

WASHINGTON STATE
MINORITY AND JUSTICE COMMISSION

COMMISSION MEETING



TVW: [HTTPS://WWW.TVW.ORG/WATCH/?
CLIENTID=9375922947&EVENTID=2020111056](https://www.tvw.org/watch/?CLIENTID=9375922947&EVENTID=2020111056)

FRIDAY, NOVEMBER 13, 2020
9:00 A.M.— 1:00 P.M.

Minority and Justice Commission

2021 Meeting Dates

Virtual Meetings held via Zoom Videoconference

Date	Time	Location
Friday 01/15/21	9:00 AM – 3:00 PM	Zoom Videoconference (KCBA MLK luncheon at noon)
Friday 03/19/21	9:00 AM – 1:00 PM	Zoom Videoconference
Friday 05/14/21	9:00 AM – 1:00 PM	<i>TBD</i>
Friday 06/02/21 Supreme Court Symposium	8:30 AM – 1:00 PM	<i>Temple of Justice Olympia, WA</i>
Friday 07/30/21	9:00 AM – 1:00 PM	<i>TBD</i>
Friday 09/24/21	9:00 AM – 1:00 PM	<i>TBD</i>
Friday 11/5/21	9:00 AM – 1:00 PM	<i>TBD</i>

Please contact Frank Thomas at Frank.Thomas@courts.wa.gov or 206-316-0607 if you have any questions. MJC Teleconference Number: 1-877-820-7831 | Passcode: 358515#



MINORITY AND JUSTICE COMMISSION

BIMONTHLY GENERAL MEETING

NOVEMBER 13, 2020

9:00 A.M. – 1:00 P.M.

JUSTICE MARY YU, CO-CHAIR

JUSTICE G. HELEN WHITENER, CO-CHAIR

Zoom Link:

<https://wacourts.zoom.us/j/95402008925>

Meeting ID: 954 0200 8925

Dial-in by Location:

<https://wacourts.zoom.us/u/awGnQheJY>

AGENDA

CALL TO ORDER 9:00 – 9:10 a.m. (10 minutes)

- Welcome and Introductions
- Approval of September 18th Meeting Minutes
- Personnel and Membership Update
 - Welcome Judge Ketu Shah and WAPA Representative Chad Enright as newest Commission members.

GUEST PRESENTATIONS 9:15 – 12:00 p.m. (165 minutes)

- **2021 LEGISLATIVE SESSION – Race Equity and the Courts**
 - **Columbia Legal Services** – Antonio Ginatta
 - **Housing Justice Project** – Edmund Witter
 - **Northwest Justice Project** – Vanessa Torres Hernandez
 - **ACLU WA** – Jaime Hawk, Enoka Herat
 - **LegalVoice** – Riddhi Mukhopadhyay, Courtney Chappell
 - **Access to Justice Board** – Esperanza Borboa
 - **Washington Association of Prosecuting Attorneys** – Russell Brown
 - **TeamChild Juvenile Justice Bills** – Judge Theresa Doyle
 - **Washington Defender Association** – Annie Benson
 - **Disability Rights Washington** – Rachael Seevers

- **Seattle Clemency Project & Microsoft Felony Sentencing Dashboard** – Kim Gordon, Anthony Powers, and Belinda Cheng

CO-CHAIRS' & STAFF REPORT 12:00 – 12:30 p.m. (30 minutes)

- **Racial Justice Initiative – A Judicial Branch Commitment to Race Equity in the Courts**
 - This will likely have a structure similar to the LFO Consortium, with many members and entities coming to the table, and a steering committee.
 - We are hoping that it will create a strategic plan for the judicial branch, and actions for each of the associations to take to get closer to racial equity in the courts.
 - We are looking into opportunities for funding for a full-time temporary facilitator position to help lead the work.

- **Staff Report**
 - **MJC Research Project Updates**
 - LFO Reconsideration: A deeper look at Pierce County's LFO Reconsideration Day – Dr. Karin Martin & Dr. Matt Fowle
 - The UW team will give an update on the research they've been collecting and analyzing related to the LFO Reconsideration Day that took place in Pierce County in 2019.
 - Incarceration Research Update – Frank Thomas

COMMISSION LIAISONS & COMMITTEE REPORTS 12:30 – 1:00 p.m. (30 minutes)

- **Education Committee** – Judge Lori K. Smith and Justice G. Helen Whitener
 - **Judicial College 2021**
 - **Emerging Through Bias** – Judge Veronica Alicea-Galvan, and Justice Helen Whitener
 - **DMCJA 2021 Spring Conference**
 - *Proposed: "Legal Status" of LFO Collections, and Legal Debt as a Historical Means of Oppression*
 - **SCJA 2021 Spring Conference**
 - 2020 Rollover: Immigrant Families Tool Kit
 - 2020 Rollover: Juvenile Justice Session
 - **Housing Justice Emergency Webinar with SCJA & Housing Justice Project**

- **Outreach Committee** – Lisa Castilleja and Judge Bonnie Glenn

- **Juvenile Justice Committee** – Annie Lee and Chief Adrian Diaz
 - Update on JuCR 7.16 Quashing and Issuing Warrants – Judge Theresa Doyle

- **Jury Diversity Task Force**
 - Update on Jury Diversity & Community Engagement Pilot Project – Cynthia

- **MJC Liaisons**
 - **Gender Justice Study** – Judge Bonnie Glenn
 - **Access to Justice Board** – Esperanza Borboa
 - **Office of Equity Task Force** – Kitara Johnson
 - **SCJA Self-Represented Litigants Workgroup** – Theresa Cronin and Josh Treybig
 - **Race and Criminal Justice System Task Force 2.0** – Lorraine Bannai

Next MJC meeting: Friday, January 15th, 2020 @ 9:00 a.m. (via Zoom).



MINORITY AND JUSTICE COMMISSION

ZOOM VIDEOCONFERENCE
FRIDAY, SEPTEMBER 18, 2020
9:00 A.M. – 1:00 P.M.
JUSTICE MARY YU, CO-CHAIR
JUSTICE. HELEN WHITENER, CO-CHAIR



MEETING NOTES

Commission Members

Justice Mary Yu, Co-Chair
Judge Veronica Alicea Galvan
Lorraine Bannai
Jeffrey Beaver
Judge Johanna Bender
Annie Benson
Professor Bob Boruchowitz
Judge Linda Coburn
Theresa Cronin
Judge Grace Cross
Chief Adrian Diaz
Judge Mike Diaz
Judge Theresa Doyle
Jason Gillmer
Judge Anthony Gipe
Judge Bonnie Glenn
Anne Lee
Judge LeRoy McCullough
Justice Raquel Montoya-Lewis
Karen Murray
Brianna Ortega
Christopher Sanders
P. Diane Schneider
Judge Lori K. Smith
Travis Stearns
Katie Svoboda
Leah Taguba
Joshua Treybig
Judge Dennis Yule (ret.)

Student Liaisons

David Armstead
Denise Chen
Beverly Tsai
Israel Carranza
Rigo Garcia
Dalia Pedro-Trujillo
Peggy Rodriguez
Jenny Wu

Staff

Cynthia Delostrinos
Moriah Freed
Frank Thomas

Guests

Esperanza Borboa, *ATJ Board Liaison*
Laura Edmonston, *Embedded Law Librarian*
Gail Stone
TVW
Judge Sarah Dannen
Vanessa Hernandez-Rodriguez
Mynor Lopez
Carsen Nies
Martha Ramos
Jaime Hawk
Carlos Marentes
Sam Sueoka

CALL TO ORDER

The meeting was called to order at 9:00 a.m.

