



## Agency Recommendation Summary

The Department of Children, Youth and Families (DCYF) requests \$2,042,000 and 2.0 full time equivalents FTEs in the 2024 Supplemental Budget to engage and support lived experts who are members of existing and planned advisory groups. Providing stipends to those with lived experience ensures that they can participate in an advisory capacity and allows DCYF to acknowledge their contributions and expertise.

## Program Recommendation Summary

### 090 - Program Support

The Department of Children, Youth and Families (DCYF) requests \$2,042,000 and 2.0 full time equivalents FTEs in the 2024 Supplemental Budget to engage and support lived experts who are members of existing and planned advisory groups. Providing stipends to those with lived experience ensures that they can participate in an advisory capacity and allows DCYF to acknowledge their contributions and expertise.

## Fiscal Summary

Fiscal Summary <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
<b>Staffing</b>						
FTEs	0.0	2.0	1.0	2.0	2.0	2.0
<b>Operating Expenditures</b>						
Fund 001 - 1	\$0	\$1,756	\$1,756	\$1,744	\$1,744	\$3,488
Fund 001 - A	\$0	\$245	\$245	\$243	\$243	\$486
Fund 001 - C	\$0	\$41	\$41	\$41	\$41	\$82
Total Expenditures	\$0	\$2,042	\$2,042	\$2,028	\$2,028	\$4,056
<b>Revenue</b>						
001 - 0393	\$0	\$286	\$286	\$284	\$284	\$568
Total Revenue	\$0	\$286	\$286	\$284	\$284	\$568

## Decision Package Description

With the passage of SB 5793 in 2021, the legislature removed a prohibition on state agencies' ability to compensate members of advisory groups, stating that engaging lived experts leads to more equitable and sustainable outcomes and signaled encouragement for agencies to incorporate the voices of those with lived experience in decision making processes. However, effective engagement with lived experts requires dedicated, sufficient resources including compensation to improve participation in advisory group meetings by reducing barriers to attendance.

A compensation program at DCYF will help ensure that the perspectives of individuals who have first-hand experience with the early education, childcare, child welfare and juvenile rehabilitation systems can be leveraged in development of effective and responsive services, programming and supports as well as anti-racist practices.

Having recently developed agency guidelines and processes for payment of compensation to lived experts who serve on advisory groups, DCYF now has an agency-wide system in place to issue and track payments as well as to collect and report the associated data to the Office of Equity. This funding request combines individual requests from 24 existing and planned advisory groups across the agency that will be managed through the new centralized process.

- Early Learning Advisory Council (ELAC)
- Provider Supports subcommittee of ELAC
- Parent Advisory Group
- Early Achievers Values and Processes Group
- Washington State Partnership on Juvenile Justice
- Kinship Care Oversight Committee
- LGBTQIA+ Advisory Committee
- Tribal Policy Advisory Committee
- Indian Policy Early Learning Subcommittee
- Home Visiting Advisory Committee
- Citizen Review Panels
- Passion to Action Youth Advisory Board
- Children's Justice Taskforce
- Organizational License Pilot Observer Group

- Dual Language Designation Workgroup
- Pro-Equity Anti-Racism (PEAR) Team
- Teen Focus Group
- Caregiver Recruitment Engagement and Co-design Workgroups
- Rulemaking Group Care Workgroup
- Rulemaking Foster Care Workgroup
- Adolescent Transitional Living Program Implementation
- Caregiver Supports Youth Advisory Group
- Professional Therapeutic Foster Care Workgroup
- Hub Home Model Workgroup

## **Background**

Qualitative research has identified several benefits government agencies receive through engagement with lived experts. A 2021 brief prepared for the U.S. Department of Health and Human Services cited anecdotal evidence suggesting that engaging with individuals with lived experience improved outcomes and impacts of agency programs and initiatives: staff reported an increased understanding of the needs of individuals served, the most appropriate solutions, and the potentially harmful unintended consequences of existing policies.

