



*Family Treatment Court  
Best Practice Standards*



## Family Treatment Court Best Practice Standards

**1c: Multidisciplinary Team**

**1d: Shared Governance**

**1e: Shared Mission & Vision**

# Funding and Partners Acknowledgement

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# Provisions check in

Provision A: Collaboration

Provision B: Community Partnerships

Provision C: Multidisciplinary Team

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Provision A: Collaboration

Provision B: Community Partnerships

Provision C: Multidisciplinary Team – Brings in the expertise needed to help families with a wide variety of needs





# How to Build a Multidisciplinary Team

Who should we include? What should we consider?



# How to Hire a Multidisciplinary Team

Provision C says that

*“implementation research suggests that individuals be selected to the values of an organization. An individual can be trained to do a particular job, but cannot necessarily be trained to believe in a particular value.”* p. 16 *FTC Best Practice Standards*

# How to Hire a Multidisciplinary Team

Does your FTC team have a shared mission and vision?

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Does your FTC team have a shared mission and vision?

Best Practice Standard 1, provision E gives evidence that a shared mission and vision statement can have a positive impact on organizational performance, and can increase organizational innovation.



# Mission and Vision Guide Values

Without a shared mission and vision for your team – hiring or building a team for values that you all uphold will be a challenge.



# What expertise are we looking for?

Multidisciplinary Team – Brings in the expertise of child welfare, SUD treatment, quality legal representation, ethical standards, experts in law

# Washington Diversity and Inclusion

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Expertise in culture, representation, removing bias, understanding of the families we serve – those with lived experience

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[Equality and Justice for All is the Law](#)

# Hiring and Implicit Bias

Implicit Bias definition: when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

Implicit Bias test: <https://implicit.harvard.edu/implicit/takeatest.html>

# Dismissing Black applicants due to implicit bias

Influential work in implicit bias research from 2003 experiment called:

## Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination

Results:

- Responded to 1300 employment ads and sent 500 resumes
- 50% more callbacks for interviews for White names version African American names
- Uniform across occupations and industries

You can read the original paper here: <https://www.nber.org/papers/w9873>



Removing bias =



# Less Subjective Criteria

- Decide beforehand what criteria are necessary to do the work
- Place value in knowledge and understanding on equity

Ask team members questions about equity and inclusion

- Use a rubric and scoring system that is decided prior to seeing application materials

# Example hiring questions

Diversity of experience: How might a person's background impact their success in navigating the child welfare system?

Inclusion: What practices would you try to incorporate to make sure all members of a family arrive in court and feel safe and that their needs will be met?

Valuing diverse opinions: I will give an example of a time in a working group when colleagues from diverse backgrounds have very different approaches to a situation. Tell me what you notice about their viewpoints and what you might be able to take from both positions.

Policies that are designed to ensure equity and inclusion often become out of date and ineffective. From your point of view, why does this happen, and what can we do to ensure our practices are effective?

# Don't fall into the trap of “Being a good fit”

While trusting our intuition is valuable in some cases – it also introduces a grey area of subjectivity that allows bias to creep in.

- Often being a good fit means someone who “fits with the team”,
- however challenging a team is a strength when it is challenging stereotypes or bias.
  - Can you break down *why* someone is or is not a good fit? Are there objective reasons?

