



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

FROM INSPIRATION TO IMPLEMENTATION

APRIL 29 & 30, 2009
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 29

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 a.m.–12:00 noon

Keynote Address and Discussion

Against the Odds: Working Effectively with Children and Families of Color

Kenneth V. Hardy, *Ph.D., Professor of Family Therapy, Drexel University, Philadelphia, and Director, Eikenberg Institute for Relationships, New York City*

The complexities of race and racial oppression create dynamics whereby the vast majority of children of color and their families must struggle against the odds to survive, causing many of them to develop an orientation toward survival that strongly affects every aspect of their lives. The intersection between this orientation and the dynamics of racial oppression underpins several developmental tasks that they must negotiate. It is imperative for child welfare workers working with this population to understand these developmental tasks and to possess the knowledge and skills that are crucial for assisting clients in negotiating them successfully.

Pitfalls that undermine effective work with children of color and their families will be explored, and specific practice strategies will be explicated, particularly those that involve working effectively with the unique developmental tasks children and families must negotiate to survive against the odds.

12:00 noon–1:30 p.m. | Lunch

Garden Room

Resource tables will be available 15 minutes before and after lunches and during breaks.

1:30–2:15 p.m.

Regional Presentation: Bay Area Academy

Taking Action: Strategies to Address Institutional and Systemic Racism

- Jennifer Cannell, *M.S.W., Training Specialist, Bay Area Academy*
- Stephanie Jackson, *Training Assistant, Bay Area Academy, for Monterey, San Benito, Santa Clara, and Santa Cruz Counties*

The Bay Area Academy conducted a series of fairness and equity trainings for its 12 counties to address institutional and systemic racism in the child welfare setting. The series laid the groundwork for understanding that racism has been systematically constructed and that it can be “undone.” County-level intervention was taken to address racial disparity and disproportionality by replacing biased practices, attitudes, and behaviors with those designed to promote fairness and equity. The nuts and bolts of implementation highlighted key

decision points where disproportionality and disparities could be addressed and evaluated. This presentation emphasizes key points from each training, accompanied by an interactive exercise and opportunity for discussion.

2:15–3:15 p.m.

Regional Presentation: Public Child Welfare Training Academy, Academy for Professional Excellence

Facing the Challenges of F&E Curriculum Development

- Elizabeth Quinnett, *M.S.W., PCWTA Program Coordinator*
- Deborah Fitch, *M.S.W., Training and Curriculum Specialist*

Elizabeth Quinnett will provide an overview of the process used to develop a workable child welfare services curriculum that incorporates the subjects of race, white privilege, and cumulative, historic trauma. Deborah Fitch will speak to specific challenges that have been encountered.

3:15–3:30 p.m.—Break

3:30–4:15 p.m.

Regional Presentation: Northern California Training Academy

A Presentation in Two Parts:

Part 1: Cultural Humility

Part 2: Rural Child Welfare Practice

- Susan Brooks, *M.S.W., Director, Northern California Training Academy*

Cultural Humility: This presentation will outline the concepts of Cultural Humility, how they support strength-based practice in child welfare, and the strategies the Northern Training Academy is using for implementation into all curricula and practice.

Rural Child Welfare Practice: This presentation will outline the competencies for rural practice developed for CWLA. It will also present a working document on research and evaluation in rural communities and discuss how these documents are guiding child welfare practice in Northern California's rural communities.

4:15–5:00 p.m.

Differential and Alternative Response: Implications for Fairness and Equity

- Jill Duerr Berrick, *M.S.W., Ph.D., Zellerbach Family Professor and Co-Director, Center for Child and Youth Policy, School of Social Welfare, University of California, Berkeley*

Dr. Berrick will provide an overview of differential and alternative response in Contra Costa and Alameda counties, including findings from a recent study examining child and family outcomes. This presentation will also examine ways in which differential response can be customized to work in unique cultural and ethnic communities, and how this program may be helpful in promoting fairness and equity in child welfare.

