

## Executive Summary

### **Translating Principles of Undoing Racism into Child Welfare Service Delivery** *with Dr. Ruth McRoy*

#### Course Description:

Translating principles of undoing racism training into child welfare service delivery

Topics for training will include:

1. Overview of key ideas from Undoing Racism Training
2. Discussion of how race can impact child welfare decision making (decision point analysis)
3. Overview of Disproportionate and Disparate Outcomes in California
4. Overview of GAO Report findings on disproportionality
5. Understanding systemic interconnections and their impact on children and families
6. Strategies for connecting with and gaining knowledge about local communities of color
7. Changing service delivery patterns and improving child welfare outcomes for children of color
8. Using a strengths-based, community centered approach to service delivery

#### Target Audience

This training is appropriate for Social Workers, Supervisors, Managers and Directors in Child Welfare Services. This training is designed to discuss and identify how everyday child welfare practices can contribute to disproportionality and disparities in child welfare. Practicing fairness and equity in child welfare will provide individuals from any level and at all decision points to reduce bias in day-to-day social work practice.

#### Learning objectives:

1. Recall and build on the knowledge gained through Undoing Racism Training
2. Apply Undoing Racism principles to child welfare decision making
3. Review disproportionate and disparate outcomes data
4. Gain knowledge about the intersystemic connections and impact on children and families
5. Identify strategies for recognizing and addressing individual and systemic racism
6. Learning to move from a deficit to a strengths perspective in serving communities of color