DCYF has a history of engaging communities through advisory groups but compensation has not been consistently available. There has been growing interest across all service areas in expanding engagement with lived experts and a number of new programs and system improvements are being planned, primarily in the child welfare, that will create further demand. Over the next one to two years, planned engagement with lived experts will inform the development of new programs and system improvements to many DCYF strategic priorities and equity goals:

### **Strategic Priority: Eliminate Racial Disproportionality and Advance Racial Equity**

Racial disproportionality exists across DCYF's areas of programming and regulatory authority. Black, American Indian/Alaska Native and Hispanic/Latino children have lower rates of kindergarten readiness than white and Asian children. Hispanic/Latino families are underrepresented in childcare subsidy enrollment. Black and American Indian/Native Hawaiian families are disproportionately involved in the child welfare system. Black, American Indian/Alaska Native, and Hispanic/Latino youth spend more time in solitary confinement than white youth when in Juvenile Rehabilitation. To address these disproportionalities and make services more inclusive and accessible, DCYF is planning engagement with lived experts from disproportionately over and underrepresented communities to understand the how DCYF programs and practices impact them, how to reduce harm and how to meet them where they are.

### **Strategic Priority: Create successful transitions into adulthood for youth and young adults in foster care**

An additional DCYF strategic priority is to create successful transitions into adulthood for youth and young adults in foster care. LGBTQ youth are overrepresented in the child welfare system, many times due to rejection by their biological family, and studies have shown that LGBTQ youth are less likely to be adopted or reunited with family and are more likely to age out of foster care independently. For these reasons, DCYF has an existing LGBTQIA+ advisory committee and is planning a workgroup to include lived experts who will advise the agency on implementation of the Adolescent Transitional Living Program.

The following existing and planned advisory groups will help ensure that DCYF programs and practices are culturally informed, trauma informed and anti-racist.

- Pro-Equity, Anti-Racism Team (PEAR)
- Tribal Policy Advisory Committee
- Indian Policy Early Learning Committee
- Dual Language Designation Workgroup
- Washington Partnership on Juvenile Justice
- Children's Justice Taskforce
- LGBTQIA+ Advisory Group

### **Strategic Priority: Safely Reduce the Number of Children and Youth in Out-Of-Home Care by Half**

Several near-term system improvements will focus on the child welfare system with the goal of better prevention of out of home placements, better support for families so youth can stay at home and placement of children with kin when they cannot stay in the home. DCYF will engage system-involved families through advisory mechanisms as these improvements are designed and implemented. In the following existing and planned advisory groups DCYF will partner lived experts to achieve these goals.

- Kinship Care Oversight Committee
- Home Visiting Advisory Committee
- Citizen Review Panel
- Passion to Action Youth Advisory Board
- Group Care Rulemaking Workgroup
- Foster Care Rulemaking Workgroup
- Caregiver Supports Youth Advisory Committee
- Caregiver Recruitment Engagement and Co-design Workgroups
- Teen Focus Group
- Professional Therapeutic Foster Care Workgroup
- Hub Home Model Workgroup

### **Strategic Priority: Create a High Quality, Integrated B-8 System**

When children are healthy, safe, and learning well in their early years, they are better able to reach their full developmental potential as adults. Most working families need childcare, but it is expensive and licensed center-based care is unaffordable. DCYF childcare subsidies can help low-income parents ensure the healthy development of their children, but there are racial disproportionalities in access that must be addressed, and providers need support so they can offer safe and affordable care. There are also racial disparities in access to early learning education, primarily with Hispanic/Latino children. DCYF is engaging lived experts to improve the quality of, and access to, childcare and early childhood education with a focus on addressing racial disproportionalities in access.

