

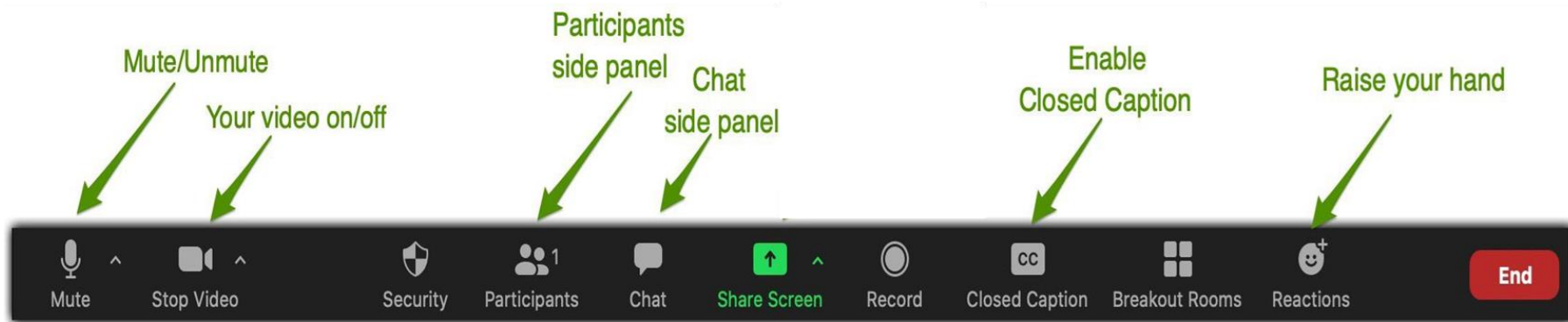
THE COMMUNITY **COLLABORATIVE**



**D-AFN WORKGROUP
SEPTEMBER 16, 2024**

Accessibility Information

- To view live captions, click on the menu arrow next to the Closed Caption button.
- Choose from showing subtitles, a full transcript, or both.
- You may adjust the size of the captions if you wish.
- You can also Hide Subtitles if you do not want to see the text.
- Please message Tom Dineen, KAI, if you have any questions!



Land & Labor Acknowledgement Part 1

The Community Collaborative would like to acknowledge that we are currently living on the traditional territories of Coast Salish people and other Native peoples who have lived here for many generations and who continue to be systematically erased by policies and practices that remove their histories from this place.

We acknowledge and honor the sovereignty of Indigenous peoples in the North America and in the Island Territories of the United States over their languages, cultures and lands.

We will collectively labor to center Indigenous humanity and their continued struggles for justice in stewarding the health and wellness of their communities.

Land & Labor Acknowledgement Part 2

We also acknowledge this country has been made possible by the labor of enslaved African peoples and their descendants who suffered the horror of trafficking, slavery, Jim Crow, imprisonment, police brutalities and many other harms we continue to see today through anti-Black sentiment.

We recognize the history of Washington state as complicit with the racist ideology of White supremacy. This persists in present-day racial realities privileging Whites while oppressing BIPOC communities.

We are committed to uplifting the voices, experiences, histories, and contributions of Indigenous and descendants of enslaved peoples.

Agenda

Welcome and Introductions

Moving forward on priority topics:

- Javier Ruiz, Civil Rights and ADA Manager, DOH

Workgroup Infrastructure:

- WA Portal Page
- Member Survey
- Creating a space to share stories

Opportunity for Input: New Rule Making Video

Planning for next meeting

Gratitude Share



INTRODUCTION TO THE CIVIL RIGHTS & ADA PROGRAM

Javier Ruiz – Civil Rights & ADA Program Manager
Calandra Sechrist – Deputy Director, OERM

LEARNING OBJECTIVES

- Learn about the Civil Rights & ADA Program
- Understand DOH's civil rights related obligations
- How to identify a discrimination complaint
- Update on the foundation of the Civil Rights & ADA Program
- Investigation notification
- Resources

