From Understanding to Action:
Shifting Power Dynamics to Advance Race Equity

Session Resources

Family Engagement Resources:

1. Coaching to Improve Family Engagement
   This resource emphasizes effective strategies in coaching to improve family engagement in child welfare practice and how it is particularly effective in building skills and mastery for family engagement.

2. Competency: Creativity and Innovation – Listening to the Family Voice Assessment Tool
   This tool, developed for use by Leadership Academy for Middle Managers participants, can help leaders assess how well their organizations are operating in alignment with family-centered principles and practices.

3. Empowering Caregivers, Strengthening Families Video Series
   This video series demonstrates the importance of agency capacity and community and caregiver networks to strengthen families and achieve positive outcomes for children. In these videos, caregivers discuss their role in strengthening families through foster care practices and processes, including family reunification, adoption, therapeutic services, respite care, and collaboration with birth families and kin.

4. Engaging Fathers Podcast series
   Child Welfare Information Gateway has developed a three-part podcast series on engaging fathers and working with fatherhood organizations.

5. Toolkit to Support Child Welfare Agencies in Serving LGBTQ Children, Youth, and Families
   This toolkit is designed to help states and territories adapt their policies and practices to meet the growing needs of LGBTQ children, youth, and families. It provides links to knowledge- and skill-building resources, including articles, videos, tools, training curricula, tip sheets, information briefs, websites, and other products.

6. How to Overcome Bias
   This resource from the Capacity Building Center for Tribes contains strategies to overcome bias.

7. Family Empowerment Leadership Academy (FELA) Learning Experience
   Use these resources to build foundational knowledge about family empowerment and engagement, see examples of real-life strategies, and spark conversation with staff and stakeholders.

8. FELA Training of Trainers (free registration and requires login to access training in CapLEARN platform)
   This resource provides an overview of FELA, a learning experience designed to assist states in building their system capacity to involve family leaders at all levels of agency child welfare administration and practice. This webinar provides child welfare professionals with an overview of the FELA curriculum and discusses key learning points in each of the curriculum's units. This webinar also introduces viewers to each of FELA's components, including e-learning modules, in-person training curriculum trainer guide, handouts, and PowerPoint presentations.

9. Family Group Decision-Making: Become a Family-Centered Agency
This episode features the lessons learned and experiences gained through the YMCA Families United Family Group Conferencing Program.

10. It's All Relative: Supporting Kinship Care Discussion Guides and Video Series
These discussion guides include flexible menus of reflective activities and questions for individual coaching or to promote collaborative discussions.

11. Parent Partner Program Navigator
The Parent Partner Program Navigator guides child welfare administrators, staff, and family leaders through key components of designing and implementing successful parent partner programs. Each of the four domain areas includes multiple components with background information, guidance, and links to related resources.

12. Developing and Sustaining a Parent Partner Program Podcast
In this podcast, listen to members of the Iowa Department of Human Services, along with Children & Families of Iowa, who helped institute and expand the state's parent partner program. A veteran parent partner is also featured and provides insight on recruiting and retaining parent partners.

13. Parent Partner Program Manual: Sample Policies and Procedures
This document offers recommendations on key parent partner program manual components, guiding principles, and sample statements, policies, and procedures. It provides a template and guidance for program administrators, parent partner coordinators, family leaders, and other key stakeholders to develop their own parent partner program manuals.

14. Resources for Engaging and Supporting Native Fathers
The Center for Tribes compiled targeted resources focused on engaging and supporting Native fathers in this handy one-page document.

15. The Power of the Parents' Voice Podcast
In this podcast, three members of the Parent Advisory Council provide guidance for agencies regarding ways to identify and engage parents to share their voice and experience, how to involve parents across the entire system to improve outcomes, and the biggest "a-ha" moments practitioners have when hearing parents' stories for the first time.

Family, Youth, Community, and Tribal Engagement Resources:

1. Authentic Voices Video Series: Sharing Our Perspective
These videos share the stories of foster and adoptive parents, children, youth, and professionals, which lend insight into issues of belonging, connection, development, and normalcy for children and youth in out-of-home care.

2. Becoming a Family-Focused System
This collection of user-friendly resources is designed to help teams assess and amplify positive agency culture and climate, identify areas that need attention, and implement strategies to bring about meaningful and sustainable improvements.

3. Building and Sustaining Collaborative Community Relationships
This resource highlights the importance of effective, ongoing collaboration between child welfare agencies and community-based partners to strengthen assessment and decision-making, increase understanding of the family's needs, promote communication and

information sharing across systems, and provide better overall support to children and families.

4. Creating a Vision Together: Engaging Families and Youth for Better Outcomes
    This *Children's Bureau Express* article contains a summary of family engagement tips and strategies.

5. Engaging Partners to Achieve Timely Permanency for Children and Youth Waiting to Be Adopted
    This series provides tips and strategies to engage families, youth, and organizations to reduce the number of children waiting for permanency.

6. Strategies for Authentic Integration of Family and Youth Voice in Child Welfare
    This tip sheet addresses ways child welfare agencies can authentically engage families and youth and include their voice and valuable lived experiences at the agency level to improve outcomes for children, youth, and families. Through key steps of engagement, tips and examples from the field, and a matrix of engagement along a continuum, this tip sheet provides tools and strategies for engaging families and youth at the agency level of child welfare.

