



CWVE 2021

Child Welfare Virtual Expo

Advancing Racial Equity in Child Welfare

Discussion Guide



Introduction

Historically, the child welfare system has not served all people equitably.¹ It has facilitated the surveillance and overregulation of families of color; consistently linked poverty with neglect and child maltreatment; and marginalized fathers of color. Today, structural and institutional racism continues to impact our child welfare system, often in tragic ways.

Though the child welfare field has long acknowledged the problem of systemic racial and ethnic inequities, the time has come to take purposeful, mindful action to make improvements that will advance racial equity in child welfare.

You and your team can use the presentations from the 2021 Child Welfare Virtual Expo (CWVE) together with this CWVE discussion guide and virtual Exhibit Hall resources to explore information and strategies for co-creating a more equitable child welfare system.

The Capacity Building Collaborative Centers for States, Courts, and Tribes, the Quality Improvement Center for Workforce Development (QIC-WD), the National Child Welfare Workforce Institute (NCWWI), and the Children's Bureau Learning and Coordination Center (CBLCC) have worked together to

bring you the most useful information and strategies for advancing racial equity at all levels of child welfare presented by child welfare agency staff, youth and family members with lived expertise, and national experts in the field. Session topics include overviews of the current and historical inequities in child welfare, strategies for reducing implicit bias in decision-making, approaches to using data to identify inequities, and action steps for engaging youth, families, and communities of color in policy development.

Take advantage of these on-demand videos and activities to reflect on racial equity in your own child welfare practice, discuss ideas and strategies for advancing racial equity with your colleagues and leaders, and create a plan to make your practice and agency more diverse, inclusive, and equitable.

It Isn't Enough to Talk About Racial Equity

What are we doing to keep ourselves accountable and become agents of positive change in this area? ***It's urgent to take action right now to advance racial equity, even if that action is small.*** Agencies need to work together with youth, families, and other partners to develop and implement effective, long-term solutions to advancing racial equity.

¹ Schomburg, Aysha E. (August 3, 2021). *Letter from Children's Bureau Associate Commissioner Aysha Schomburg*. <https://www.acf.hhs.gov/sites/default/files/documents/cb/Letter-from-aysha-schomburg.pdf> ; Dettlaff, A. J., & Boyd, R. (2021). Racial disproportionality and disparities in the child welfare system: Why do they exist, and what can be done to address them? *The Annals of the American Academy of Political and Social Science*, 692, 253–274. <https://journals.sagepub.com/doi/full/10.1177/0002716220980329>

Who Is Participating?

The videos and related resources are ready-made for individual professional development and group learning. They are tailored to the needs of program leaders, administrators, program managers, supervisors, community partners, families, and other team members working on advancing racial equity at a child welfare agency.

- ◆ **For leaders:** Your buy-in and support are critically important for moving forward on racial equity at your child welfare agency. Watch the videos in Part I to gain a foundational understanding of the issue, then work through the reflection questions and facilitate in team discussions with both agency administrators staff using the conversation starters.
- ◆ **For individuals:** View the videos individually and answer the reflection questions to connect information and strategies about advancing racial equity to your own work. After you watch each video, try to identify an example from your own experience that is relevant to the topic to consider during the session. What are your goals? How does this topic impact your own practices and work around racial equity? These responses can also be shared with the team if the team activities will be completed.
- ◆ **For groups:** Invite team members and collaborative partners to view the videos individually then come together and use the conversation starters to spark discussion and generate useful ideas. Ask individual group members to dig deeper into the additional resources and bring their discoveries to your team meetings. Then work on the team and collaborative partner activity to explore how you'll put your ideas into action.

What Would You Like to Do?

Use the table below to determine the best resources and activities for you and your team based on where you are in the process of working toward racial equity. In each module, watch the recommended videos, answer the reflection questions, use the conversation starters to spark team discussion, and work through the team activities with your team and collaborative partners. Then use what you've learned to complete the "Putting It All Together" activity and the "Advancing Racial Equity Action Planning Worksheet."