The July 31st minutes were approved as presented.

GUEST INITIATIVES

Announcement and Acknowledgement: Course License Suspension Order

The relicensing task force presented at the last Minority and Justice Commission meeting regarding statutory provisions to report to the Department of Licensing for failure to appear. The group had been trying to get attention of the Governor's office on the issue, and reached out to the Commission for assistance. The Supreme Court entered an order authorizing the delay in reporting due to failure to appear. This allows courts of limited jurisdiction to not report for failure to appear. Thank you to Judge Coburn for your continued involvement, and to the DMCJA for their complete support.

Martha Ramos thanked the Commission and gave an update on next steps, including community education and legislative action.

MJC Race Equity Summit Proposal

The idea for a race equity summit was born from feedback provided by the BJA and SCJA, in direct response to the outcry after the murder of George Floyd and the Black Lives Matter movement. Instead of the judicial organizations creating a new entity to tackle race and equity in the justice system, the Minority and Justice Commission would act as the "umbrella entity" to assist and educate the other groups. The Commission would continue to retain its own independence from the other judicial organizations. Additionally, acting as the "umbrella entity" could provide the Commission with more influence in working with the other judicial organizations. This is an opportunity for the Commission to step up in visibility, and remain forefront as the entity to address race equity issues within the judiciary.

Because the Commission has often been the most accessible place for community involvement, what steps can be taken to ensure community involvement in the race equity summit?

- A small workgroup from MJC could be created to bring in community voice. The Outreach Committee will further explore this option.
- Currently, barriers such as meeting modality, time, social hierarchy, and other factors impact community participation in Commission meetings. How can these barriers be overcome, both for the Commission and the race equity summit, to make meetings more inclusive?

ACTION: The Outreach Committee will further explore how to include the community in the race equity summit, as well as how to increase community participation in Commission meetings. Annie Benson and Annie Lee are interested in assisting.

ACTION: Reach out to Judge Coburn for assistance in getting on the DMCJA agenda to present proposals.

2022 Symposium Proposal: *Reparations in Washington State*

The SU Law Fellows presented their memorandum on reparations at the last Commission meeting that outlined their recommendations. Two of the main recommendations were: Reparations in Washington State as the 2022 Symposium topic, and research on reparations in Washington, if there is funding available. They are interested to see if the Commission has given these two proposals additional thought, or if they are ready to take action on the recommendations.

Because 2022 is still two years out, the fellows are interested in pursuing additional concrete action the judiciary and the Commission can take. Currently, there is time set aside on Friday afternoons for judicial education, which might be a good opportunity to present on the topic of reparations sooner.

VOTE: The Commission unanimously approved the 2022 Symposium topic of *Reparations in Washington State*.

MJC Participation on Race and Criminal Justice System Task Force 2.0

The first meeting of the Race and Criminal Justice System Task Force 2.0 occurred last week. Over 100 people joined the meeting in support of the work! The Commission is being asked formally to join the Task Force as their own entity. Individuals are also encouraged to join as representatives of their own organizations. Judge Coburn, Professor Boruchowitz, Karen Murray, and Annie Benson are all interested in attending the task force.

The goal is to have a report completed by July 1, 2021, with “mini reports” possibly being issued along the way. Options for presenting the report to the judiciary close to the completion date will be explored.

VOTE: The Commission unanimously approved support and participation in the Race and Criminal Justice System Task Force 2.0.

ACTION: Justice Yu will ask if the Court is open to receiving the final report in September 2021.

ACTION: Contact Lorraine Bannai if interested in participating in the Task Force.

Update on Judicial Institute 2020 Programs

Flyers for the upcoming events for Eastern Washington have been included in the packet – they will be conducted via Zoom in partnership with Gonzaga University. Dates to note include:

- October 14, 2020 – Yakima CLE, most appropriate for practicing attorneys
- October 15, 2020 – with Gonzaga called “Bridging the Gavel Gap,” open to a wider audience with the goal of demystifying the judiciary

CO-CHAIR & STAFF REPORT

Shout Outs

- Judge Diaz has been appointed Chief Judge of King County Juvenile Court. He will be stepping down from the Commission due to his new responsibilities.
- Chief Diaz has been appointed Chief of Police in Seattle.
- Katie Svoboda has been appointed judge, and will be stepping away from the Commission as the WAPA representative.
- Judge Coburn will be taking on a new judicial role at the Court of Appeals

2020 Symposium Steering Committee

The Symposium, “*Behind Bars: The Mass Incarceration of Women and Girls*,” has been suspended until June 2nd, 2021. The Symposium will be held from 8:45 a.m.-1:00 p.m. at the Temple of Justice.

The Symposium Steering Committee recommended the undertaking of a research report looking at juvenile girls and detention, which will be discussed in the staff report.

The Symposium Steering Committee is also looking to undertake a pretrial justice research project to evaluate aspects of the criminal justice system for racial and gender inequity that haven’t previously been scrutinized. The first stage of the multi-step project would analyze bail data from local county jails and look for patterns of disproportionality.

The Committee also wants to redouble our look into large-scale solutions in light of a greater mandate for systemic reform.

Staff Report – MJC Research Project Updates

➤ **LFO Reconsideration Day Research – Cynthia Delostrinos**

Two LFO (legal financial obligation) reconsideration days took place last year in Pierce and Kitsap counties, with the others scheduled being cancelled due to COVID. MJC was able to hire a researcher to look at the Pierce County data to see who participated in the event. The goal was to find out how much debt was waived or reduced, and what outcome occurred for the cases that received relief. Cynthia Delostrinos shared preliminary findings of the data that showed large amounts of debt waived and participants feeling positive about the event. Work is now being conducted to look at AOC data on case and accounting information. A report will hopefully be finished by the end of the year to provide recommendations.

While the reconsideration days could be conducted via Zoom, it is important to note that LFOs can be reconsidered any day, not just on specific reconsideration days. This information is not displayed on court websites, and staff do not readily provide this information to the public. The belief that LFO reconsideration is limited to certain days should be of concern, when law requires LFOs to be reconsidered by petition normally. Pressure from the public put on presiding judges to revisit LFOs could be a first step in seeing change on this issue.

➤ **MJC-WSCCR Juvenile Detention Special Report Update – Frank Thomas**

MJC has commissioned a special report to fill in gaps that were found during research from the Gender Justice Study. A final report is anticipated to be published before the next Commission meeting. A draft copy of the report has been provided to the Juvenile Justice Committee to discuss in their breakout session how to address the starkest disparities in the report. Washington has an opportunity to confront the incarceration of young people and meet their needs in alternate ways, as shown with lower rates of incarceration during COVID.

➤ **Jury Diversity Project Update – Cynthia Delostrinos**

Cynthia Delostrinos and Chris Gaddis, Pierce County Superior Court Administrator, were planning to launch the Jury Diversity Project in early 2020. Due to COVID, the project has now been moved online to a virtual format. An honorarium and stipend will still be offered to participants.

The city of Lakewood was identified as being the most diverse city in Pierce County, but with the least diverse juror pool in the county. The project will look at the barriers to jury participation.

ACTION: Cynthia Delostrinos will reach out to ask for help on the project from the Commission when it is needed.

