

“LET’S TALK  
ABOUT IT”

BUILDING DIVERSITY &  
INCLUSION IN  
WORKPLACE CULTURE

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# How It All Began

- Lancaster County Adult Probation and Parole Services is made up of about 140 individuals.
- About 15% of staff is marginalized (including support staff), without support staff we have about 8% diversity.
- In management, we have 1.4% diversity (2 members which includes the support staff supervisor).

# Summer of 2020

After May 25, 2020 there was an undeniable undercurrent of tension in the air that had an impact on our country, our states, our towns, our homes our lives and on many of us.

No matter where you stood on the issue that ignited demonstrations across the world, it was evident that we had to acknowledge what was happening.

As marginalized staff , we were painfully aware that we worked in an agency that had not made any statements one way or another and the silence was deafening.





**SPEAKUP**



What we came to realize

# FORUMS

- Opened to all APPS marginalized staff along with Senior Leadership
- There were ground rules to ensure a respectful, safe place to share your feelings, experiences in or out of the office and your perspective on things
- Participants were assured that there would be no retaliation or negative consequences for speaking freely
- Senior Leadership listened without judgement, criticism or argument
- Participants felt heard, empowered and encouraged to have a voice and a place at the table. More meetings were then scheduled as word got out.



## OFFICE WIDE DIVERSITY TRAINING

- Brought in an outside diversity trainer experienced in working with larger agencies
- Planned and prepared to execute the training virtually
- Made it a mandatory training for the entire agency
- Asked that everybody participate and be present (cameras on)



**WHAT  
HAPPENED**

# RESPONSE

**Reluctance to speak up**

**Resentment**

**Resistance**

**Justifications**

**Comparisons**

**Awareness**

**Anger/Frustration**

**Raw Emotions**

**Lack of Direction**

**Validation/ Having a voice**

**Understanding**



# Now What?

- 1) Follow up training with the trainer to digest everything that evolved out of that initial training.
- 2) Prepared ourselves for those difficult conversations.
- 3) Got on the same page about the fact that embracing inclusiveness and diversity within our workplace; provides our staff with the opportunity to bring together their differences and strengths to the table, ultimately making us a better agency.
- Agree to have a HATE FREE ZONE in the office.

# D.R.I.V.E.

- Diversity
- Respect
- Inclusivity
- Values
- Equity

DIVERSITY  
RESPECT  
INCLUSIVITY  
VALUES  
EQUITY



**D.R.I.V.E.**

A COMMITTEE DEDICATED TO HELPING  
OUR JUDICIAL SYSTEM

**MOVE FORWARD**

# Equality vs. Equity



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodation because the cause of the inequity was addressed. The systemic barrier

