



January 16–17, 2003
University of California, Berkeley

**Symposium:
Fairness & Equity Issues
in Child Welfare Training**

*Sponsored by
the California Social Work Education Center
(CalSWEC)
and
the Northern California
Children & Family Services Training Academy*

Thursday, January 16

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

Morning Session

10:00 a.m.–12:00 noon

**Introduction to the Stakeholders' Vision
of Fairness and Equity**

Convene, Welcome, and Introductions

Chris Mathias, *Director, California Social Work
Education Center (CalSWEC), University of California,
Berkeley*

Why Are We Here?

Susan Brooks, *Director, Northern California Children &
Family Services Training Academy*

**Fairness and the Child Welfare System: How Do We
Know There Is a Problem?**

Sherrill Clark, *Ph.D., California Social Work Education
Center (CalSWEC), University of California, Berkeley*

**Fairness and Equity Issues in CWS: Personal
Experiences of Two CWS Stakeholders**

Myesha Grice, *Director, Chapter Development, California
Youth Connection*, and Evelyn Aguilar, *CADC, MSW,
Early Intervention Specialist, Contra Costa County
Human Services*

**Keynote: "Building a Culture
of Fairness and Equity"**

Peter Nwosu, *Ph.D.,
California State University, Sacramento*

12:00 noon–12:45 p.m. – Lunch

Thursday *(cont'd)*

Afternoon Session

12:45–1:45 p.m.

**Panel: The Stakeholders' Vision for
Fairness and Equity**

Gil Villigran	<i>What is the decision-making grid?</i>
Janet Atkins	<i>Point in caseflow</i>
David Rages	<i>Decision options</i>
Evelyn Aguilar and Myesha Grice	<i>Decision makers (challenges and dilemmas)</i>
Gil Villigran	<i>Fairness and equity issues</i>

Large group discussion: Strategies

Moderator: Gil Villigran

1:45–2:00 p.m. – Break

2:00–4:45 p.m.

**Infusing Fairness and Equity
into Training CONTENT**

Presentation: “Designing a Training Model for
Intercultural Communication
Competency”—Peter Nwosu, *Ph.D., California
State University, Sacramento*

3:00 p.m.–3:15 p.m. – Break

Thursday (*cont'd*)

3:15–4:45 p.m.

Large group discussion:
How do we integrate ICC into training *content*?

Regroup and chart concrete strategies

4:45–5:00 p.m.

Closing of Thursday's session

5:00–6:00 p.m. — Reception

Cash bar with chips and dips in the Howard Room

Friday, January 17

Changing the Schedule

On the morning of the second day the group decided to change the program to continue the discussions that were begun at the end of day one.

8:00–9:00 a.m. — Continental Breakfast

Morning Session

9:00–10:20 a.m.

**Infusing Fairness and Equity
into the *PROCESS* of Training**

Getting started: Overview of yesterday

Presentation: “Infusing Fairness and Equity into the Process of Training”—Peter Nwosu, *Ph.D., California State University, Sacramento*

Friday *(cont'd)*

Small group discussions: *Groups assign a note taker.*

10:20–10:30 a.m. — Break

10:30–11:30 a.m.

Concrete Strategies for Change

Regional Workgroups:

Next Steps: Strategies for the future of training with a *new* vision of Fairness and Equity

Regional Training Academies to facilitate regional workgroup discussions. *Groups assign a note taker.*

11:30–11:40 a.m.

**Large group discussion/charting:
What are we taking with us as we leave?**
Moderator: Barrett Johnson

11:40 a.m.–12:00 noon

Symposium Wrap-up

12:00 noon — Lunch

People can linger in the room for informal discussion until 2:00 p.m., when the room will be closed.

The Keynote Speaker

Dr. Peter Nwosu (*the n is silent*) is a professor of communication at California State University, Sacramento, and a nationally recognized expert on diversity issues. He is a graduate of Howard University with specialization in human communication processes across cultures whose work includes consultation and technical support to local and state agencies on strategies for incorporating communication, diversity, fairness, and equity in planned programs of change. He has also directed and participated in sponsored research and programs of the U.S. Department of Education, the U.S. Institute of Peace, the African Development Foundation, and the World Bank. As a Fulbright scholar to South Africa, Dr. Nwosu served as associate chair for educational equity in the Department of Communication Studies at CSUS and was both chair and national secretary of the intercultural communication divisions of the Western States Communication Association and the National Communication Association of America, respectively.

Dr. Nwosu has been a pivotal consultant to the California Child Welfare Services Stakeholders Group, providing technical guidance to develop strategies for integrating fairness and equity into the welfare system redesign.

Dr. Nwosu has also been working with CalSWEC and the Northern California Children & Family Services Training Academy to provide needs assessment in northern California counties and developing curriculum for training in Intercultural Communication.

Dr. Nwosu is a warm and caring human being who is artistic in his manner of communication. He speaks to the heart of an issue without laying blame. He offers tools to develop inroads across habitual barriers of culturally limited understanding. We are happy to have him with us for the symposium on fairness and equity issues in child welfare training.

Speakers and Presenters

Evelyn Aguilar is an early intervention specialist with Contra Costa County Human Services.

Janet Atkins is social work coordinator in the Placement Resource Unit for Santa Clara County Department of Family & Children's Services.

Susan Brooks is director of the Northern California Children & Family Services Training Academy at the Center for Human Services at the University of California, Davis Extension.

Sherrill Clark is a research specialist at the California Social Work Education Center (CalSWEC), School of Social Welfare, University of California, Berkeley.

Myesha Grice is director of Chapter Development for the California Youth Connection in San Francisco.

Barrett Johnson is Regional Training Academy coordinator, California Social Work Education Center (CalSWEC), School of Social Welfare, University of California, Berkeley.

Chris Mathias is director of the California Social Work Education Center (CalSWEC), School of Social Welfare, University of California, Berkeley.

Peter Nwosu teaches at California State University, Sacramento. (*See The Keynote Speaker, opposite page.*)

David Rages is a social worker with San Mateo County Human Services.

Gil Villigran is manager of the Office of Community Development Relations, Santa Clara County Social Services.

Acknowledgement

CalSWEC, the Regional Training Academies, and the Stakeholders wish to thank Miryam Choca, director of Division Operations, San Diego Division, Casey Foundation Program, for her active involvement in planning and preparing for this symposium even though she is unable to attend. (Please see her letter to symposium participants in the handout packet.)

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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The Northern California Children & Family Services Training Academy at the Center for Human Services at the University of California, Davis Extension offers training programs designed to develop a uniformly high level of competence in services for children and families. The academy has been developed in consultation with representatives from northern California counties, the Inter-County training Consortium, the County Welfare Directors Association of California, and the California Department of Social Services.

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