- Early Learning Advisory Council
- Provider Supports Subcommittee
- Early Achievers Values and Processes Group
- Indian Early Learning Subcommittee
- Organizational License Pilot Observer Group
- Dual Language Designation Workgroup
- Parent Advisory Group

This proposal is to create an agency-wide lived experience compensation program within the community engagement unit. The requested funding would provide compensation for 502 lived experts during FY24 and FY25 and pay for associated staffing costs. There is no other available funding source or existing capacity to provide compensation on an agency-wide scale.

Engaging with community centers improve equity in system design, programming, and practice. However, there is inherent inequity in not compensating lived experts when their peers are almost always compensated by their employers to attend the same meetings and provide the same service. Therefore, the funding requested through this proposal will not only promote equity in programs and practices but also address inequity in the current advisory group culture.

DCYF is requesting \$1,815,000 in stipends for advisory group members with lived experience, and \$226,000 in staffing costs to hire 2.0 FTEs, 1.0 Fiscal Analyst 2 FTE in the Finance and Business Services Division to fulfill all fiscal needs associated with tracking and processing payments and 1.0 Management Analyst 4 FTE to facilitate all needs of the advisory groups; tracking attendance, number of payments made, preparation of A19s, reporting and tracking to the Office of Equity.

The requested funds and new staff capacity would ensure lived experts can engage consistently and that the compensation process is seamless and timely.

## **Assumptions and Calculations**

### ***Expansion, Reduction, Elimination or Alteration of a current program or service:***

Prior to SB5759 DCYF was not permitted to compensate participants of advisory groups with lived experience. No historical data is available.

### ***Detailed Assumptions and Calculations:***

DCYF requests \$2,042,000 General Fund-State to implement stipends for those with lived experience, including the cost of stipends and FTE to implement.

### **Stipends**

DCYF estimates the cost of stipends for lived experience advisory group members at \$1,815,000 (\$1,561,000 GFS in FY25 and through future biennia)

DCYF requests \$1,815,000 in FY25 and through future biennia to compensate members of lived experience advisory groups. Subject matter experts in various fields of expertise related to each advisory group determined specific cost drivers to calculate the estimated cost for each advisory group. There are several cost drivers used in calculations for each advisory group, including the number of participants; the type, number, and location of meetings; the number of children or adults needing care (if the advisory group member is a caregiver).

Rates for calculations related to childcare were set at \$25 per hour for the first child and up to \$50 per 24-hour cycle for each additional child. Rates for calculations related to adult care were set at \$34 per hour for the first adult and up to \$50 per 24- hour cycle for each additional adult. DCYF obtained these rates from the Office of Equity.

**Workforce Assumptions:**

DCYF requests 2.0 FTEs and \$226,000 in total staffing costs beginning in FY25 and ongoing through future biennia.

**DCYF requests \$96,000 in total staffing costs for FY25 to monitor and process payments.**

DCYF requests 1.0 Fiscal Analyst 2 to monitor and process payments for members of lived experience advisory groups. Primary work will consist of processing payments to members of advisory boards, assisting with vendor registration for stipend recipients, tracking payments for taxability purposes, and tracking unique payments such as gift cards. A summary of the workforce justification is shown below.

Estimated Payments per Year	Estimated Minutes per Payment	Annual Minutes worked	Hours per Year	FTE Need
4,000	30	120,000	2,000	1.0
<i>Estimated payments per year</i>	<i>Estimated Time spent to complete one payment</i>	<i>4,000 pmts * 30 minutes</i>	<i>120,000 minutes /60 minutes</i>	<i>2,000 hours per year / 2,088 OFM Standard</i>

The \$96,000 requested for FY25 FTE costs are comprised of:

- \$60,000 in Salaries and Wages
- \$25,000 in Employee Benefits
- \$11,000 in Goods and Services, travel, and one-time capital outlays.