# Subcommittees



OUTREACH

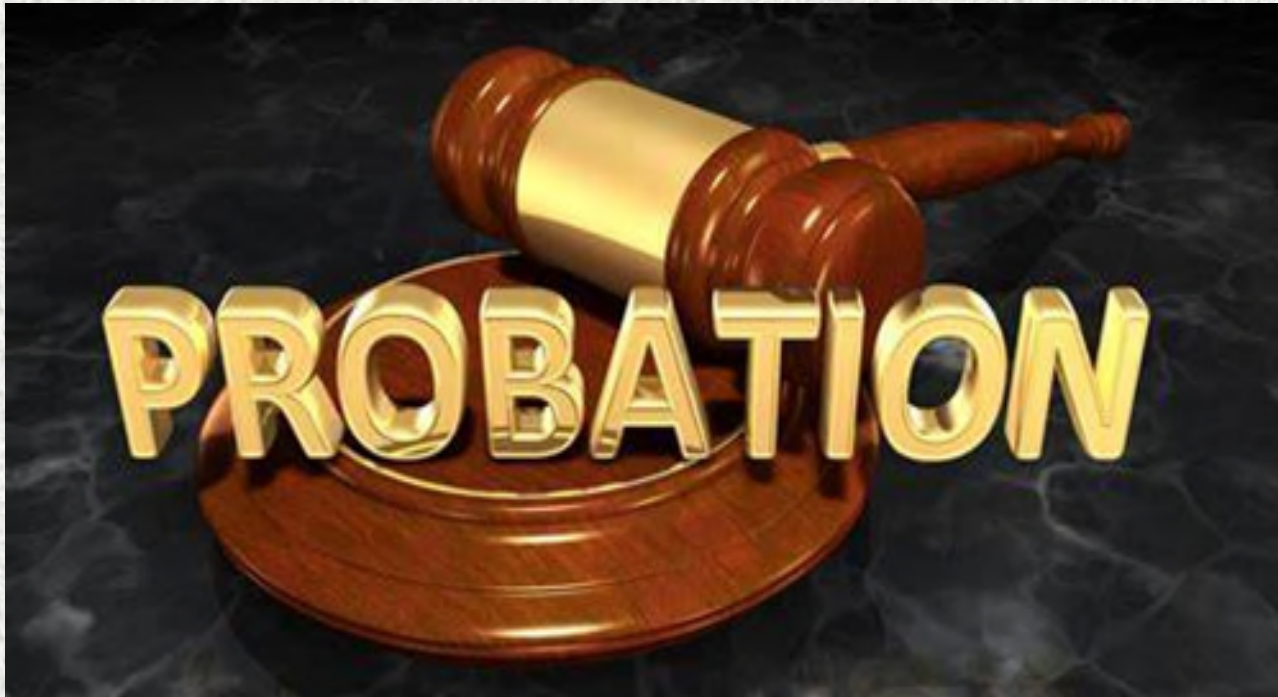



HIRING



TRAINING

**This Works!**





# COURTWISE DRIVE

- Adult Probation/Parole Services
- Juvenile Probation
- Domestic Relations
- Magisterial District Offices
- Bail Administration
- Court Reporters
- Law Library



Repeat



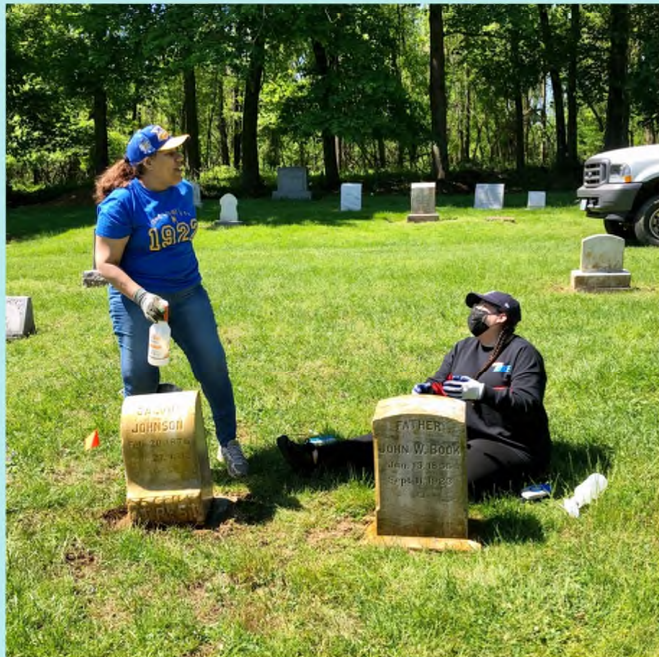
**Where Are**

**We Now?**



# Community Outreach Projects





# Stevens- Greenland Cemetery Project

### Steven Greenland Cemetery Participants and Sponsors

Project led by  
Lancaster County Veterans Court, Lancaster County Court-wide D.R.I.V.E. Committee  
and Lancaster County Adult Probation and Parole D.R.I.V.E. Committee

Dr. Leroy Hopkins: Honorary speak for Memorial Day Ceremony. His knowledge of the history of Stevens Greenland was impactful in the restoration of the cemetery.

Lancaster County Veterans Court

Lancaster County Court-wide D.R.I.V.E. Committee – A committee focused on Diversity, Equality, and Inclusion

Gordon Reed: historian with immense knowledge of cemetery to help guide the restoration plans.

Adult Probation and Parole's D.R.I.V.E. Committee

Lancaster County Adult Probation and Parole Services (APPS)

Gerald and Gary Wilson: Provided history and knowledge of individuals buried in the cemetery. Helped with cleaning.

President Judge Ashworth and the Lancaster County Court of Common Pleas Board of Judges

Charles F. Snyder Funeral Homes: donation of memorial bench, created ceremony program, repaired broken headstones.

Wilson Roth Cemetery Services

Robert Braniff, Benchmark Construction: installation of the benches and replaced the foundation beneath the dais.

Lancaster City Bureau Police Department

Captain Kevin Fry of the Lancaster Police Department worked tirelessly with his front-end loader to remove debris too cumbersome for manual labor.

