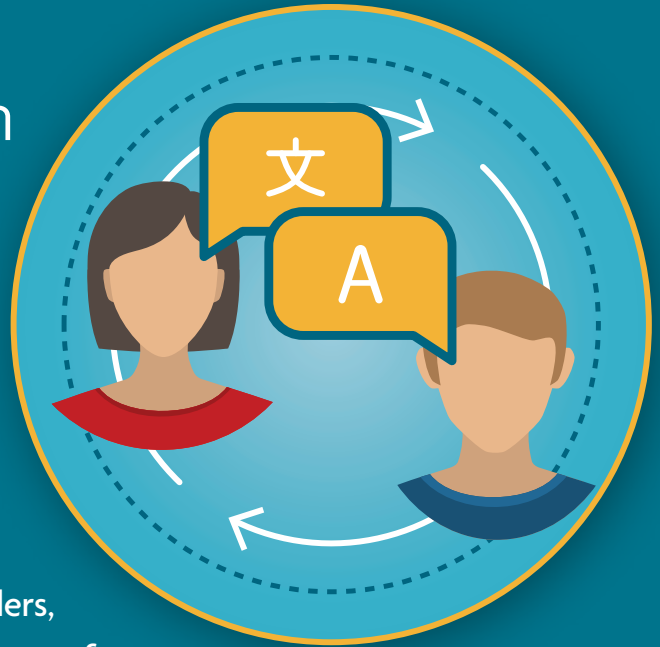


Culturally Relevant Language Access Program

2023-25 Decision Package

This decision package includes funding to build agency infrastructure to implement much needed improvements to how the Department of Children, Youth, and Families (DCYF) supports the language access needs of all of its providers and clients. The agency is in the middle of developing its LAP in consultation with stakeholders, so the items in this package represent the first phase of work needed to improve supports for providers and clients.



OVERVIEW

✔ Website Translation Project: \$631,000

Translate key elements, including existing forms and publications, of the DCYF website – minimum Spanish and other top two languages, and include a standard footer with offerings in other languages.

✔ Staffing for Language Access Coordination: \$1,387,000

Brings language access supports and capacity enterprise-wide. These six staff will form a cohesive, centralized team to support coordination and consistency of translated materials, internal best practice and policy development, outreach to community organizations, and other means of increasing language access and equity for providers and caregivers in health and safety, licensing and regulations, and public funding opportunities for programs offered by the agency.

✔ Language Access Program Manager: \$279,000

This position will manage implementation, monitoring and accountability, updates and continuation of the language access plan, oversee language access coordinators, manage efficacy of overall service programming, design trainings for DCYF staff, and pursue partnered research or pilots that would advance programming.

✔ Data Analysis and Reporting: \$63,000

This partial staff position will gather language usage data from across DCYF's many data systems to support analysis of language needs, language access plan updates, and monitoring progress of plan implementation.



✓ Language-specific

Early Learning Specialists: \$409,000

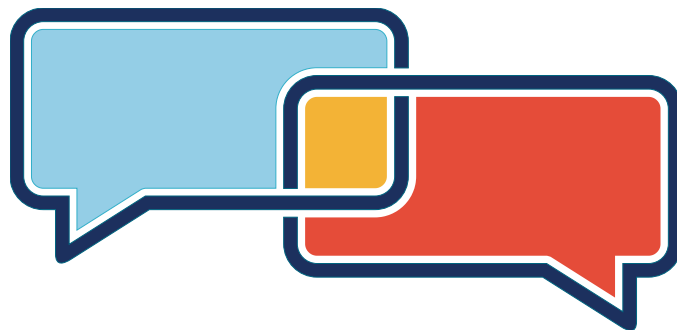
These two staff were funded temporarily with CARES dollars in the 2021-23 biennium – the agency is seeking to make them permanent. Specialists focus on assistance in Spanish and Somali, offering meetings to providers in native language about business topics. They also offer language-specific technical assistance to providers for meeting regulatory frameworks, grant programs, and lead targeted efforts to meet language requirements outlined in the child care collective bargaining agreement between the state and SEIU 925.

✓ Community Engagement and Communications Activities: \$152,000

Funding to support community participation in ongoing language access partnerships. This includes stipends for lived experiences and mini-contracts with local community organizations to provide culturally relevant feedback on language access processes, products, and services.

✓ Training for DCYF Staff on Language Access Resources: \$45,000

Funding for contracted support to develop agencywide trainings to be delivered online to all current and new employees of DCYF.



DCYF Strategic Priority Alignment

- Eliminate racial disproportionalities and advance racial equity
- Improve quality and intention of our practice
- Improve quality and availability of provider services

TOTAL COST

2023-25 BIENNIUM – \$3,395,000

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DCYF does not discriminate and provides equal access to its programs and services for all persons without regard to race, color, gender, religion, creed, marital status, national origin, sexual orientation, age, veteran's status, or presence of any physical, sensory, or mental disability.

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DCYF PUBLICATION GC_0034 (10-2022)