



**REI Strategies Utilized by 16 California Counties
October 2020 – January 2021**

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
LEADERSHIP STRUCTURES, ENGAGEMENT AND ACTIONS TO ENHANCE ORGANIZATIONAL READINESS																
Internal REI Committee, some had subcommittees; examined policies and practices and made changes	X	X	X									X	X		X	
Changes structure to be decentralized (offices around the county) or capitalized on decentralized structure			X			X					X		X		X	
Organizational Culture and Climate Interventions: Building Community Among Staff to Create Safe Spaces																
Created Affinity Groups to create more safety	X															
Facilitated staff discussions on difficult topics (e.g., micro-aggressions), Courageous Conversations			X				X	X				X				
Restorative Justice Healing Circles to deal with past and ongoing hurts								X								
GROUNDING IN DATA/INFORMATION																
Examined and monitored disproportionality and disparities data including creation and execution of CQI/PDSA processes	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Utilized staff surveys or listening sessions			X		X					X						
Developed and utilized Disproportionality Diagnostic Tool		X														
ENGAGEMENT IN PARTNERSHIPS FOR REI																
Engagement in REI efforts beyond the child welfare agency																
System wide initiative or SOC Approach: Social Service agencies (CW, Probation, BH, Health, Education, LE) worked to learn about/reduce D&D					X				X		X					X
System wide initiatives such as defunding police and reallocating funds or preventing infant deaths								X			X					
Community engagement and partnership for REI																
Developed community-wide task force, committee, advisory group that met regularly (monthly or quarterly)		X	X			X							X	X		
Developed formal community partnerships with CBOs in AA, Latinx, tribal communities		X	X			X	X			X		X	X	X		

Held Town Hall meetings or Listening Sessions with community members or talked to community leaders in a more informal but systematic way			X									X	X	X	X	
Support groups created for youth in foster care (focused on either Native American youth or African American youth) and/or NA and AA parents									X				X			
Parent to Parent Orientation to CW in English and Spanish									X							
Project Ujima to Recruit African American Foster Parents													X			
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
WORKFORCE INTERVENTIONS																
Workforce Interventions: Hiring, Promotions, Special Teams/Staff																
Staff recruitment, hiring process to diversify, reduce bias in process	X						X	X						X		
Leadership (hiring, promotions) to diversify, reduce bias in process	X						X							X		
Bi-Lingual Workers and/or Bi-Lingual Task Force (expanded)								X	X							
Create specialized unit focused on Native Americans				X					X				X			
Workforce Interventions: Training, Coaching and Technical Assistance																
Creation of videos featuring Native American parents to serve as a Parents' Guide to CWS and Juvenile Court-ICWA Version-Use of the voice and input from someone with lived experience. This video is on the Co public facing website and used by social workers to engage parents and helps train social workers to understand ICWA and the importance of tribal collaboration.													X			
Long term programming such as a) Fellowship Program to learn how to infuse REI into best practices from SOP/CPM or b) Culturally Responsiveness Academy focusing on different populations (NA, AA, Fathers) or infusing cultural teachings and practices into all training	X													X		
Train Staff: Undoing Racism, Implicit Bias (Shawn Fletcher), Racial Sobriety (Margaret Jackson), Cultural Humility (Rita Cameron Wedding), Cultural Competency, Use of Cultural Coaches, Invited Speakers (Dr. Hackey)	X	X	X	X		X	X	X		X	X	X		X		X
Breakthrough Series Collaborative	X		X													
STRATEGIES THAT IMPACT DIRECT PRACTICE WITH FAMILIES, YOUNG ADULTS, YOUTH AND CHILDREN																
Examining Daily Practice with an REI Lens																

Change Hotline, Intake Process, Investigative Process to reduce bias (listen for “hot words,” follow up questions, get beyond labels, implicit biases, solicit behavioral descriptions, move to behavioral descriptions especially in court reports)	X											X					
Examine casework differences among staff to ensure bias not entering into work with families, children, youth	X		X									X					
Use of blind reviews to help with decision making and reduce individual bias at all 6 points- hotline, substantiation, removal, reunify, TPR, adopt												X					
Coaching on practice (SOP) using and REI lens								X									
Engage practicum students in REI projects													X				
Adopting Specific REI Practices																	
Parent Partners or Family Advocates		X	X						X								X
Youth Partners or Youth Supports		X							X								
Cultural Brokers			X								X		X	X			
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
Strategies and Practices in Support of REI																	
Leadership Program: Nurture and Grow to develop strengths-based leadership team and culture included Gallup Strengths Finders; GARE; REAL (both national programs National League of Cities)										X		X					
Prevention Services such as Birth and Beyond Resource Centers, Prevention CFTs, Prevention Wraparound Services, Early Intervention Family Drug Court, Black Child Legacy Campaign, Healthy Families											X	X					
Differential Response		X									X	X		X	X		
SDM				X								X					
TDM/CFTs; Some went further to emphasize culture in these meetings	X	X	X	X		X			X		X			X	X		
FTMs held at Tribe, use of Medicine Wheel, Culturally Supported Practices									X								
Kinship Care Centers/ Enhanced use of Kinship Care placements		X											X				
Family Finding and Father Engagement					X		X				X					X	
Practice Models such as CAPP, SOP, CPM,ICPM	X		X	X		X	X		X	X	X	X					