Manheim Township Police Department

West Lampeter Township Police Department

Kathleen Anderson- Vice President of AAHS of SCPA: instrumental individual who led

### Clyde S. Weaver Sub Sale Fundraiser Project

Led by Sheryl Meck, D.R.I.V.E. Co-Chair

Stevens Greenland Memorial Flyer and Clyde S. Weaver Sub sale flyer designed by Medemeris Martinez-Nunez. Manheim Township Police Department, West Lampeter Police Department, Lancaster City Bureau of Police and American Legion Post 34, Sons and Auxiliary were instrumental in the fundraiser.

### Headstone Cleaning/Restoration

Led by Kathleen Anderson, Sheryl Meck, and Gordon Reed

Multiple departments and individuals within the community collectively cleaned and restored over 200 headstones.

### Food contributions for the cemetery volunteers

Justin Williams, Linda Waller, Sheryl Meck, Judge Jeffrey Wright, Gerald Wilson, Merrill Shaffer, Barbara Dorsey, Tony Woods, Mary Louise Simms, Betty Hurdle, Sheila Heiser

The most precious sight of all were the children who helped clean the headstones:

Landon Livingston  
Malina Williams  
Jackson Buckwalter  
Breanne Buckwalter  
Jodyyn Rodriguez  
Beta Dehm  
Avery Grager  
Aca'an Davis

Julian Heagy  
Evelyn Miller  
Charlotte Miller  
Christopher Vaquer  
Justin Rodriguez  
Jade Nooley  
Coen Grager

Liam Fisher  
Aiden Barr  
Sophia Jenks  
Spencer Landon  
Legan Vazquez  
Callen Hackman  
Lilly Shaffer



## Memorial Day Ceremony May 31<sup>st</sup>, 2021

Stevens Greenland Cemetery  
est. 1906 by Edward Millen  
1000 S. Duke Street, Lancaster, Pennsylvania

Flag Ceremony ~ Red Rose Honor Guard  
National Anthem ~ Deborah Martinez

Invocation ~ Ken Deaven, Sons of the American Legion Post 34 Chaplain

History of Stevens Greenland Cemetery ~ Dr. Leroy Hopkins, Ph.D.

Remarks ~ Pedro Rivera, President Stevens College of Technology

Joe Becton and his 3rd US Colored Troops reenactors

Benediction ~ Ken Deaven

Declaration of the Graves

Imani Dancers and Drummers ~ Directed by Bruce Payne

Unveiling of the Cemetery marker on South Duke Street

### Prayer Circle Project

Led by Tammy Mayer and Justin Williams, D.R.I.V.E. Co-Chair

Rotary Club of Lancaster

Rotary Club of Lancaster South

Jim MacKenzie with Octoraro Native Plant Nursery

Kathleen Anderson

### Bench Project

Led by Linda Waller, D.R.I.V.E. Co-Chair

Bench Donations made by

Lancaster County Court of Common Pleas Board of Judges

The Waller Family:

"In Loving Memory of WW II USMC Cpl Della Waller"

The Wilson and Woods Family:

"In Memory of Wanda & Ruth Woods and Reba & Herman Simms"

Gerald Wilson and Leroy Hopkins:

"Grandparents Edward & Elnora Stumpf Grandparents Edward & Elnora Stumpf"

Lancaster City Bureau Police:

"Dedicated to our Nation's Heroes. Gone but Not Forgotten"

The Williams Family:

"In Memory of Edward Cooper, Mary E. Wilson and Tyrone Speller"

Charles F. Snyder Funeral Homes

The Cole Family:

"USAF SSgt Ronald Hibberd Cole VW 66-70"

Lancaster County Adult Probation and Parole Services

"Honor and appreciate these heroes"

Lancaster County Adult Probation and Parole Services D.R.I.V.E. Committee

Lancaster Lions Club

Lancaster Rotary Club

Monster Tree Service of Lancaster – Provided services to grind multiple tree stumps on the property.

Judge Dennis Reinaker: Replacement of flag

Judge David Workman: Purchased game camera for security of property.

County Commissioner Ray D'Agostino: Supported fundraiser/prayer circle

Mr. David Sawyer, Commander Sons of the American Legion: Provided head stone cleaning, helped with sub fundraising. Facilitator for post ceremony celebration for volunteers.

Marilyn Pew, Commander, Auxiliary to the American Legion Post 34- Monetary Donation and donation of roses

Pat Bixler, Auxiliary to the American Legion Post 34- Monetary Donation

American Legion Post 34, Sons and Auxiliary

Kevin Deckman- Monetary Donations

American Legion Post 34: Host

Sons of the American Legion Post 34: Financial contributions

American Legion Post 34 Auxiliary: Financial contributions

Conestoga Elks, Lodge #140, IBPOE of W

Jodie Barone: Department of Veterans Affairs – oversaw replacement of flags on Veterans graves and replacement of markers.