The descriptions below can help you identify the most appropriate activity for your needs:

- ◆ **Reflection Questions:** Use the reflection questions individually to review the ideas from the presentation and consider how the information in the video connects to your work.
- ◆ **Conversation Starters:** Teams can use the conversation starters to discuss the ideas and strategies presented in the video, brainstorm ideas for putting them into action, and plan for next steps. For each discussion, make sure that one team member is identified as a note taker (if done in-person) or record the session (if virtual).
- ◆ **Team and Collaborative Partner Activity:** After watching the videos and working through the reflection questions and/or conversation starters, teams can work on a collaborative activity. For each activity, make sure that one team member is identified as a note taker (if done in person) or record the session (if virtual).

I Want To ...	Modules
Gain foundational knowledge about advancing racial equity in child welfare	Module I: Build a Foundation for Racial Equity in Child Welfare <ul style="list-style-type: none"> Video 1A: Understanding the Past to Build a New Future: Advancing Racial Equity for Children, Youth, and Families Video 1B: Closing Remarks from Children's Bureau Associate Commissioner Aysha E. Schomburg CWVE 2021 Discussion Guide Virtual Exhibit Hall resources
Learn practical information and strategies for using data to help move child welfare systems toward equitable solutions	Module II: Data and Racial Equity in Child Welfare <ul style="list-style-type: none"> Video 2: Using Data and Evaluation to Advance Racial Equity in Child Welfare Video 2A (Planning for Action): "We See It, We Know It, and Now We Must Do Something About It": Working Together to Reduce Inequity Video 2B (Planning for Action): Exploring the Use of Data to Tell Stories of Inequities Video 2C (Planning for Action): Co-Creating Race Equity Tools: Practical Strategies for Evaluation and Continuous Quality Improvement Efforts Virtual Exhibit Hall resources
Explore targeted information and strategies about authentic engagement and partnership in child welfare and considerations for advancing racial equity through partnership and shared decision-making	Module III: Racial Equity and Authentic Engagement in Child Welfare <ul style="list-style-type: none"> Video 3: From Understanding to Action: Shifting Power Dynamics to Advance Racial Equity Video 3A (Planning for Action): Co-Creating Equitable Child Welfare Policies and Practice Video 3B (Planning for Action): Culturally Responsive Engagement and Partnership Video 3C (Planning for Action): Effectively Engaging Fathers of Color CWVE 2021 Discussion Guide Virtual Exhibit Hall resources
Discover targeted information and strategies for diversifying the child welfare workforce and ways to create a more inclusive organizational culture, address moral distress, and combat implicit bias among agency staff	Module IV: Racial Equity and the Child Welfare Workforce <ul style="list-style-type: none"> Video 4: Intentional Inclusion – Creating Equity in the Workplace CWVE 2021 Discussion Guide Virtual Exhibit Hall resources
Synthesize what you have learned and identify action steps for advancing racial equity at all levels of practice at my child welfare agency	<ul style="list-style-type: none"> Putting It All Together: Taking the Next Steps Toward Racial Equity at a Child Welfare Agency Advancing Racial Equity Action Planning Worksheet

Before You Start ...

Perhaps more so than with other child welfare topics, discussing racial equity in child welfare can bring up intense and challenging emotions for individuals and teams, including anger, sadness, guilt, or even despair. If this occurs while you are participating in this learning experience, it might help to step back from the activity and take some time for self-care. For example, you might take a walk outdoors, have a conversation about your reaction with a colleague, or explore the self-care resources that are a part of this learning experience. Group leaders should make sure to share access to the self-care resources in advance of team discussion so that they are available to use by team members when they are needed.

If you notice that someone else on your team seems to be triggered by this content while participating in the learning experience, please discreetly say something to the group leader. If you are the group leader, take a break from the activity and have a private discussion with the individual to determine the best course of action for them.

Setting a Conversational Agreement

Team or group leads should work to create a supportive atmosphere that promotes a culture of psychological safety within the group. In such an environment, all participants feel safe and respected in voicing their thoughts and opinions. Before starting this work, the team can work together to set a conversational agreement that clearly states the rules and parameters for engaging in group conversation. Understanding the boundaries of group discussion helps individuals feel more secure discussing racial equity with their colleagues. The following resources contain strategies for having productive discussions around racial equity, including setting conversational agreements:

- ◆ [Continuing Courageous Conversations Toolkit](#) (The National Resource Center for Family Centered Practice, University of Iowa School of Social Work)
- ◆ [Racial Equity Discussion Guide](#) (National Child Welfare Workforce Institute)
- ◆ [How to Have a Productive Conversation About Race](#) (Annie E. Casey Foundation)



breathe

Team Activity: Building a Shared Understanding of Language

Developing shared language is an important part of understanding each other when discussing race equity. Language about race and equity is continually evolving and individuals and groups may have different perspectives on definitions and terms, as well as different preferences for how to refer to individuals and groups with various racial and ethnic backgrounds and identities.

