

Executive Summary:
Embracing & Welcoming “Ellie the Elephant”:
Refining the Ability to Engage in Courageous Conversations and Discuss Taboo
Subjects is Imperative in Child Welfare Services
With Margaret Jackson, MSW

Course Description:

The topics and activities for this training on the ability to engage in courageous conversations and discuss taboo subjects such as race will include:

1. County specific discussions on practical ways to address racial disproportionality in Child Welfare Services.
2. Role plays and practice opportunities for participants to engage in courageous conversations between Social Workers and Supervisors, Supervisors and Managers etc.
3. Interactive exercises and discussions that help identify day to day case activities/decisions that eliminate and or contribute to disproportionality and disparate outcomes.
4. Brief Review of issues surrounding racism and related topics.
5. Lively interactive activities utilizing case scenarios from actual child welfare cases to provide opportunities for participants to identify those critical case actions that had an impact on case outcomes.
6. Focused conversations that help participants move through difficult conversations from start to finish.
7. Opportunities to utilize the collaborative learning environment for consultations and discussions of actual cases.
8. Opportunities to identify and address the institutional and systemic supports and barriers that impact practice and contribute to the elimination of disparate outcomes in child welfare services.

Target Audience: This training is appropriate for Supervisors, Managers and Directors in child welfare services. This training is designed to focus on the actual day to day practices that impact disproportionality and disparities in child welfare services. Participants will also be challenged to develop a plan of action of that they can do on an individual level to increase their ability to engage in courageous conversations and support the elimination of disproportionality and disparities in child welfare practice.

Learning Objectives:

As a result of this training participants will be able to:

1. Identify those day to day case actions that contribute to disproportionality and disparities in child welfare services.
2. Identify county specific practical ways to address racial disproportionality and disparities in child welfare services.
3. Utilize the art of focused conversations to help move through difficult conversations from start to finish.
4. Gain knowledge of what can be done on an individual level to support and encourage practice changes that eliminate disproportionality and disparities in child welfare services
5. Develop a personal plan of action to implement practice changes in child welfare.
6. Recognize the institutional and systemic supports and barriers that impact practice and contribute to the elimination of disparate outcomes in child welfare services
7. Understand how one county is utilizing Cultural Brokers in child welfare to address disproportionality and disparities “The Fresno Experience “

Transfer of Learning Supports:

It is recommended that the Supervisor or Manager attending the training do the following to transfer learning from the training.

1. Meet with their Director or Manager to review the executive summary and discuss the objectives of the training.
2. Identify an objective/focus area to target for possible integration into current practice.
3. The Manager or Supervisor attending the training should utilize the identified focus area in their development of an individual action plan during the training.
4. After the training the participant should meet with the Director or Manager to discuss and review the participant's action plan and discuss how the Director can support implementation.
5. The participant and the Director or Manger should identify any possible individual or institutional barriers that might have an impact on plan implementation and strategize ways to address the barriers.
6. The Director or Manager and participant should consider possible ways to evaluate success and consider spread or modification of the participant's plan.