Red Rose Blue Star Moms: Provided workshop on how to safely clean and restore headstones.

Luke Miller of LM Building and Remodeling LLC restored the dais and repainted the gateway decorations.

Sigma Gamma Rho Sorority: Cleanup

Troop 4 of the Boy Scouts: Cleanup

Cub Scout Pack 4: Cleanup

Amy Coleman: Powerpoint presentation

Randolph Harris, creator of the historic marker funded by the Elm Street Project provides access to the history of this historic cemetery.

Honorable Danene Sorace, Mayor of Lancaster: Cleanup

Nelson Polite, president of the African American Historical Society of South-Central PA cleaned tombstones and provided some shrubbery.

Glenn Fawber: Planted flowers and cleaned and repaired the gate at the entrance.

Rotary Club of Lancaster South

Rotary Club of Lancaster

Kelli Davis and Family: Donation to restore broken cross headstone.

Brett Cole and Family: Donation to restore broken cross headstone.

Veteran Professional Lawn Service: provided the ability to remove branches and debris and also did considerable grading of original city road

Lancaster Lions Club

Nathaniel Wright: lead of memorial plaques for donors of benches. Created Veteran QR codes

JP Lilley Inc: Provided sound system for Memorial Day Ceremony

Lancaster County Bureau of Veterans Affairs

Thaddeus Stevens College of Technology: painted flagpole, replaced flagpole hardware, created and installed gold flagpole topper and installed flag pole solar lights.

George Jennings- MG Streams Power Washing Veteran Owned LLC

Bob Sneed- Donation for River Rock for memorial garden

Legacy Landscape Materials Inc.

Caterbone Lawn and Landscaping

Mike Cassidy- Penn State Master Gardener

Katherine Hopkins- Penn State Master Gardener Program

Sgt. Robert Anderson- US Veterans Affairs Department

Major Sherylette Allen-Caldwell (ret)

Carmello Cruz, Drone Photography Services

Alex, Antonio and Alex Cruz Jr.- Cleanup of Cemetery

Comcast Inc.- Providing parking

Flex/Cell Precision Inc.

African American Historical Society of South Central Pennsylvania

Dr. Timothy Trussell, Millersville University's Anthropology and Sociology Department

Sean Keehner- instrumental in the cleanup of the cemetery

Dave Rymshaw- instrumental in the cleanup of the cemetery

Patrick Hartl - instrumental in the cleanup of the cemetery

Amanda and Craig Lehman

Dr. Chia Metzler, Thaddeus Stevens College of Technology

Mike Oxenford, Thaddeus Stevens College of Technology

Gene Duncan, Thaddeus Stevens College of Technology

Mike Kauffman, Thaddeus Stevens College of Technology

Whit Middleton, Thaddeus Stevens College of Technology

Jared Keim, Thaddeus Stevens College of Technology

Mike and Annie Flaud

Mr. & Mrs. Chad Snyder

Mr. & Mrs. Chip Snyder

Kathy Snyder Guidos

Clean Cut Landscapers

Jim MacKenzie

Steve Waller

Betty Hurdle

Stanley Jones

# D.R.I.V.E. gives back to the community



APPS D.R.I.V.E. Committee presents

# BACK to School

## SUPPLY DRIVE

For Lafayette Elementary School

**What We Need:**  
Expo dry erase markers (any color), crayons (any size crayon/any size box), pencils, marble notebooks, Post-Its, index cards (any size/color), paper clips (any size), colored pencils, markers, loose leaf paper (with or without holes), and colored file folders with pockets.

**-Collection Period-**  
July 1 - Aug 11

**-Drop-Off Locations-**  
Office 418 (M), 350 (Heather) and B38 (Angie)

for monetary donations  
Venmo @Heather-Lutz-Neff

Made with PosterMyWall.com

A decorative graphic for a 'Back to School Supply Drive' poster. It features a globe, a stack of books, a red backpack, a pencil, a ruler, a clock, and a pencil holder. The text 'BACK to School' is written in large, colorful letters, and 'SUPPLY DRIVE' is in white on a black background. The poster is for Lafayette Elementary School and includes a list of needed supplies, collection dates (July 1 - Aug 11), and drop-off locations (Office 418, 350, and B38). It also mentions a Venmo account for monetary donations and was made with PosterMyWall.com.

