



STATE OF WASHINGTON
DEPARTMENT OF SOCIAL AND HEALTH SERVICES
Economic Services Administration
Office of the Assistant Secretary • PO BOX 45070 • Olympia, WA 98504

DSHS Administrative Policy 7.01 — July 1, 2026, to June 30, 2027, Plan and Progress Report

Economic Services Administration Headquarters Executive Summary

The Department of Social and Health Services provides services to Washingtonians in alignment with our mission, vision and values:

- **Mission:** We partner with people to access support, care, and resources.
- **Vision:** People find human services to shape their own lives.
- **Values:** Welcome all with access and inclusion. Serve with respect and dignity. Collaborate with community. Improve services continually. Communicate with clarity and choices.

The mission, vision and values are the foundation for the [agency's Strategic Plan](#), which is the driving force behind the [Economic Services' Strategic Plan goals](#). The Economic Services Administration (ESA) strives to always honor our commitment to government-to-government relationships with Tribal Nations and Urban Indian Organizations (UIOs). Further, we recognize that building stronger collaboration and working relationships with Tribal Nations and UIOs is key to successfully achieving our goals.

Individual 7.01 plans and this ESA Headquarters Executive Summary highlight some of the great work of ESA and Tribal partners. Our 2026-2027 7.01 plans will be posted on the [DSHS Washington State Tribal Policy webpage](#).

The [ESA Briefing Book for State Fiscal Year \(SFY\) 2025](#) is an excellent reference guide to our programs, client demographics, caseloads and expenditures.

A. Office of the Assistant Secretary (OAS)

The OAS statewide Tribal relations administrator coordinates state/Tribal activities to ensure timely, consistent and respectful interactions between ESA and Tribal partners to improve services for the individuals and families we mutually serve. The OAS statewide Tribal relations administrator works with DSHS and ESA executive leadership, Division of Child Support (DCS) and Community Services Division (CSD) Headquarters Tribal program leads, ESA regional and field office employees, and the DSHS Office of Indian Policy (OIP) to strengthen our government-

to-government relationships with Tribes and assist with state/Tribal communications, coordination, partnerships and intergovernmental agreements.

The OAS statewide Tribal relations administrator provides structural and organizational assistance in leading ESA's state/Tribal efforts and in managing an ESA Tribal Relations SharePoint site for OAS, CSD and DCS to store, organize and track state/Tribal work, meetings, communications and negotiations.

To further improve ESA communications, coordination and negotiations with Tribal TANF programs, the OAS statewide Tribal relations administrator leads and facilitates (as needed) a Tribal Temporary Assistance for Needy Families (TANF) Workgroup of subject matter experts from OAS, Budget, Fiscal, Accounting and Internal Control, CSD Tribal, CSD Communications and Community Relations, and the DSHS OIP.

The OAS statewide Tribal relations administrator also helps track state/Tribal actions and correspondence.

The OAS statewide Tribal relations administrator is ESA's lead contact with OIP, co-chair and facilitator of the quarterly Indian Policy Advisory Committee ESA Subcommittee meeting, and ESA's lead for the Governor and Tribal Leaders Social Services Council (GTLSSC), Indian Policy Advisory Committee (IPAC), and the Governor's Office of Indian Affairs (GOIA).

In an effort to increase ESA employee awareness and knowledge of Tribal sovereignty and state/Tribal relations and partnerships, the OAS statewide Tribal relations administrator manages the ESA Tribal SharePoint page for ESA employees. It includes links to Tribal relations employee directories, useful websites, key policies, state/Tribal intergovernmental agreements, articles and other resources. The OAS statewide Tribal relations administrator oversees Tribal-related ESA News articles and provides, schedules and advertises ongoing employee and management training regarding state/Tribal relations, Tribal sovereignty, Tribal culture, and government-to-government principles and partnerships.

As needed, the OAS statewide Tribal relations administrator works with ESA Tribal TANF Workgroup members, Tribes, CSD Headquarters and Regional leadership and Tribal liaisons, the federal Administration for Children and Families (ACF), the ESA assistant secretary, and OIP to facilitate the finalization of numerous state/Tribal intergovernmental agreements (IGAs) (for example, Tribal TANF IGAs, Tribal TANF Operating Agreements, ACES/SEMS Web Data-Share Agreements and CSD Tribal Outstation Agreements).