Before beginning to work through the modules below, review the definitions for the following terms in the [Center for the Study of Social Policy's Key Equity Terms and Concepts](#) as a team, then discuss the questions below.

- | | |
|---------------------------------|-----------------------------|
| ◆ Racism | ◆ Equity |
| ◆ Institutional/Systemic Racism | ◆ Implicit Bias |
| ◆ Cultural Competence | ◆ Racial Disparity |
| ◆ Cultural Humility | ◆ Racial Disproportionality |
| ◆ Diversity | ◆ White Privilege |

1. How did you feel when you read these definitions? What did you agree with in the definitions? What would you change? Why? Discuss this with the team.
2. Think about the effect that the words we choose to use to refer to people and to systems that affect them have on your work. What would be the benefits of building a shared understanding of these terms for your work?
3. How would you adapt or adjust these definitions to help you and your agency advance racial equity in child welfare? Discuss the definitions with the team to learn about different associations and meanings that group members might bring to the same term and write down the points team members make on a whiteboard or flip chart. Select a team member to make a list of the definitions and variations that were proposed and add it to your conversational agreement.



Module I: Build a Foundation for Racial Equity in Child Welfare



Video 1A: Understanding the Past to Build a New Future: Advancing Racial Equity for Children, Youth, and Families



Information from this presentation can help participants expand their awareness of how and why racial and ethnic disparities exist in child welfare systems and in outcomes for children, youth, and families. Presenters explore some of the history that has created the modern-day U.S. child welfare system and examine how racial and ethnic disparities currently show up in this system. They also share examples and strategies for advancing racial equity, including

meaningfully sharing power and decision-making with youth and families to build more equitable and responsive child welfare systems.

Reflection Questions

1. Think about what you heard in the session about the historical foundations of child welfare. What surprised or shocked you? Why? What did you already know?
2. What remnants of historical racism in the child welfare system do you still see today in your work? What are some individual actions you can take to reduce or eliminate them?
3. What combination of factors has led to the current state of disproportionality and disparity in child welfare?
4. Why is learning the racialized history of child welfare an important part of creating a new, more equitable child welfare system?
5. Are there resources in the virtual Exhibit Hall you can use to better understand the history of racial and ethnic disparities in child welfare?



Conversation Starters

- ◆ Why do you think it is important to prioritize racial and ethnic equity in child welfare at this moment in time?
- ◆ How are child welfare systems failing Black, American Indian and Alaska Native, and other children, youth, and families of color?
- ◆ What does the District of Columbia Child and Family Services Agency's current work to reduce disparity, advance equity, and support families look like? Do you think this work is or has the potential to be effective?
- ◆ Do you have personal knowledge of racial inequality and disparities among families you work with or those that colleagues work with? In your opinion, what caused this to occur? What could have prevented it?
- ◆ How can we learn from the past to create a more equitable child welfare system for all?

Team and Collaborative Partner Activity

Ask each participant to jot down the top three actions the agency could take to advance racial equity and reduce disparities. Then come together and compare the lists. Discuss which actions are immediate steps that the agency can take right now and which ones might be longer-term projects that require further exploration and planning. Create a prioritized list of all the actions. At the end, select a team member who will present this information to agency leaders.

Video 1B: Closing Remarks From Children's Bureau Associate Commissioner Aysha E. Schomburg



In this video, the Associate Commissioner of the Children's Bureau, Aysha E. Schomburg, discusses the Children's Bureau's commitment to racial and other equity in its work and describes the actions the Children's Bureau is taking to advance racial equity in child welfare.

Reflection Question

1. Think about the Associate Commissioner's remarks about the commitment of the federal government to advancing racial equity. Why is strong leadership and support particularly important when working on advancing racial equity at a child welfare agency?



Conversation Starter

How can child welfare agencies advance racial equity without unduly overburdening staff who already have a lot on their plates? How can the Children's Bureau support these efforts?

