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*SIXTH ANNUAL*  
**SYMPOSIUM ON  
FAIRNESS & EQUITY ISSUES  
IN CHILD WELFARE TRAINING  
AND EDUCATION**

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**APRIL 16 & 17, 2008**  
**UNIVERSITY OF CALIFORNIA, BERKELEY**  
**CLARK KERR CAMPUS CONFERENCE CENTER**  
**JOSEPH WOOD KRUTCH THEATRE**

*Sponsored by*  
*the California Social Work Education Center (CalSWEC)*  
*in conjunction with*  
*the Regional Training Academies,*  
*the Inter-University Consortium, and*  
*the California Department of Social Services*

**Wednesday, April 16**

**9:00–10:00 a.m.—Continental Breakfast and Registration**

*Hallway adjacent to the Joseph Wood Krutch Theatre*

**10:00–10:15 a.m.**

*Welcome and Opening Remarks*

Barrett Johnson, *Director, Child Welfare In-Service Training Project*, and Phyllis Jeroslow, *Training & Curriculum Specialist, both of the California Social Work Education Center (CalSWEC), University of California, Berkeley*

**10:15–10:45 a.m.**

***Racial/Ethnic Disparity in the California Child Welfare System: Data Update***

Barbara Needell, *M.S.W., Ph.D., Principal Investigator/Research Specialist, CWS/CMS Dynamic Report System, Center for Social Services Research (CSSR), University of California, Berkeley*

Dr. Needell provides an overview of what the data tells us about racial/ethnic disparity in California's child welfare system. She will also introduce CSSR's Disparity Matrix and tips about how to use CSSR's website to examine this issue at the state and county level.

**10:45 a.m.–12:00 noon p.m.**

***Keynote Address & Discussion***

**Fairness, Equity, and Well-Being: Transformative Possibilities of Public Child Welfare**

Oronde A. Miller, *M.S., Ph.D. candidate, Senior Director, Strategic Consulting, Casey Family Programs, and Founder and Executive Director, the Institute for Family and Child Well-Being*  
Mr. Miller will focus on the themes of equity and fairness, with a closer examination of race and culture, child and family development and functioning, and how child welfare systems can be more responsive to the real developmental needs of children and their families. In the process, he will provide an overview of the racial disproportionality and disparate outcomes-related work that he has been involved in at Casey Family Programs, as well as the conceptual approach and framework of the Institute for Family and Child Well-Being.

**12:00–1:00 p.m.—Lunch**

*Garden Room*

*We invite you to visit our resource tables  
during morning registration and breaks*

1:00–2:15 p.m.

**Regional Presentation:**

**Los Angeles County**

**From Training to Practice: Challenges and Opportunities in Developing/Implementing Culturally Competent Cross-System Training for Mental Health and Child Welfare Staff**

Mark Miller, *M.A., M.P.A., Training Director, Training Division, Los Angeles County Department of Children and Family Services*

From a training perspective, this presentation will address the driving and restraining forces encountered in developing and implementing targeted cross-system training for mental health and child welfare staff in a large county jurisdiction. Elements to be discussed and explored include developing and partnering with local (joint) management teams to implement training; insuring timely development of complete (or provisional) policy; developing clear/shared practice and teaming approaches at the case level; and developing local/ongoing training, problem solving, and quality improvement forums.

2:15–3:30 p.m.

**Regional Panel Presentation:**

**Central California Child Welfare Training Academy**

**Community Representatives and Cultural Brokers in the Child Welfare System: Impact on Decision-Making for African American Children**

- Soledad Caldera-Gammage, *M.S.W., Curriculum & Evaluation Specialist, Central California Child Welfare Training Academy*
- Jean Norman, *M.S.W., Field-Based Trainer, Central California Child Welfare Training Academy*
- Salvador Montana, *Ph.D., Researcher/Evaluator and Assistant Professor, California State University, Fresno*

The presentation will include a brief description of the cultural broker program, training curriculum, and evaluation efforts.

**3:30–3:45 p.m.—Break**

3:45–5:00 p.m.

**Regional Panel Presentation:**

**Public Child Welfare Training Academy, Academy for Professional Excellence**

**Working with the African American Father, the Forgotten Parent**

- Deborah Fitch, *M.S.W., M.A., Training and Curriculum Specialist*
- Charles Kahalifa King, *M.A., MFT, Training Consultant*

This presentation will introduce the audience to curriculum considerations that address historical and current trends that have traditionally not included the African American father in the child-rearing process. The proposed CalSWEC curriculum considers impacts on the Black family, ranging from destructive racial bias to new social services paradigms that affirm and welcome the African American father as a viable resource for the safety, permanence, and well-being of the child.