In various forums (for example, state/Tribal meetings; director meetings; 7.01 meetings; GTLSSC, IPAC and IPAC ESA Subcommittee meetings; and others), ESA meets with Tribes to learn from them, discuss ways we can strengthen state/Tribal relationships and collaboration, celebrate successes, identify areas of opportunities, and discuss how we can better partner together to achieve mutual goals. The OAS statewide Tribal relations administrator tracks and supports the goals and activities identified in ESA 7.01 plans.

The OAS statewide Tribal relations administrator works with the CSD Headquarters Tribal relations administrator and the 12 Tribal TANF directors to plan a state/Tribal TANF director meeting each year. These meetings continue to be successful and provide a great forum to build relationships, strengthen partnerships, share information, provide updates, discuss mutual issues, seek feedback and brainstorm solutions.

Most recently, ESA has been collaborating with CSD, OIP and Tribal partners to implement and communicate about the [federal legislation known as H.R. 1](#). This legislation deeply impacts public benefits, including Supplemental Nutrition Assistance Program (SNAP) food benefits and [Medicaid](#), which Washington state calls Apple Health. Four roundtables and a consultation with Tribes have been conducted with great success.

Tribal General Welfare has also been an area of focus for OAS, CSD, OIP and Tribes. We are working together to clarify the different federal rules and policies surrounding Tribal General Welfare and how they drive policies and practices in Washington state. Workgroups are ongoing with ESA, Tribes, and the USDA Food and Nutrition Service (FNS).

In addition, OAS is partnering with OIP and GOIA to lead the implementation of [Executive Order 25-10](#), which strengthens [DSHS Administrative Policy 7.01](#). We look forward to further developing and building our government-to government relationship with Tribes and UIOs.

National Native American Heritage Month (NNAHM)

ESA's annual NNAHM celebration resumed in November 2025 and took place at DCS headquarters in Olympia. This was ESA's first hybrid NNAHM gathering since the COVID-19 pandemic. Leaders and employees from OIP, CSD, DCS, OAS and other areas of ESA helped to host this popular annual celebration. More than 180 people enjoyed light refreshments while they participated in the event, which featured performances by the Wa He Lut Indian School dancers, remarks from Tribal and agency leadership, and statewide employee engagement focused on cultural awareness, Tribal sovereignty, and the commitments reflected in the Centennial Accord and Executive Order 25-10. NNAHM activities and celebrations are essential to help raise cultural awareness and cultural competency for all ESA employees.

B. Community Services Division (CSD)

CSD strives to achieve ESA's goal to reduce poverty in a way that eliminates disparities. CSD is committed to creating, maintaining and strengthening government-to-government relationships with Tribal Nations and partnerships with UIOs.

Guided by [DSHS Administrative Policy 7.01](#), CSD honors Tribal sovereignty by working directly with Tribal governments and their representatives in policy development, service delivery, consultation and program implementation. Policy 7.01 provides the framework for documenting CSD's government-to-government work with Tribes and collaboration with UIOs while supporting accountability, progress tracking and continuous improvement in service delivery. The 7.01 plan and progress reports help identify gaps, strengthen partnerships and highlight shared successes throughout the year.

7.01 Planning and Government-to-Government Engagement

Tribal liaisons and regional managers, in coordination with OIP, meet regularly with Tribes and UIOs to develop, review and update the 7.01 plans and progress reports. These meetings provide opportunities to strengthen partnerships, identify collaboration opportunities, exchange ideas and improve service delivery to Tribal communities.

The 7.01 planning process allows state and Tribal leadership to better understand each other's programs, priorities and service needs while supporting accountability and shared problem-solving. These plans and progress reports help monitor joint successes, identify gaps and strengthen government-to-government relationships between the state and Tribes and UIOs.

This ongoing process supports comprehensive customer service and consistent engagement with all 29 federally recognized Tribes and multiple UIOs serving American Indian and Alaska Native communities throughout Washington.

Statewide Tribal and UIO Partnerships

CSD's Tribal relations work supports ongoing government-to-government relationships with all 29 federally recognized Tribal Nations in Washington state, as well as UIOs, through regional engagement, consultation, technical assistance and partnership development.

