

# To Get Ready for Today's Session, We Invite You to....

## Stay Engaged

- Am I focused and ready to be present for today's discussion?

## Stay Open to New Ideas

- Am I ready to listen to different perspectives, expertise, and knowledge?

## Stay Respectful

- Am I committed to pause and reflect before adding or responding to comments in the chat?

## Sit With Discomfort

- Discussing race and equity can be difficult. Am I ready to be comfortable with being uncomfortable?

Source: Adapted from New York City Administration for Children's Services. (2020). Equity Checklist.

**Thank you for joining us today!**

We invite you to share your reflections in the chat during the session.

We will begin shortly.



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



**April Allen | Aubrey Edwards-Luce | Arlene Jones | Robert “Tony” Parsons  
Alan Rabideau | Shrounda Selivanoff | Krystal Seruya | Devin Washington**



Capacity Building  
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# From Understanding to Action: Shifting Power Dynamics to Advance Race Equity



**Arlene Jones**



Capacity Building  
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# Session's Learning Objectives

Understand the **value and benefit** of engaging family and youth voice to co-identify and co-create solutions to systemic issues.

Understand the **different equitable approaches** to engaging and sharing power with individuals with lived experience to advance race equity.

Identify **effective strategies and principles** to meaningfully engage and partner with youth and young adults, families, Tribal communities, and communities of color.

Gain an **understanding of what equity is, or is not**, within the context of child welfare and how it relates to power sharing and co-creation.

# Engaging, Empowering, And Utilizing Family And Youth Voice In All Aspects Of Child Welfare To Drive Case Planning And System Improvement (ACF CB-IM 19-03)

“The purpose of this Information Memorandum (IM) is to demonstrate family and youth voice are **critical to a well-functioning child welfare system** and to strongly encourage all public 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.**”

The inclusion of family and youth voice is defined as “an **effective, transformational system** of engaging, empowering, and utilizing family and youth voice that ensures engagement is occurring at the **case, peer, and systems level.**”



# Lived Experience Defined

**A person with lived experience is someone who:**

Has lived through an interaction with the child welfare system or a person who is actively living through a child welfare system interaction

Is either being served or has been served by the child welfare system

Parents

Foster Care Alumni

Foster/Adoptive Parents

Kinship/Relative Caregivers

Youth/Young Adults

Children



# Sharing Power

Include and  
Involve Family  
and Youth Voice

Empowerment

Active and  
Ongoing  
Engagement

Co-Creation

Shared Decision  
Making

Reciprocal and  
Respectful

# Equity vs. Equality



Source: Robert Wood Johnson Foundation. (2017). Visualizing Health Equity: One Size Does Not Fit All Infographic.