Thursday, April 30

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*, and Phyllis Jeroslow, *Training & Curriculum Specialist*,
both of the *California Social Work Education Center (CalSWEC), University of California, Berkeley*

9:15 a.m.–2:30 p.m.

Cultural Brokers/Community Representatives:

An Agency/Community Partnership Project to Address Disparities in Child Welfare

Participants will learn how the Fresno County Department of Children and Family Services is utilizing a partnership with California State University, Fresno, cultural brokers, and community representatives to provide a differential response. This partnership focuses on innovative methods such as cultural brokering to identify practice issues and training needs, and utilizes field-based trainers/mentors to work directly with child welfare supervisors and social workers to develop best practice skills in client engagement and strength-based practice and to promote fairness and equity in the delivery of child welfare services.

A panel of community partners, agency staff, and field-based trainers will share their experiences collaborating with community partners to develop and deliver specialized trainings and to utilize cultural brokers to address the disparities and the overrepresentation of African American children and families in the child welfare system. Participants will experience a mini version of a training delivered through this community partnership. They will also gain an understanding of the experience of an African American family's intake process with the child welfare system and the subsequent child welfare experience.

9:15–9:30 a.m.

Introduction of Presenters & Cultural Broker Panel

- Margaret Jackson, *M.S.W., Cultural Broker, Field Based Trainer/Supervisor Mentor*
- Jean Norman, *M.S.W., Cultural Broker, Field Based Trainer/Supervisor Mentor*
- Wendy Osikafo, *Social Work Supervisor, Fresno County DCFS*
- Audrey Riley, *Cultural Broker, CEO Spirit of Women*
- Pastor Sheryl Bowden, *Cultural Broker, Trainer, California State University, Fresno Specialized Foster Parent Training Project*
- Pastor Reginald Thomas, *Cultural Broker, Community Collaborative Co-Chair*
- Shirley A. Brown, *M.S.W., Cultural Broker, California State University, Fresno Title IV-E Field Liaison/Instructor*
- Oscar Haynes, *Cultural Broker, Community Collaborative Co-Chair*
- Vee Jordan, *Cultural Broker, Substance Abuse Specialist*
- Cheryl Whittle, *LCSW, Community Representative, California State University, Fresno Title IV-E Field Liaison/Instructor*

9:30–10:30 a.m.
Emergency Response Case Scenario Activity

10:30–10:45 a.m.—Break

10:45 a.m.–12:00 noon
Introduction to the Cultural Broker Program Model and Panel Discussion of “The Cultural Broker Experience”

12:00 noon–1:00 p.m. | Lunch
Garden Room

1:00–2:30 p.m.
“A Day in the Life”: Navigating Difficult Conversations—Interactive Activity

2:30–3:00 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

Kenneth V. Hardy, Ph.D.

Kenneth V. Hardy, *Ph.D.*, is a professor of Family Therapy at Drexel University, Philadelphia, and an internationally recognized clinician, author, and trainer. He is also the director of the Eikenberg Institute for Relationships in New York City, where he maintains a private practice specializing in working with traumatized and oppressed populations. He was the director of the Center for Children, Families, and Trauma at the Ackerman Institute, New York City and served on the faculty at Syracuse University, where he was director of Clinical Training and Research and chair of the Department of Child and Family Studies.

Dr. Hardy has won considerable acclaim for his contributions toward challenging society to think critically about the hidden but significant connections that often exist between trauma and issues of oppression. He serves on the editorial boards of the *Journal of Marital and Family Therapy*, the *Journal of Family Psychotherapy*, the *Journal of Divorce*, the *Journal of Couples Therapy*, the *Psychotherapy Networker*, and the *Journal of Family Counseling*. He is a frequent contributor to popular media including *USA Today*, *Jet Magazine*, and *Good Housekeeping*. He has appeared on the *Oprah Winfrey Show*, *Dateline NBC*, *20/20*, and PBS. He is the featured family therapist in the former Discovery Health Channel program *Living Room Wars*.

