Intentional Inclusion – Creating Equity in the Workplace

Session Resources

1. **Moral Distress 1-Page Summary**
   This study examined moral distress experiences among 1,879 public child welfare caseworkers and how internal and external constraints contribute to these experiences. Data were taken from a multisite child welfare workforce improvement project involving two state-administered and two-county administered child welfare agencies.

2. **Understanding Moral Distress Discussion Key Takeaways**
   This discussion helps define moral distress and connect the dots within child welfare. It provides strategies to mitigate moral distress and next steps for addressing the issue.

3. **Comprehensive Organizational Health Assessment (COHA) Overview**
   Child welfare agencies across the country struggle with high turnover and poor performance and face an urgent need to recruit, retain, and develop a skilled and effective workforce. The COHA was developed and tested specifically to assess workforce issues for public, private, and tribal child welfare agencies in order to provide insights regarding the complexity of the issues, some root causes, and viable solutions. Validated tools and processes assess the complex constellation of organizational workforce factors and help agency stakeholders understand how such factors influence service delivery and outcomes for children, youth, and families.

4. **National Child Welfare Workforce Institute (NCWWI) COHA Cross-Site report**
   NCWWI conducted a COHA for each of the public WE sites from June to August of 2019 to identify critical workforce strengths and challenges. The COHA includes collection of agency data related to each of NCWWI's ten Workforce Development Framework domains, which describe the key elements of an effective workforce. This report is a snapshot of organizational health at one point in time and summarizes key areas of organizational health across the four public WE sites. The purpose is to showcase areas of strength and opportunities for growth across the sites and to shed light on the broader efforts needed to more effectively meet child welfare organizations' practice objectives, achieve better outcomes for families, and sustain a high-performing, resilient workforce.

5. **Minority Professional Leadership Development Program**
   The Minority Professional Leadership Development program is a 12-month program designed for emerging minority leaders working in the child welfare field. The structured program includes hands-on experience, exposure to national experts, and mentorship opportunities.

6. **Umbrella Summary - Organizational Justice**
   This umbrella summary builds an understanding of organizational justice and Quality Improvement Center for Workforce Development takeaways about justice perceptions.

7. **OhioKAN Program Overview**
   Launched in August 2020, OhioKAN is a statewide flexible and responsive kinship and adoption navigator program designed to assist children, caregivers, and families.

8. **OhioKAN Job Description**
   OhioKAN is a statewide program organized into 10 geographic regions. Regional staff develop community capacity to deliver a service model designed to support formal and

informal kin caregivers and adoptive parents to access human and social services, hard goods, and other resources they need to achieve positive outcomes for themselves and the children in their home. Navigators support families to increase family resilience, improve family functioning, increase stability, and improve family well-being.

9. OhioKAN Charter for Regional Advisory Council
This charter provides an opportunity to create a clear and mutually agreeable future definition of the OhioKAN Regional Advisory Council scope of work, as well as how the work will be developed and applied. This charter is designed to govern the initial and ongoing work of the Regional Advisory Council necessary to support successful implementation and evaluation of the OhioKAN program.

10. Center for the Study of Social Policy: Alliance for Racial Equity in Child Welfare
The alliance boldly identifies policies and practices (both intended and unintended) that harm families of color and promote antiracist intersectional policies that will result in better outcomes for children and families of color.

11. How are child welfare leaders applying the principles of safety science to prevent harm to children?
In 2018, child welfare leaders in 15 jurisdictions formed the National Partnership for Child Safety (NPCS), a quality improvement collaborative to improve child safety and reduce child maltreatment fatalities through the use of safety science. Members of the collaborative have a shared goal of strengthening families and promoting innovations in child protections. This brief highlights the collective experiences and lessons learned from child welfare agencies that have been part of the NPCS and have begun to implement the principles of safety science during the time of COVID-19. It is intended to support child welfare leaders who seek to build a strong safety culture within their organization.