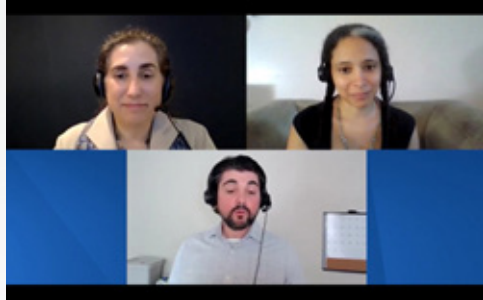
Team and Collaborative Partner Activity

In pairs or groups of three, discuss how the Associate Commissioner's remarks made you feel about the possibility of succeeding in building a more equitable child welfare system. Did it make you feel hopeful, cynical, or something else? Why did it make you feel this way? Ask each pair or group to come up with one action that can move their practice toward the Associate Commissioner's goals, then share with the larger group.



Module II: Data and Racial Equity in Child Welfare

Video 2: Using Data and Evaluation to Advance Racial Equity in Child Welfare



This video explores strategies for moving beyond acknowledging the problem of disproportionality and disparate outcomes to using data to build evidence, engage youth, families, and other partners, and move toward racial equity. Presenters will discuss how racial inequities can be measured and how to distinguish factors related to race from other commonly examined contributing factors (e.g., poverty, neglect), as well as reviewing strategies, tools, and frameworks that agencies may implement as first steps to

assess and address racial inequities within child welfare systems.

Reflection Questions

1. In what parts of the child welfare system do racial disparities and disproportionality exist? Why do you think that is? Have you encountered or seen this in your own experience?
2. What do the data tell us about the connection between poverty and racial inequity in child welfare?
3. What does it mean to reframe data with a racial equity lens? Think of one or two examples from your own experience to share with others.
4. What is the role of agency leadership in starting agency work with data to advance racial equity? Who else at the agency should be involved in this work? Consider both internal and external partners.
5. Are there resources in the virtual Exhibit Hall you can use to better understand how to use data to advance racial equity in child welfare?



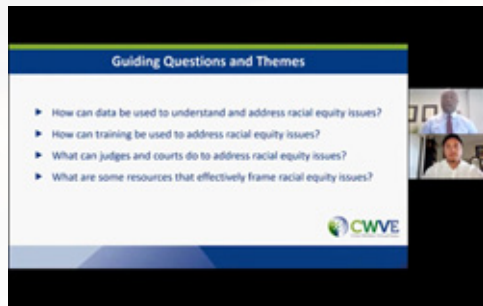
Conversation Starters

- ◆ How can data analysis help advance racial equity? Discuss how several methods described in the video can be applied at your agency.
- ◆ What challenges has your agency experienced (or may experience in the future) in using data to advance its work on racial equity? Brainstorm with the group to identify some potential solutions.
- ◆ Who are your agency's community partners in reducing racial inequality and disparities? How can you work with them to gain access to better data to understand what is at the root of racial inequity in your communities?

Team and Collaborative Partner Activity

Review the “Data Racial Equity Road Map” (discussed in the presentation) as a group. Where is your agency on the journey to racial equity? Once your group has come to a consensus, discuss some specific steps your agency can take to advance to the next milestone. Write up the results and share with the agency’s leadership team.

Video 2A (Planning for Action): “We See It, We Know It, and Now We Must Do Something About It”: Working Together to Reduce Inequity



In the U.S. justice system, inequities are especially prevalent for members of minority groups, particularly Black and American Indian and Alaska Native people. In this Planning for Action module, participants explore specific strategies for data sharing and collaboration to implement innovative interventions that can improve the child welfare court system.

Reflection Questions

1. Why is collaboration with youth, family, and system and community partners on data collection and analysis so important in agency work with the court system to advance racial equity?
2. How can child- and family-serving systems such as child welfare and courts more effectively collaborate for better outcomes? What should be the role of youth and family voice in that collaboration? Give two or three examples.
3. How can you effectively engage and invite community members who may have experienced child welfare systems in adverse ways into the conversation with agencies and courts to better understand the data and to inform next steps?

Team and Collaborative Partner Activity

Pretend that your team is preparing for the first meeting of a new working partnership with the juvenile justice representatives in your area. Working together, create an agenda for the meeting that includes the list of all participants, important topics to discuss, and some of the main points you think need to be stated.