➤ **Discuss Pretrial Justice Report – Frank Thomas**

The Pretrial Justice Report is the four-stage project discussed as part of the Symposium Steering Committee. Each stage looks at a discretionary point in the pretrial and adjudicative process – charge decisions by prosecutors, bail decisions by judges, plea negotiations by prosecutors, and sentencing decisions by judges. The first available, and most affordable, stage to look at is bail decisions by soliciting bail data from the state's largest jurisdictions. WSCCR gave a high-end quote of \$4000 to accomplish that task. Would the Commission like to move forward with the research?

ACTION: Email Frank Thomas with any concerns or comments related to whether or not to move forward with the research by WSCCR.

COMMISSION LIAISON & COMMITTEE REPORT

Education Committee – Judge Lori K. Smith and Justice G. Helen Whitener

- **DMCJA 2021 Spring Conference**
 - *Proposed: “Legal Status” of LFO Collections, and Legal Debt as a Historical Means of Oppression*
- **SCJA 2021 Spring Conference**
 - 2020 Rollover: Immigrant Families Tool Kit
 - 2020 Rollover: Juvenile Justice Session
 - *Proposed: History of LFOs and Legal Debt, and Cycles of Poverty*
- **Discuss Housing Justice Emergency Webinar with SCJA & OCLA**
 - A webinar is needed due to people not being able to pay rent because of COVID and the ongoing issue it is presenting.
- **Friday Forum Webinars**
 - Could the education committee put together webinars for the Friday forum? Implicit bias has been addressed. Systemic issues need to be addressed within the system through education.

BREAKOUT WORKGROUPS

Outreach Committee

➤ **Judges of Color Directory and Gavel Gap Event**

The Outreach Committee discussed upcoming projects and how to transition certain events online. The Judges of Color directory will be updated after the 2020 election, with the Gavel Gap reception likely not possible in-person this year. The Gonzaga University students held an amazing online event, and could possibly assist with planning an online Gavel Gap event.

➤ **Membership Recommendations & Community Involvement**

In the past the Outreach made membership recommendations to the Commission. This is something worth considering again. We want to continue the evolution of the Commission – bylaws, mission statements, and how we can better accommodate the community and other organizations.

Juvenile Justice Committee

The main priority of the JJ Committee for 2021 understanding the rapidly changing juvenile carceral landscape due to COVID pandemic and the movement for Black Lives – in terms of vocal commitment for change. The change in political will and necessity created by public health risks have created unprecedented opportunity. □ Judicial curriculum we had talked about is in line with these priorities. Those with authority to implement change. Huston-Sconiers retroactivity ruling is another key example.

ACTION: talk to the three judges in KC who are doing it differently, and figure out what is enabling them to reduce the juvenile detention population. If we can get judges to talk to their colleagues it would benefit more greatly.

Rules and Legislation Committee

The newly formed Rules and Legislation Committee met for the first time. Housekeeping was covered – the new Committee decided to meet regularly as a group, and will be reaching out to Frank Thomas for assistance in scheduling. The value of being a “nimble organization” was discussed, including which types of bills to support and how they will be supported. The group is excited to move forward, as the formation of such a group under the Commission has been an ongoing point of discussion.



Access to Justice Board Priorities 2020-2022

Priority: Work with statewide partners to actively promote and secure state funding to achieve greater access to civil legal aid and stimulate new and effective innovations

Implementation Goal: Collaborate with the Office of Civil Legal Aid, the Equal Justice Coalition, the Legal Foundation of Washington, the Washington State Bar Association and others to coordinate and leverage support for increased state funding for civil legal aid.

Priority: Address the civil legal needs of people without lawful immigration status

Implementation Goal: Work with the Delivery Systems Committee and Alliance providers to identify unique civil legal problems affecting individuals without lawful immigration status. Such areas could include, as examples only:

- Access to housing
- Employment discrimination and wage theft
- Access to healthcare
- Access to education
- Detention conditions
- Accessing courthouses and other facilities to apply for benefits or participate in proceedings

Implementation Goal: Work with relevant Alliance members and community-based organizations to develop strategies to help educate individuals concerning their civil legal rights and how to vindicate those rights.

Implementation Goal: Work with the Equal Justice Coalition, Legal Foundation of Washington, and other Alliance members to identify funding sources in light of certain restrictions on the use of civil legal aid funds for individuals without lawful immigration status.

Implementation Goal: Monitor and support efforts to lift restrictions on civil legal aid funding for individuals without lawful immigration status.

Priority: Promote systemic and internal race-equity practices, working toward a vision that race or color does not determine the availability and quality of services, fairness of outcomes, or opportunities for communities and individuals.

Implementation Goal: Engage more directly with Alliance partners and community partners outside of the Alliance concerning race-equity work (e.g. a preference for one-to-one contact rather than surveys, and follow up seeking out comments, criticisms, and suggestions on what we can do better)

Implementation Goal: Provide tools for board members to do their own individual, personal race-equity work and reflection, recognizing that organizational change comes in part from individual change.

Implementation Goal: Develop and implement a plan for:

- Reviewing existing policies through a race-equity lens and changing those existing policies if necessary.
- Reviewing new policies through a race-equity lens; and
- Reviewing best practices for establishing and engaging community partners in genuine, open dialogue on race equity and encouraging their feedback on the Board’s work and its potential impact.

Implementation Goal: Continue efforts to conduct a race equity self-audit to identify practices and impede diverse recruitment and retention of board members, staff, and volunteers, and develop strategies to eliminate those practices.

Implementation Goal: Continue to increase the visibility of activities and successes in advancing race equity that are supported by Alliance organizations and the greater legal community and community partners (e.g. through the public praise for stakeholders engaging in this work).

Priority: Support and uplift partnerships among legal aid providers and with justice-related and community-based organizations.

Implementation Goal: To better understand gaps and duplication in client services, work with the Delivery System Committee to move forward their goal to map Washington’s civil legal aid network. Support may include, as examples only:

- Providing funding, defining outcomes, and developing accountability measures for a facilitator to collect data and generate written and visual images of the map of civil legal aid services that are currently available.
- Convening local, regional, and statewide gatherings of legal aid providers, client communities, client service providers, and other to collect information about legal aid that is currently available.
- To evaluate what can and should be done to bring about meaningful change to our state legal system with a focus on race equity, consider establishing a community-legal workgroup consisting of

individual representing different races, areas of service, and geographic locations (e.g. legal service providers, educators, faith, and labor leaders).

Implementation Goal: To strengthen connections between justice-related partners and the Alliance, assign liaisons to coordinate and identify possible areas for collaboration with Supreme Court commissions and boards, the Washington State Bar Association, and other institutions. An example of collaboration is the recent work concerning the presence of immigration law enforcement in or around courthouses in Washington.

Implementation Goal: Expand the Access to Justice Conference to include more input from community partners in planning and outreach in an effort to build strong, ongoing working relationships that go beyond the conference.

Implementation Goal: Develop a plan to host regional forums, inviting community members to share their concerns related to civil legal problems.

Priority: Support work designed to assist unrepresented litigants.

Implementation Goal: Identify potential legal and non-legal partners inside and outside of the Alliance already doing this work.

- At least one board member should serve as a representative on the Superior Court Judges Association Unrepresented Litigants Ad Hoc Workgroup.
- Identify opportunities to work with partners, including identifying areas which partners are not working in, to avoid overlap and fill gaps.