Region 1 Tribal partners include the:

- Confederated Tribes of the Colville Reservation
- Kalispel Tribe of Indians
- Spokane Tribe of Indians
- Yakama Nation
- NATIVE Project (UIO)
- American Indian Community Center (UIO)

Region 2 Tribal partners include the:

- Lummi Nation
- Nooksack Indian Tribe
- Samish Indian Nation
- Sauk-Suiattle Indian Tribe
- Stillaguamish Tribe of Indians
- Swinomish Tribal Community
- Tulalip Tribes
- Upper Skagit Indian Tribe
- Muckleshoot Indian Tribe
- Snoqualmie Indian Tribe
- Chief Seattle Club (UIO)
- Seattle Indian Health Board (UIO)
- United Indians of All Tribes Foundation (UIO)

Region 3 Tribal partners include the:

- Cowlitz Indian Tribe
- Hoh Tribe
- Jamestown S'Klallam Tribe
- Lower Elwha Klallam Tribe
- Makah Tribe
- Nisqually Indian Tribe
- Port Gamble S'Klallam Tribe
- Puyallup Tribe of Indians
- Quinault Indian Nation
- Shoalwater Bay Indian Tribe
- Skokomish Indian Tribe
- Squaxin Island Tribe
- Suquamish Tribe
- Tribes of the Chehalis Reservation
- Small Tribes of Western Washington (UIO)
- South Puget Intertribal Planning Agency (UIO)

This statewide engagement supports consultation, policy development, service coordination, training and improved access to DSHS services while honoring Tribal sovereignty and strengthening trust-based partnerships.

Tribal Relations Program Leadership

The CSD Tribal relations program administrator serves as CSD's lead for statewide Tribal relations coordination, Tribal TANF program consultation support, intergovernmental agreement management, and Tribal engagement strategy within the Office of Communications and Community Relations.

This role supports CSD employees in working government-to-government with Tribal Nations and UIOs and serves as a key resource for executive leadership, regional administrators, Tribal liaisons, Community Services Office administrators and program employees. Responsibilities include:

- Managing and monitoring Tribal TANF intergovernmental agreements, data-share agreements and operating agreements
- Coordinating development of Tribal leader letters and formal Tribal consultation activities
- Supporting legislative and policy analysis related to Tribal impacts
- Providing technical assistance and guidance on Tribal relations matters across CSD

The Tribal relations program administrator also serves as a CSD lead resource for sensitive Tribal issues requiring cross-agency coordination, executive briefing and direct Tribal partner engagement. This includes supporting issue resolution involving benefit eligibility concerns,

Tribal assistance impacts, consultation planning and constituent concerns elevated through Tribal leadership and the OIP. This work helps maintain trust, strengthen government-to-government relationships and ensure timely response to Tribal concerns.

The role also supports statewide coordination to strengthen Tribal consultation practices and align CSD's work with Administrative Policy 7.01 and Executive Order 25-10 expectations by:

- Developing Centennial Accord highlights
- Participating in IPAC and ESA-IPAC Subcommittee meetings
- Facilitating the Tribal Relations Community of Practice
- Collaborating with the OIP, OAS and GOIA

Tribal TANF Program Oversight and Expansion

CSD has oversight and program development responsibilities for the state's TANF program and works government-to-government with 12 Tribal TANF programs involving 17 federally recognized Tribes. These Tribal TANF programs provide direct oversight of services tailored to the specific needs of American Indian and Alaska Native families within their service areas. They support Tribal self-determination through equitable access to state Maintenance of Effort funding under RCW 74.08A.040.

A significant milestone during this reporting period was the successful implementation of the Suquamish Tribe's Tribal TANF program, which will be effective July 1, 2026, through a finalized intergovernmental agreement supporting state Maintenance of Effort funding. This established the 12th Tribal TANF program in Washington and expanded CSD's direct partnership to 17 federally recognized Tribes.

CSD also continues active engagement with Tribes pursuing federal approval to operate Tribal TANF programs, including the Makah Tribe, which has reaffirmed its interest in implementation. CSD continues coordinating with Tribal leadership, ACF, the Bureau of Indian Affairs (BIA), OAS, and OIP to support next steps in planning, consultation and implementation readiness.

State-Tribal TANF Directors Meetings

CSD continues to support annual State-Tribal TANF Directors Meetings as a Tribal-led forum focused on relationship building, collaboration and innovative service delivery. During this reporting period, the Lummi Nation hosted the March 3, 2026, meeting. The Port Gamble S'Klallam Tribe is scheduled to host the next meeting on October 8, 2026.