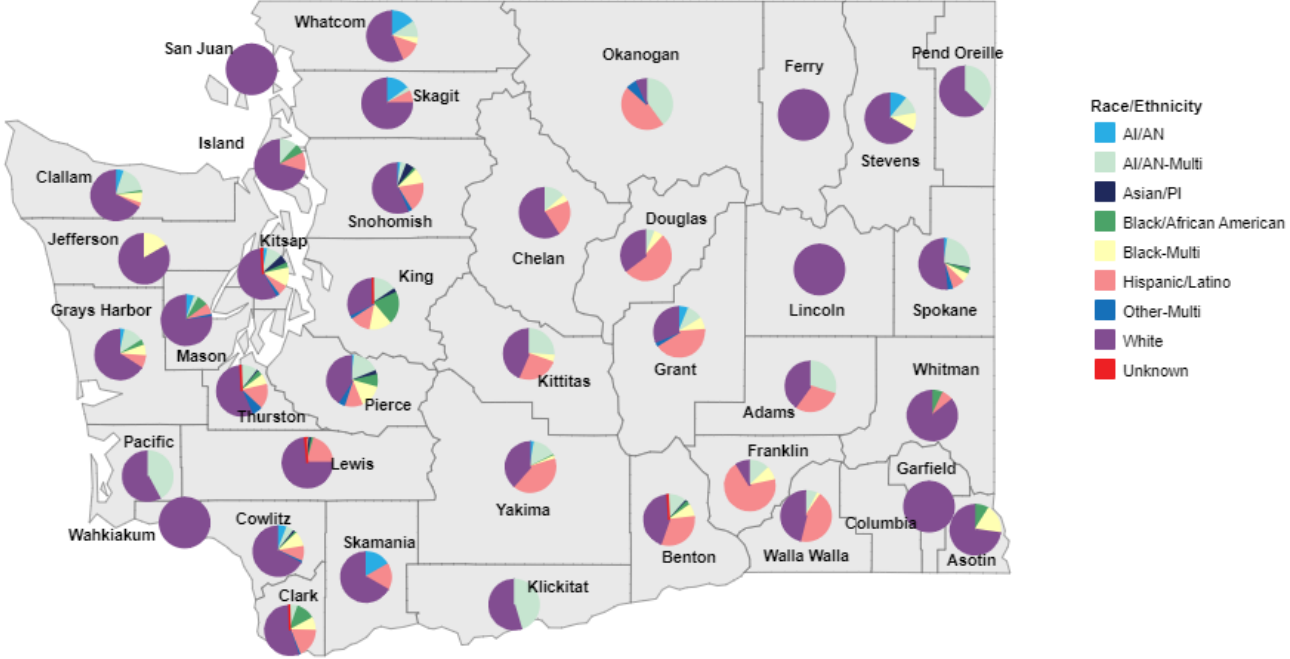
# Some thoughts on “Being a good fit”

Consider the stereotype of an “Angry Black woman”