Implementation Goal: Once partners, overlap, and gaps have been assessed, consider creating a committee on unrepresented litigants to:

- Identify the need, i.e., how many unrepresented litigants are the courts seeing?
- Identify particularly vulnerable types of unrepresented litigants, e.g., litigants experiencing a disability, and strategies to address their unique needs.
- Identify and prioritize areas of law where unrepresented litigants need help, e.g., family law.
- Identify and develop tools to assist unrepresented litigants, e.g., technology and training, and identify where those tools most need to be deployed.

Implementation Goal: The potential new committee will gather data from the Administrative Office of the Courts concerning the time to trial for civil cases in Washington's 39 counties and make recommendations. For example:

- How many counties had a ratio of active pending cases to cases resolved of greater than 1.0 in 2018? I.e., how many counties had more civil cases pending at the end of 2018 than resolved?
- For counties that had ratios greater than 1.0 in a given year, how many civil trials did the county conduct that year?
- How are lengthy civil time-to-trial delays affecting low-income litigants?

- If low-income civil litigants in under-resourced, over-burdened counties are not getting trial dates, what are they doing instead to vindicate their rights, if anything?

Priority: Promote, support and lead collaborative efforts to bridge the civil-criminal divide.

Implementation Goal: Task a group, staffed by JustLead Washington, with developing a working paper that lays out – from the perspectives of those engaged with these many systems – the dysfunction of the current systems and structures and how they operate to perpetuate a lack of access and systemically drive unjust outcomes. Some possible tasks, as examples only:

- Identify the need, i.e., how collaboration and partnership can help?
- Identify impacted populations and find existing programs that serve them.
- Identify best practices and current collaborative work that can be easily replicated statewide.
- Identify legal and non-legal partners within and outside of the Alliance that can help in collaborative work.
- Identify and develop collaborative tools and programs that can help address the challenge.
- Identify funding sources to help address the needs.
- Take the results of this small workgroup and consider convening a larger implementation group.

Implementation Goal: Work with Alliance providers, the Superior Court Judges Association, the District and Municipal Court Judges Association, the Washington Association of Prosecuting Attorneys, the Office of Public Defense, the Washington Association of Criminal Defense Lawyers, the Washington Defender Association, the WSBA Council on Public Defense, and others to educate stakeholders concerning the needs of individuals with overlapping civil-criminal legal problems, through the presentation of CLE, CJE, and other programming.

Implementation Goal: Work with therapeutic courts to encourage best practices with respect to defendants with overlapping civil-criminal needs.

Priority: Support efforts to ensure the effective and appropriate use of technology in the justice system and within the Alliance for Equal Justice in order to provide meaningful and equitable access to justice.

Implementation Goal: In cooperation with the Technology Committee, work with partners to implement self-help technology solutions in locations where clients need them, e.g., courthouses.

Implementation Goal: Monitor implementation of the updated Access to Justice Technology Principles and other uses of technology in the justice system.

Implementation Goal: Support ongoing efforts like the development of technology for automated family law forms, ATJ Tech Fellows, and other work which promotes the intersection of technology and justice for communities that experience poverty and injustice.

Implementation Goal: Support the Tech Justice Summit.

Priority: Reevaluate organizational identity to develop stronger mission, vision and value statements that align with the current priorities.

Implementation Goal: Starting with the results from the 2019 survey, work with JustLead Washington to clearly define and articulate the Board's role within the Alliance. Examples of questions to answer:

- If the ATJ Board was dissolved tomorrow, what would the impact be?
- Starting with the Board's mission, identify exactly what the Board is required to do.
- Identify what the Board's authority is to carry out its required tasks.
- Identify required tasks where the Board lacks authority, if any.
- Identify areas, if any, where the Board is acting beyond the tasks required by its mission.

Implementation Goal: Develop a communication plan to reach out to stakeholders to share the updated identity.

Implementation Goal: Create an ongoing feedback mechanism to determine if and how the Board is carrying out its unique role within the Alliance.

To: Access to Justice Board

Date: July 28, 2020

Re: Findings & recommendations from the Delivery System Committee's subcommittee on equitable legal aid access for undocumented communities

The Delivery System Committee (DSCo)'s mission is to assist the Access to Justice (ATJ) Board in tracking the effectiveness and development of Washington's civil legal services delivery system, including recommending ways to better meet the needs of underserved client groups.

A critical part of that assessment is considering the civil legal aid needs of undocumented immigrants, who are specifically excluded from significant portions of our statewide delivery system. These longstanding access to justice issues have become even more profound and urgent in light of the COVID-19 pandemic. Undocumented immigrants are experiencing higher rates of COVID-19 illness and mortality, housing instability, and income loss. They are also excluded from federal stimulus efforts and safety net programs like unemployment.

From March - July 2020, the subcommittee assessed current system capacity, priority legal aid gaps, and met with legal service and community organizations to identify methods for expanding to meet the short and long term needs of undocumented Washington residents. Based on that work, we have developed the following recommendations for how, under direction from the ATJ Board, the Alliance for Equal Justice can address this profound equity issue in our legal services network.

1. **The Alliance should significantly increase resources dedicated to serving undocumented community members. Specifically, the Alliance should:**
 - a. Explicitly name the undocumented community as an underserved client population to which we prioritize dedicating legal aid resources.
 - b. Actively participate in an effort to amend the Office of Civil Legal Aid (OCLA) statute (RCW 2.53.030(5)(g)) to remove immigration status-based restrictions on state legal aid funding in the next legislative session.
 - c. Specifically integrate expanded access for undocumented communities into the goals and strategies reflected in the State Plan for the Coordinated Delivery of Legal Services for Low-Income People.
 - d. Prioritize dedicating and raising additional unrestricted funds, and increase the allocation of funds through current funding mechanisms that impose no immigration based restrictions. Increases in funding for this client population should be implemented even if total funding levels remain the same. This should happen even as we advocate for the elimination of restrictions on other funding streams.

2. **The Alliance should actively encourage and support member organizations in adapting their methods of service to ensure that they become accessible and responsive to undocumented communities. COVID-19 has forced many service providers to change how we serve clients, and as such has created an opportunity to rectify long standing**

inequities in our delivery models. Specifically, the Alliance should:

- a. Provide organizations with technical assistance and additional funding to conduct outreach, client engagement, and representation in manners that are more accessible and responsive to the needs of this client population, particularly in the midst of the COVID-19 pandemic. This includes conducting education and outreach through trusted media and community partner resources.
- b. Resource the expanded use of culturally responsive and appropriate remote service delivery, to expand equal access to representation for immigrant communities living in more rural parts of the state as well as to improve outcomes for clients being served remotely as a result of the pandemic.
- c. Support the development of improved practices for assessing whether a program is using effective methods to reach undocumented clients, including actively engaging with other trusted institutions and service providers. Once developed, the Alliance should encourage members to track those practices in their organization's work.

3. The Alliance should develop strategies to address the specific services needs and shortcomings reflected in the committee's field survey: economic security, employment, housing, immigration, domestic violence, family law, and language access.

- a. Some of the other recommendations reflect some of the strategies that should be incorporated into a comprehensive plan. In addition, the Alliance should continue initiatives that map our delivery system's current infrastructure, including the varying levels of representation that are currently available in different geographic regions in the state. While it is clear that capacity needs to be expanded, more detailed data is needed to better understand the regional differences that impact capacity limitations.

