



Goals, Competencies and Learning Objectives

Relevant Child Welfare Outcomes:

Permanency 1

Children have permanency and stability in their living situations without increasing reentry to foster care

Permanency 2

The continuity of family relationships and connections is preserved for children

Well-being 1

Families have enhanced capacity to provide for their children's needs

Curriculum Goals:

1. To provide an experiential learning event on the historical relevance and current impacts of slavery on African-American fathers.
2. To develop an awareness of biases against African-American fathers by Child Welfare social workers and their agencies.
3. To present solutions to the systemic biases against African-American fathers within Child Welfare.
4. To value the application of principles of Fairness and Equity and associated skills and strategies in working with other culturally diverse families within child welfare systems.

Knowledge:

- K.1 The trainee will be able to identify how the experiences, history, and cultural norms of the social worker impact families of color.
- K.2 The trainee will be able to recognize that the disproportionality in child welfare outcomes is systemically based rather than attributable to characteristics of families of color.



- K.3 The trainee will be able to recognize the potential effects of: racism, oppression, socio-economic status, power, authority, and history of family involvement with the child welfare system on the interactions between child welfare workers and the children and families served by the Child Welfare System.

Skills:

- S.1 Given a case example, the trainee will be able to demonstrate how various communication styles and the use of authority (including his or her own) may foster or inhibit communications with families, colleagues, and collaterals.

Values:

- V.1 The trainee will value the continued recognition that attitudes and behaviors influence interactions with families, colleagues, and collaterals who are ethnically and/or culturally different.
- V.2 The trainee will value the importance of his or her role in facilitating effective cross-cultural communication.
- V.3 The trainee will value diversity and acknowledge the equal worth of different cultures.

CalSWEC Competencies:

- 1.1 The trainee will demonstrate sensitivity to clients' differences in culture, ethnicity, and sexual orientation.
- 1.2 The trainee will demonstrate the ability to conduct an ethnically and culturally sensitive assessment of a child and family and to develop an appropriate intervention plan which may include the father's extended family.
- 2.16 The trainee will understand and appropriately utilize authority and power in professional relationships.
- 2.17 The trainee will demonstrate the ability to assess his or her own emotional responses to clients, co-workers, and situations in which the worker's values are challenged.
- 3.4 The trainee will demonstrate understanding of the influence of culture on human and family dynamics.