

Department of Children, Youth and Families (DCYF) Oversight Board

Board Meeting Record

Thursday, October 17, 2019 10:00 a.m. – 3:00 p.m., Pierce County Juvenile Court – Tacoma, WA

Member Attendance: Annie Blackledge, Annie Lee, Bobbe Bridge, Ben de Haan, Charles Loeffler, Frank Cuthbertson, Jeannie Darneille, Loni Greninger (via phone), Lois Martin, Ruth Kagi, Shrounda Selivanoff, Tana Senn, Tom Dent, Wendy Thomas (via phone)

Staff in Attendance: Crista Johnson (*Executive Director*), Nickolaus Colgan (*Administrative Coordinator*)

Public in Attendance: Laurie Lippold, *Partners for Our Children*, Luke Wickham, House of Representatives, Vicki Ybarra, *Department of Children, Youth, and Families*, Reyna Rollolazo, *TeamChild*, Victoria O'Banion, *Rebuilding Together*, Stacia Hollar, *Washington Attorney General Office*

Welcome and Opening Remarks & Approval of September 19 Meeting Minutes | **Action: meeting minutes were approved led by Crista Johnson and co-chairs**

The meeting was called into order at 10:05 a.m. Lois Martin made a motion to approve the September 19, 2019 meeting minutes and Frank Cuthbertson seconded the motion. Minutes were approved.

Crista Johnson announced a change to the date the Board's annual report needed to be submitted by, thus a need to change the original November 14 date to an earlier time to allow enough time for edits. Staff will send out a Doodle poll to pick a new date and the meeting will be a webinar.

On November 4th the Department of Children, Youth, and Families will be hosting a legislative summit at the Lacey Community Center where the public would have an opportunity to share their policy and budget priorities. The Board was invited to attend.

DCYF Culture Change and Organizational Change Management, presented by **Annie Severson, Director of Organizational Change Management for DCYF**

Annie Severson presented DCYF's organizational change management strategy to achieve the intended culture change central to HB 1661 of 2017. Through a PowerPoint presentation, Director Severson provided an overview of DCYF's transition management, post-merger integration, culture change – including an internal, external and state system focus – and the identified future state for the organization.

The Oversight Board engaged in conversation around the challenges presented by change and the importance of particular engagement with DCYF workforce to ensure success. The Board expressed concern that DCYF is focused internally and not making the shift to prioritize external partnerships in shaping DCYF organizational culture. In particular, the need to value and prioritize voices and experiences of public consumers of DCYF service beyond seasoned stakeholders.

In early 2020, Oversight Board members will be invited to engage in DCYF focus groups with the department's workforce to discuss culture change.

Public Comment

Public comment was offered, but no one signed up to provide a comment.

Working Lunch: Defining Culture Change

The Board was asked to discuss their vision for culture change for DCYF by focusing their discussion around “where we are starting,” “where are we going,” and “how do we know when we get there?”

The discussion acknowledged and emphasized the need to achieve the following: a psychologically safe workplace for social workers to feel fully equipped, supported and empowered to make the right decisions on behalf of children and families; a viable and operational practice model that includes tools available to do something besides removing a child from a family; the regular practice of focusing on relationship building particularly between biological and foster parents; recruitment practices to build a diverse pool of foster parents and providers, as well as a diverse DCYF workforce; the shift to a strengths-based approach while assessing families and balancing well-being of children with safety; a shift from trauma-informed care to healing-centered engagement; and making effective external partnerships a priority.

The Oversight Board will continue to monitor and assess DCYF’s progress towards achieving culture change into 2020 and beyond.

Individual Review: DCYF Oversight Board Draft Annual Legislative Report

Board members received copies of the draft legislative report draft and took time to review it before having a group discussion.

Large Group: Feedback Session for Draft Legislative Report

The Board provided feedback to staff on content, preferences and the organization of the draft report. Staff will incorporate these edits and send them back to the Board for review prior to the November webinar.

Next Steps for Report & Future Meeting Planning

The November meeting will be a short webinar focusing only on the next iteration of the Board’s annual report. The Board will receive the edited report from today’s meeting the following week for review. The goal for the November webinar will focus on finalizing the report for submission to the Legislature and the Governor.

Adjourned at 3:01 p.m. on Thursday, October 17, 2019