**DCYF requests \$130,000 in staffing costs for FY25 to facilitate all needs of the advisory groups.**

DCYF requests 1.0 Management Analyst 4 FTE to support the programmatic aspects of the Compensation Fund:

serve as the first and main point of contact with all advisory group members; determine eligibility for compensation; determine the appropriate amount of compensation; collect and submit required forms and documents to support a members’ compensation request; review all forms for quality assurance; and follow-up with members to ensure timely payments are received.

This position will also be the main point of contact for the Office of Equity and will be responsible for all required data tracking and annual reporting to that Office. Finally, as a key member of the community engagement team this position will help ensure a collaborative working relationship between DCYF and other state agencies and community-based organizations on matters relating to the compensation fund and compensation policies.

The \$130,000 requested in FY24 supplemental funding related to the Management Analyst 4 FTE costs are comprised of:

- \$89,000 in Salaries and Wages
- \$30,000 in Employee Benefits
- \$11,000 in Goods and Services, travel, and one-time capital outlays.

## Strategic and Performance Outcomes

### **Strategic Framework:**

Engagement with communities will inform system improvements that further DCYF's strategic priorities: eliminating racial disproportionality and advancing racial equity; safely reducing the number of children and youth in out-of-home care by half; creating successful transitions into adulthood for youth and young adults in care and creating a high quality, integrated B-8 system. These system improvements relate to the Results Washington goal areas of world class education and healthy and safe communities. A robust community engagement practice also meets requirements in Governor Inslee's executive orders on achieving equity in Washington state government and implementing the Washington State Pro-Equity Anti-Racism (PEAR) Plan and Playbook.

### **Performance Outcomes:**

The anticipated outcome is an increase in participation by lived experts in advisory groups which will lead to better program design, development and implementation.

## Equity Impacts

### **Community outreach and engagement:**

This proposal is centered around community engagement and equitable decision making. Compensation reduces barriers to participation and honors the voices of impacted communities. Over the past two years DCYF has met with hundreds of workgroup participants through formal and informal advisory groups and developed this proposal. Feedback from those who will be most impacted by this investment have informed the developed and process. Addictingly, DCYF worked alongside the Office of Equity and other state agencies to develop like values, principles and guidelines for implementation.

### **Disproportional Impact Considerations:**

The intent of this proposal is to engage lived experts and give them a voice in program and policy development. A goal of community engagement is to create a mechanism through which disproportionately impacted communities can advise on how to better meet their specific needs and reduce harm. Compensation levels the playing field so that lived experts receive the same opportunity to serve on advisory groups and receive equitable treatment when they do.

### **Target Populations or Communities:**

Lived experts within the communities who are most impacted by DCYF programs and policies are the target population. The purpose of a compensation is to ensure they have a voice when decisions that impact them are made.

### Other Collateral Connections

**Puget Sound Recovery:**

Not Applicable

**State Workforce Impacts:**

Not Applicable

**Intergovernmental:**

Not Applicable

**Stakeholder Response:**

Not Applicable

**State Facilities Impacts:**

Not Applicable

**Changes from Current Law:**

Not Applicable

**Legal or Administrative Mandates:**

Not Applicable

**HEAL Act Agencies Supplemental Questions**

Not Applicable

### IT Addendum

**Does this Decision Package include funding for any IT-related costs, including hardware, software, (including cloud-based services), contracts or IT staff?**

No

### Objects of Expenditure

Objects of Expenditure <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Obj. A	\$0	\$149	<b>\$149</b>	\$149	\$149	<b>\$298</b>
Obj. B	\$0	\$55	<b>\$55</b>	\$55	\$55	<b>\$110</b>
Obj. E	\$0	\$4	<b>\$4</b>	\$4	\$4	<b>\$8</b>
Obj. G	\$0	\$5	<b>\$5</b>	\$5	\$5	<b>\$10</b>
Obj. J	\$0	\$14	<b>\$14</b>	\$0	\$0	<b>\$0</b>
Obj. N	\$0	\$1,815	<b>\$1,815</b>	\$1,815	\$1,815	<b>\$3,630</b>

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