This forum includes Tribes operating Tribal TANF programs, Tribes exploring Tribal TANF implementation and key federal partners, including the ACF, BIA and FNS. These meetings strengthen direct government-to-government engagement and support collaborative problem-solving across sovereign governments.

Tribal SNAP Eligibility Determination Project

CSD continues to advance the Tribal SNAP Eligibility Determination Project. This project supports Tribal self-determination, because participating Tribal TANF programs determine SNAP

eligibility and issue benefits directly to their members through Tribal Service Offices. Since 2009, CSD has partnered with the Port Gamble S'Klallam Tribe through the original demonstration project waiver. In 2023, the waiver was expanded to include the Quinault Indian Nation, Lummi Nation, Quileute Tribe and Spokane Tribe of Indians.

During this reporting period, CSD completed key technology upgrades, secured cross-agency permissions for Tribal access to state eligibility systems and continued readiness planning with participating Tribes to support phased implementation. To support this expansion, CSD strengthened dedicated program capacity through the addition of a Tribal SNAP program manager focused on implementation planning, agreement development, training and quality monitoring. CSD anticipates the Quileute Tribe opening its Tribal Service Office by September 2026. DSHS expects to continue working with the Lummi Nation, Quinault Indian Nation and Spokane Tribe of Indians in a phased approach that respects Tribal priorities and our government-to-government relationship.

This phased expansion improves direct access to benefits for Tribal communities and reflects CSD's continued commitment to collaborative government-to-government service delivery.

BFET and Tribal Economic Mobility

CSD continued engagement with Tribes to expand participation in Basic Food Employment and Training (BFET). The program uses SNAP Employment and Training funding to match Tribal funding under a 75% federal/25% state reimbursement model. These funds support culturally grounded employment and training programs that promote economic mobility and food security.

CSD also partners with Northwest Indian College, which provides BFET services to eligible Tribal students across its campuses.

Tribal Consultation: H.R. 1 and Tribal General Welfare

CSD supported formal Tribal engagement related to federal and state policy changes affecting Tribal communities, including implementation planning for:

- SNAP changes resulting from the federal H.R. 1 legislation
- Ongoing work related to Tribal General Welfare

In coordination with OIP, CSD participated in Tribal roundtables focused on H.R. 1-related SNAP changes. These were held January 7, January 13, January 22 and February 18, 2026, followed by formal Tribal consultation March 16, 2026. These discussions focused on potential impacts to Tribal communities, implementation planning, work requirements and protections for Native American households, including existing exemptions. This engagement supported government-to-government consultation requirements and helped inform agency implementation planning.

As Tribal General Welfare programs continue to expand statewide, CSD is working closely with Tribal partners to address policy and eligibility impacts for state-administered benefits, particularly SNAP and cash assistance programs. This work focuses on improving clarity,

consistency and communication while respecting Tribal sovereignty and supporting trust-based government-to-government relationships. CSD is awaiting additional federal guidance from FNS regarding treatment of Tribal General Welfare when determining SNAP program eligibility and coordinated internal guidance for employees and Tribal partners.

The GTLSSC Tribal General Welfare Workgroup, facilitated by OIP, continues to serve as a key forum for shared understanding of this topic, Tribal input and policy alignment.

Tribal Relations Community of Practice

CSD restarted and rechartered the Tribal Relations Community of Practice as part of the implementation of the 27 approved recommendations from the CSD Tribal Relations Workgroup. The kickoff meeting was held August 13, 2025. It brought together CSD leadership, program employees, OIP, OAS and Tribal relations partners to strengthen internal capacity, improve consistency in Tribal engagement and reinforce government-to-government practices across the division.

The community of practice supports employee development, communications, and policy and operations improvements to ensure Tribal partnerships remain strong and services remain accessible to Tribal communities.

Cultural Engagement and Relationship Building

CSD has participated in cultural events, employee learning opportunities and Tribal community engagement that strengthen trust and cultural understanding across the division. These efforts reinforce that government-to-government relationships are built not only through formal consultation and policy work, but also through sustained presence, respect and shared learning.

CSD also participated in Tribal community events, including the Quileute Culture Camp, which CSD Tribal Relations Program Administrator Freda Cogger and Food Programs and Policy Administrator Ivette Dones-Figueroa attended. Additionally, the Port Angeles Community Services Office All-Staff gathering included a beading event that the Quileute Tribe facilitated and a community potluck attended by CSD Tribal Relations Program Administrator Freda Cogger, CSD Director Brice Montgomery, OAS Deputy Assistant Secretary Nicole Ross and ESA Statewide Tribal Relations Administrator Elizabeth Greil.

