively impacting public safety.

As part of our commitment to DEIA, CSOSA seeks to ensure that transgender women and other members of the LGBTQ+ community in the post-conviction supervision phase of the criminal legal process have equitable access to and the full benefit of CSOSA's supervision services. To this end, CSOSA has offered former supervisees, particularly former supervisees who identify as LGBTQ+ the opportunity to participate in interviews about their supervision experiences since November 2021. The Agency has used our website and various social media platforms including Facebook, LinkedIn, and Twitter to publicize this opportunity to former supervisees. CSOSA has also shared this opportunity with groups that serve the LGBTQ+ community.

In addition, CSOSA has focused on building and strengthening relationships with agencies and organizations that serve members of the LGBTQ+ community to learn and share best practices for fostering an environment that allows transgender women and other LGBTQ+ community members to feel comfortable identifying and seeking support for those aspects of their supervision experiences that may be unique to this aspect of their identities.

For example, on April 22, 2022, CSOSA hosted a townhall for LGBTQ+ community stakeholders and other members of the public to (1) share the initiatives CSOSA has undertaken to ensure the fair treatment of the members of the LGBTQ+ community and (2) learn about the supervision experiences of members of the LGBTQ+ community, in particular. In October 2022, the Agency hosted another townhall during which the Agency (1) discussed its intake process and (2) offered LGBTQ+ organizations and other members of the public the opportunity to share their insights on that process as well as on the supervision experiences of members of the LGBTQ+ community.

CSOSA also focused on training its employees, especially community supervision officers (CSOs) who are directly responsible for supervising supervisees, about issues that may be unique to members of the LGBTQ+ community. These efforts have resulted in more than 200 employees receiving this important training, including every member of CSOSA's academy for incoming CSOs since June 2022.

Further, in FY 2023, CSOSA launched a special emphasis program for employees who identify as LGBTQ+ and employees who identify as allies of the LGBTQ+ community: the LGBTQ+ & Allies Committee. This Committee has provided another forum for discussing issues of import to members of the LGBTQ+ community. For example, the

commemoration of Pride Month included a speaker who shared some of the struggles she lived and witnessed as a member of the community, the importance of using preferred pronouns to support all colleagues, and the importance of asking hard questions to gain understanding and support. These led to some of the participants really delving into questions they had about supporting loved ones who identified as LGBTQ+ community members. The Committee has also provided employees with information about the history of the LGBTQ+ movement, the importance of LGBTQ+ representation, and the resources for learning more about the LGBTQ+ community.

As President Joseph R. Biden noted in his [Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#), “a growing body of evidence demonstrates that diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations.” Focusing on DEIA in the workplace is critical to retaining and recruiting a workforce to advance our important mission and positively impact public safety in the District of Columbia.