Video 2B (Planning for Action): Exploring the Use of Data to Tell Stories of Inequities



This module focuses on ways to effectively present data in digestible and actionable ways that lead to real change. Presenters discuss how they have harnessed the power of data to improve outcomes in their communities. The module also explores techniques for meaningfully including youth, young adults, family members, caregivers, and other individuals with lived experience in data analysis and data-driven decision-making processes.

Reflection Questions

1. What does it mean to use data to tell a story? Why is this a useful approach when analyzing data about racial inequity and disparities?
2. What are some methods and techniques to make data accessible to a wide range of audiences, including youth and families?
3. How can inclusive data-driven storytelling drive action that advances racial equity in child welfare?

Team and Collaborative Partner Activity

How will your agency engage youth and families to collaborate with them on collecting and analyzing data around racial inequities? How can data-driven storytelling let them know why the agency needs their perspective and expertise to inform its work on racial equity? Working in small groups, brainstorm two or three talking points, then discuss them with the wider group and merge the list. Prepare to share it with your agency's management team.

Video 2C (Planning for Action): Co-Creating Race Equity Tools: Practical Strategies for Evaluation and Continuous Quality Improvement Efforts



This module features an interactive discussion centered on ways jurisdictions can integrate strategies to promote equity in continuous quality improvement (CQI) and evaluation efforts. Presenters explore a new resource (developed jointly by several national organizations including Casey Family Programs, the Capacity Building Center for States, and Chapin Hall) designed to help jurisdictions take action to focus on racial equity in their CQI and evaluation activities.

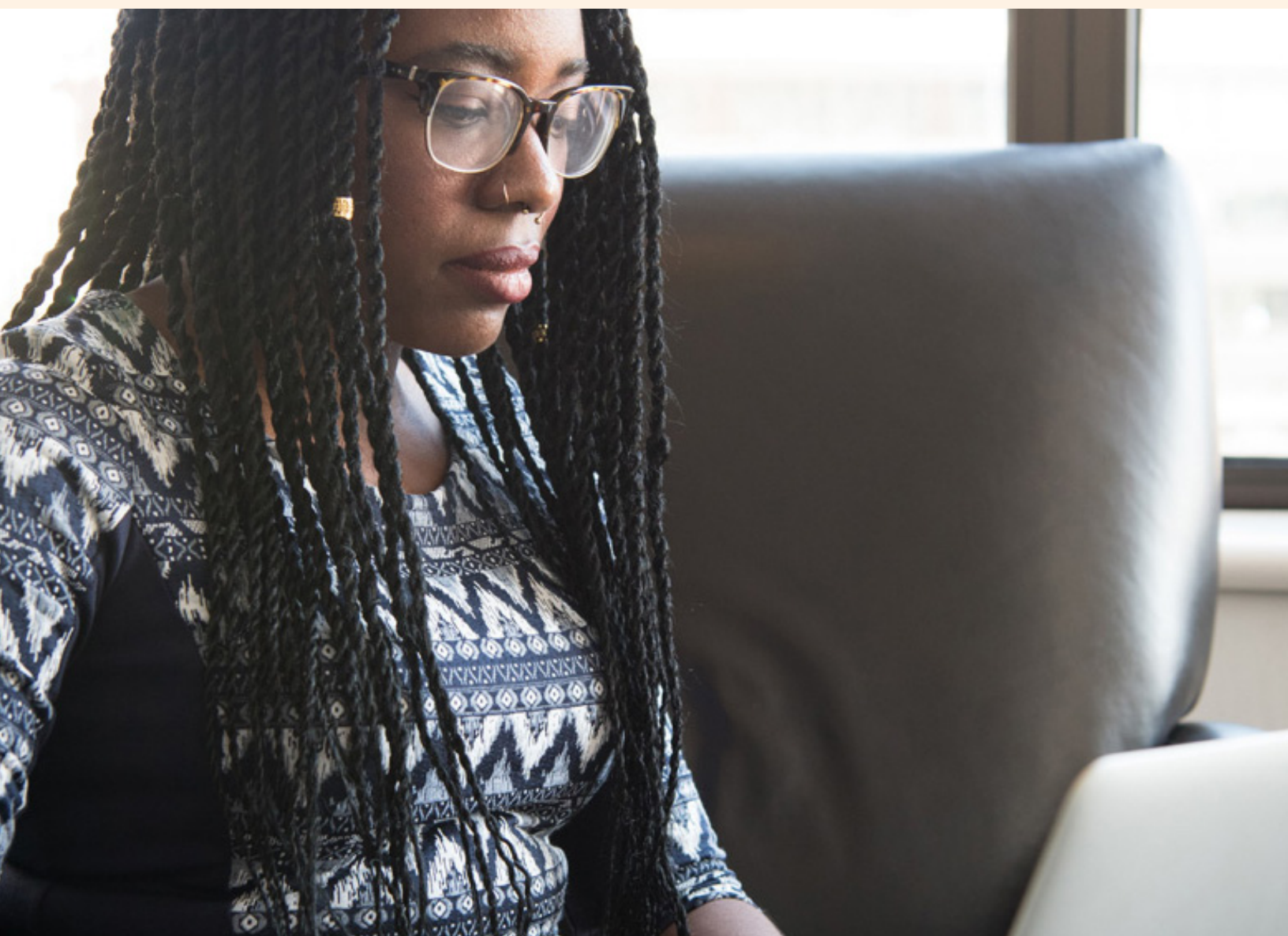
The discussion also highlights specific jurisdictional examples that will help participants walk away with concrete ideas for steps they may take in their own CQI and evaluation work.