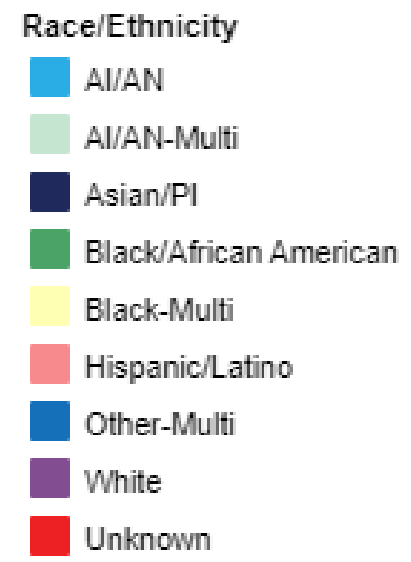
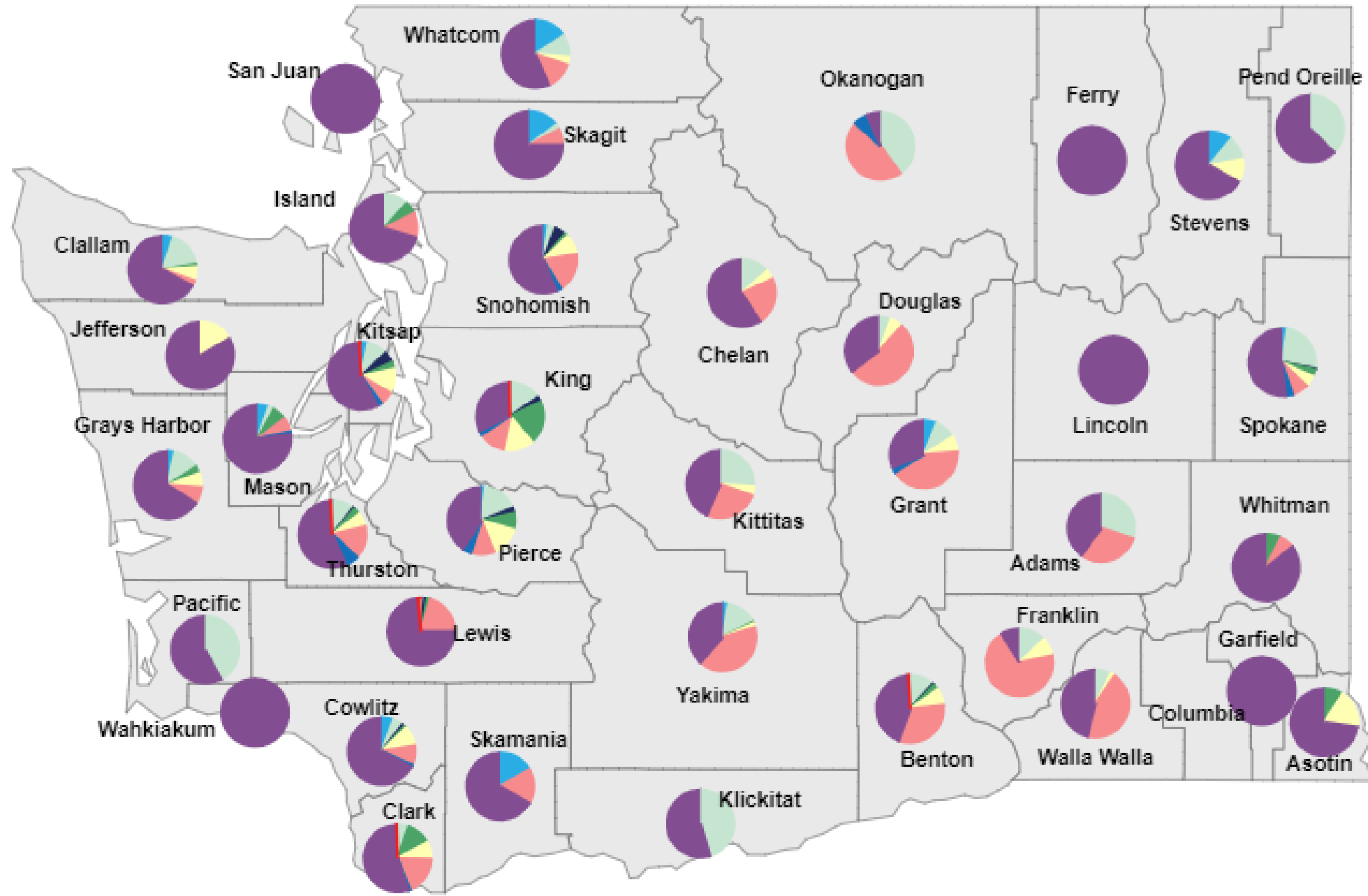
- Anger expressed by Black women in the workplace is more likely to result in a negative performance evaluation and negative assessment of leadership capability
  - From [Race and Reactions to Women’s Expressions of Anger at Work: Examining the Effects of the “Angry Black Woman” Stereotype](#)
- Or an “Emotional Latina/o” who is told to conform more to get ahead
  - [Found that 76% of Latinos repress parts of their personas at work.](#)
    - “too expressive”
    - “tone down the hands”

# Some thoughts on “Being a good fit”

If the dependency demographics of the population we serve is 47% Hispanic/Latino (Okanogan), 21% African American/Black (King), or 17% Multiracial American Indian/Alaska Native (Clallam) – [2020 Interactive Dependency Dashboard](#)