These opportunities strengthen relationships, support cultural humility and reinforce the expectation that Tribal engagement is an ongoing responsibility across all levels of leadership.

Executive Order 25-10 Readiness and Alignment

Following the issuance of Executive Order 25-10 in October 2025, CSD began preparing for alignment with strengthened statewide expectations for Tribal consultation, Tribal liaison leadership and government-to-government accountability. CSD has been reviewing internal processes, consultation pathways and leadership structures to ensure readiness for compliance and long-term alignment while awaiting formal implementation guidance from OIP and OAS.

This includes evaluating Tribal liaison inclusion in leadership discussions, strengthening consultation practices and reinforcing accountability for proactive Tribal engagement across the division. Executive Order 25-10 reinforces expectations already reflected in Administrative Policy 7.01 while elevating visibility around Tribal liaison roles, leadership access and agency accountability.

C. Division of Child Support (DCS)

DCS respects and maintains government-to-government relationships with 29 federally recognized Tribes and seven UIOs in Washington state and strives to develop and deliver culturally appropriate child support services. Through collaboration with the Tribes and Tribal organizations, DCS leadership, statewide Tribal liaisons and DCS employees, the DCS Tribal Relations Team (TRT) leads the division's Tribal relations efforts to improve the lives of American Indian and Alaska Native children and families. TRT advocates for policies that recognize Tribal sovereignty, provides input on proposed legislation, negotiates agreements, and assists in the development of processes that address the many challenges in the establishment and collection of child support.

Additional information about state/Tribal child support efforts and agreements is available on the DCS Tribal Relations website at www.dshs.wa.gov/esa/division-child-support/Tribal-relations.

Eight Tribes in Washington state operate their own federally funded child support programs: Lummi Nation, Nooksack Tribe, Tulalip Tribes, Port Gamble S'Klallam Tribe, Suquamish Tribe, Puyallup Tribe, Confederated Tribes of the Colville Reservation, and the Quinault Indian Nation.

Partnerships

DCS continues to engage in opportunities to establish and enhance partnerships with Tribes, UIOs, programs and resources around Washington state as well as with those regional Tribes in Idaho, Oregon and Alaska with whom DCS has cooperative agreements. In 2023, the division also launched an "Out-of-State Tribal IV-D" pilot project, which identified and specialized cases referred to/from out-of-state Tribal child support programs in caseloads managed by Tribal liaisons. That project was a success and implemented as division policy, which has led to improved collaboration and service delivery for other Tribal child support programs around the United States.

DCS also works with Tribal programs to add Tribal case numbers or other identifying information to DCS's intergovernmental forms (when able) and payment deposit notifications. Adding these identifiers allows Tribal program employees to quickly locate and cross-reference cases, which benefits response time and overall communication.

Discussions around 7.01 planning have continued this year with the Yakama Nation. While a formal 7.01 meeting has not been scheduled yet, DCS provided demographic information and an overview of how DCS services benefit parents and families while recognizing Tribal sovereignty and Tribal Code. We are encouraged by our progress towards further partnerships with the Yakama Nation. DCS was also pleased to have a 7.01 meeting with the NATIVE Project in March 2025, and the project employees are reviewing our draft plan. When appropriate,

plans were either approved by the Tribe via email (without a 7.01 meeting) or remain in “draft” status awaiting Tribal review. In accordance with Policy 7.01, OIP regional managers, with DCS assistance when needed, arrange the 7.01 meetings with Tribes who indicate interest. Several Tribes and UIOs currently have meetings scheduled with DCS in the coming weeks/months, and DCS has extended an invitation to Tribes/UIOs with whom they have not met.

Outreach

After a hiatus during the COVID pandemic, many DCS Tribal liaisons have resumed regular outreach to Tribal communities and offices. DCS has heard repeatedly from our Tribal program counterparts about the importance of outreach to building trust and familiarity with customers and employees. To that end, and in conjunction with Governor Ferguson’s Executive Order 25-10, DCS encourages Tribes to discuss outreach planning with their local DCS office Tribal liaisons and leadership.

Agreements

DCS has entered into intergovernmental agreements that provide additional resources and collection tools for Tribes and Tribal programs as well as for Washington state. In addition to our collaboration with Tribal IV-D programs, several Tribes and Tribal businesses have agreed to honor DCS’ withholding notices. DCS claims officers who can appear in Tribal courts can also ask for wage and Tribal income withholding, or other actions that are beyond DCS’ jurisdiction.