7. Supervisor Toolkit: Engaging Youth and Families to Achieve Timely Permanency for Children and Youth Waiting to Be Adopted
    Support agency staff in the authentic engagement of youth and families in individual permanency planning processes. This publication includes suggested activities for use in supervision or with teams and a set of worksheets for caseworkers to complete and discuss with their supervisor.

8. The Johari Window Model
    The Johari Window is a model to evaluate the extent of open and authentic communications between individuals. The Johari Window model is used to enhance an individual's relationship with themselves and others. This model is based on two ideas— trust can be acquired by revealing information about yourself to others and learning about yourself from their feedback.

9. The Role of Leaders in Engaging Youth and Families to Achieve Timely Permanency for Children and Youth Waiting to Be Adopted
    Learn how to develop an organizational culture of engagement and support authentic partnership with youth and families to achieve permanency in practice. This publication focuses on how leaders can support, prioritize, and model authentic engagement at the system, program, and practice levels.

10. Tribal-State Partnership Toolkit
    The Tribal-State Partnership Toolkit provides resources to support developing partnerships between tribal and state (or county) agencies and staff.

11. Considerations and Strategies for Engaging Tribes and Tribal Families
    This *Children's Bureau Express* article presents information and resources to help child welfare agencies understand and prepare for effective and respectful work with tribal families.

Federal Reference Materials:

1. Engaging, empowering, and utilizing family and youth voice in all aspects of child welfare to drive case planning and system improvement

Children's Bureau Information Memorandum 19-03 strongly encourages child welfare agencies, dependency courts, and Court Improvement Programs to work together to ensure that family and youth voice are central in child welfare program planning and improvement efforts.

2. Letter From Aysha E. Schomburg on Equity in Child Welfare
Associate Commissioner Aysha E. Schomburg issued this letter to child welfare leaders outlining how the federal government as a whole, and the Children's Bureau specifically, is committed to advancing equity through work at the federal level and with states, territories, tribes, and all other grantees.

3. Lessons From the COVID-19 Pandemic: Supporting Families Through More Just, Equitable, Proactive, and Integrated Approaches (CB IM-21-03)
The purpose of this information memorandum is to share lessons learned from the pandemic and highlight strategies and opportunities for child- and family-serving agencies, organizations, and entities to create equitable, proactive, and integrated approaches to support the health and well-being of children and families.

4. SAMHSA's Concept of Trauma and Guidance for Trauma-Informed Approach
The purpose of this paper is to develop a working concept of trauma and a trauma-informed approach and to develop a shared understanding of these concepts that would be acceptable and appropriate across an array of service systems and stakeholder groups.

Youth Engagement Resources:

1. Authentic Youth Engagement Stories Video Series
In these audio stories, youth describe how their voices were heard while in foster care. Each story is anchored by a youth's perspective and is partnered with another perspective—a caseworker, leader, attorney, or peer mentor. Adolescence is a time of massive changes that shape the trajectory of adult lives. The youth explain how engagement at the practice, peer, and system levels gave them the support and empowerment they needed during this critical developmental period.

2. Embracing a "Youth Welfare" System: A Guide to Capacity Building
This guide focuses on challenges that state child welfare agencies face when working with youth. To address these challenges, the guide presents the Youth Welfare approach, which outlines how agencies can shift from a child-focused system to a youth-focused system by implementing practices that support youth and their needs. Agencies and others working with youth in care can access the complete guide or download the tools, which include a graphic and several exercises to build staff knowledge and skills in youth welfare.

3. Foster Care Alumni – Making Lived Experience Matter Podcast Series
Successfully engaging foster care alumni requires more than asking youth to share their personal experiences with an audience. This episode, "Foster Care Alumni – Making Lived Experience Matter, Part 1," shares perspectives, personal stories, and guidance from members and former members of Foster Care Alumni of America to help agencies understand the value of alumni of all ages, provide information on how to look for and find the right alumni partners, and discuss the impact sharing has on alumni, especially alumni who work as child welfare professionals.

4. Menu for Youth Engagement

This guide explains the benefits of engaging youth voice in practice, peer support, and system-level change.

5. Stories From the Field: Practical Strategies for Engaging Young People Recorded Webinar
This recorded webinar highlights strategies that child welfare agencies are using to meaningfully engage youth.

6. Supporting Transgender Children and Youth Involved in the Court System
This resource provides information on preparing transgender children and youth for court as well as supporting them in the courtroom, including tips on using appropriate names and pronouns, disclosing gender identity, creating a supportive courtroom environment, and discussing how transgender issues may impact the case.

7. The Secret Sauce: A Recipe for Authentic, Honest, and Trusting Relationships With Youth
This tip sheet identifies effective strategies for authentic youth engagement at the practice, peer, and system-change levels and includes questions to consider while listening to the Authentic Youth Engagement Stories video series.

8. Youth Engagement Blueprint Series
This series aims to build capacity to promote a culture and climate that encourage youth engagement at all levels of an organization. The series describes how to build capacity in each of four component areas: viewing young people as organizational assets, having the right people, implementing flexible and innovative programs and practices, and using science and technology effectively.

9. Youth Leadership Toolkit
The Youth Leadership Toolkit provides the fundamentals of meaningful youth engagement strategies. Created by the National Resource Center for Youth Development in collaboration with FosterClub, the toolkit stems from the belief that youth should be involved in the design and implementation of programs, policies and practices that impact their lives.