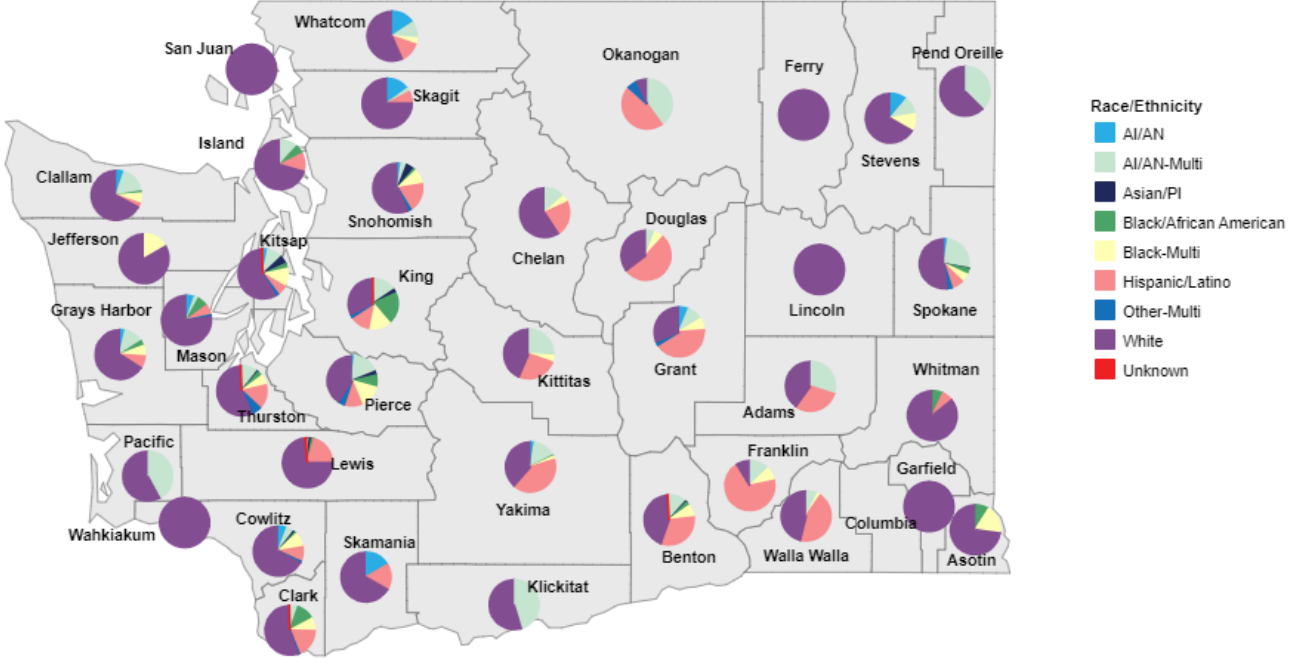






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Then being culturally understood and represented by an FTC court team may well be more important than a bachelor’s degree in criminal justice or an understanding of Microsoft office.

# Bringing this back to BP 1

Remember that a Multidisciplinary Team is built on the values of your court, one of those values is a diverse team that has the expertise families need to change their lives.

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Provision B: Community Partnerships

Provision C: Multidisciplinary Team

Provision E: Shared Mission and Vision

Provision D: Governance Structure

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Provision D: Governance Structure



# BP1 Provision D

## Governance at the State level:

Washington FTC Steering  
Committee

Washington FTC Grant Team +  
Partners

## STEERING COMMITTEE

### **AOC Grant Staff**

Cindy Bricker CIP Supervisor

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Julie Lowery FTC Project Manager

Meghan Fitzgerald FTC Training Coordinator

Mikala Meize-Bowers FTC Research Analyst

Gia Valentine FTC Administrative Secretary

### **CFF Partners**

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Jill Gresham Senior Manager

### **DCYF Partners**

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Rachel Mercer FFPSA Lead

Erinn Havig Primary and Community Prevention Lead

Chad Baker Area Administrator, King County

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Mandy Huber Program Administrator, Behavioral Health Policy CLIP

Sarah Pine FASD Programs and Special Projects

Kris Shera State Opioid Coordinator

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Jason Bragg Social Services worker, OPD