4. The Alliance should encourage active partnerships between legal services providers and trusted immigrant community organizations, particularly the Washington Immigrant Solidarity Network. Specifically, the Alliance should:

- a. Explore opportunities to coordinate with the WAISN hotline and referral program to create an additional trusted screening mechanism statewide that would not require sharing information about immigration status. This should include identifying funding to support WAISN's capacity to partner with us. We acknowledge that CLEAR is an essential tool for the Alliance; however, the fact that it is required to ask callers about immigration status creates a barrier for undocumented clients seeking services.
- b. Support renewed local and regional community outreach and education initiatives adapted to the COVID-19 pandemic, to increase community member awareness of service capacity in their area.

- 5. The Alliance should actively explore opportunity to advocate for expanded direct economic support for undocumented communities. Considering the disproportionate impact of the pandemic on immigrants and the substantial exclusion from other safety net and stimulus efforts, expanded access to legal aid alone may be inadequate to address the needs of this client population. Rental assistance in addition to support for food and other basic needs are especially urgent priorities.**

About the Subcommittee's Formation & Process

Earlier this spring, DSCo affirmed its commitment to addressing the needs of undocumented immigrants through a dedicated subcommittee. This subcommittee was tasked with conducting a needs assessment and providing recommendations to DSCo. This report reflects that work.

From March - July 2020, the committee met on a nearly weekly basis to discuss the gaps in services available to undocumented people in Washington. In the short-term, our goal was to identify priorities for potential new funding, as OCLA was in the midst of securing funding to meet the pandemic-related legal needs of Washingtonians. We also sought to develop longer-term recommendations to DSCo and the ATJ Board about how to address this profound inequity in our legal services network.

We developed a survey for legal services providers and the organizations who work closely with them across the state, which was distributed through the ATJ listserv and other networks between April 23rd and May 5th, 2020. The survey asked providers to share their knowledge of:

1. The unmet legal needs for undocumented people
2. The models they believed would be most effective in meeting those needs
3. Their organization's capacity to expand to meet needs were funding available
4. How best to communicate with undocumented people in their community

That survey elicited information both about general service gaps as well as new needs resulting from the COVID-19 pandemic. We also held a focus group via Zoom on April 28th as an alternative opportunity for legal service providers and community partners to provide survey responses.

Recognizing that other advocates also have important insights into the needs of undocumented community members, the committee also met with the Washington Immigrant Solidarity Network (WAISN). WAISN operates a statewide hotline that originally focused primarily on responding to instances of immigration enforcement. during the pandemic, it has expanded to also address and respond to a substantial increase in the number of calls related to other needs impacting the undocumented communities throughout the state. The survey and focus group findings underpin our recommendations.

June 25, 2020

The Honorable Jay Inslee, Governor
The Honorable Members of the Senate
The Honorable Members of the House
Legislative Building
Olympia, WA 98504

RE: WASPC Recommended Law Enforcement Reforms

Governor Inslee and Members of the Legislature:

Washington's Sheriffs and Police Chiefs recognize our role as leaders in law enforcement, and our responsibility to address racial inequality in our own communities. We acknowledge change is necessary and we endeavor to enact meaningful reform. We call for an approach that is evidence based, informed, comprehensive, and thoughtful. We must listen, learn, and then act to effect change. An important national conversation has begun about the role of law enforcement. This is an opportunity for us, as a state, to come together, to heal, and to improve.

Law enforcement has been asked to respond to emergency calls about social problems that may be better addressed through improved behavioral and community health resources. Many communities have already implemented and embraced these changes. As we stated in January 2019, *"WASPC strongly urges policy makers to fund and support a robust, wrap-around system for those with serious and untreated mental and behavioral health problems."*

Washington's law enforcement leaders are committed to working with policy makers, community groups, and other stakeholders to reform law enforcement practices. We wholeheartedly support a conversation about law enforcement that focuses on transparency and accountability in investigations, discipline, and misconduct, reducing barriers to discipline and termination, and ensuring a fair and more equitable criminal justice system.

In 2019, the Washington Association of Sheriffs and Police Chiefs (WASPC) adopted a clear statement that recognizes implicit and institutional bias and discrimination exist in all aspects of society: criminal justice, education, housing, health care, finance, and more. We recognize the hurt, trauma, and anger caused by a history in which our profession has often failed to live up to our own ethical ideals, particularly in our relationships with Communities of Color.

The following suggested reforms are presented based on the recommendations contained in often cited frameworks that guide our principles and practices, including:

- [The President's Task Force on 21st Century Policing](#)
- [WASPC's Principles for Public Trust, adopted January 2019](#)
- [Police Executive Research Forum Guiding Principles on Use of Force](#)
- [Campaign Zero Police Use of Force Policy Analysis/8 Can't Wait](#)

We do not present these recommendations as the only credible options for reform, rather as our contribution to the larger conversation of improving law enforcement in our state.

Use of Force:

- Standardize the use of force policies and training centered on the cornerstone principle of the sanctity of human life. De-escalation, proportionality, and the use of time, cover and distance will be emphasized, and the required training from I-940 should be accelerated. This required curriculum also includes training on implicit bias and the history of race and law enforcement.
- Require all law enforcement officers to intervene and report to their agency whenever another law enforcement officer uses excessive force or knowingly violates the rights of any person. Violation of this duty should be cause for discipline, up to and including termination.

Transparency and Accountability:

- Establish and expand wellness, resiliency and mental health support for law enforcement and corrections officers.
- Establish clear and meaningful support for law enforcement and corrections agencies to become accredited (undergo a Best Practice Audit) by a recognized state or national law enforcement or corrections accreditation entity.
- Reform the civil service system to provide greater access for more diverse candidates into the law enforcement profession and enable Sheriffs and Police Chiefs greater flexibility to hire and promote law enforcement officers who are best suited to carry out the agency's mission.
- Assist law enforcement and corrections agencies to establish intervention programs to identify troubling patterns and behaviors among law enforcement and corrections officers so intervention and support can be offered in a non-disciplinary manner.
- Establish a monitoring and review mechanism to ensure existing requirements for independent investigations regarding the use of deadly force are followed. Additionally, explore models for

Governor Jay Inslee
Members of the Senate
Members of the House
June 25, 2020
Page 3

creating a completely independent statewide deadly force investigative team governed by a board that includes community members.

- Facilitate the implementation and use of body cameras.
- Reform binding interest arbitration to provide greater authority for Chiefs and Sheriffs to dismiss officers who are not helpful to the agency's mission or betray the public's trust.
- Change licensure rules to provide that a law enforcement officer can lose their Peace Officer Certification for excessive use of force, showing a pattern of failing to follow public policy, and other serious breaches of the public's trust.
- Require all Washington law enforcement agencies to submit data regarding the use of deadly force (creation of a statewide data base as proposed in SHB 2789 in 2020).

Defining the role of law enforcement:

- Partner with the Washington Commission on African American Affairs, Commission on Asian Pacific American Affairs, Commission on Hispanic Affairs, and the Governor's Office of Indian Affairs to build relationships and trust between law enforcement and the community.
- Study and establish clear expectations for state investments and expansions of programs that support social services to address mental illness, substance use, and other adverse events that are shown to increase the likelihood of future criminal justice involvement.

As a profession and a society, we have an opportunity to implement reforms that will make progress on long standing issues. We must not squander it. WASPC is committed to working with all stakeholders, at every level of government, and from every facet of the communities we serve, to implement reforms that hold our profession accountable and build trust with the community. We will continue to listen, learn, and then act.

