# Address Disproportionality by Setting Progressive Goals

## Continuum of Readiness

<table>
<thead>
<tr>
<th>Awareness of resources</th>
<th>Collaborative relationships with American Indian providers</th>
<th>ICWA compliance/CSA/PQCR/SIP/CFSR</th>
<th>Achievement of federal goals for safety, permanence, well-being; and reduction of disproportionality</th>
</tr>
</thead>
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### Possible Goals

- Increase awareness of resources
- Increase access to appropriate services
- Identify new stakeholders
- Build relationships
- Build collaboration
- Culturally appropriate inquiry
- Culturally appropriate placement
- AI/AN participates in SIP/PQCR
- Develop/refine ICWA policies
- Strengthen collaboration
- Identify service gaps
- Triba community/county collaboration focus on prevention
- Reduce time in care

### Toolkit Resources

- Engagement and Communication Tools
- Training – The Other side of ICWA
- Assessment Tools including the Organization Assessment tool
- Planning and Evaluation Tools
- Training – The Other Side of ICWA
- Training: ICWA: In the Best Interest of the Indian Child...
- Training: ICWA: Active Efforts and Expert Witness (forthcoming)
- Coaching and TOL
- Evaluation Tools
- Ongoing training of staff
- Coaching and TOL

### Possible TA Support

- Identify additional Tribal resources
- Assess support
- Identify ICWA designated agents
- Meet Tribal stakeholders
- Engagement with Tribal communities
- Facilitation for collaborative discussion