

FAIRNESS AND EQUITY CULTURAL COMPETENCY IN CONTRA COSTA COUNTY

Lisa Molinar

Staff Development Specialist

November 2005

Rationale for project

- CWS Redesign stakeholders 2001
- Implementation of Family to Family
- Future Learning
- 1998 SOC member



Impact of Data

- Evaluation components of SOC, F2F, Redesign, Self-Assessment
- Highlighted disproportionality in Contra Costa County

While only 11.4% of CCC children are African American they make up 49% of children in foster care.

Planning process

- Collaborated with BAA
- Research different survey tools
- Data regarding county demographics



CWLA tool

- 1. Staff training
- 2. Case Planning and Assessment
- 3. Case Services/Intervention
- 4. Service Evaluations
- 5. Advocacy

Administered the CWLA Tool

- CFS director
- 7 managers
- 218 sups and line staff
- 154 CBO's and service population

Survey Highlights

- Culturally specific information on client populations
- Culturally specific parenting practices
- Training on cross cultural communication

Funding



- ✓ BAA –advanced training days and capacity building hours
- ✓ Community College Partnership
- ✓ \$500 survey software
- ✓ CWLA tool
- ✓ Clerical time

Developing the series



- May 2003 – Kick off event with Dr. Peter Nwosu
- Since then 23 training days
- 1118 participants
- 47 separate community agencies

Ethnicities addressed in series

- Native American Community
- Adolescent Culture
- GLBTQ
- African American
- Latino
- Asian/Pacific Islander

Cross culture training

- Cross cultural communication
- Impacts of Immigration
- Creating Communities of Equity:
Exploring white guilt and white privilege
- Multigenerational issues
- Achieving Fairness and Equity In CWS

Skill based training

- Case planning
- Each training has had guidelines and suggestions for transfer of learning for supervisors.

Training modalities

- Full day trainings
- Video brown bag lunches
- Half day trainings
- Flexibility in day that the training is offered

Collaboration

- CBOs
- Foster parents
- Staff
- Community members



Re-administered survey 9/04 to staff

- Staff are more cognizant of the cultural competency training that the county offers.
- There has not been a change in the staff's perceptions of how cultural competency has affected practice.

Upcoming Trainings

- Socio-economic factors
- Religious impacts on case planning

SOC Partnering for Permanency

- Dr. Mathew Mock
- Dr. Linda Chamberlain
- Feb – Y.O.U.T.H project

Next steps:

- Re-administer survey to families
- Continue to offer the series



Questions for you...

- Please work at your tables in small groups answering the following questions.