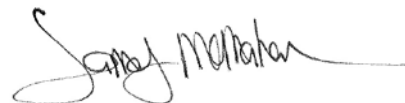
Sincerely,



Craig Meidl
Chief of Police, Spokane
President, WASPC



Steven D. Strachan
WASPC Executive Director



James McMahan
WASPC Policy Director

Public Equity and Justice System

The Problem:

In the US, systemic racial injustice disproportionately impacts Black, Indigenous, and other minority populations. And Washington State is no exception. This inequity has often been hidden, without tools or research to measure its real-time impact. Those engaged in the criminal justice system often lack visibility to what their peers and their own agencies are doing. Prosecutors' offices don't have visibility into other jurisdictions' data, and without easy access to the information that can reveal biases and the impacts of their decisions on a wide scale, they cannot truly understand how their individual decisions might contribute to unfair disproportionality. Previously, we've had to wait years as colleges conducted lengthy studies to have an accurate comparative analysis. Many individuals, families, and communities suffer harm until these studies reveal an injustice that results in change – an injustice that might otherwise have been corrected earlier if there had been a faster way.

The Solution:

The **Public Equity and Justice System** is a database built to help all criminal justice actors, stakeholders, and the public, get up-to-date data insights on how sentencing decisions vary by judge, county, and demographic characteristics including race, ethnicity, gender, and age. Our database currently combines 20 years of Caseload Forecast Council (CFC) sentencing data as well as census and population data from Washington State.

An additional benefit is that this system could help aggregate and analyze data from our many different data warehouses or formats, potentially reducing manpower and improving accessibility for reasons even beyond the project itself.

Future planned updates include integrating more data from different points in the life of a criminal case as well as information about legal and legislative changes that affect criminal sentencing so we can get a holistic picture to help us understand the implications of these changes from beginning to end.

Why is your solution different to other solutions out there?

This system incorporates the latest technology platforms available to house and visualize data at scale. It displays that data in a format that is quickly accessible to a wide range of stakeholders – be they interested individuals, lawyers, judges, policymakers, legislators, academics, or others.

The long-term goal:

We hope that other states will adopt this type of system so that it creates a ripple effect of change throughout the entire nation. We also aspire to incorporate as much data as we can to see the full justice continuum, starting from first contact with law enforcement all the way through to ultimate resolution of the case.

We are also working to get the system rolled out and adopted by the public, as we believe increasing access to information will have positive implications far beyond the scope of our project and will help improve the fairness and equality of our criminal justice system.

What fundamentals do we have in place:

The team is led by Anthony Powers from the Seattle Clemency Project. Additionally, the project team is made up talent and expertise in technology, data, criminal justice, legislation and grant writing, and data – all passionate volunteers who have committed to seeing this system adopted. The system is hosted on Power BI.

Key Team Members:

- Anthony Powers, reentry program manager at the Seattle Clemency Project and project lead for the Public Equity and Justice System.
- Kim Gordon, owner and partner in firm that focuses exclusively on criminal defense in federal, state, and local courts, and a current member of Washington's Sentencing Guidelines Commission.

- Kate Sigafos, a former Kitsap County Prosecuting Attorney and Pro-Tem Judge, who now works with Microsoft as an employment lawyer.
- Scott Semyan, principle cloud solution architect at Microsoft. A software developer by trade, Scott manages all the data inputs and the database.
- Jonica Couweleers, senior data analyst at Microsoft. With a data science background, Jonica is our lead data visualizer to translate the data into meaningful insights for easy interpretation.
- Belinda Cheng, product marketing manager at Microsoft focused on the government audience. She currently supports with logistics and project management, as well as developing a marketing and communications plan for roll out.

Thank you to many other Community partners, advisors, and volunteers who have helped to guide and build this system.

- Microsoft volunteers (from 2020 Summer Hackathon and after):
 - Alexandra Minea
 - Anand Gupta
 - Ayushi Singh
 - Cindy Roberts
 - Connie Yang
 - Denise Cody
 - Duncan Wadsworth
 - Heather Suchobrus
 - Jacquelyn Krones
 - Jasmine Hon
 - Jian Ma
 - Julie Meyer
 - Kevin Braiden
 - Kimberly Ly
 - Kyle Brand
 - Lindsay My
 - Marie Robbins
 - Mehar Nangia
 - Michael Amoako
 - Natalie Fetsch
 - Natalie Cardinali
 - Pablo Castro
 - Sarah Berglin
 - Sejin Park
 - Tareq Humphrey
 - Tyler Mays-Childers
 - Yvonne Chan



JURY DIVERSITY 'VIRTUAL' ADVISORY GROUP

November 21 11-12:30 pm OR December 12 11-12:30 pm

Opening Remarks by Washington State Supreme Court Associate Justice G. Helen Whitener

APPLY TODAY

Adults (18+) in the Lakewood and surrounding communities who wish to participate on the Jury Diversity Group please visit this link or scan the QR Code on this form.

www.surveymonkey.com/r/jurydiversity



Scan this QR code with your phone camera.



MAKE A DIFFERENCE

The group will help inform policy efforts to increase diversity of juries in Pierce County and Washington State.



COMPENSATION

Participants will be paid a \$50 stipend for participation. Space is limited.

WHY JURY DIVERSITY IS IMPORTANT

The 6th Amendment of the Constitution guarantees a defendant a jury selected from a fair cross-section of the community—yet data has shown that jurors in several courts in Washington are not racially reflective of the community.

Compared to all-White juries, racially mixed juries tended to deliberate longer, discuss more case facts, and bring up more questions about what was missing from the trial.

A diverse jury furthers the goal of ensuring litigants and the public that the system is fair and impartial.

Lakewood is the most diverse city in Pierce County, yet has the highest “no response” rate to jury summons’ in the entire county. Our goal is to understand the reasons behind that.

CONTACT US



Cynthia Delostrinos
Supreme Court
Commissions Manager



Cynthia.Delostrinos
@courts.wa.gov



WASHINGTON STATE OFFICE OF EQUITY

Read the Full Proposal on [our website](#).

Guiding Statements for the Office of Equity:

EQUITY (definition)

Developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and currently marginalized, including tribes.

It requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression.

Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.

VISION



Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

MISSION

The Office of Equity will promote access to equitable opportunities and resources that reduce disparities and improve outcomes statewide across government.



Anti-racist State Government


The Office of Equity should lead the state toward becoming a truly transformed government enterprise—one that **embeds equity and justice into every action**, and where doing so is simply the default.



We believe that such a system is achievable and that a critical step forward is to **declare and manifest WA State as an anti-racist government system**. Doing so will send a powerful message across the state and help communities hold the enterprise accountable to change that is neither incremental nor reactionary—but rather—**change that is transformative**.

