

Executive Summary

Course Title: *Disproportionality: Beyond Numbers*

Outline of Training:

This course will discuss the issue of disproportionality as a national and state level child welfare crisis. This course will allow participants to take the first step beyond calculating the statistics. This is an interactive course designed to provide specific direct delivery options for eliminating disproportionality in effort to promote positive outcomes for all children. This course will be delivered in a classroom format using powerpoint, dissemination of relevant articles, and group activities.

Sample Agenda

Introductions

Definition of Disproportionality: Instructor will show "A Girl Like Me" video

Overview of California Efforts to Eliminate Disproportionality

Poverty versus Safety: Participants will view "Waiting on the World to Change" video and discuss the concepts of poverty versus safety and the relationship to disproportionality

Lunch

Use of Family Group Conferences and Family Team Meetings: Instructor will discuss the benefits of using family team meetings and family group conferences. Participants will then use case scenarios to determine the appropriateness of family team meetings and family group conferences

Use of Community Based Services and Community Advisory Boards: Instructor will lead a discussion on the benefits of community engagement

Using

Gallery Walk Activity: Participants will participate in a group activity allowing them to brainstorm ways to incorporate disproportionality work in day-to-day practice

Wrap-Up

Target Audience: *This course is designed for child welfare caseworkers, child welfare managers. It is designed for individuals with at least basic knowledge of disproportionality concepts.*

Outcome Objectives for Participants:

Participants will identify the disproportionality statistics specific to the Bay Area and California. Participants will identify California efforts to eliminate disproportionality. Participants will practice specific strategies to enhance direct delivery services to families and children. Participants will demonstrate the ability to identify various service delivery options specific to family situations. Participants will identify methods for utilizing community based services.

Ways that Supervisors can support the Transfer of Learning from the classroom to the job...

BEFORE the training

The supervisor can discuss the participant's knowledge of disproportionality with the participant including reviewing the information presented on the agency website. The supervisor should discuss with the participant any expectations for presenting an overview to the supervisor and the colleagues.

AFTER the training

The supervisor will discuss with participant specific ways for the participant to integrate the concepts learned in day-to-day practice. The supervisor will request participant complete an action plan to be reviewed again in 45 days.