



FOURTH ANNUAL SYMPOSIUM ON FAIRNESS & EQUITY ISSUES IN CHILD WELFARE TRAINING

Regional Update:
Central California Training Academy:
Addressing Fairness, Equity, and Personal Bias in Training
Soledad Caldera-Gammage, Curriculum & Evaluation Specialist

Summary of Presentation April 28, 2006

Soledad Caldera-Gammage, Curriculum & Evaluation Specialist for the Central Regional Training Academy, reported on recent training and evaluation activities in the Central region and some of the lessons that they have learned.

- Before rolling out the common core training for new child welfare workers, Central RTA provided a one-day training for trainers about infusing fairness and equity into the trainings and their use of self in addressing fairness and equity issues. (Refer to handout with outline of training.) This training also set the stage for the Regional Training Coordinators (RTCs) to act as resources for trainers during the rollout and to provide assistance in implementing the common core by highlighting teachable moments and addressing fairness and equity issues. This has facilitated the transfer of learning, not only between trainers and trainees, but also between RTCs and trainers.
- Regional Training Coordinators serve on the Disproportionality Task Force in Fresno County and work with subgroups of this committee to participate in county discussions about training implementation. They also act as resources for supervisors who are ultimately responsible for following up with trainees about fairness and equity in child welfare practice.
- A series of trainings had been planned in coordination with management and trainers of one county to determine the starting point for addressing fairness and equity with staff. However, one of the most important lessons learned as this training was rolled out, was that the staff was not yet ready for the training. It was important to be able to take a step back, regroup, and modify the training, and to recognize that moving forward with the training as planned might do more harm than good.
 - Originally, the training was going to be provided to a mixed group of staff and supervisors. However, the training was modified so that supervisors received a condensed version of the staff training, and in addition, received training on how to follow up with their staff to look at decision-making processes using a ladder of inference tool developed by the trainer. Although a formal evaluation component was not available

for this first set of trainings, informally, feedback has been very positive. It appears that managers who attended the training are holding their supervisors accountable to use the ladder of inference tool with staff, not only to address decision-making specific to fairness and equity issues, but in decision-making in case planning and placement as well.

- This same training is being fine-tuned to be rolled out in other counties with an evaluation component.