

Date updated: March 29, 2023

- Draft Plan
- Final Plan

Policy 7.01 Plan and Progress Report

Timeframe: July 1, 2023 to June 30, 2024

Region 3 / Vancouver DCS

Cowlitz Tribe

Annual Due Date: 4/13/2023 (Submit Regional Plan to the Assistant Secretary) and
4/23/2023 (Submit Assistant Secretary's Plan to OIP).

For this plan, The Cowlitz Tribe declined to meet in person with the Division of Child Support
Per DSHS Office of Indian Policy, Cowlitz Tribe has declined any in-person meeting for this
7.01 cycle

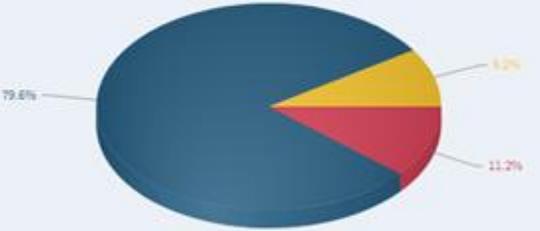
Most recent meeting date:

	Yes	No
Met with Tribe/RAIO?		X
Tribal input received?		X
Tribal approval of plan?		X

Implementation Plan

Progress Report

****** Please see the final page of this document for contact information ******

(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1								
Prepare and disseminate pertinent statistics on Native American community and participant populations.	1) To be relayed to Cowlitz Tribe via this 7.01 Plan.	1) Services provided as appropriate.	1) SEO4 Marlowe McConnell, Tribal Liaison Supervisor.	<p>1) As of 2/28/2023, DCS had 79 Cowlitz Tribal members or persons employed by tribal enterprises as noncustodial parents with 98 open cases in the Vancouver Field Office, a decrease of 9 cases since June 30th 2022.</p> <div data-bbox="961 922 1585 1393" style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">Caseload Characteristics for RSEO 9702 February 2023</p>  <table border="1" style="margin-top: 5px;"> <caption>Caseload Characteristics Data</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>NonAssistance</td> <td>79.8%</td> </tr> <tr> <td>Assistance</td> <td>11.2%</td> </tr> <tr> <td>Subro</td> <td>8.0%</td> </tr> </tbody> </table> <p style="font-size: small;">FulcrumCharts Trial</p> </div>	Category	Percentage	NonAssistance	79.8%	Assistance	11.2%	Subro	8.0%
Category	Percentage											
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- 90 of those cases or 94.9% had child support orders established. In February 2023 there was current support due of \$29,209.49 DCS collected 77.3% of that amount for a total of \$22,575.82.

Since July 1st 2022, DCS collected an average of 80.23% current support due on this case load compared to the Vancouver field office average of 64.64% and State average of 65.38%. The average 2022 current collections on the Cowlitz caseload has increased compared to the previous year's average. (DCS' goal for current support on non-tribal cases was set at 68.5%)



90 cases had arrears owing in February 2023,

- DCS collected arrears payments on 55 of those cases or 61.1%.
- Average monthly arrears collection for last year was 59.67%

<p>Provide direct access to Vancouver Tribal caseload. Support Enforcement Officers, direct telephone access. (Victor Asher),</p>	<p>1) Victor Asher is the primary contact. Jeannie Hernandez is the SEO 3 assigned to support Victor. Marlowe McConnell is the supervisor.</p>	<p>1) Cowlitz members can call the Tribal Liaisons directly. If they call the general number, their calls will be routed to the Tribal Liaison.</p>	<p>1) The direct contacts for Cowlitz members is Victor Asher, Tribal caseload Support Enforcement Officer 2.</p>	<p>1) All calls and correspondences from Cowlitz Tribal members and employee's of Cowlitz Tribe that come into the Vancouver Field Office are currently routed to Victor Asher; Jeannie Hernandez provides back-up when Victor is out of the office. Marlowe McConnell will provide back up in the event that Victor and Jeannie are not available. Information to be provided annually at the 7.01 and immediately if and when this changes.</p>
<p>Ensure communication with Cowlitz Tribe for information sharing, joint planning and problem solving.</p>	<p>1) Work cooperatively with the tribe. DCS will continue to offer support and assistance to get withholdings placed in conjunction with the ilani casino and the tribe.</p>	<p>1) Continue with open dialogue regarding child support wage withholdings and notices for tribal and casino employees.</p>	<p>1) Vancouver tribal team, District Manager, State tribal relations team.</p>	<p>1) ilani is willing to accept DCS child support notices and withholds the same as any other Washington non-tribal employer. Verification at ilani is done by only the tribal liaisons:</p> <p>We have been advised to send all questions to: benefits@ilaniresort.com and/or</p> <p>ilani Resort Employment inquiries Stacy Rice 360-887-6733 HRIS Specialist Human Resources srice@ilaniresort.com</p> <p>We have been notified that ilani will enforce and recognize National Medical Support Notices and they should be sent to benefits@ilaniresort.com</p> <p>For all employment inquiries not related to ilani DCS will contact Niki Galpin at njorgenson@cowlitz.org or call 360-353-9189 and garnishments to the Cowlitz Tribe should be sent to Cowlitz Tribe</p>

