

Equity and Social Justice Inter-Branch Team Work Plan Template

January 1 to December 31, 2014

Agency: Department of Judicial Administration
IBT Delegate: Beth Taylor & Kathei McCoy

Objectives	Description of Commitment(s) (Specify if department/agency level, countywide and/or with partners)	Indicators of Success	Expected completion date(s)
<u>Objective 1:</u> Consider equity impacts in decision-making, policy-making and program planning: Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review	<p>A multi-departmental/agency and community partners effort.</p> <p>DJA commits to mindfully consider and evaluate equity impacts with regard to the expansion planning and implementation of additional Involuntary Treatment Act (ITA) video court proceedings at local community mental health hospital locations as a means of mitigating some of the negative impacts imposed on the involved population.</p>	<p>Equity impacts considerations will include all level of ITA court case processes including but not limited to DJA's:</p> <ul style="list-style-type: none"> Exhibit handling procedures Distribution of certified copies Processing warrants expeditiously 	Year-end 2014
<u>Objective 2:</u> Build community trust and capacity; Improved customer service; robust civic engagement Each dept./branch commits to areas for application of the community engagement guide	<p>A multi-departmental/agency effort.</p> <p>DJA commits to continue efforts to facilitate the implementation of inclusive, fair and just services for customers and program participants designed specifically to enable opportunities and successful outcomes.</p>	<p>DJA's efforts to exceed community expectations and provide excellent customer services will focus on:</p> <ul style="list-style-type: none"> Expanded payment options Development of new customer-centered processes and services 	Year-end 2014
<u>Objective 3:</u> Promote fairness and opportunity in County government practices a) Each dept./branch commits to internal communications/engagement, as well as structures and mechanisms, to raise awareness and visibility of ESJ with employees at all levels	<p>A department level effort.</p> <p>Regarding workplace practices, DJA commits to support department wide efforts to raise awareness and visibility of ESJ by engaging all levels of employees in opportunities for education, personal growth, supported conversations and advocacy of ESJ improvements within the department and on behalf of our customers.</p>	<p>All DJA employees receive regular ESJ topical notices and attend a training(s) or activity(ies), participate in on-going conversations and complete an ESJ related personal goal.</p>	Year-end (on-going)
<u>Objective 3:</u> b) Each dept./branch commits to continuous improvement to institutionalize equity in all organizational practices (e.g., hiring, procurement)	<p>Department level effort.</p> <p>Regarding workforce composition, DJA commits to implement programs designed to enhance employee opportunities for growth and success, and to promote equity and diversity within the department.</p>	<p>DJA utilizes the Lominger competency profile for job classifications and implements a peer mentoring program for new employees.</p>	Year-end (on-going)
Brainstorm: Any other ideas, possibilities, areas to explore in your department or countywide via the IBT?			