Laurie Lippold Director of Public Policy, Partners for our Children

Edmund Smith FTC Coordinator, Snohomish County

Sharonda Amamilo Judge, Thurston County

Andrea Jarmon Industrial Insurance Appeals Judge

Shane Silverthorn Commissioner, Yakima Superior Court

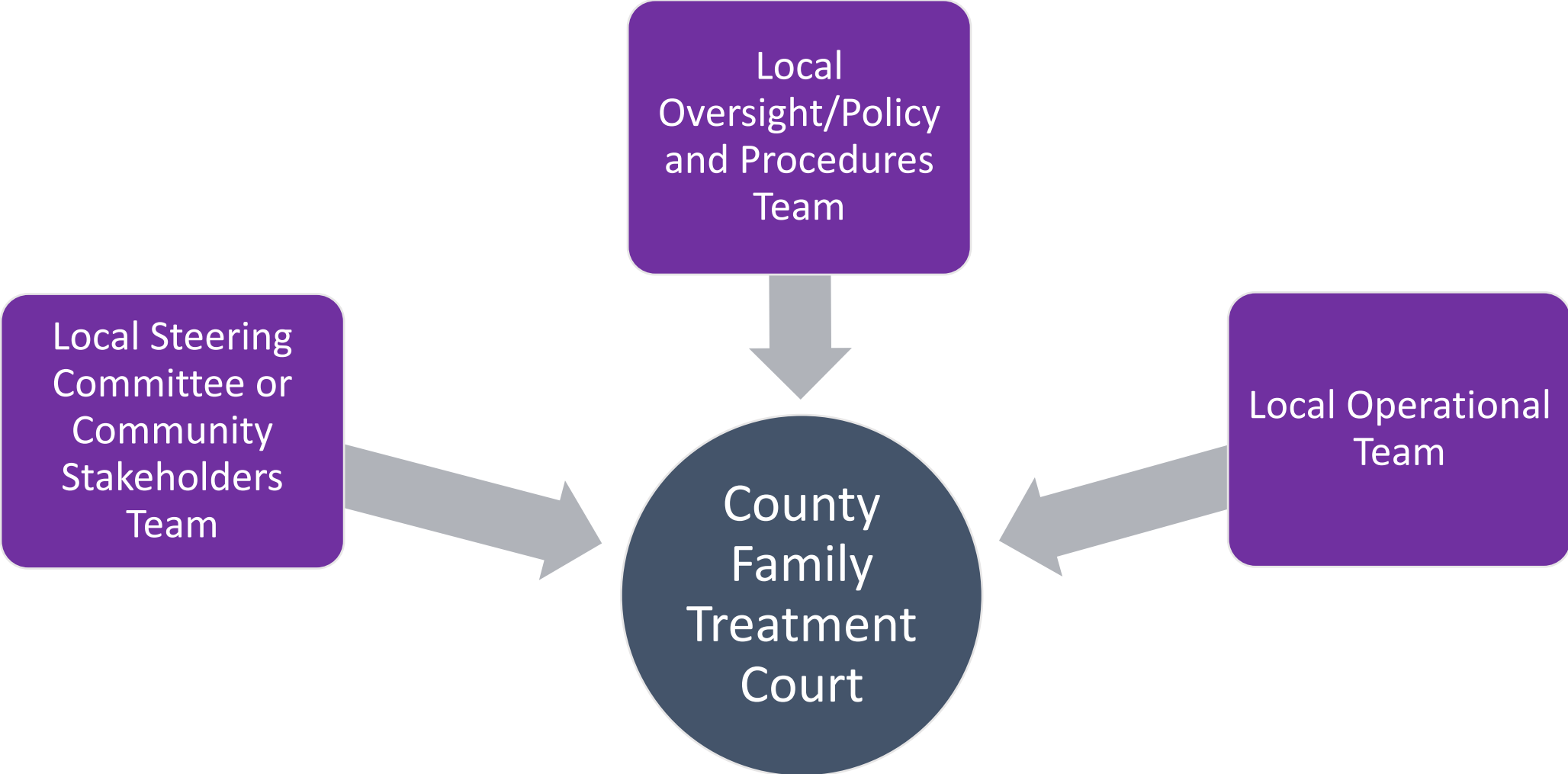
Lisa Dabalos-McMahon Managing Attorney, OPD

