

Executive Summary

Practicing Fairness and Equity in Child Welfare

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Course Description

Emerging literature suggests that bias (as it conflates with other risk factors such as poverty and maltreatment) can contribute to racial disproportionality and disparities in child welfare. Addressing race and racism in a public space is fraught with all kinds of pitfalls. But what happens next? The next step to undoing racism is *Practicing Fairness and Equity in Child Welfare*. In this training we discuss how to replace old practices, attitudes and behaviors that are biased with those designed to promote fairness and equity.

Target Audience

The preferred audience for this training consists of people who have participated in past Undoing Racism events with the BAA, or people who have been carefully selected by their Child Welfare Director as individuals who will be able to carry out Undoing Racism principles in their county.

Outcome Objectives

1. Define and discuss how colorblindness, stereotyping, institutional racism and implicit biases, can contribute to racial disproportionality and disparities in child welfare.
2. Counties will develop an action plan that they will begin to implement to address bias in their counties.