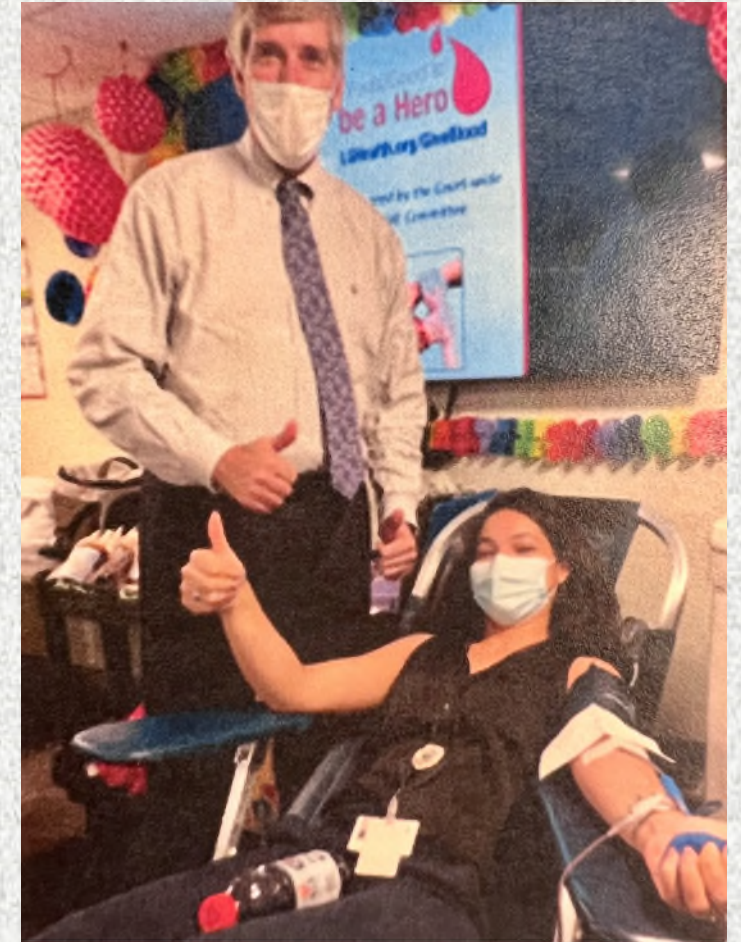
# Blood DRIVE



We all  
bleed the

same

color





# National Night Out



# Juneteenth Celebration



# EDUCATION



How can I  
interest you  
in learning  
about  
**ME?**



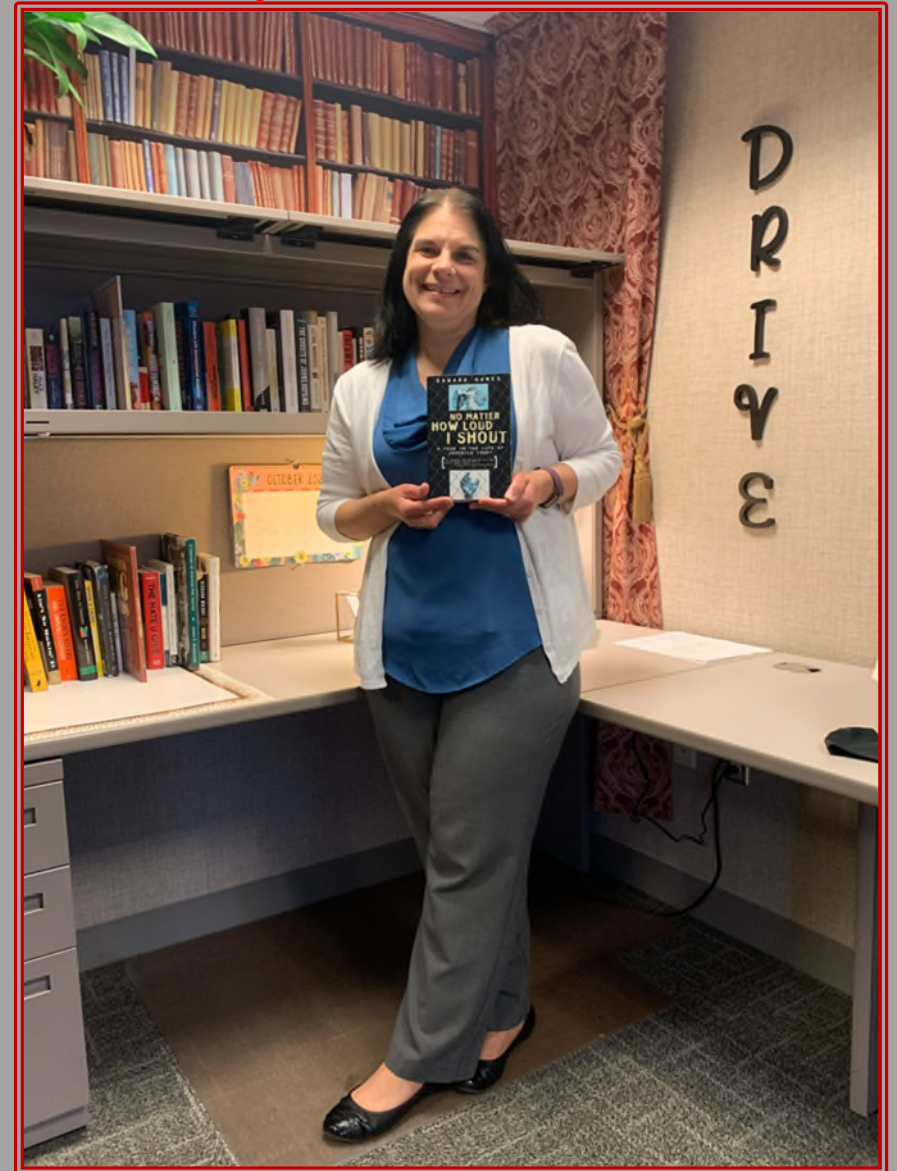
# Educating Myself



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# DRIVE Library



# Ted Talks

**"IN HONOR OF ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH, LET'S TALK ABOUT IT"**

*APPS D.R.I.V.E. Committee presents*

**A TED TALK FOCUSED ON WHAT IT MEANS TO BE ASIAN AMERICAN IN AMERICA HOSTED BY JUSTIN, LINDA & SHERYL**

**THURSDAY MAY 27, 2021  
9AM-10AM  
VIA TEAMS**

**PLEASE RSVP TO SHERYL MECK  
BY TUESDAY MAY 25 COB**

## "THE DISABILITY CONVERSATION"

### TED TALK and DEBRIEF

Sponsored by:

APPS and Courtwide D.R.I.V.E Committees


Friday, July 30<sup>th</sup>

9:00 am to 10:00 am

Meeting via Zoom

RSVP by Monday, July 26<sup>th</sup>

[DRIVE@co.lancaster.pa.us](mailto:DRIVE@co.lancaster.pa.us)



**APPS D.R.I.V.E. COMMITTEE PRESENTS:**

A TED Talk honoring  
Native American Heritage Month!