	<p>2) Continue to offer outreach services to the tribe.</p>	<p>2) Provide avenues for tribal members and the tribe itself to access DCS services.</p>	<p>2) Vancouver tribal team, District Manager, State tribal relations team.</p>	<p>PO Box 2006 Longview WA 98632 Enrollement inquiries should be addressed to Cathy Raphael, Cowlitz Tribal Enrollement Officer at 360-575-3310 craphael@cowlitz.org enrollment@cowlitz.org</p> <p>2) DCS staff remain available to assist with future Pow Wows, Job Fairs, Hiring Events and Health Fairs/Walks. Marlowe McConnell is the DCS contact. DCS staff will work with Tribal staff to find times to be available to come to Cowlitz Tribe office(s) and meet with staff and clients about child support and issues and payment amounts if there is a need and a request from the Tribe.</p> <p>Cowlitz Health Walk Contact is: Alyssa Fine, RN afine@cowlitz.org</p>
<p>Training of Vancouver DCS Staff</p>	<p>1) Government to Government Training for all Supervisors and 7.01 training for tribal liaisons.</p> <p>2) Cultural Awareness</p>	<p>1) Current training for supervisorial and tribal liaison staff.</p> <p>2) American Indian Heritage Month</p>	<p>1) The Office of Indian Policy is available for 7.01 training and other assistance. OIP region 3 staff newly hired, will arrange for future meetings</p> <p>2) Marlowe McConnell, Jeannie Hernandez</p>	<p>1) To be accomplished when available to staff. Gov't to Gov't training has not been offered to new liaisons at this time. Ensure all staff and supervisors who work with tribes receive both Gov't to Gov't and 7.01 training.</p> <p>Continue to relay pertinent information and reminders about tribal policies and procedures to all Vancouver field office staff as appropriate.</p> <p>Jeannie Hernandez completed the 7.01 training on 7/28/2022 .</p> <p>Victor provided Tribal Training to new SEO 1's during 2022 Academy.</p> <p>2) Liaison's are expected to attend the quarterly Tribal Liaison meetings. Liaisons that attend cultural awareness meetings and Tribal Talks will report out in team meetings and All Staff meetings, sharing knowledge with staff and building awareness.</p>

and Victor Asher

Victor along with Kim Cox attended the Tribal Talks and provided a presentation that they shared at the Vancouver FO All Staff meeting spotlighting Indigenous Communities and Culture. Here is a small example of some of the information shared with the office.

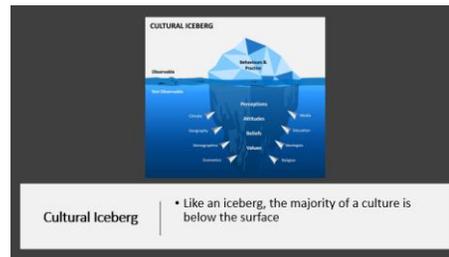
Understanding Indigenous Culture

Understanding indigenous history rather than relying on non-natives to tell it.

- 1. History**
- 2. Indigenous** Being a direct descendant of original inhabitants.
- 3. Values** Things considered important to us.
- 4. Worldview** How an individual's way of living impacts their community.
- 5. Identity** Complex possibilities that are defined through values, beliefs and experiences.



CULTURAL ICEBERG

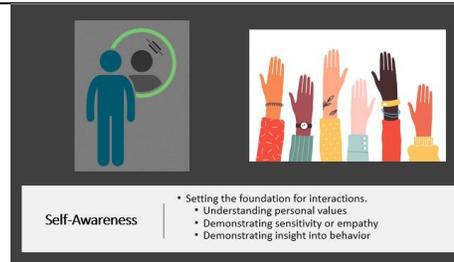


Cultural Iceberg • Like an iceberg, the majority of a culture is below the surface

Why is Identity Important?

- 1. Validation** – Our way of living and who we are as individuals.
- 2. Uniqueness** – Allows us to see what strengths we have to contribute to our growth.
- 3. Overcome** – Creates a space to learn and continue to learn through our experience.
- 4. Two Worlds** – Have a deeper understanding of the survival of our ancestors and how we carry on that legacy.





Victor and Marlowe celebrated Native American Heritage Month by creating a collage for all staff to enjoy.



3) Present basic tribal policy training to all new SEO1s and SETs

3) Better trained staff

3) Marlowe McConnell, Jeannie Hernandez and Victor Asher

3) All new staff are exposed to the office tribal liaisons and have the opportunity to receive information and ask questions. The training is presented to all new hires.