Dr. Hardy, along with a colleague, developed the training manual and curriculum that has been used in New York City to train licensed clinicians in Trauma Based Family Therapy funded by the September 11th Fund of New York and co-sponsored by the NYC Mental Health Association. He has provided training and consultation to an extensive list of Human Services agencies devoted to providing trauma-based, culturally competent care to children, couples, and families. Some of his former clients include the Children's Defense Fund, the New York State Office of Mental Health, The City of Rochester, Harlem Hospital, the Washington, D.C., Superior Court, Philadelphia Department of Human Services, and Family and Children's Services of Washington, D.C., Nashville, Louisville, and Minneapolis.

A fellow of the American Association for Marriage and Family Therapy, Dr. Hardy is a recipient of the International Association for Marriage and Family Counselors Distinguished Contribution to Marriage and Family Counseling Award and the Distinguished Contributions Award to Family Therapy and Social Justice from the American Family Therapy Academy. He is a frequent presenter at conferences on the topics of trauma and oppression. He is the co-author with Monica McGoldrick of *Revisioning Family Therapy: Race, Class, and Gender* (Guilford), and with Tracey Laszloffy of *Teens Who Hurt: Clinical Interventions for Breaking the Cycle of Violence* (Guilford) and *Minorities and Family Therapy* (Haworth Press).

Margaret Jackson, M.S.W.

Margaret Jackson has over 25 years of child welfare experience as a line worker, supervisor, and trainer. For the past eight years, she has worked for the Central California Child Welfare Training Academy at California State University, Fresno as a lead trainer and regional training coordinator. Currently she is a supervisor mentor/field-based trainer for newly hired child welfare supervisors.

As an adjunct faculty member at California State University, Fresno, Ms. Jackson teaches child welfare, diversity, and practice courses in the social work program. She has written, developed, and trained curriculum in Child Welfare Services and for the Foster Parent Training Project. Most recently, she assisted with the development and training of the Cultural Broker Paraprofessional Training Curriculum.

Ms. Jackson's many accomplishments include being named Social Worker of the Year in 2006 by the California State Foster Parent Association. She also field tested, implemented, and facilitated the nation's first African American Nurturing Parenting Program and co-authored the African American section of the program's Multicultural Parenting Guide. Additionally, she is co-author and professional trainer of *The Psychological Residuals of Slavery: Multicultural Considerations for Working with African American Families*. Ms. Jackson participates in Fresno County's Family to Family Community Collaborative initiative as a co-chair, trainer, and cultural broker. As a cultural broker, she provides services to children and their families involved in the child welfare system.

Ms. Jackson has been a central contributor to the Symposium on Fairness and Equity Issues throughout the years, including a presentation that she delivered with Wanda McIntosh in 2004 describing the work of Central California Training Academy and introducing the symposium audience to the work of Dr. Kenneth Hardy. Ms. Jackson has also presented at the National Association of Black Social Workers Conference, the Nurturing Program's National Parenting Program Consultant/Trainers Conference, California Association of Black Social Workers Annual Conference, the California Statewide Conference for Cultural Competence in Mental Health Practice, and California's Annual Foster Parent Association Conference. Topics have included cultural competent practice, the African American Nurturing Parenting Program, Cultural Considerations for Working with African American Families, and *The Color of Child Welfare: Issues of Disparities and Disproportionality in Child Welfare*.

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	David Meyers
Soledad Caldera-Gammage	Donna Pence
Jennifer Cannell	Catherine J. Ralph
Cyndia Cole	Alberto Reynoso
Deborah Fitch	Jeri Smith

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For information about fairness and equity issues in child welfare training and education, visit:
<http://calswec.berkeley.edu/CalSWEC/FEsymposium.html>



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