Chris Desmond FTC Parent Attorney

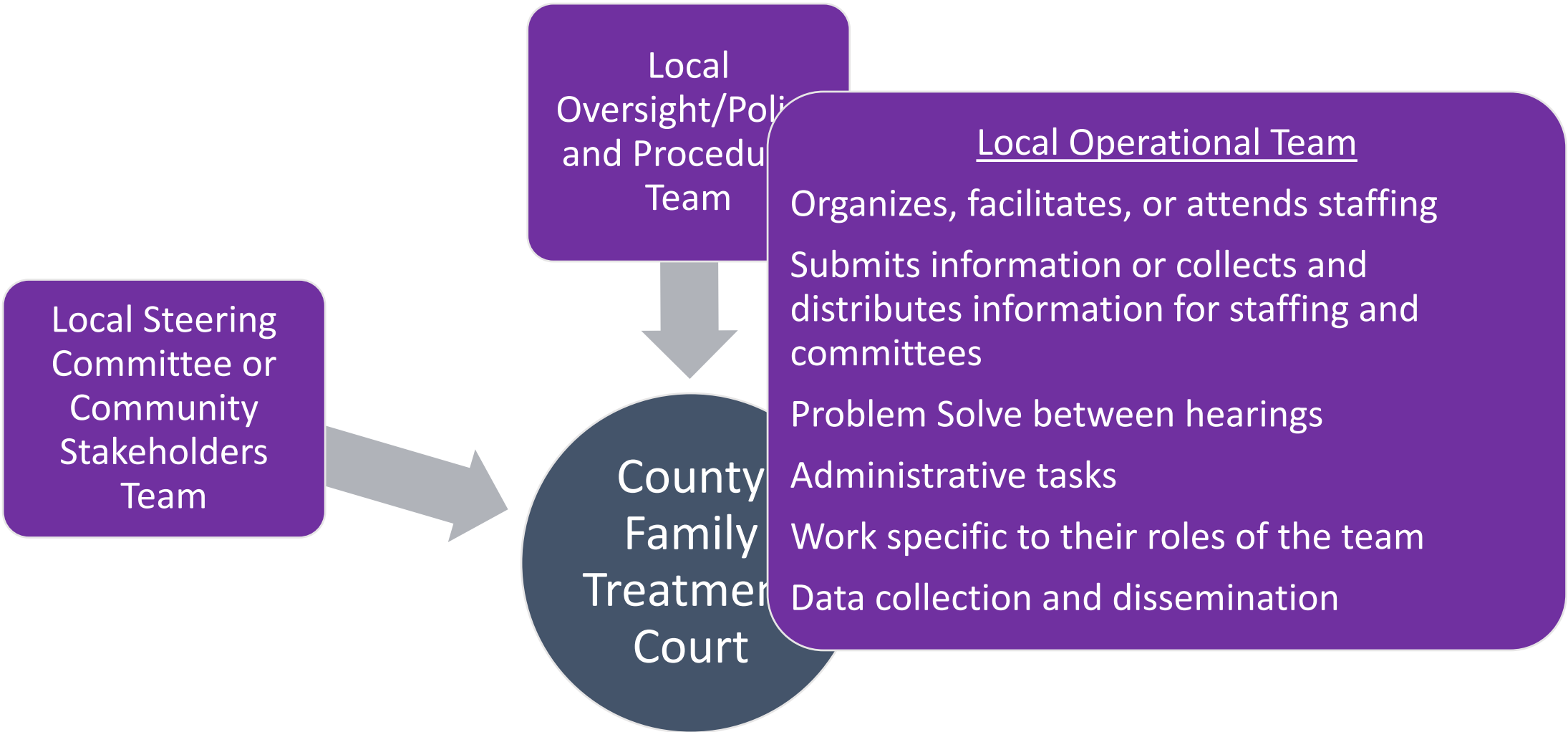
**FAMILY TREATMENT  
COURT GRANT**



# BP1 Provision D: Local Governance Structure



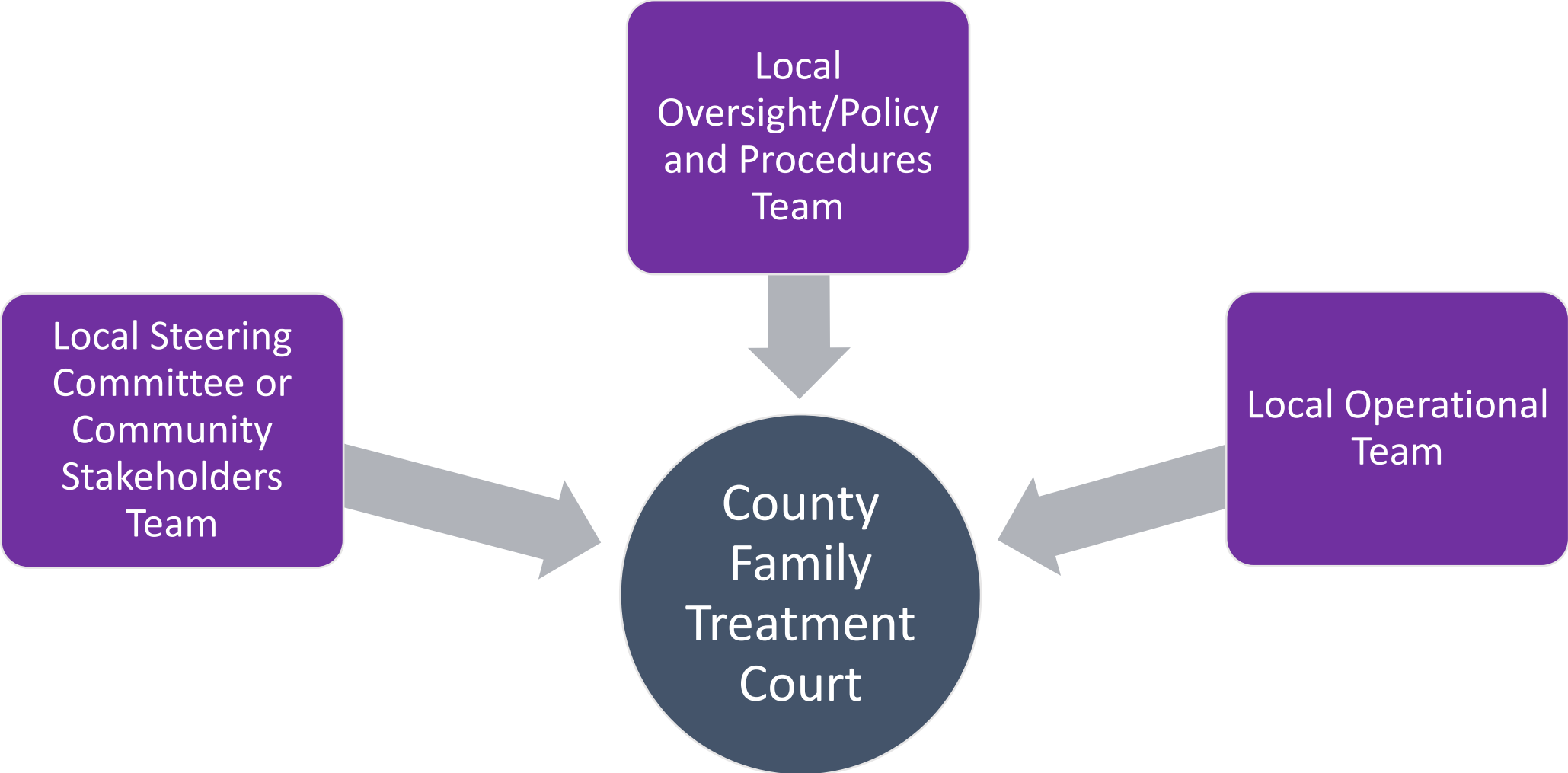