Additional to Tribal Training in academy the Vancouver FO has implemented a training plan for all new staff in our office, that includes Tribal training based on the Cowlitz Tribal caseload procedures and requirements. The first instance of this

	during their formal training period.			training is scheduled in April of 2023 and will be provided to all new hired staff moving forward.
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Completed Historical Section

	1) Provide tribal members access to DCS staff.	1) Continue to offer a direct way for tribal members to contact DCS.	1) Judy Blum, Janet Hatfield and Brandon Glover 1b.) Marlowe McConnell, Stacy Davis, Rachel Tumbleson and Victor Asher	1) Sol Tripp left the tribal team in March 2017 and was replaced by Judy Blum as the primary contact. Janet Hatfield became backup contact in April 2017. Brandon Glover remained the supervisor. All three staff members were combined onto the same team in October 2017. Janet Hatfield retired effective 3/1/2019. Judy Blum retired 1/1/2022. Brandon Glover promoted to Management Analyst 4 in the Vancouver Field Office on 7/16/2021, and is no longer the supervisor of the Tribal team. Marlowe McConnell became the supervisor of the Tribal team in the Vancouver Field Office on 8/16/2021. Stacy Davis became the Cowlitz Tribal Liaison in October of 2021; she then moved to Central Services on February 1, 2022. Rachel Tumbleson filled in as interim Cowlitz Tribal Liaison until 2/13/2022. Victor Asher took over the role of Cowlitz Tribal Liaison on 2/14/2022. Jeannie Hernandez became backup Cowlitz Tribal Liaison 7/1/2022 Rachel Tumbleson completed 7.01 training on 10/22/21
	2) Staff training	2) Better trained staff	2) Vancouver supervisors and tribal team.	2) Training was provided by GOIA in Olympia, WA on 5/23/17. Janet completed Gov't – Gov't training 3/9/18

				<p>All tribal staff and District Manager Bennett completed 7.01 training on 4/13/18 District Manager Kirsten Jenicek completed Government to Government training on 4/9/2019. Several all-staff reminders regarding reviewing cases for tribal connections have been sent to the office. Brandon and Judy attended statewide tribal liaison meeting held 9/24/19 - 9/25/19 in Tacoma. Vancouver field office is tentatively scheduled to host this event 9/30/20 – 10/1/20.</p> <p>Training was presented to 12 new SEOs and 4 new SETs in 2019.</p> <p>Kirsten Jenicek completed 7.01 training 3/8/21. It will be scheduled as training is offered in the coming year for new supervisors and as needed for other staff.</p> <p>Marlowe McConnell completed 7.01 training on 8/19/2021. Victor completed this training 03/17/2022.</p>
	3) Presented basic tribal policy training to new incoming Staff	3) Better trained staff	3) Brandon Glover, Judy Blum and Janet Hatfield	<p>3) 3 new staff were exposed to basics of DCS tribal policy and procedures in 2017.</p> <p>All new staff are exposed to basics of DCS tribal policy in their training plan and received Cowlitz Tribe specific training as well.</p>
	4) Cultural Awareness	4) American Indian Heritage Month	4) A presentation was done by the Cowlitz tribe on 11/21/17. Cowlitz member spoke, gave a drumming demonstration and offered prayers.	<p>4) A presentation was done by Tanna Engdahl of the Cowlitz tribe on 11/8/18 and on 11/12/19. She spoke on the history and culture of food of the Tribe.</p> <p>Many staff from DCS and the four other agencies in the building attended the November event. For the coming November DCS would gladly arrange and help present the event again in November 2019.</p> <p>3/8/18 Brandon, Judy and Janet met with Abriel Johnny-Rodriguez, Cowlitz Tribe Intergovernmental Relations Liaison. This is a new position for the tribe. We discussed basics of child support and how DCS can best work with the Cowlitz Tribe.</p>

9/22/18 Participated in the Cowlitz Health Walk in Longview. Provided information about child support services via DCS pamphlets and discussions with attendees. 41 individuals asked questions specific to their cases.

10/20/18 Provided child support information at the Cowlitz annual powwow at Clark County Fairgrounds

9/14/19 Participated in the Cowlitz Health Walk in Longview. Provided information about child support services via DCS pamphlets and discussions with attendees.

10/20/19 Provided child support information at the Cowlitz annual powwow at Clark County Fairgrounds. DCS staff engaged with over 100 participants providing information and resources to attendees.

DCS Contact Information

<u>Contact</u>	<u>Staff Member</u>	<u>Phone Number</u>	<u>E-mail</u>
Primary Caseworker	Victor Asher	360.397.9764	victor.asher@dshs.wa.gov
Tribal Team Supervisor	Marlowe McConnell	360.397.9765	marlowe.mcconnell@dshs.wa.gov
Vancouver Program Manager	Kathy Haught	360.870.2645	kathy.haught@dshs.wa.gov
Vancouver District Manager	Kirsten Jenicek	360.628.4109	kirsten.jenicek@dshs.wa.gov
Office of Indian Policy	Heather Hoyle	360.725.4880	heather.hoyle@dshs.wa.gov