Topics discussed will be Missing and murdered indigenous women and the removal of indigenous culture as mascots for schools/sports

11-19 ~ 10am-11am  
2nd floor conference room  
RSVP to Sheryl Meck by 11-17

**APPS D.R.I.V.E COMMITTEE PRESENTS**

A TED talk to celebrate  
National Veteran and Military  
Families Month

*11-19-21: 9am-10am  
2nd floor conference room*

**"YOUR TIME IN IRAQ MAKES YOU  
A THREAT TO SOCIETY"**  
by Andrew Chambers

RSVP to Sheryl Meck by November 17th  
LIGHT REFRESHMENTS PROVIDED

**"LET'S TALK ABOUT IT"**

**PRIDE MONTH  
TED TALK  
and debrief**

Sponsored by:  
APPS DRIVE Committee & Courtwide DRIVE Committee

Friday 6/25/21  
9:00am to 10:00am

RSVP by 6/21/21 to  
[DRIVE@co.lancaster.pa.us](mailto:DRIVE@co.lancaster.pa.us)

*APPS D.R.I.V.E committee presents:*

**A TED Talk with Bryan Stevenson**

Please join us for  
Coffee &  
**DONUTS!**

**December 11th @ 9:30am via teams**  
donut & coffee pick-up on the  
2nd floor!

RSVP to Bethany Jenks by 12/9  
1 hour training credit for all participants

APPS D.R.I.V.E Committee Presents:

**A TED talk honoring Hispanic Heritage Month**

**"Why Do we Say 'Latino?'"**  
by Crystal Mojica and  
Valentina Stackl

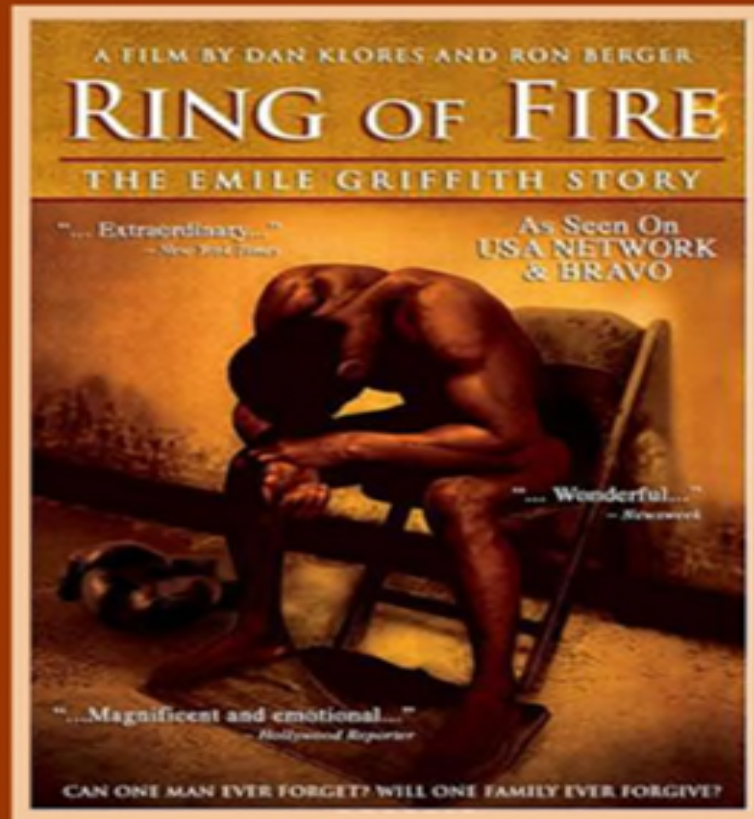
**October 8th, 9am**  
2nd floor conference room

Please RSVP to Heather Lutz by 10-6  
Space is limited to 20 attendees

# Educational Movie Events

*Matinee Madness!*

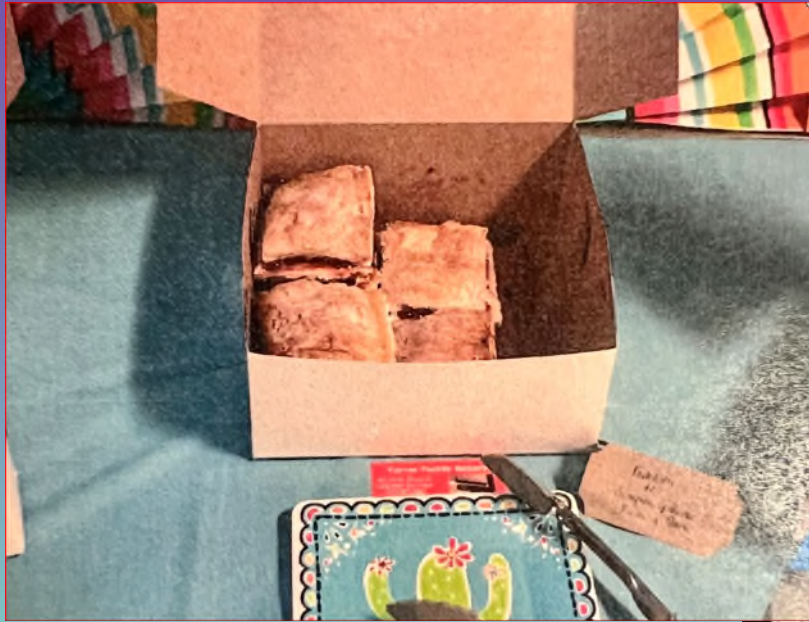
*Friday, May 6th 11:30am  
2nd floor conference room*



# PRIDE CELEBRATION



# Hispanic Heritage Month



# 2022 Courtwide Conference

## 2022 COURTWIDE CONFERENCE DIVERSITY, EQUITY, AND INCLUSION



*save the date*

MAY 17, 2022 | MAY 18, 2022 | 8:30 AM or 1:00 PM

\*Please only attend 1 out of the 4 sessions\*

*Lancaster County Public Safety Training Center*

# DRIVE Mission Statement



## D.R.I.V.E. COMMITTEE

DIVERSITY | RESPECT | INCLUSIVITY | VALUES | EQUITY



### VISION STATEMENT

Valuing our common humanity through diversity, equity, and inclusion within the Lancaster County Court System.