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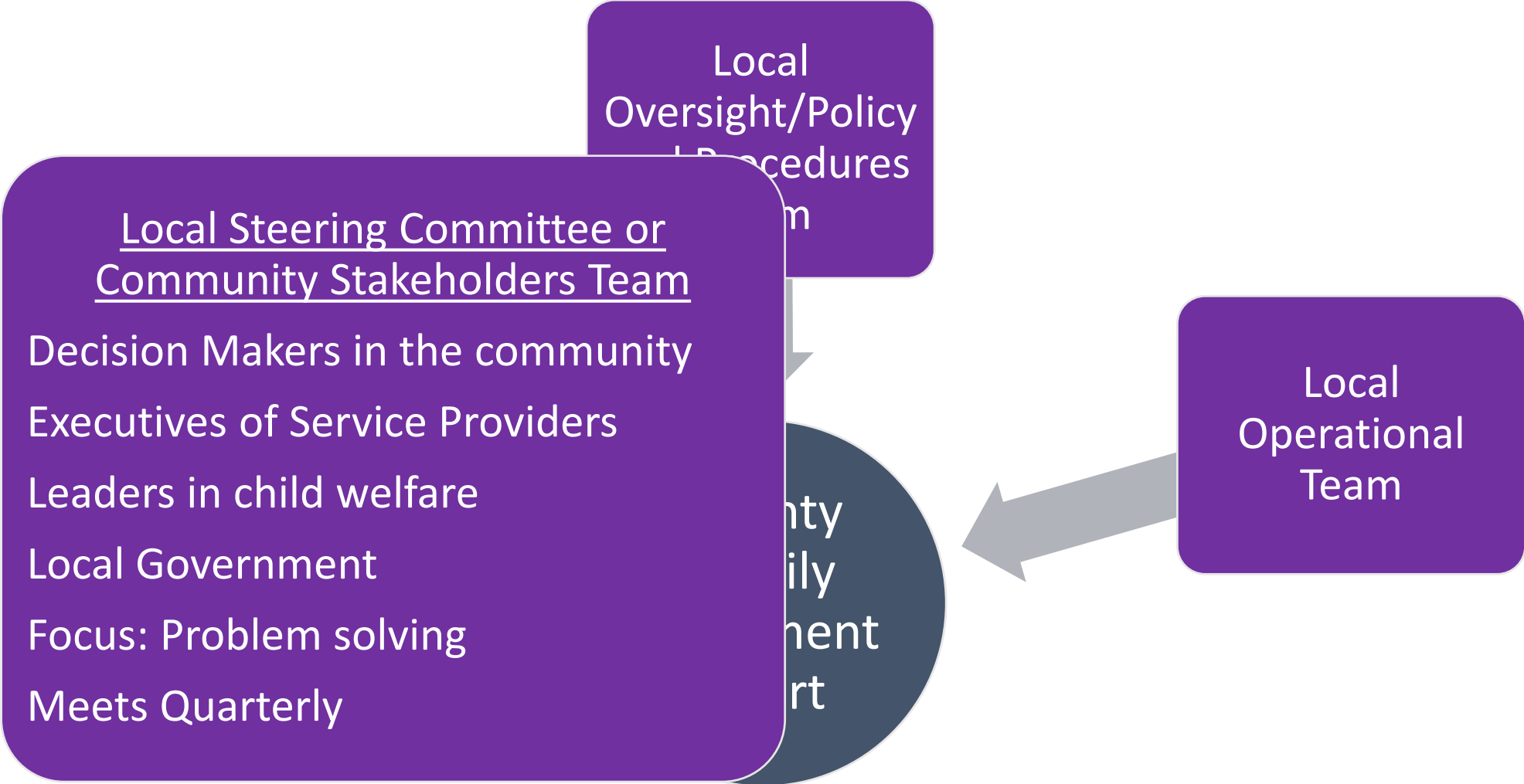
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# BP1 Provision D: Local Governance Structure



# Best Practice 1 Provisions check in

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Provision B: Community Partnerships

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Provision E: Shared Mission and Vision