

Executive Summary

Course Title: “Engaging Latino Families: Cultural Competence in Practice”

Course Description:

This one day training is designed to raise awareness of the issues regarding working with Latino families in the child welfare system. This course will focus on the cultural issues, family dynamics, immigration, and acculturation issues that may impact the relationship that child welfare workers have with these families. This course will also identify the facilitators and barriers to providing culturally competent services to Latino families. The course will provide a better understanding of how to engage and build trust with Latino families in order address sensitive issues, such as domestic violence, physical abuse and specifically, sexual abuse. This training will use a variety of training styles, including lecture, small/large group discussion, and group exercises.

Target Audience:

This is an advanced training designed for seasoned social workers, new social workers or other providers who work with Latino families in the child welfare system. This training addresses the cultural issues which impact how services are provided to Latino families. It is designed to assist workers in engaging these families and addressing sensitive issues, such as sexual abuse, with Latino families.

Training Objectives:

1. The trainee will have an understanding of how migration and acculturation issues can impact Latino families.

- a. The trainee will be able to describe the different issues related to the acculturation process.
2. The trainee will be able to integrate cultural information on Latino families to create an action plan.
 - a. The trainee will be able to develop strategies to address facilitators and barriers to culturally competent services with Latino families.
3. The trainee will be able to explain how some cultural issues, related to Latino families, may impact the obtaining of services.
 - a. The trainee will be able to describe how cultural views of some familial issues, such as sexual abuse and domestic violence, may influence the working relationship with Latino families.
4. The trainee will be able to describe how intergenerational stressors can impact a family's functioning.
 - a. The trainee will be able to explain how cultural disparities in Latino families among parents and children may contribute to the family's functioning in a new culture.
5. The trainee will be able to relate an understanding of the Latino culture in order to effectively work with Latino families and improve services for this population.
 - a. The trainee will be able demonstrate effective engagement and trust building strategies to assist the trainee in working with Latino families via case scenarios.

Supervisors can support the transfer of learning from the training to on the job:

BEFORE the training:

It would be beneficial to have the supervisors attend the training in order to gain the knowledge needed to improve services to Latino families. The supervisors can

encourage the workers to actively participate in the trainings. Also, they can encourage the workers to ask questions in the training and discuss the different challenges that have experiences in their work with Latino families on their case loads.

AFTER the training:

It would be helpful for the supervisors to have a debriefing meeting with the workers to identify what has been learned in the training in order to assist each worker in developing their own action plans. Supervisors should encourage the workers that attended the training to share the information learned with other co-workers. Through individual or group supervision, supervisors could continue to monitor each worker's progress in working with Latino families and assure full implementation of the action plans.