Civil Rights & ADA Program

- Mission: *To improve access and equitable participation in DOH's services*
- Program's scope: Customer complaints v. DOH employees or paid providers
- Protected class groups: race, creed, color, age, national origin, citizenship or immigration status, sex, honorably discharged veteran or military status, sexual orientation, gender expression or identity, disability...
- Consultations & technical assistance (grant applications)
- Audit support (federal civil rights audit)

WHY IS IT IMPORTANT

- State and federal legal requirements
 - Civil Rights Act of 1964
 - Rehabilitation Act of 1973
 - ADA (1990)
 - RCW 49.60.030
- Alignment with agency's
 - Vision: Equity and optimal health for all
 - Mission: The Department of Health works with others to protect and improve the health of all people in Washington state
 - Equity values: We are committed to fairness and justice to ensure access to services, programs, opportunities, and information for all

DISCRIMINATION COMPLAINTS

- Customer may file a complaint via
 - Phone: 833-428-3703
 - Email: civil.rights@doh.wa.gov
 - In writing
 - Discrimination complaint form (pending)
- Discrimination complaint examples:
 - Disparate treatment (you denied me services because I am an immigrant)
 - Disparate impact (neutral practice with disproportional effect)
 - Being denied reasonable accommodation of a disability
 - Being denied language access services
 - Offensive comments based on any protected class

Civil Rights & ADA Program Foundation Progress

- **In Progress:**
 - Discrimination Complaint Form
 - Investigation Process Map
 - Collaboration with People Services
 - Title VI and Title II ADA Liaisons Workgroup
 - Outreach publication
- **Completed:**
 - Civil Rights Mailbox & Mainline
 - Non-Discrimination Notice
 - Civil Right & ADA Program SharePoint
 - Title VI Civil Rights Act Non-Discrimination Policy ([15.012](#))
 - Equal Access for Individuals with Disabilities ([15.011](#))

RESOURCES

- Contact information:
 - Mailbox: civil.rights@doh.wa.gov
 - Phone number: (833) 428-3703
 - [Non-discrimination notice](#)
- Working on:
 - SharePoint site
 - Creating training materials for staff
 - Roadshow
- Collaboration with other agency programs:
 - Digital Accessibility Committee
 - Investigation Workgroup
 - Policy Work

WA Portal Page for Workgroup

WA Portal Page for Workgroup:

<https://waportal.org/disabilities-and-access-and-functional-needs-workgroup>

🔗 Accessibility issues:

- Page was tested and the green fails at all but the largest type settings, blue fails at smallest settings
- Changes would need to be made WA Portal-wide and cannot be made just for this page.
- DOH Tech and Accessibility team are working on this and will make changes

🔗 Workgroup History

- Archived files have been pulled and are ready for upload. Work is paused waiting on workgroup decisions

Workgroup Infrastructure

Member Survey

🔗 Review using this link:

<https://app.smartsheet.com/b/form/cb9fe774d66d42358171d1f967c0fefa>

🔗 Anything you'd change about the survey questions?

🔗 Ready to:

- Send to full workgroup?
- Make part of WA Portal page?
- Make part of the workgroup joining process?

New Rule-Making Video

WHAT: 3-minute animated video (designed to introduce DOH's rulemaking process in a way that is accessible and welcoming to community members who aren't already familiar with it.

What the team is look for

- 10 D/deaf community members to review and provide feedback on the ASL-interpreted version before it is shared with the public.
- 1-2 hours of most folks' time
- \$45 Amazon electronic gift card provided for each hour they contribute.
- Feedback will be provided in a virtual meeting.
- DOH will pre-schedule and provide ASL interpreters for one or two meetings (dates and times To Be Determined, and reviewers would only need to attend one meeting). We'd also welcome feedback by email or TDD/phone if meeting times do not work.

Planning for our next meeting

Invited DOH Staff

Creating a space to share stories

Community Brainstorm

- 🔗 What do we think users would want from this space?
- 🔗 How would we use these stories?
- 🔗 How would we curate the space?
- 🔗 What's the outcome we want to have?

Next meeting: October 21st, 4:30-6:00



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.