Reflection Questions

1. What does it mean to apply a racial equity lens to evaluation and CQI work at a child welfare agency? What are the risks in not considering racial equity throughout evaluation and CQI activities?
2. What are some barriers or challenges agencies may experience doing this work? What are some possible solutions?
3. What additional resources do agency CQI teams need to apply a racial equity lens to their work?

Team and Collaborative Partner Activity

Working with members of the agency's CQI or evaluation team, identify two to three current areas of focus. Then, brainstorm ideas for applying a racial equity lens to each one. Discuss if the agency would need to make changes or provide additional support (e.g., resources, policies, knowledge, partnerships, additional data sources, data sharing guidelines, strategies to engage youth, families, and communities in data collection, analysis, and reporting) for this work to occur.



Module III: Racial Equity and Authentic Engagement in Child Welfare



Video 3: From Understanding to Action: Shifting Power Dynamics to Advance Racial Equity



Viewers will watch two “fishbowl” discussions (in which groups take turns speaking and listening) between diverse groups of individuals, all of whom come to the table with lived and/or professional child welfare expertise, as well as a deep understanding of racial equity and family engagement. Through conversation with one another, speakers will share effective strategies for authentically partnering with youth, young adults, tribes, families, and communities of color to inform and improve child welfare research, practice, and policy.

Reflection Questions

1. What is the value and benefit to child welfare agencies of engaging family and youth voice to co-identify and co-create solutions to systemic issues?
2. What is the benefit to families and youth of working with the agency to identify and implement solutions to systemic issues?
3. What are some of the different equitable approaches to engaging and sharing power with individuals with lived experience to advance racial equity?



Conversation Starters

- ◆ What is the most effective way to engage families and youth to advance racial equity at your agency? Why do you think so?
- ◆ Are there any challenges to engaging families and youth at the agency? How can they be overcome?
- ◆ What kind of beliefs can a child welfare staff member (and agency) hold that would facilitate working well together with youth and families to advance racial equity? If a person or organization doesn't hold these beliefs, how can that be changed?

Team and Collaborative Partner Activity

Divide your team into five small groups and have each group discuss one of the following questions:

- ◆ Who needs to be at the table to advance racial equity at our agency?
- ◆ What knowledge, skills, experience, and expertise are needed for this work?
- ◆ What roles or groups should be represented on the team?
- ◆ How can we engage youth, families, and community partners that we haven't been able to reach before?

- ◆ What will youth and family team members need to be able to work with the team effectively (e.g., transportation, stipend, briefing of information on the project)?

Come back together and ask each group to report out. For each report out ask other team members if anything seems missing, then add it to the list. Once the task is completed, designate someone to write up the notes and distribute them to the appropriate managers and agency leadership.

Video 3A (Planning for Action): Co-Creating Equitable Child Welfare Policies and Practice



Working in authentic partnership with youth and families, particularly those disproportionately impacted by child welfare, provides an opportunity for transformational change within child welfare. This Planning for Action module features a series of discussions that explore effective strategies for centering youth and family voice, experience, and expertise in the work of child welfare.