**5:00–6:15p.m.—Reception**

*Garden Room*

Thursday, April 17

**8:00–9:00 a.m.—Continental Breakfast and Registration**

*Hallway adjacent to the Joseph Wood Krutch Theatre*

**9:00–9:15 a.m.**

**Welcome Back**

Barrett Johnson, *Director, Child Welfare In-Service Training Project, California Social Work Education Center (CalSWEC), University of California, Berkeley*

**9:15–10:30 a.m.**

**Keynote Address & Discussion**

**Fairness and Equity in a Context of Growing Economic Inequality**

Felice Yeskel, *Ed.D., Founder and Executive Director of Class Action*

In order to view children and families in a holistic manner, it is important to understand the economic factors impinging on family life. In this session Dr. Yeskel will examine the economic context of our work and the implications for families. Beyond federal mandates, what are other aspects of child's well-being?

**10:30–10:45 p.m.—Break**

**10:45–11:30 a.m.**

**Regional or Table Work Groups**

**Structured Discussions and Reports Out**

**11:30–12:30 p.m.—Lunch**

*Garden Room*

**12:30–2:45 p.m.**

**Participant's Choice: Attend your choice of A, B, C, or D**

*Joseph Wood Krutch Theatre*

**A. Raising Our Consciousness about Issues of Class**

Felice Yeskel, *Ed.D., Founder and Executive Director of Class Action*

What are the unconscious assumptions and values we bring to our work that are rooted in our class experiences? How do these factors impact the way in which we view the families with whom we work? How do we dialogue about the taboo topics of class and classism? Join us for this engaging, participatory session to look at ourselves and our work through the lens of class.

*Room 102*

**B. Improving Outcomes for Children of the Incarcerated**

Bridgett E. Ortega, *M.A., J.D., Attorney/Consultant, Building Better Bridges*

The primary goal of this workshop is to build a base of understanding and awareness about the impact of parental incarceration on child development, family dynamics and the parent-child relationship, and the role that child welfare and criminal justice participants have in breaking the cycle of intergenerational criminality.

Room 104

**C. Love Matters: Former Foster Youth Talk about Wellness, Relationships, and the Things that Matter Most**

- Jamie Lee Evans, *M.S.W., Project Director, Y.O.U.T.H. Training Project/Bay Area Academy*
- Mercedes Calixtro-Nuñez, *Trainer, Y.O.U.T.H. Training Project/Bay Area Academy*
- Meribe Martinez, *Former President, Contra Costa County CYC*
- Whitney Rhodes, *Youth Leader, Independent Living Program*
- Salonje Rochell, *Senior Trainer, Project Director, Y.O.U.T.H. Training Project/Bay Area Academy*

In this exploration of wellness, former foster youth will share their stories about overcoming adversity, inadequate attachment, abandonment, and loss. We will hear from a panel of experts, watch digital stories on the topic, and unearth some key elements of successful adolescent development.

Room 203

**D. Incorporating Fairness & Equity Issues in Curriculum Design: Examining the Intersection and Interrelationship between the Core Curricula and Fairness**

Kimberly Papillon, *Esq., Senior Education Specialist, Judicial Council of California*

This interactive course focuses on how to integrate fairness and equity into training, exploring issues of unconscious bias, cultural competency, and social justice. It will examine the intersection and interrelationship between the Core Curricula and fairness in a way that will provide meaningful tools that can be immediately employed by trainers.

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**2:45–3:00 p.m.**

***Evaluations & Closing***

Barrett Johnson, *Director, Child Welfare In-Service Training Project*, and Phyllis Jeroslow, *Training & Curriculum Specialist, both of the California Social Work Education Center (CalSWEC), University of California, Berkeley*

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## Sponsors

The *California Social Work Education Center (CalSWEC)* is a partnership between the state's schools of social work, public human service agencies, and other related professional organizations that facilitate the integration of education and practice to assure effective, culturally competent service delivery and leadership to the people of California. CalSWEC is the nation's largest coalition of social work educators and practitioners.

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*For information about Fairness and Equity Issues in Child Welfare Training and Education*

<http://calswec.berkeley.edu/CalSWEC/FESymposium.html>



## Acknowledgments

*CalSWEC extends its gratitude to the following members of the Fairness & Equity Steering Committee who made this event possible:*

Phyllis Jeroslow, <i>Chair</i>	
Connie Awanyai	Margaret Jackson
Yvonne Bacy-Bujer	Barrett Johnson
Sylvester Bowie	Margo Macklin
Soledad Caldera-Gammage	Shirley McNeal
Cyndia Cole	David Meyers
Mary DeSouza	Donna Pence
Deborah Fitch	Alberto Reynoso
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