Building Synergy with Partners in Diversity, Equity, and Inclusion (DEI)

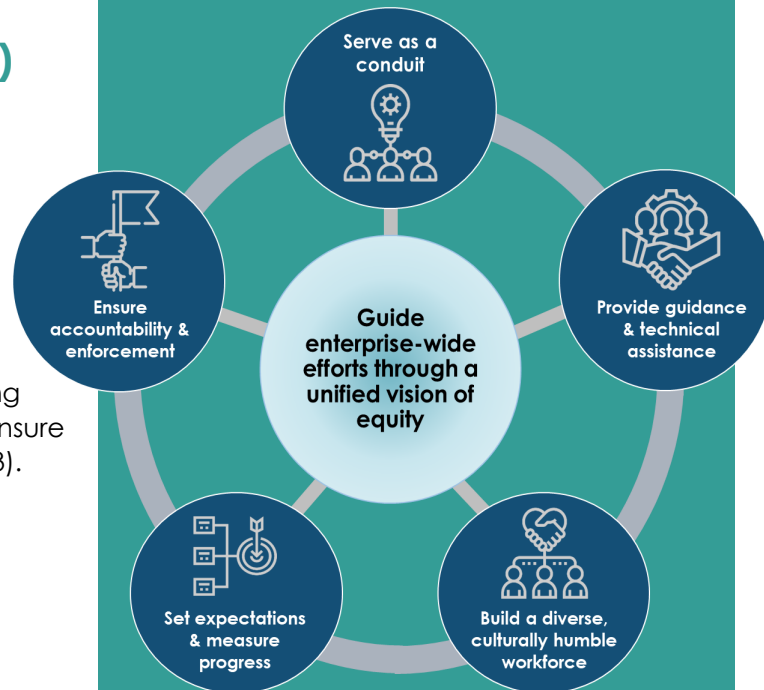
The Office of Equity should:

-  **build collaborative, complementary relationships** with commissions, committees, and other groups that have missions centered on employee and community representation, protection of human and civil rights, and the promotion of equitable, inclusive government.
-  **serve as a hub for resources and guidelines**, weaving together efforts and strategies among partners to ensure coordination and forward momentum (see page 83).

The Office of Equity's mission and responsibilities are **non-duplicative**. It should work with key partners to:

- Provide guidance and assistance to agencies
- Facilitate spaces for discussion and planning
- Co-create shared resources with communities
- Standardize equity-related language and competencies
- Inform workforce development and training in DEI and cultural humility
- Ensure all communities and identities are represented in processes
- Identify policy and systems barriers & make recommendations to eliminate them

ROLES & RESPONSIBILITIES for a Fully Resourced Office of Equity



The Office's scope should be internal to state government and focused on: dismantling systems of racism and oppression, and rebuilding systems of equitable opportunity. Decision makers should resist the urge to charge the Office with programmatic work and service delivery that should be led by respective state agencies, as it could detract from the Office's core mission and set the Office up for failure.

Immediate Actions for the Governor and Legislature

1. Declare and manifest WA State as an anti-racist government system
2. Adequately fund the Office of Equity
3. Establish the Community Advisory Board in statute
4. Resource the Office of Equity and state commissions to conduct community outreach and engagement
5. Prescribe agency responsibilities in statute
6. Give the Office rulemaking authority

Leading with Community

Community voice must be at the center of all decision making. All agencies should engage with communities in meaningful ways to ensure priorities and solutions are community-generated.

The Office should **conduct outreach and engagement in partnership with state entities that serve as focal points in government for their represented communities.** These efforts must ensure engagement is barrier-free, fully inclusive of all identities, and does not replicate systems of oppression. (For additional recommendations, see pages 80-83.)

Community engagement requires:

- time and resources
- going into communities
- working with grassroots organizations
- practicing cultural humility and an open mindset
- sharing power in all phases of work
- community-driven conversations and solutions
- agencies to continuously innovate in order to meet communities where they are
- barrier-free access and digital equity

(see pages 64-67)

What's your greatest hope or dream for your community?

Community member responses:

"That every parent's dreams for their children will have a fair opportunity to be fulfilled."

"I dream of a place with sincere, compassionate, and sensitive conversation between decision-makers and community members and laws that reflect this."

"That each individual can aspire to be what they want to be and will see themselves represented in Government, leadership and in all types of careers."

"That Latinx immigrant, Yakama indigenous, and AAPI voices would be centered in decision-making."

"That black and brown persons are no longer systematically disenfranchised."

"My greatest hope is to be a part of a truly inclusive community."

ableism	DISRUPT					xenophobia
cisgenderism						antisemitism
heterosexism	classism	colorism	genocide	microaggressions	colonialism	
sexism	racism	erasure	homophobia	ageism	transphobia	
religious imperialism	stigma	ethnocentrism	hate	white supremacy	anti-Black racism	
appropriation	DISMANTLE					assimilation
prejudice						patriarchy
discrimination	bias	exclusion	inequity	oppression	persecution	
segregation	violence	disparity	dominance	stereotype	exploitation	
RE-ENVISION & REBUILD						
community	justice	accountability	equity	humanity		
dignity	unity	diversity	intersectionality	access		
health	opportunity	healing	wellbeing	inclusion		
respect	representation	understanding	human rights	safety		
pride	reconciliation	security	compassion	support		



Community engagement means building relationships



Government must share power and resources with communities

Transparency and Accountability

To remain **accountable to communities**, the Office of Equity should convene a **Community Advisory Board** that sets the Office's priorities and timelines. (see pages 72 and 81-82)



Re-envisioning Data: In true partnership with communities, the Office of Equity and agencies should collect data and stories in ways that **unmask inequities and shed light on solutions.** (see pages 95-99)

Measuring Progress: The Office of Equity should **systematically measure agency progress**, using statewide and agency-specific process and outcome measures. Performance information should be displayed on an **online dashboard.** (see pages 95-99)



WASHINGTON STATE OFFICE OF EQUITY

Read the Full Proposal on [our website](#).

Proposed Roles and Responsibilities for a Fully Resourced Office of Equity

<p>REC 1</p> <p>Guide Enterprise-wide Efforts through a Unified Vision of Equity</p> <p>(page 78)</p>	<ul style="list-style-type: none"> ◆ Establish a shared understanding of 'equity' that relates to government and communities ◆ Adopt an intersectional, multi-dimensional framework ◆ Promote a shared understanding of equity-related terms and concepts ◆ Get ongoing community guidance on definitions and statements ◆ In partnership with GOIA, establish the appropriate level of communication and consultation with tribal governments, non-federally recognized tribes, and American Indian organizations
<p>REC 2A</p> <p>Serve as a Conduit between Government & Communities</p> <p>(page 80)</p>	<ul style="list-style-type: none"> ◆ Maintain a feedback loop with communities ◆ Share power and resources, and promote meaningful opportunities for engagement ◆ Build connectivity with communities that are underrepresented or isolated ◆ Convene a Community Advisory Board to set the Office's priorities and timelines ◆ Review and recommend changes to policies that govern board/commission membership and compensation ◆ Recommend strategies on how to center community voice in order to deliver barrier-free access to government services
<p>REC 2B</p> <p>Build Synergy with Partners in DEI</p> <p>(page 83)</p>	<ul style="list-style-type: none"> ◆ Build collaborative, complementary relationships with partners in DEI ◆ Co-create resources and strategies ◆ Weave together efforts to ensure coordination and forward momentum ◆ Ensure all communities and identities are represented
<p>REC 2C</p> <p>Serve as a Conduit for State Institutions</p> <p>(page 85)</p>	<ul style="list-style-type: none"> ◆ Facilitate collaboration between agencies ◆ Facilitate systems and policy change ◆ Coordinate/convene workgroups to establish standards and produce innovative solutions ◆ Maintain an inventory of DEI efforts within and across agencies
<p>REC 3</p> <p>Provide Guidance & Technical Assistance to Foster Systems & Policy Change</p> <p>(page 86)</p>	<ul style="list-style-type: none"> ◆ Serve as a clearinghouse for tools and resources ◆ Provide guidance and technical assistance to agencies on language assistance services ◆ Promote an 'upstream' approach focused on root causes ◆ Promote equitable decision-making practices ◆ Require every agency to have a DEI plan, and assist with plan development ◆ Require each agency to designate a 'DEI Liaison' who reports directly to the executive ◆ Establish a community of practice for mutual support and resource sharing ◆ Work with GOIA to uphold the significance of government-to-government relations and the expectation for working with sovereign nations <p style="text-align: right;">[Continues on the next page.]</p>

