

**Leadership Symposium on Fairness &
Equity in California's Child Welfare System
Radisson Hotel
Sacramento, CA**

November 18-19, 2004

Evaluation Responses of Symposium Participants

1) What were the most useful parts of this Symposium?

Key - (x# = # of people who shared response)

Format of the Presentations/Discussion:

- Presenters were factual, relevant, timely, etc.
- Small group discussion/ breakout groups were great (x4)
- Ample time for discussion after presentation for each workshop
- Having an arena to focus on the issue of F & E

Participants/ Participant Interaction:

- Presentation and action plan by LA County (x3) will give us a jump start in starting the implementation process
- The personal experiences of counties who are grappling with F+E (LA and SF) (x2).
- The two workshops - Casey Foundation presentation and SF presentation were both great (x2)
- Opportunity to hear from other counties regarding their views and actions they are taking (x2)
- Sharing of training and PowerPoint presentations
- Keynote Speaker was great! (x2)

Content of the Sessions:

- Dr. Nwosu's presentation and exercise about the Albatross culture was great! (x9)
- Barbara Needell's presentation of data and the picture data can paint (x6)
- Statistical data / the data presentations (x5)
- Contra Costa's specific cultural awareness training (x3)
- The two workshops - Casey Foundation presentation and SF presentation were both great (x2)
- Concrete examples of tools (e.g., decision-making points graph) (x2)
- The history of the Fairness and Equity within the state (x2)
- Small group exercise in Lisa Molinar's presentation was useful
- Communication role play exercise

Overall Themes of Symposium:

- Its focus on our awareness and our assumptions
- Removed disbelief that it was true / looking at our biases personally and system-wide (x2)
- Exercises were helpful to remind us of how to view other cultures
- Don't make judgments until all the information is gathered
- Great way to bring attention to the need to take action now on this long-standing issue
- Creating father-friendly organizations

2) How will you apply what you've learned at the Symposium to your job?

Assessment Tools:

- Use some of the training tools presented
- Use decision-making points graph to assist in utilizing some tools to ensure objective decisions are made

Trainings:

- Develop training plan and curriculum (x2)
- Implement more relevant training to staff
- Incorporate into our counties F & E committee to develop a training plan
- Forward information to our training coordinator
- Will incorporate F & E issues into classroom discussions
- Will apply "lessons learned" when conducting regional survey and developing training
- Take training ideas from counties and apply them to use in my region
- Training in F & E for all staff and collaborative partners

Using Data:

- Examine own county's data to find strengths and gaps
- Continue to review data provided by Berkeley as it pertains to our county
- I will pull my county's stats to look at disproportionality and I will look into TDM (x2)

Collaborating/Sharing Information Internal or External to Agency:

- Start staff surveys, training, active plans that involve all of our community partners
- I will be part of a team to address F& E, and I plan to review and integrate LA's plan
- Immediately begin to take leadership to strategic planning action back home
- Take Parent 2 Parent information to Program Managers
- Follow up with the Casey Foundation on how they may be more helpful (x2)
- Meet with Equal Access and Training workgroup for developing our own plan
- Redesign steering committee and AB 636 groups
- Institute across the board discussion of racial and ethnic issues case by case on all cases in case reviews
- Bring F & E issues to management for continued discussion
- Community collaboration/ contact with other movers & shakers in F& E's initiatives
- Take back to Systems of Care Culture of Competency Committee
- Advocate for my county to mount a specific and prioritized initiative (collaborative) to address disproportionality

Other ideas:

- Host our own county's symposium
- Analyze my own agency's practices and improve them
- Begin to observe how states are addressing the issue
- Challenge other specialist to monitor how other states address this issue
- Integrate F & E in every aspect of redesign
- Incorporate into SIP activities
- ID crossovers in probation

3) If there is another Leadership Symposium on Fairness & Equity, what topics would you like to see covered?**Topics Related to Specific Populations:**

- Under-representation of Asian people – are Asians and other groups at risk?
- Address issues of physical abuse in African American community
- Hispanic issues
- How middle class, white values shape system
- Lower class Anglo communities, i.e. substance abuse topics
- Address specific populations – adolescents and GLBT
- Gender issues/ Religious issues/ Poverty
- Explore the status of kids in LTFC with kin – Why?
- Service strategies to meet unique needs of African-American families and other people of color
- Capacity building for African-American communities as collaborators
- Strategies for permanence for older children of color
- Poverty-based removals

Topics related to the Role of Line Staff:

- Develop sessions specifically directed at line staff
- Hands-on ways to apply early intervention/prevention strategies
- What is learned guides service delivery
- Workforce attitudes and assessments, whether cultural/racial or class issues

- Explore own middle class values that may affect substantiation rates, disproportionality/ address our personal biases (x4)
- F & E strategies for mandated reporters
- How to create Cultural/Fair/Equity case plans
- Development of ethnically sensitive services and providers
- A group on what the meaning of Fairness and Equity is and how to apply it to child welfare practice

Topics related to the Roles of Supervisors, Managers & Trainers:

- How counties address systems issues
- How to increase access and find out if increased access is necessary
- Transfer of learning – How supervisors can work with staff to put F & E into daily practice
- Breaking down staff defenses in doing work to recognize bias
- Recruitment and retention of diverse staff
- How to infuse in training for CWS staff
- Provide specific examples of how to delve into personal issues with management/supervisors and workers
- How to use philosophy to make internal changes
- Supervising for F & E /making it safe for supervisors to support critical thinking skills in this area (x2)

Topics related to Gathering Data and Examining Outcomes:

- An update on the SF project – outcomes after 1 year
- Counties who are forerunners report out on this/ look at how counties are dealing with this issue (x2)
- Follow up on project outcomes/ Do work plans and report back on outcomes from year to year – a “working” conference (x2)
- Results/outcomes of some of the strategies used to address issues

Other Ideas:

- Add RTA
- Presentation from community members who have participated in this effort
- The role of Judicial Officers in F & E
- Focus on socio-economic disparity
- 1) Timely mental health assessments for kids removed from the home within 30 days of entry into care (collaborating btwn CDSS and MH) and 2) Public Health support of prevention efforts like the Chasnoff Obstetric Initiative (collaborating btwn CDSS and PH), both of which are greatly needed for SED and LD kids in the system

4) What else should this partnership (CalSWEC/CWDA/CFPIC) do to promote fairness and equity in the child welfare system?

Trainings:

- Team with counties in training development and implementation (x2)
- In the CORE training spend a substantial amount of time on this (x2)
- Training social workers on what and how they substantiate, looking across state at counties that have high substantiation rates and focus training there
- Regional presentations based on each county's demographics
- Add training to RTA-CWS modules
- Transfer of learning – How to measure?

Gathering Data and Examining Outcomes:

- Continue to collaborate on efforts and report progress/outcomes
- Collect information to make sure that the expectations are broader, that the state has expectations of counties
- Continue the focus on data analysis
- Expand data distribution and explanation, especially work showing that disproportionality exists even when other variables are removed
- Expand data collection to include qualitative data

Sharing Information:

- Make sure to collect lessons learned to share with other counties/publish information on how counties are doing (x2)
- Allow some part of symposium to act as a working conference, so that counties collect data in advance with a baseline and then report back a year later with an opportunity to discuss challenges and provide input
- Post tools and articles on website
- Public awareness/ media blitzes will help make a difference; we hide behind confidentiality in sharing this information with the public (x2)
- Make the symposium a regular event
- Reveal results of CWS staff providing services to families developed through workforce surveys – specific to ethnicity, language, gender and compare to F & E outcomes
- Keep counties updated with all the changes in federal and state policies

Other Ideas:

- Assist counties in hosting their own F & E conferences with their partners
- Work with SDM to incorporate F & E and cultural/ethnic issues, which is presently not adequately addressed
- Keep bringing “conversation” up at all levels/ assist counties in engaging the topic internally (x2)

- Promote F & E in court/legal practices
- Focus on supervisors as the target population and their important role in providing guidance and support in this issue
- Advocate for and model honesty in attribution of underlying issue of racism
- Promote attention to initiatives that address mental health and substance abuse treatment, since the backup of children of color in the CWS derives primarily from entry under age 1 yr. as a result of substance abuse
- Promote collaboration between CDSS and State Mental Health and Health agencies

5) Other comments and feedback:

Content/Format of the Sessions:

- Move quicker past the point of defining disproportionately and get to the nuts and bolts of what is being done and outcomes
- Some work on “SPREAD” methodology may be useful
- Felt that the symposium was really directed at trainers
- Excellent presentation of the data and some responses
- Practical, concrete information was useful

Event Logistics:

- Good location; plenty of parking, rooms okay, food in meetings was good

Additional Comments:

- General guides are well done
- Great job/ great conference (x4)
- Exceptional symposium (x3)
- Many thanks to the planning committee
- Let’s continue to do more