### MISSION STATEMENT

D.R.I.V.E. is dedicated to helping our judicial system continue to move forward to embrace all forms of diversity and to positively impact all lives within Lancaster County.

### CORE VALUES

- Diversity – recognize that each individual is unique.
- Respect – accept people for who they are.
- Inclusivity – promote an environment of belonging and empowerment.
- Values – treat all people with dignity and respect.
- Equity – provide necessary resources and opportunities for all to reach equal outcomes.

### OPERATIONAL GOALS/PROCEDURES

- Sustain a court system that values and respects everyone, regardless of race, religion, color, age, gender, sexual orientation, gender identity, gender expression, national origin, language, or disability.
- Collaborate with leadership to set an example of cultural competency and diversity awareness.
- Build trust and promote unity, equity, and justice for all members of the community through partnerships and outreach.
- Increase the diversity of our workforce to reflect the communities we serve, at every level of the Court.
- Identify and confront discrimination and oppression within the court system.
- Enhance professional development through continuing education for the advancement of cultural competency and diversity awareness.
- Promote an environment where open dialogue, discussions, exchange of ideas, and courageous conversations are encouraged.
- Endorse a reporting system that upholds accountability of those who discriminate and addresses unacceptable actions, free from retaliation.



A photograph of a two-lane asphalt road with a double yellow line down the center, receding into a thick fog. The road is flanked by trees and greenery, which are mostly obscured by the mist. The overall atmosphere is hazy and mysterious.

**So where are we heading?**

# SUSTAINABILITY

A word cloud centered around the words "diversity" and "equality". The words are in various colors (black, orange, yellow, red) and orientations (horizontal, vertical). The most prominent words are "diversity" (large, black, horizontal) and "equality" (large, orange, horizontal). Other significant words include "discrimination" (yellow, horizontal), "sexual orientation" (red, horizontal), "policy" (red, horizontal), "education" (yellow, horizontal), "gender" (black, horizontal), "race" (black, horizontal), "fair" (black, horizontal), "agency" (orange, vertical), "legislation" (red, vertical), "values" (black, vertical), "opportunities" (black, vertical), "difference" (red, vertical), "status" (orange, vertical), "poverty" (red, vertical), "anti-oppressive practice" (black, horizontal), "class" (black, horizontal), "justice" (orange, horizontal), "beliefs" (black, horizontal), "access" (black, horizontal), "religion or belief" (black, horizontal), "norms" (black, vertical), "rights" (red, horizontal), "sex" (black, vertical), "age" (red, horizontal), "ethnicity" (black, vertical), "isability" (orange, horizontal), "youth work" (yellow, horizontal), "celebrate" (black, vertical), "society" (black, horizontal), "lebrate" (black, vertical), "work" (black, horizontal), "gender" (black, horizontal), "race" (black, horizontal), "fair" (black, horizontal), "class" (black, horizontal), "justice" (orange, horizontal), "beliefs" (black, horizontal), "access" (black, horizontal), "religion or belief" (black, horizontal), "norms" (black, vertical), "rights" (red, horizontal), "sex" (black, vertical), "agency" (orange, vertical), "legislation" (red, vertical), "values" (black, vertical), "opportunities" (black, vertical), "difference" (red, vertical), "status" (orange, vertical), "poverty" (red, vertical), "anti-oppressive practice" (black, horizontal), "class" (black, horizontal), "justice" (orange, horizontal), "beliefs" (black, horizontal), "access" (black, horizontal), "religion or belief" (black, horizontal).



Safe  
Spaces



Diverse Staff

# Diversity Consultant, Officer or Board

To help maintain and advocate for a diverse population within the organization.

To stress accountability on everything equity, diversity and inclusivity.

To organize training opportunities and raise awareness.

To create and promote diversity-oriented events.

To produce best practices in diversity matters as it relates to the population we serve.

To ensure that the organization conforms to government affirmative action regulations.



# Meet Ace

Do **NOT** be hardened by the brokenness of this world. All things break. And **ALL** things can be **MENDED!** **NOT** with **TIME** ... with **INTENTION!** So do **NOT** toughen your **CHILD** to face a **HEARTLESS** world! **RAISE** them to make the world a little **LESS** heartless!

*L. R. Knost*



# Thank you!

**“OUR LIVES BEGIN  
TO END THE DAY WE  
BECOME SILENT  
ABOUT THINGS  
THAT MATTER.”**

**— DR. MARTIN LUTHER KING JR.**