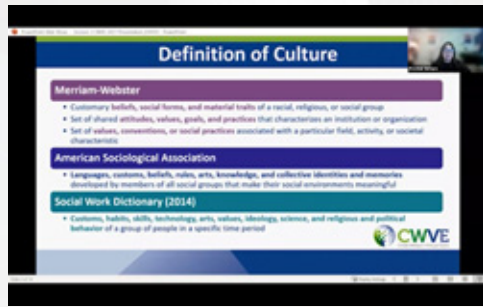
Reflection Questions

1. Why is it important to highlight youth and family voices in child welfare work? How does it differ from knowledge you've gained through your educational or professional experience?
2. What does it mean to co-create and share power with youth and families? In other words, how does the work look different when co-creation and power sharing are implemented?
3. What do youth and families need from the agency and its staff to effectively collaborate and share power in the work of advancing racial equity?
4. Are there resources in the virtual Exhibit Hall you can use to better understand how to incorporate youth and family voice into work that advance racial equity in child welfare?

Team and Collaborative Partner Activity

For this exercise, team leads should prepare two or three recent examples of agency collaboration with youth or families. Assign each example to a small group and ask: (1) How does this example reflect of power-sharing and co-creation? (2) What else could be done to strengthen power sharing with youth and families and co-create resources more effectively in this example? The small groups can then report their findings to the larger group.

Video 3B (Planning for Action): Culturally Responsive Engagement and Partnership



The distinction between cultural competency and cultural humility is important for individuals and organizations to be aware of when serving youth, families, communities, and tribes. By watching this video viewers will learn the importance of moving towards cultural humility and cultural safety in child welfare practice, while examining their individual and organizations process in sharing power with families, youth, and children. Presenters will also explore

individual and organizational cultural competency readiness and the impact it has on sharing power and being inclusive of those who affect and are affected by the system.

Reflection Questions

1. What is the difference between cultural competence and cultural humility? Why is this an important distinction for child welfare staff?
2. What is cultural safety? How can child welfare workers help facilitate this environment for the children, youth, and families with whom they work?
3. Does your agency culture encourage the practice of cultural humility and cultural competence? How do you know? How can your agency culture be improved in this area?

Team and Collaborative Partner Activity

Working in pairs, ask each person to tell their partner of a time when they felt culturally safe at work and what conditions made that possible. Each person should listen to their partner, then ask them one to two questions to clarify if needed. Each pair can then report out to the larger group. As they do so, a scribe will compile the list of conditions that led to cultural safety on a white board or flip chart. The larger group can discuss how these conditions can be implemented both internally at the agency and externally, in work with children, youth, and families. Then, designate someone to write up the notes and distribute them to the appropriate managers and/or agency leadership.

Video 3C (Planning for Action): Effectively Engaging Fathers of Color



Myths continue to exist regarding fathers and their relationship with their children. Some of these myths permeate our systems and create invisible obstacles, known as implicit bias, that can hinder both the father's ability to connect with services and resulting family outcomes. This Planning for Action video can help participants identify and support strategies that encourage the equitable engagement of fathers and provide opportunities to navigate barriers and challenges.

Reflection Questions

1. Why do agencies often not engage fathers? What are the effects of this lack of engagement on fathers and their children?
2. What is the difference between engagement and interaction when collaborating with fathers?
3. What are some of the challenges your agency has faced when engaging and interacting with fathers? What are some possible solutions?
4. What are your agency's policies around engaging fathers? Do they work well? How can they be improved?

Team and Collaborative Partner Activity

Ask every team member what is one thing they can do differently in their own work to better engage and interact with fathers (ask one team member to serve as a real-time scribe on a whiteboard or flipchart). Then, go around once more, this time asking every team member to identify what the agency can do differently to better engage and interact with fathers, and write these down as well. Now, identify the links between individual and agency practice and discuss the ways that they impact each other in this area.



Module IV: Racial Equity and the Child Welfare Workforce



Video 4: Intentional Inclusion: Creating Equity in the Workplace



Child welfare systems should foster a healthy organizational culture and climate and improve the well-being of the child welfare workforce. Attention to issues of racial equity, in all facets of the organization and workforce, is particularly critical. This video discusses how child welfare organizations can create equity in the workforce by promoting diversity, emphasizing the need for organizational assessments, creating a culture and environment that values lived experience and expertise, addressing moral distress, and combatting implicit bias.

