

WSRDAC Meeting Minutes
February 25, 2015, 9:30 am – 2:30 pm
Mt. Hood Room, (OB2), Olympia, WA

Attendance

Committee members: Ron Murphy, Deborah Purce, Rick Maib, Jim Sherrill,
By Phone: Susan Barkan, Toni Lodge, Paola Maranan, and Judge Galvan
CA staff: Kathy Taylor, Ginny Heim, Joel Odimba, Alisha Vilela, Bob Smith, Krysten Legette, Charina Carothers,
Other: Ashley Ruiz, and Tim Kelly

Diversity and Inclusion Video -Kathy showed the video created by the DSHS Office of Diversity and Inclusion: "Say what? Small slights, Big Impacts". The committee thought the video was very good and brought excellent points about thinking before speaking and understanding that even the most informed people still have first impressions created by biases. Kathy sent the link to the Cultural Competence webpage to all WSRDAC members.

Greetings/Introductions – Ron Murphy, Co-Chair of the WSRDAC, began the meeting with introductions and review of the agenda. The January minutes were revised to add Alisha Vilela to the CA staff that were present and revise wording to add "some" to the sentence "The bigger issues is "some" House and Senate members..." under the Legislative Committee Work part of the minutes. Since there was no quorum of committee members, the December and January minutes were considered reviewed, but not approved. The final 2015 meeting schedule was reviewed and approved by committee members.

FPS and Cultural Competency – Tim Kelly provided an update on the redesign of FPS. He will send a draft statement of work to anyone who requests it. He explained the contents of the draft procurement and asked for feedback. CA wants a short procurement with a focus on quality assurance. Tim planned to ask for input from CA IPAC in March, but was told the meeting was moved to April. Ron suggested that communities of color also be given the opportunity to give comments. Committee's concern is that tribes could be overlooked. It was suggested that CA ask applicants if they have the ability to serve tribes. Tim said we cannot require providers to serve any particular population, including tribes. We send them a referral and they accept or decline it. He is not sure how to address the concern that tribes may be overlooked. Input was given for the draft to ask more specifically about cultural competence and their experience in working with diverse families. He will take the feedback to his team and give up an update next month. Asked that the committee members send their ideas or concerns (if major) for the RFP within a week, or if not major within 2 weeks.

The RFP will address cultural humility by requiring the organization to reflect the community they serve. Letters of support will be in 2 categories including cultural diversity. They will ask about data regarding who they service (demographics) and cultural humility (competence).

WSRDAC Retreat

The committee agreed to the place and date of June 10th & 11th, 2015, for the annual Retreat at Northern Quest in Spokane, WA. Kathy asked for volunteers to be on the planning committee and asked what topics/theme the committee wanted to focus on. Suggestions given were:

- Are our efforts to reduce racial disproportionality working?
- Tribal and Community Engagement.
- Internal and External Racism DVD and guest speaker

Alisha asked if QA information was wanted she would like parameters or specific issues (data, performance measures). Susan Barkan will help with data and presentations. Other suggestions for the retreat were: an update on FAR, other key initiatives, ask the Asst. Secy or Deputy Asst. Secy to attend, or present?
Planning committee is: Kathy, Ron, Krysten, Susan, Jim (by phone).

Communication Plan: WSRDAC Subcommittee – Krysten Legette

Deborah and Krysten created a 1 page document for WSRDAC including what they do, data, etc. Committee suggested take out a lot the description to allow increased font size, loved the graphics, use real pictures of children, check whether pictures need a citation. Krysten asked members to write a few sentences about why the issue of disproportionality is so important to them and email them to her.

Membership Guidelines – Deborah Purce

Deborah presented the WSRDAC Committee Membership Guidelines. After the members approve it then we will need to get Assistant Secretary's approval.

Discussion on what a quorum should be: A quorum will be at least 50% of the current membership plus 1. Decisions will be made by consensus and if the committee cannot come to consensus, decisions will be made by majority rule.

Foster Care Recruitment and Retention Contract and the Extended Foster Care Program

Chris Kerns and Deanna Bedell provided information about the extended foster care program. There are 443 youth in EFC currently. After data cleanup they will bring a data presentation back to the committee. EFC is a stepping stone process to independence for 18 yr old and above who have not achieved permanency. Social workers (judges' attorneys, etc.) often don't understand older youth can get services and should be working to achieve permanency. SWs should not stop working to find permanent homes for older kids until they can put them in EFC. SW's should continue to work towards permanency.

Meri Waterhouse gave an update on the RFP for the Recruitment and Retention Contract to begin July 2015. RFP will be released soon and we are asking for at least 2 contracts per region. Regions gave input on what they considered "must haves" for the contract. Targeted recruitment is part of the contract and has been strengthened. We are using a centralized review process, and the top bidders of the RFP will also give oral presentations. The NRC will help with reviewing of the RFPs. They are developing review teams. Meri will still accept names for reviewers if anyone is interested. Meri gave some data on current recruitment efforts – Families recruited and achieved a license – numbers are those recruited above the baseline.

Reg.	Indian	Black	Hispanic
1N	12	8	17
1S	1	5	20
2N	2	7	5
2S	12	27	12
3N	8	23	27
3S	17	9	18

Regional Data Reports – Regional Disproportionality Leads

See Handouts

Region 1 – Charina presented the status on the WSRDAC initiatives. Increased documentation is continually improving. They have contracted for Cultural Healing

Region 2 - Decreased Extended Foster Care from 17% to 15%. Each office will be staffing 3-5 cases per month for children of color with high length of stay.

Region 3 – Monthly reports are provided to AA's for children missing race, ethnicity and tribal affiliation.

Region is not seeing the decrease they want so a regional lead identified areas where more training and education are needed on documentation and is scheduling times to go out and support the offices. R3 has identified this as a CQI Project to pull NA cases for review of documentation, etc., identifying problems and coming up with solutions.

Announcements & Other Updates

Ron Murphy will contact David Del Villar Fox for a legislative update for WSRDAC. Next WSRDAC meeting March 25, 2015, @ 9 am, conference call in meeting. Meeting adjourned.