

CFPIC'S COMMITMENT TO RACE EQUITY DIVERSITY AND INCLUSION (REDI)

The leadership and staff of CFPIC understand that we carry out our work in the context of historical and structural inequities endemic to our society. We are committed to counteracting these inequities by advancing racial, social, and economic justice in all that we do in partnership with California's public Human Services system. One way that we have promoted REDI is by ensuring that the California Child Welfare Practice Model (CPM) evolves to reflect ongoing learning about diversity of cultures, innovative and effective strategies and the growing influence by those with lived experience.

Over a year ago, CFPIC launched a webinar series that served as a learning collaborative of people who shared their wisdom, lived experience, and expertise. We began our REDI webinar series by providing the historical context for structural racism, and creating opportunities for leaders to explore, through facilitated conversations, possible connections between the CPM Leadership Behaviors and the antidotes to dominant culture. We followed with a deep dive into the history and experiences of the tribes, the Sovereign Nations of people, who have also interfaced with the Child Welfare System, and finally an exploration into the rich and diverse Latinx communities. Each webinar series shared a common goal: to strengthen our understanding of the complexity and diversity of the communities we serve and to increase the effectiveness of our practice. **Further, the wisdom we learned from the interactive webinars will be integrated into the values and behaviors within the CPM during fall of 2022.**

Here are just a few examples of the salient points from each webinar series, as well as how those ideas align with the CPM's foundational values and behaviors. By clicking on the links, you can access PowerPoints, tools and resources, and audio recordings of each webinar. To learn more about our efforts to address race, equity, diversity, and inclusion, please refer to the [REDI tab](#) on our menu.

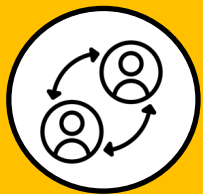


**LEVERAGING CPM TO BUILD
A RACE EQUITY
CULTURE; CHANGING OUR
BEHAVIOR TO CHANGE OUR
CULTURE; LEARNING FROM
OUR PAST AND PRESENT TO
CREATE A MORE
PROMISING FUTURE**



We sought to...

- Provide a historical context for the disparities, particularly racial disproportionality, that we see in Child Welfare outcomes.
- Describe racism as a phenomenon that happens on four levels simultaneously: internalized, interpersonal, institutional, and structural.
- Introduce new ways of thinking about cognitive bias, its pervasiveness and how to mitigate its impact.
- Provide leaders with tools to begin conversations about dominant culture characteristics within their organizations.
- Offer opportunities for leaders to deepen their own connections between antidotes to dominant culture and the CPM through facilitated breakout conversations.
- Supplement our own understanding of historical racism in the U.S. by reading related articles and by viewing additional on-line resources in between the three webinars. Participants were provided access to Race: The Power of an Illusion, a three-part documentary series produced by California Newsreel that investigated the idea of race in society, science, and history.



Engagement

Inquiry &
Exploration



Teaming

Advocacy



Accountability

**THESE CPM PRACTICE
ELEMENTS WERE
STRONGLY ALIGNED
WITH THIS WEBINAR
SERIES**

Click Here to access the materials, recordings and presentations from this series.

GROWING AND LINKING OUR KNOWLEDGE ABOUT DATA, HISTORY, AND SOVEREIGNTY TO STRENGTHEN ICWA PRACTICE AND LEADERSHIP BEHAVIORS

We learned that...

- Relationships that are anchored in trust over time are essential between county leadership and tribes in order to ensure good collaboration on behalf of Native children, youth, and families involved in (or at risk of involvement in) the child welfare system.
- Relationship building takes time, but it is possible. Powerful examples of county-Tribe partnerships and how they were nurtured and cultivated over time were displayed in the second and third webinar in the series.
- Relationships between Child Welfare leaders and tribal leaders are essential to the shared work of child safety and well-being.
- Cultural values of native people differ from the dominant culture.
- Historical context is important. We must seek to understand the historical impact of US policies on native people.
- Tribes are Sovereign Nations, which is a political distinction not an ethnic or racial one.
- We must understand the government-to-government relationship as child welfare professionals.
- Tribal engagement and consultation are foundational for partnership with county child welfare systems.



- ICWA implementation is challenging.
- Among Child Welfare professionals and partners, there is a strong desire to learn how to embed Tribal principles and values into the design and implementation of key practice models and practice system change efforts, using tribal consultation to guide that input.
- Among Child Welfare professionals and partners, there is a strong desire to create and engage in meaningful and consistent communication between tribal leadership and child welfare executive staff.
- Guiding our Native American Youth (GONA) principles of belonging, mastery, interdependence, and generosity were seen as valuable across so many settings, offering a deep healing and restorative anchor for relationship, healing, and transformation.
- The Belmont Process for guiding reflection, building relationships, and seeking feedback was incredibly valuable for communities and groups when sharing perspectives. Here are the questions: What did you see? What did you hear? What did you feel?
- In between the 3 webinars, each region met with its CDSS OTA liaison and received TA on data measures and methods for ongoing monitoring.

Click Here to access the presentations, recordings and materials from this series.

THESE CPM PRACTICE ELEMENTS WERE STRONGLY ALIGNED WITH THIS WEBINAR SERIES:



Accountability



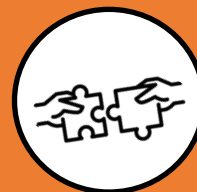
Communication



Feedback



Advocacy



Partnership



Teaming



Monitoring
Practice
Effectiveness



We learned that...

- Each Latinx family has their own unique set of customs, rituals, and ways of viewing the world around them, as Latinx communities are vast, diverse, and globally expansive.
- Very little Latinx history is taught in the American school system. This has created a disconnect between how Latinx families live their lives and the interventions used by Child Welfare staff and leaders.
- A common thread in many Latinx communities is the respect of (and sometimes fear of) authority figures. In the workplace, this can manifest into Latinx staff muting their voices and not advocating for their needs because they do not want to come across as disrespectful or non-compliant to their leaders in their organization. With Latinx families involved in Child Welfare, this dynamic can create lots of fear, from the fear of having their children removed, to fears of deportation for non-US citizens, to worry of inadequate services due to language barriers with service providers.
- Latinx parents involved in the Child Welfare System often enter the system with multiple barriers that reduce their likelihood of navigating the system with success.
- Latinx people have faced racism, oppression, and discrimination in our country and have been oppressed and marginalized by systems set up to help them. Despite this, the enduring resilience, or “thrivance,” within the Latinx community should be recognized and integrated into engagement, assessment and planning.
- Key organizational and practice principles that can strengthen the Latinx workforce and enhance family practice include REDI hiring practices, seeking feedback from community and agency partners, recognizing and responding to secondary traumatic stress within the workforce, and increasing efforts to engage and listen to Latinx staff to learn more about their experiences in the workplace.

MANY CULTURES, ONE PEOPLE: A DEEP DIVE INTO THE EXPERIENCES OF LATINX FAMILIES IN THE CHILD WELFARE SYSTEM AND USING THE CPM TO FORGE A BETTER PATH



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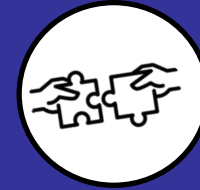
Accountability

Create a learning
environment



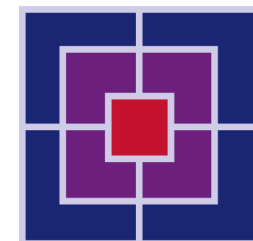
Show that you
care

Feedback



Partnership

Monitoring
practice
effectiveness



CFPIC