Reflection Questions

1. Why is it important to diversify the child welfare workforce?
2. How do unrepresentative workforce demographics impact the experiences of families served by child welfare agencies?
3. What are some strategies agencies can use to conduct honest assessments of workers' experiences of trauma, bias, discrimination, and microaggressions in the workplace?
4. What is the role of effective supervision in supporting changes in organizational culture related to racial equity and to supporting staff members with lived experience?
5. Are there resources in the virtual Exhibit Hall you can use to better understand how to create a more equitable and responsive child welfare workforce?



Conversation Starters

- ◆ What does it really mean to diversify the child welfare workforce? What would a more diverse workforce look and sound like? What are some concrete differences you think this will make in your work?
- ◆ What is the role of agency leaders in diversifying the workforce? In changing the agency culture that supports racial equity?
- ◆ Have you experienced moral distress in your own work? What could have been done to make it more bearable?

Team and Collaborative Partner Activity

In the video, review the actions that the Connecticut Department of Children and Families (CDCF) has taken to support racial equity at the agency. List them out on a whiteboard or flipchart on the left side. For each action, discuss steps that your agency would need to implement in order to take a similar action. Then, brainstorm additional actions (ones that weren't part of the CDCF initiative) that your agency could take to support racial equity. What would need to change at your agency to implement these ideas? Who would be on the team making the decisions?

Putting It All Together: Taking the Next Steps Toward Racial Equity at a Child Welfare Agency

Have you ever seen a road trip map like this one that lists milestones along the road and the approximate distances between them? A journey toward a more equitable child welfare system looks something like that. Even though we all start somewhere different, the goal is to move toward the same place. Remember: there is no action that is too small if it moves you closer to your goal.

After you've watched the videos and worked through the reflection questions and conversation starters for all the modules, use the following activity with your team and collaborative partners to dig deeper into the resources and discover links between what you've learned and what you can do to advance racial equity in your agency and community.

In the center of a flowchart or whiteboard draw a horizontal line from one end to the other. This is your route. At the left end, write "Where We Are Now" and at the right end write "A More Equitable Child Welfare System."



Step 1	Step 2	Step 3	Step 4
<p>Ask the group to identify where the agency is right now in the work of advancing racial equity. Use responses to questions and notes from discussions of the videos. Consider things like youth and family engagement, power sharing, and co-creation involvement; use of data to understand the problem and make important decisions; workforce diversity; agency culture and climate; and others. As the group identifies responses, write them down at "Where We Are Now."</p>	<p>Next, ask the group to identify what their goals are for advancing racial equity at your agency. What would positive developments look like in each of the areas you've listed in step 1? Write these down at "A More Equitable Child Welfare System."</p>	<p>Now, working from left to right, as a group work to identify the destinations your agency must reach along the way. Think in terms of the areas you've identified above and brainstorm the changes that would need to have occurred. Map the destinations along the route, with any relevant notes from previous questions and activities in this learning experience. Discuss how your agency can use this map in advancing racial equity work going forward.</p>	<p>The final step is to wrap up the activity. Ask group members to discuss the following questions:</p> <ul style="list-style-type: none"> ▶ What did you think was the most important takeaway from this learning experience? ▶ What did you learn that you didn't know before? ▶ In this activity, what was your "aha" moment, when you made a connection to your own or the agency's work? ▶ What ideas do you have for moving your own practice toward racial equity? ▶ What resources, information, training, or other supports do you or your team need to move the needle on racial equity at your agency?

Advancing Racial Equity Action Planning Worksheet

After working through the modules and the “Putting It All Together” activity, use this action planning worksheet to identify areas for growth and plan next steps.

Based on what you learned in the videos, questions, and activities, identify three actions that would help your agency move forward on racial equity.

Making progress toward racial equity in a child welfare agency takes a village and no one does this work in a vacuum. Review the services and resources offered by CWVE exhibitors. Are there any organizations your agency would like to partner with to advance racial equity? How can you use at least two of the virtual Exhibit Hall resources in your own work or practice? Be specific.

What are the barriers to taking each action? What are some possible solutions?

How can you work with children, youth, and families in your community to advance racial equity?

What resources (within reach) do you need? Who needs to be included on planning and implementation teams?

What would be some specific benefits of moving toward a more equitable child welfare system?

When will you start? What one thing can be done immediately?

How will you measure success? How will you ensure accountability for next steps?