

DEIA STRATEGIC PLAN PROGRESS REPORT

September 2024



CSOSA

Court Services & Offender
Supervision Agency DEIA
Strategic Plan Progress
Report Pursuant to Executive
Order 13985 on “Advancing
Racial Equity and Support
for Underserved
Communities Through the
Federal Government” and
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. In fiscal year (FY) 2024, CSOSA continued to offer former supervisees, particularly former supervisees who identify as LGBTQ+, the opportunity to participate in interviews about their supervision experiences. The Agency continued to publicize this opportunity on our website and various social media platforms including Facebook, LinkedIn, and Twitter. CSOSA also shared this opportunity with local groups that serve the LGBTQ+ community.

In FY 2024, CSOSA continued to focus on building and strengthening relationships with agencies and organizations that serve members of the LGBTQ+ community. We continued learning and sharing best practices for fostering an environment that allows transgender women and other LGBTQ+ community members to feel comfortable self-identifying and seeking support for those parts of their supervision experiences that may be unique to this aspect of their identity..

CSOSA remained committed to 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 resulted in more than 290 employees receiving this important training in FY 2024, including new employees and every member of CSOSA's academy for incoming CSOs.

In FY 2024, the Agency's special emphasis program for employees who identify as LGBTQ+ and employees who identify as allies of the LGBTQ+ community – the LGBTQ+ & Allies Committee – marked Pride Month in June with agency-wide emails about the social, medical, and political struggles that the LGBTQ+ community faced in the 1980s and 1990s. The LGBTQ+ & Allies Committee also engaged employees with a quiz about some of the people and events that brought those struggles into American consciousness and forever transformed us as a nation.

In FY 2024, the LGBTQ+ & Allies Committee, along with the Agency's DEIA-related executive order committees, discussed the importance of using visual cues to indicate our Agency's commitment to inclusiveness and to an environment in which supervisees can raise and find support for aspects of their supervision experience that may be unique to members of LGBTQ+ community. To that end, the LGBTQ+ & Allies

Committee took the initiative to design a poster that would visually express this commitment to a welcoming environment. The Agency has placed the poster in locations visible to supervisees and employees, including on the Agency's electronic bulletin boards and in waiting areas and break rooms. In addition, the Agency will offer employees the opportunity to place the posters in their offices or at their desks should they desire to do so.

As President Joseph R. Biden noted in his [Executive Order on Further Advancing Racial Equity and Support for Underserved Communities Through The Federal Government](#):

“Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths.

By advancing equity across the Federal Government, we can create opportunities for the improvement of communities that have been historically underserved, which benefits everyone.”