

Race Equity and Justice Initiative

Presentation to the OCLA Oversight Committee

Kelsey Burazin, Staff Attorney

Vanessa Torres Hernandez, Director of Advocacy

AGENDA

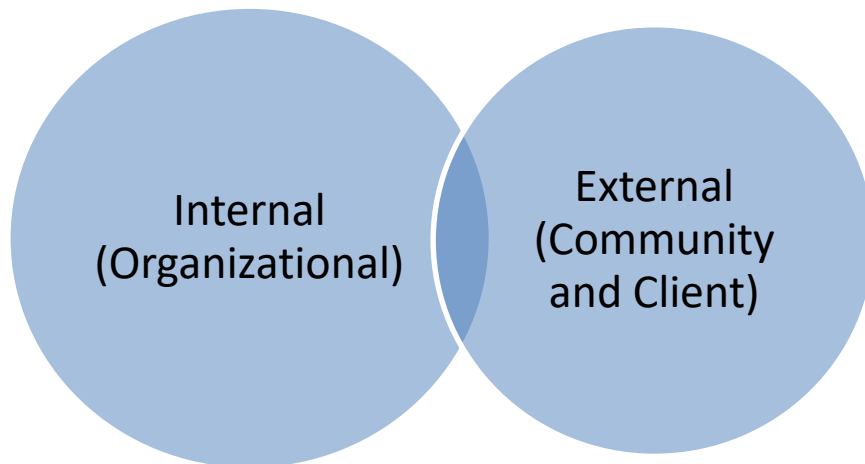
- 1) Overview of NJP's Efforts (Vanessa)
- 2) Staff-led Efforts (Kelsey)
- 3) Community Engagement (Vanessa and Kelsey)
- 4) Race Equity in Priority Review and Development (Vanessa)

NORTHWEST JUSTICE PROJECT STRATEGIC PLAN – 2018-2022

Preamble: The Northwest Justice Project is Washington’s primary civil legal aid program and a statewide law firm dedicated to *Combatting Injustice · Strengthening Communities · Protecting Human Dignity* by fighting poverty and expanding access to justice. NJP’s second five-year strategic plan builds on the breadth of NJP’s current work and focuses on strengthening NJP’s advocacy on behalf of low income people in Washington and builds organizational culture.

We are a principal partner in Washington’s Access to Justice community, which is committed to making real our national creed of equal justice for all. Our community embraces the understanding that all of our institutions, including our systems of justice, perpetuate harm and disproportionate disadvantages on the lives of people of color. The Access to Justice community has issued the [Washington Race Equity & Justice Initiative’s Commitments](#) (REJI), a call to action “to transform structures, policies and practices that perpetuate disparate outcomes for communities of color, including by assessing and strengthening our organizations’ own alignment with race equity and justice values and goals.”

NJP adopted the REJI Commitments in 2016. Throughout this Strategic Plan, we have woven race equity into our work at all levels. Over the next five years, these commitments will guide us to continuously examine and evaluate our policies and practices to advance race equity and make access to justice a reality for all people in Washington living in poverty.



“TOP 10(ISH) LIST”

Internal Accountability and Coordination

- Develop internal accountability mechanism re: implementation of the REJI
- Create established communication channels between different parts of the organization working on race equity issues.
- Establish DEI subcommittee and steering committee structure

“TOP 10(ISH) LIST”

Organizational Training and Culture

- Develop REJI training for all incoming staff
- Conduct REJI toolkit organizational assessment
- Develop race equity and inclusion training for managers.
- Develop interview questions and guidance for interview teams to assess experience/commitment to race equity in interviews.

“TOP 10(ISH) LIST”

Advocacy and Client Services

- Map out disparities of our current model of client access
- Identify and develop tools to assist offices/units to identify underserved communities in their service area
- Create effective models for hearing directly from impacted community groups.

STAFF LED DEI COMMITTEE

The DEI exists to hold NJP accountable to the REJI commitments, specifically centering racial equity, anti-racism, and intersectionality within NJP's operations and the implementation of its mission.

DEI MEMBERSHIP

- DEI represents the entire organization (every office/unit).
- DEI time is work time. It's expected that DEI members spend 2-3 hrs/week on DEI efforts.
- DEI members represent all levels/positions in the organization.

