



Seventh Annual
Symposium on Fairness and Equity Issues
in Child Welfare Training and Education

From Inspiration to Implementation

April 29 & 30, 2009

University of California, Berkeley

Clark Kerr Conference Center—Joseph Wood Krutch Theatre

*Sponsored by CalSWEC, in conjunction with the Regional Training Academies,
the Inter-University Consortium, and the California Department of Social Services
Eliminating Racism, Disproportionality, and Disparities (ERDD) Training Institute sponsored by
the California Disproportionality Project and the California Child Welfare Co-Investment Partnership*



California Child Welfare
Co-Investment Partnership

The Symposium on Fairness and Equity Issues in Child Welfare Training and Education is a state-wide forum for formulating collaborative training solutions that advance fair and equitable practice and policy in child welfare. Presenters and participants are invited to share their expertise and challenges in the training and teaching of fairness and equity concepts, practices, and values.

Addressing social injustice, disproportionality, and disparities in the child welfare system requires respectful and enlightened acknowledgement of differences in race, culture, ethnicity, gender, sexual orientation, socioeconomic status, and family circumstances. In this endeavor, symposium participants—trainers, educators, and county staff developers—are called upon to critically examine their own biases and earnestly discuss how to raise awareness and improve outcomes at all systemic levels, from new workers to seasoned supervisors and administrators.

Program Highlights

- Wednesday, April 29: *Kenneth V. Hardy, Ph.D.*, will deliver the keynote address, discussing how to bridge cultural divides and build trust, particularly with children and families who have endured oppression and trauma.
- Thursday, April 30: *Rita Cameron Wedding, Ph.D.*, and *Carol Spigner, D.S.W.*, will premier the Eliminating Racism, Disproportionality, and Disparities (ERDD) Training Institute, Part 1. The ERDD Institute is designed as an advanced training program for child welfare trainers, educators, and policy administrators that are leading the efforts to eliminate racial disproportionality and disparity within their agencies. The Institute is designed to help agencies build expertise and internal capacity to effect changes in attitudes, practices and policies that reduce bias at decision points and promote service responses that better meet the needs of families of color.

**The deadline for receipt of your completed registration is
*April 8, 2009***

About the Presenters

- **Kenneth V. Hardy, Ph.D.**, is professor of Family Therapy at Drexel University in Philadelphia and director of the Eikenberg Institute for Relationships in New York City. He formerly served as the director of the Center for Children, Families, and Trauma at the Ackerman Institute in New York City, and on the faculty of Syracuse University, New York, as director of Clinical Training and Research and chair of the Department of Child and Family Studies.

Dr. Hardy is an internationally recognized trainer, educator, and clinician who has won considerable acclaim for the contributions he has made toward challenging our society to think critically about the hidden but significant connections that often exist between trauma and issues of oppression. He is creator of the DVD *The Psychological Residuals of Slavery*, co-author, *Teens Who Hurt: Clinical Interventions to Break the Cycle of Adolescent Violence*, and co-editor, *Re-Visioning Family Therapy: Race, Culture, and Gender in Clinical Practice*. He serves on the editorial boards of six publications including *The Journal of Marital and Family Therapy* and *The Journal of Family Counseling*. He has appeared on the *Oprah Winfrey Show*, *20/20*, *Dateline NBC*, and PBS.

- **Rita Cameron Wedding, Ph.D.**, is the chair of the Department of Women's Studies and a professor of Women's Studies and Ethnic Studies at California State University, Sacramento. Her scholarship focuses on race, gender and social class disparities in child welfare and other public institutions. She co-edited the textbook *Ethnic America: Readings in Race, Class and Gender* and co-authored *Institutions, Ideologies and Individuals: Feminist Perspectives on Gender, Race and Class*.
- **Carol Spigner, D.S.W.**, is the Kenneth L. M. Pray Distinguished Professor/Clinician Educator at the University of Pennsylvania School of Social Policy and Practice. She is the former associate commissioner for the Children's Bureau of the U.S. Department of Health and Human Services, Administration for Children, Youth and Families. Dr. Spigner has published extensively on child welfare issues, including numerous federal policy documents. In 2008, she was selected for the George Silcott Award for Lifetime Achievement by the Black Administrators in Child Welfare Inc.

Audience and Attendance

One goal of the symposium is to provide a forum for open dialogue. The audience for the symposium is composed chiefly of regional team members representing Regional Training Academies (RTAs), the Inter-University Consortium, and the Training Division of the Los Angeles Department of Children and Family Services (LA-DCFS), as well as training staff from the state-wide Resource Center for Family-Focused Practice. The RTA teams include staff, child welfare trainers, university educators, community partners, and youth advocates. This year, CalSWEC is also inviting county-based teams that are participating in the California Disproportionality Project and affiliated with the ERDD Training Institute. Invitations are also extended directly to the training staff of individual counties. Approximately 100 people attend the symposium.

Resource Tables

Resource tables will be available for participants to share or obtain handouts and other reference materials pertaining to fairness and equity issues in child welfare training. If you have materials for the resource tables that require photocopying, please contact Monie Bohnsack, Graduate Student Researcher at CalSWEC, 510-642-9272; monie@berkeley.edu. **Materials requiring photocopying must be received by CalSWEC no later than April 1, 2009.**

F & E Website Information

CalSWEC will post summaries and training materials related to the symposium presentations on its website, <http://calswec.berkeley.edu/CalSWEC/FESymposium.html>. Summaries and resources from prior fairness and equity symposia can also be found on this web page.

PROGRAM AGENDA

Wednesday, April 29

Registration and continental breakfast from 9:00 to 10:00 a.m.

Program begins at 10:00 a.m. and concludes at 5:00 p.m.

Opening Remarks and Welcome

Barrett Johnson, Director, *Child Welfare In-Service Training Project, CalSWEC*

Phyllis Jeroslow, *Training and Curriculum Specialist, CalSWEC*

Keynote Address

Dr. Kenneth V. Hardy will discuss how to bridge cultural divides and build trust, particularly with children and families who have endured oppression and trauma.

Lunch

Regional Presentations/Updates

In keeping with a symposium tradition, the state's Regional Training Academies (RTAs) will share the successes and challenges of current training and curriculum projects that address fairness and equity issues.

Differential Response: Research and Curriculum

Dr. Jill Duerr Berrick of the University of California, Berkeley will discuss her research on the differential and alternate response systems in Contra Costa and Alameda Counties, and the curriculum that she developed based on her findings.

Thursday, April 30

(Please note the earlier start time for this day.)

Continental breakfast from 8:00 to 9:00 a.m. Program begins at 9:00 a.m. and concludes at 3:00 p.m.

The Eliminating Racism, Disproportionality, and Disparities (ERDD) Training Institute, Part 1

Dr. Rita Cameron Wedding and Dr. Carol Spigner

Today's ERDD Training Institute features a series of sessions focusing on "Courageous Conversations"

- Statement of the Problem: The Context for 'Courageous Conversations'
- The Challenges and Promises of Courageous Conversations

Lunch

ERDD Training Institute continues

- Choice of Breakout Sessions:
 - A. Leadership & Courageous Conversations
 - B. Training/Staff Development/Curriculum Development that Promotes Courageous Conversations
- Practicum: Trying on the Conversation
- Transfer of Learning: Integrating Theory into Practice

Closing Remarks