

## Corporation Counsel – Equity and Inclusion Plan

### 1. Organizational commitment.

#	Initiative Area	Current Status (Where are we now?)	Chosen Target (Where do we want to be?)	Tactics to Close the Gap (How do we get there?)	Measures of Success (How will we know we're there?)	Lead Staff Responsible (Who? By When?)
	Attract and retain diverse staff.	Current staff is diverse and meets County guidelines.	Improve diversity to come closer to mirroring of community clients.	Recruitment improvement. Presentations to minority law student groups in the fall to explain and publicize opportunities for diverse students in county government. Consider pursuing a Diversity Clerkship through State Bar Assn.		Marcia MacKenzie, Corporation Counsel  Carlos Pabellon, Deputy Corporation Counsel  Eve Dorman, Deputy Corporation Counsel
	Train current staff to increase sensitivity to issues of equity and inclusion.	Staff has taken available bias training.	We need to create a schedule of ongoing training that is evidence based.		When all staff have at least new employee and subsequent yearly training.	Marcia MacKenzie, Corporation Counsel  Vue Yang, Child Support Legal Director  Melinda Pierson, Legal Office Supervisor

### 2. Leadership Development.

#	Initiative Area	Current Status (Where are we now?)	Chosen Target (Where do we want to be?)	Tactics to Close the Gap (How do we get there?)	Measures of Success (How will we know we're there?)	Lead Staff Responsible (Who? By When?)
	Develop Diverse leadership.	Our leadership team is diverse.	Maintain diversity in team.			Marcia MacKenzie, Corporation Counsel
	Train current leaders to identify existing issues related to equity and inclusion.	Leadership has taken training offered by the County and seeks other training as offered.	We need to identify appropriate training to identify internal issues and create a schedule of appropriate, ongoing training for leadership and staff.	Assign someone to identify appropriate training materials.		Marcia MacKenzie, Corporation Counsel  Melinda Pierson, Legal Office Supervisor

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### 3. Program Innovation.

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	<b>Child Support: Increase in person community outreach programs.</b>	The agency has done outreach through the Urban League. Staffing on weekends and after work when clients are available is an issue.	Develop ongoing programs for outreach. Develop materials for school aged youth.	Start by researching the effectiveness of various outreach programs. Identify programs that are practical given our resources. Improve website.		Vue Yang, Child Support Legal Director Carlos Pabellon, Deputy Corporation Counsel Lisa Bina, Child Support Enforcement Operations Director
	<b>Child Support: Continue to use discretion where available to prevent adverse outcomes for non-custodial parents.</b>	Child support decision making is largely governed by state and federal regulations. There are some areas where there is prosecutorial discretion.	Increase non-punitive outcomes.	Identify where discretion may be used. Use that discretion. Develop measurement tools.		Vue Yang, Child Support Legal Director Carlos Pabellon, Deputy Corporation Counsel Lisa Bina, Child Support Enforcement Operations Director
	<b>Collaborate internally on issues related to enhancing DCDHS efforts to unify families.</b>	Child Support and Permanency Planning work with DCDHS to eliminate child support payments for families with CHIPS cases, where such payments are a barrier to reunification.	Eliminate all payments as appropriate.	We created and are maintaining a specialized foster care calendar with one attorney who will be able to apply the appropriate discretionary factors in accordance with the law.		Eve Dorman, Deputy Corporation Counsel Carlos Pabellon, Deputy Corporation Counsel Vue Yang, Child Support Legal Director

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### 4. Collaboration.

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	<b>Child Support: Continue work with UW to research and pilot non-punitive programs attempting to bring families out of poverty.</b>	<b>Currently working with the UW Institute for Research on Poverty (IRP).</b>		<b>Increase communications with IRP</b>		<b>Vue Yang, Child Support Legal Director</b>
	<b>Child Support: Continue collaboration with Children First to improve job attainment and retention in non-custodial parents.</b>					<b>Vue Yang, Child Support Legal Director Lisa Bina, Child Support Enforcement Operations Director</b>

### 5. Cultural Competence.

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	<b>Increase cultural competence of permanency planning staff</b>	<b>Staff attend trainings as available to support cultural competency. Staff read and discuss books by diverse authors.</b>	<b>Staff will engage in culturally appropriate interactions with colleagues and consumers. Staff will be comfortable identifying and calling out explicit and implicit bias in all aspects of practice.</b>	<b>Continue current efforts. Increase presence on committees or other groups committed to racial equity and justice.</b>	<b>Staff will engage in culturally sound practice. If asked, consumers will report that their experiences and perspectives are respected and heard in legal proceedings.</b>	<b>Eve Dorman, Deputy Corporation Counsel</b>