

DCYF Oversight Board Shared Values

For Achieving the Mission of the Board:

- Seek to achieve a shift to positive view of DCYF through enhancing partnerships with providers, communities and families
- Focus on relationships and communication, not just for children, but for everyone involved
- Validate that the creation of DCYF was the right thing, and see that validation through the outcomes
- Improve the relationship with the East side of the state
- For DCYF to see itself as a preventative system
- Seek to influence how resources are used for better outcomes
- Influence the department to embrace equity in workforce recruitment to reflect communities being served.
- Determine the success of culture change for DCYF by assessing outcomes, both qualitative and quantitative, and that seek to reduce disproportionality and disparities in service, quality and outcome data.

As Board Members with One Another:

Guiding Principles

- Be bold. Be okay with discomfort. Be willing to leave PNW-nice at the door.
- Create a sense of urgency, don't be patient for culture change. Children and youth are experiencing the system now.
- Openly discuss race and bring those along with us when prioritizing equity and reducing disparities. Combat defensiveness. Practice mutual respect.
- Model the focus on racial and ethnic diversity for the DCYF and further the focus on intersectionality.
- Stay mindful and curious about whether or not the work we are doing is perpetuating existing historical structures and systems.
- Encourage authentic conversations.
- Model the importance of partnership in how we interact with one another.
- Keep a focus on children at the center of our work, but also balance that with a focus on everyone involved – families, parents, providers – their experiences and their outcomes.
- Honor the humanity of families, workers, and providers.
- Improve the relationship with the East side of the state.
- Be intentional about stakeholder engagement, ensure stakeholder work can become actionable.
- Create space and value non-system voices more to create balance and equity.
- Model mutual respect.
- Ensure the Board doesn't just achieve moving boxes around.
- Open to learning and growth. If we are not learning and growing, then ask to find how we can.
- Constantly consider how we can be respectful and work with one another when not everyone is on the same page with growth and learning. Always consider what opportunities have been provided to grow.

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- Be responsible for everyone's learning. Be supportive of each other's learning. Do so without censorship or judgement.
- Create a culture space on the Board so everyone on the Board wants to be on the Board. Consider the potential of stepping aside if you can't change.
- Share our expertise with one another from different roles we have held or experiences we have had. Encourage open sharing and don't hold back.
- Encourage compassion with and for DCYF.
- Keep forefront: how do we connect our actions as a Board to achieving meaningful and measurable culture change to achieve better outcomes.
- Be solution-focused.

Code of Conduct & Operations:

- Use first names only as Board members, no titles
- Use Board meetings time to provide training to Board members on equity – Exs: Government-to-Government; Diversity, equity and inclusion; Bias Blocker; LGBTQ; Rural experiences
- Ensure that we do not short change/limit time/resources/trainings on equity and diversity
- Ensure Board meetings go on the East side, make this a priority in our planning
- Seek opportunities to participate and engage with DCYF social workers to get to understand work beyond the policy level.
- Seek opportunities to align with DCYF's consultant groups currently working on culture change.
- Create a space for everyone to participate and to ensure that everyone does participate
 - Call on individuals to provide input if haven't heard from someone
- Allow time specifically for those on the phone
 - Be comfortable with silence
 - Allow time, practice patience
- Don't shut people down don't allow one another to be shut down.
- Track Board progress and seek clarity on specific tasks.
- Allow "literacy moments" where members can stop a presentation to request clarification on a topic.