(Continued)

Proposed Roles and Responsibilities for a Fully Resourced Office of Equity

<p>REC 4</p> <p>Build a Diverse, Culturally Humble Workforce (page 92)</p>	<ul style="list-style-type: none">◆ Collaborate with OFM and DES to identify workforce development needs, and develop policies and training on maintaining a diverse, inclusive, and culturally sensitive workforce◆ Engage agency leadership and support their development in DEI-related areas◆ Help ensure practices in DEI are applied to the full employment life cycle<ul style="list-style-type: none">◆ Elevate employee voices and work on equity issues that are important to them
<p>REC 5</p> <p>Set Expectations, Measure Progress, and Ensure Accountability (page 95)</p>	<ul style="list-style-type: none">◆ Lend visibility to important issues that are unheard or unseen◆ Build the infrastructure to measure and show progress in a transparent way:<ul style="list-style-type: none">◆ Establish standards that apply across the enterprise◆ Work with Results WA (or the equivalent performance management department within the Office of the Governor) and agencies to create agency-specific performance measures and a public dashboard to publish outcomes◆ Shine a light on how data should be collected and used, and convene a workgroup to establish standards for the collection, analysis, and reporting of disaggregated data◆ Work with OFM and DES to coordinate messages on the prospects and use of workforce data◆ Model a supportive and engaging approach when working with agencies◆ Support performance improvement process◆ Publish each agency's performance and progress over its baseline◆ Use rule-making authority to establish regulations around DEI plans, performance reviews, and other accountability processes◆ Report directly to the Governor and submit a report to the Legislature every biennium◆ Ensure the appointment process for the Office of Equity's Executive Director safeguards the Office's credibility and resiliency
<p>REC 6</p> <p>Reconvene the Task Force to: (page 100)</p>	<ul style="list-style-type: none">◆ Evaluate the state's implementation of an Office of Equity, including the level of funding provided for its operation◆ Review guidance from the Community Advisory Board, the Office of Equity's strategic plan, strategic goals and standards for the enterprise, agency-specific performance measures and outcomes, and the state of DEI efforts across the enterprise◆ Recommend any needed changes to the Office of Equity's operation and strategies

EQUITY OFFICE TASK FORCE (2019-2020)



Links:

- [Task Force Information](#)
- [Meeting Materials](#)
- [Legislation \(E2SHB 1783\)](#)

To request this document in another format, call 1-800-525-0127. Deaf or hard of hearing customers, please call 711 (Washington Relay)

or email civil.rights@doh.wa.gov.

CONTACT

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Manager, Governor's Interagency Council on Health Disparities

Christy.Hoff@sboh.wa.gov

360-688-4699

Unrepresented Litigants Ad Hoc Workgroup Charter

9/23/20

Unrepresented litigants (URLs) make up a significant and growing number of the population appearing in Washington's trial courts. Unfortunately, there are limited resources available to assist URLs understand the complexities of Washington's legal system and trials. In addition, Washington law requires courts to hold URLs to the same standards as attorneys.¹

Recent trends and advances in access to justice models encourage judicial officers to take a more active role in assisting and/or engaging with URLs. There are a number of opportunities to increase access to justice for URLs and reduce the challenges for judges and courts in working with this unique population. Courts can be a more welcoming, service-oriented environment to meet the needs of the communities they serve.

The goal of the workgroup is to assess and develop resources specifically for Washington's courts to improve processes, advance access to justice, and ensure that URLs are fairly heard in court.

Objectives:

1. Review the information, resources, and trainings available in Washington and nationally for courts interacting with URLs
2. Develop online resources and educational materials to assist URLs in navigating the court system
3. Develop a bench guide for courts and court staff outlining options for effectively communicating and interacting with URLs
4. Assess court rules, statutes, and practices related to URLs and offer recommendations for improvements (if needed)
5. Develop educational opportunities for court partners about how to get resources to URLs

Governing Structure/Membership:

1. The Unrepresented Litigants Ad Hoc Workgroup will consist of stakeholders representing all levels of trial court, including judicial officers, administrators, clerks, prosecutors, defense bar, and other court partners. The Workgroup will work collaboratively to understand the current court practices for assisting self-represented litigants and how best to improve those practices.
2. The Workgroup will be chaired by Judge Jennifer Forbes, Kitsap County Superior Court.
3. Membership:
 - a. The membership list is as follows:

Name	Organization	Email
Judge Jennifer Forbes (Chair)	SCJA	jforbes@co.kitsap.wa.us
Judge Anne Hirsch	SCJA	anne.hirsch@co.thurston.wa.us
Judge David Keenan	SCJA/Access to Justice Board	david.keenan@kingcounty.gov
Judge Millie Judge	SCJA/SCJA Ethics Committee	Millie.Judge@snoco.org
Judge Anthony Howard	DMCJA	Anthony.Howard@co.snohomish.wa.us
Dr. Andrew Peterson	Washington State Center for Court Research	Andrew.Peterson@courts.wa.gov

¹ See *Okolie v. Washington State Dep't of Labor & Indus.*, No. 76665-1-I, 2019 WL 1117208, at *2 (Wash. Ct. App. Mar. 11, 2019); *Matter of Marriage of Moore*, No. 77065-9-I, 2019 WL 1024983, at *3 (Wash. Ct. App. Mar. 4, 2019); *Fin. Assistance, Inc. v. Bennett*, No. 50393-0-II, 2019 WL 719078, at *3 (Wash. Ct. App. Feb. 20, 2019).

Laurie Garber	NW Justice Project	LaurieG@nwjustice.org
Diana Singleton	Access to Justice Board/WSBA	dianas@wsba.org
Heidi Percy	WSACC	heidi.percy@co.snohomish.wa.us
Fona Sugg	AWSCA	Fona.Sugg@CO.CHELAN.WA.US
Jo Jackson	AWSCA (alternate)	jjackson@co.douglas.wa.us
Jim Bamberger	OCLA	jim.bamberger@ocla.wa.gov
Judge Laura Bradley	Washington State Office of Administrative Hearings	laura.bradley@oah.wa.gov
Jamie Perry	Family Law Facilitator Program, King County Superior Court	Jamie.Perry@kingcounty.gov
Heather Wehr	Washington State Coalition Against Domestic Violence	Heather@wscadv.org
Joshua Treybig	The Washington State Supreme Court Minority and Justice Commission	jtreybig@kingcounty.gov
Theresa Cronin	The Washington State Supreme Court Minority and Justice Commission	tk@dccronin.com
Professor Gail Hammer	The Washington State Supreme Court Gender and Justice Commission	hammerg@gonzaga.edu
Rob Mead	Washington State Law Library	Rob.Mead@courts.wa.gov
Crissy Anderson	SCJA Court Association Coordinator	Crissy.Anderson@courts.wa.gov
Jeanne Englert	Board for Judicial Administration Manager / Court Management Council	Jeanne.Englert@courts.wa.gov

Final Products:

1. Comprehensive online resources – including videos and other educational materials - to assist URLs in navigating through the court system.
2. Comprehensive judicial bench guide outlining best practices for overseeing hearings for self-represented litigants
3. Possible rule changes/amendments to law governing relationship with URLs