

Executive Summary:

The Nuts and Bolts of Addressing Disproportionality

with Margaret Jackson, MSW

Course Description:

The topics and activities for this training on the Nuts and Bolts of Addressing Disproportionality will include:

1. Review and discussion of promising practices to address racial disproportionality in Child Welfare Services.
2. Overview of the CWS decision points and the impact on disproportionality and disparate outcomes.
3. Interactive exercises and discussions that review day to day case decisions and their relationship to disproportionality and disparate outcomes.
4. How in the moment decisions impact the life of a child welfare case.
5. Lively interactive activities utilizing case scenarios from actual child welfare cases to challenge participants to identify those critical case actions that had an impact on case outcomes.
6. Overview and discussion of the importance of supervision and the critical role supervisors play in eliminating disproportionality and disparities in child welfare services.
7. Changing child welfare practice; What can “I” do to support and encourage practice changes that eliminate disproportionality and disparities in child welfare services including the institutional and systemic supports and barriers that impact practice?
8. The Fresno Experience “Discussion and sharing on how one community is using Cultural Brokers in child welfare to eliminate disproportionality and disparities (from the perspective of a community partner serving as a cultural broker in child welfare.

Target Audience: This training is appropriate for Supervisors, Managers and Directors in Child 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 what they can do on an individual and systematic level to 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. Gain knowledge of promising practices that address racial disproportionality and disparities in child welfare services.
3. Recognize the important role supervisors play in supporting and encouraging practice changes that promote fair and equitable child welfare practice and the elimination of disparate outcomes for children and families involved in the child welfare system.
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

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 Manager 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.