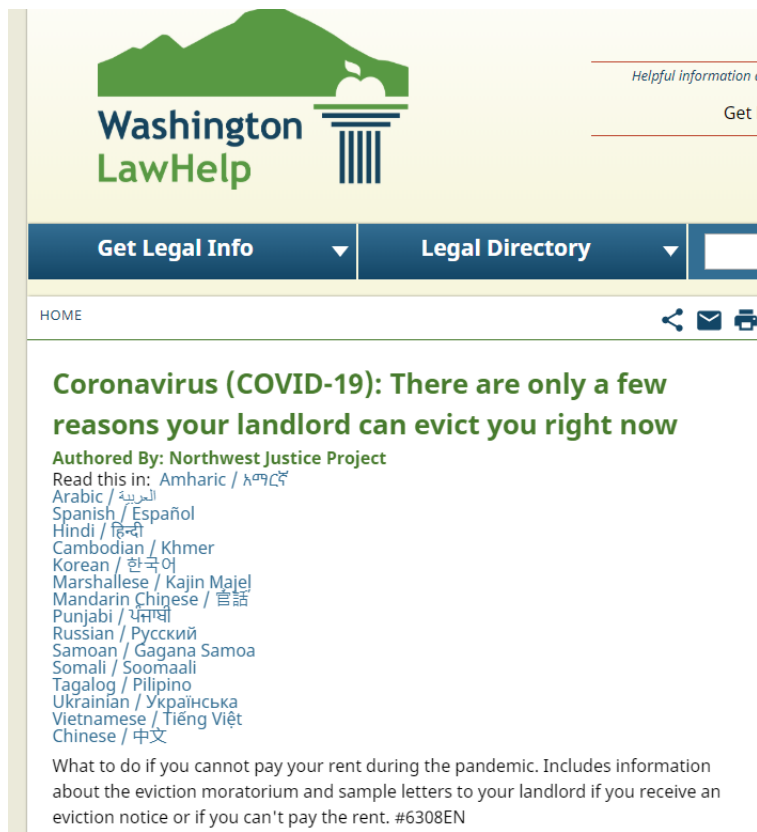
DEI SUBCOMMITTEES

- Organizational training and culture
 - Hiring and recruitment
- Retention and professional development
- Systemic and community advocacy
 - New policies
- DEI communications within NJP

COMMUNITY ENGAGEMENT

1. Office Community Engagement Plans
2. Each office expected to spend at least 5% of time on community engagement.

COMMUNITY EDUCATION



The screenshot shows the Washington LawHelp website. At the top left is the logo featuring a green mountain range and a white scale of justice. Below the logo, the text "Washington LawHelp" is displayed. To the right of the logo is a search bar with the placeholder text "Helpful information c" and "Get I". Below the logo and search bar are two navigation buttons: "Get Legal Info" and "Legal Directory". Below these buttons is a "HOME" link and social media icons for Facebook, Twitter, and YouTube. The main content area features a green heading: "Coronavirus (COVID-19): There are only a few reasons your landlord can evict you right now". Below the heading is the text "Author By: Northwest Justice Project" and a list of languages: "Read this in: Amharic / አማርኛ", "Arabic / العربية", "Spanish / Español", "Hindi / हिन्दी", "Cambodian / Khmer", "Korean / 한국어", "Marshallese / Kajin Majel", "Mandarin Chinese / 官話", "Punjabi / ਪੰਜਾਬੀ", "Russian / Русский", "Samoan / Gagana Samoa", "Somali / Soomaali", "Tagalog / Pilipino", "Ukrainian / Українська", "Vietnamese / Tiếng Việt", and "Chinese / 中文". At the bottom of the screenshot, there is a paragraph of text: "What to do if you cannot pay your rent during the pandemic. Includes information about the eviction moratorium and sample letters to your landlord if you receive an eviction notice or if you can't pay the rent. #6308EN".

COMMUNITY LAWYERING

DRIVER'S RELICENSING PROGRAM AT THE SWINOMISH TERO OFFICE

Is your driver's license suspended or revoked? Do you have a bunch of fines and fees holding up your license? Great news: Swinomish has joined with Northwest Justice Project and is offering a **Driver Relicensing Program!**

The program offers *free legal help* from an attorney who is familiar with the court system and can negotiate fines and fees and hopefully get your license back. You don't even have to know where all of your tickets are- the program can find out for you! All you need to do to jump on this great opportunity is to fill out an application at the TERO office. Spaces are limited, and you may qualify for additional financial assistance in paying off some of your fees, so don't wait- sign up today!



PRIORITY REVIEW: DATA

Disparities analysis

- Race, LEP, geographic location, legal problems, level of service

Community Demographics

Community health indicators

PRIORITY REVIEW ?s

- Please describe one or more communities in your service area with whom you plan to **build a relationship** with in the year to come. With which community-led organizations or community leaders will you engage? What are your goal(s) in strengthening that relationship?
- Please describe one or more communities in your service area who you believe do **not equitably access NJP services**.? How will you increase that community's knowledge of and access to NJP services?
- Please describe **one piece of systemic advocacy** that your office plans to undertake locally or in partnership with others regionally or across the state to advance NJP's REJI commitments. Why did you select that advocacy?

QUESTIONS/COMMENTS?

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