Child support agreements with Tribal TANF programs also permit DCS to offer full child support services to Tribal TANF clients and distribute those payments to the TANF program. And since some Tribal programs have a pass-through provision, child support collections can augment those TANF benefits.

DCS’s data-sharing agreements provide select Tribal program employees with limited, read-only access to state IV-A and IV-D computer data. Tribal employees can quickly verify TANF status, medical and/or food benefits, wage and income or child support payment information, and customer contact information without having to rely on a state Tribal liaison. Data sharing can reduce the delay to benefits and services for customers. The DCS TRT and the CSD Tribal Relations Administrator monitor 13 agreements and coordinate with state and Tribal IT staff to ensure user connectivity and system security.

TRT also negotiates and monitors Treasury Offset Agreements with six Washington state Tribal IV-D programs and one out-of-state Tribal IV-D program. Offset agreements allow DCS to certify child support debts to the federal government on behalf of Tribal IV-D programs for offset from IRS tax refunds or other federal administrative funds. Offset agreements result in Tribal families receiving child support collections that would not otherwise be available them.

Tribal Liaisons

All DCS cases with Tribal connections are assigned to specially trained DCS Tribal liaisons who are in local offices around the state. Liaisons serve as familiar points of contact for Tribes in the region and provide outreach, training (including Child Support 101) and technical assistance,

while educating DCS employees about Tribal policy and processes. Additional DCS employees, including Policy, IT, Central Services, the DCS Virtual Legal Office and the DCS Director's Office, regularly review programmatic concerns and processes relating to DCS's Tribal relations efforts. DCS encourages liaisons and employees to participate in Tribal events to increase cultural awareness and experience, build trust, and strengthen partnerships in Tribal communities. At the invitation of our Tribal partners, Tribal liaisons have attended and participated in powwows, annual Canoe Journey days, health fairs, job fairs, and conferences.

Tribal liaisons are required to attend GOIA's government-to-government training and the OIP 7.01 training and often virtually attend annual meetings regarding the Centennial Accord, IPAC and the GTLSSC. Liaisons participate in and take minutes for their regional 7.01 meetings as well.

Tribal Liaison Meetings

The TRT hosts a quarterly conference call with statewide DCS Tribal liaisons. This virtual meeting serves to update liaisons of policy and procedural changes and provides an opportunity to recognize successes and discuss challenges. Attendees to past Tribal liaisons' meetings have included citizens representing Tribal partners as well OCSE, OIP, ESA and CSD. Topics included 7.01 plan best practices, intergovernmental relationships, case coding, federal offset, database use and outreach.

TRT also provides a check-in meeting and training plan for new Tribal liaisons, program managers and any DCS employees who interact with Tribal programs or who are involved with Tribal cases. The training usually takes place 60 days after hiring and includes an introduction to historical resource documents, DCS Tribal policy, links to resources and other information around state and Tribal relations.

Biannual DCS/Tribal IV-D Directors Roundtable Meeting

DCS's director and policy employees meet with the eight Tribal child support directors and OIP's senior director twice annually, usually in the spring and fall. The Tulalip Tribes' child support program hosted the in-person directors' meeting at the Tribes' Hibulb Cultural Center in April 2026, and the Nooksack Tribe and Lummi Tribe child support programs might host the next meeting in fall 2026. These meetings are an opportunity to discuss legislative proposals, policies and processes, budget and program issues, and other topics. The meaningful work done at these meetings is memorialized in a director-level 7.01 plan, which includes higher-level objectives and activities that encourage state and Tribal cooperation in the development of child support-related legislation, and policies and/or procedures that affect American Indians and Alaska Natives.

Tribal and DCS Participation in Hiring Panels

DCS seeks Tribal representation during hiring processes for key positions that work with Tribes and UIOs and seeks Tribal input and suggestions during the development of interview questions and the interviews themselves. Representatives of our Tribal partners participated with

numerous interview panels as DCS has hired new employees into Tribal relations-related positions over the past several years.

DCS regularly shares statewide employment announcements from the division as well as from other administrations and organizations, and from Tribal Nations and their programs, with our Tribal contacts and sister agencies. Sharing these job opportunities with partners and employees helps DCS build broadly experienced and diverse candidate pools.