# Connection With Advancing Race Equity

Engaging and partnering with diverse youth, families, tribes, and communities

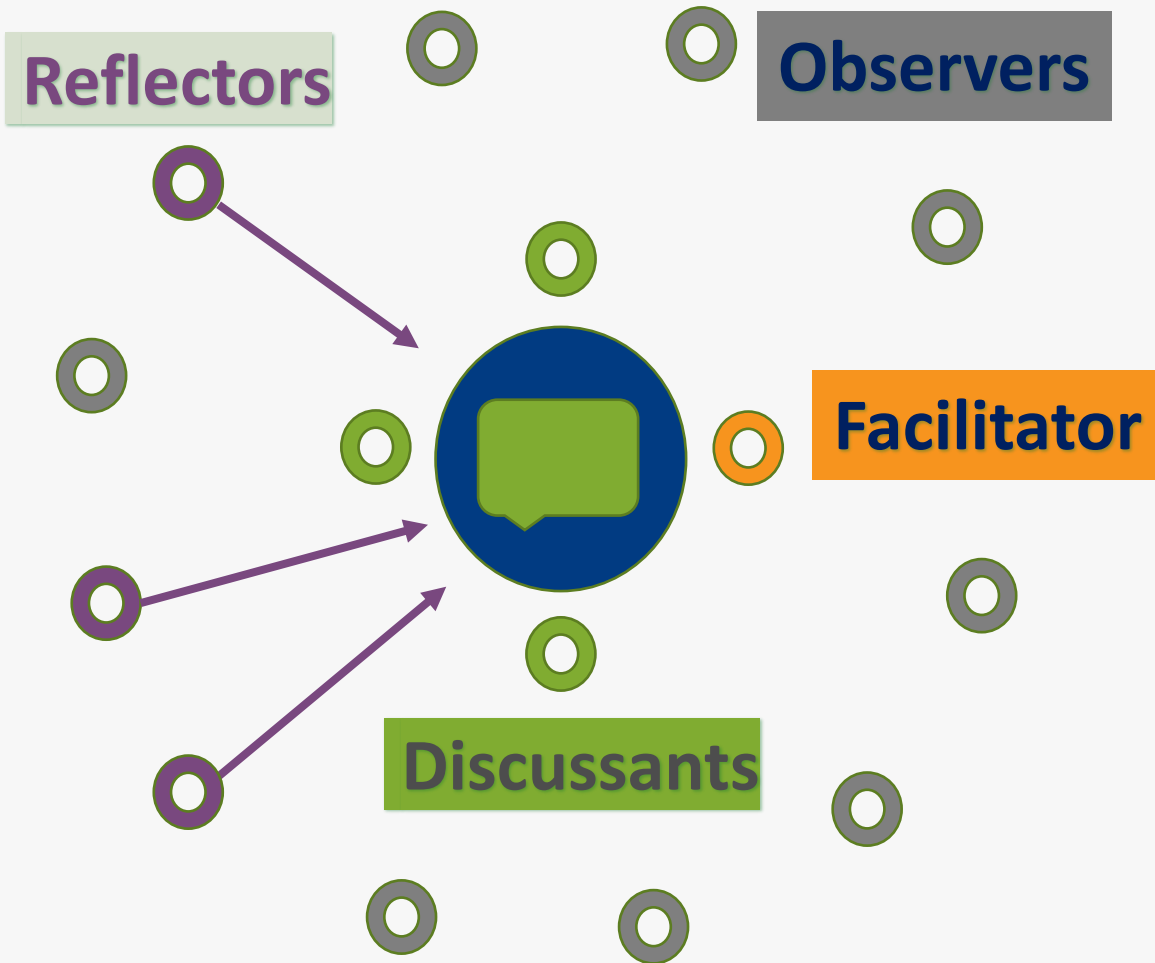


Understanding existing barriers and limitations related to accessing services and opportunities



Co-creating effective and relevant policies, programs, and strategies to promote equitable outcomes

# Fishbowl Discussions



The facilitator will pose questions to the individuals who are inside the fishbowl (discussants).

Individuals on the outside of the fishbowl (observers/audience members) will listen and reflect on the conversation.

At the end of each round, key observers (reflectors/other panelists) are invited into the fishbowl to share their insights and reflect on the conversation.

# Discussion: Key Considerations



**Facilitator: Krystal Seruya**

**Discussants: Aubrey Edwards-Luce | Robert “Tony” Parsons | Devin Washington**



## Discussion Question

What are important considerations when sharing power with those with lived experience, communities, and Tribes?

# Considerations for Sharing Power

Inclusiveness

Equality

Cultural  
Awareness

Commit to Share  
Power and to  
Co-Create

Bring Youth and  
Families to the  
Table

## Discussion Question

What is the risk—or potential harm—of not involving people with lived experience, communities and Tribes included?

# Benefits of Involving Individuals With Lived Experience



Develop leadership and growth opportunities for individuals with lived experience.

Provide an opportunity to hear from the individuals the system is designed to serve.

Create opportunities to better identify and address root problems and make meaningful change.

## Discussion Question

Are there any specific groups we can do a better job of sharing power with?



# Group Reflections



**Facilitator: Krystal Seruya**

**Discussants: Aubrey Edwards-Luce | Robert “Tony” Parsons | Devin Washington**

**Reflectors: April Allen | Alan Rabideau | Shrounda Selivanoff**



# Discussion: Strategies and Call to Action



**Facilitator: Krystal Seruya**

**Discussants: April Allen | Alan Rabideau | Shrounda Selivanoff**



## Discussion Question

What are the different ways that child welfare agencies can share power with those with lived experience, communities and tribes included, at the case, peer, and systems level?

# Strategies for Sharing Power



Incorporate cultural practices, such as Talking Circles, to give Tribal youth and families voice.

Consider wraparound services that provide an opportunity to hear from youth and families and that use a strength-based approach.

Recognize the different aspects of sharing power: Cultural power, co-collaborative power, and informational power.

Allocate resources to develop and support programs that involve individuals with lived experience.

# Preparing to Share Power with Individuals with Lived Experience

Discuss Shared Values

Identify Safe Ways for Partnership

Engage the Community in Conversations about System Change

Practice Radical Listening

Provide Culturally Appropriate Training

## Discussion Question

What is your call to action? What needs to be in place so it can happen?

# Group Reflections



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# Closing Thoughts



**Arlene Jones**

**April Allen | Aubrey Edwards-Luce | Alan Rabideau**

**Robert “Tony” Parsons | Shrounda Selivanoff | Devin Washington**





# Creating Space and Opportunities for Sharing Power



Model the importance of including persons with lived experience.

Recognize that partnership happens along a continuum.

Create affinity spaces where persons with lived experience can come together and be supported.

Promote cultural awareness.

Identify skills that youth and families engaged with the child welfare system bring to the discussion.

# Up Next! Concurrent Planning for Action Sessions

## Session 3A

- Explore working definition of **power sharing and co-creation**.
- Hear about effective strategies for **centering youth and family voice** and expertise in the **development and implementation of child welfare policy**.
- Identify and share role-specific action steps to **improve power sharing and co-creation in practice**.

## Session 3B

- Define **cultural competence, humility, safety, and respect**.
- Explore individual and organizational **cultural and linguistic readiness**.
- Identify strategies and action steps to **enhance cultural responsiveness** in engagement practice.

## Session 3C

- Understand the difference between **interaction and engagement** with fathers.
- Identify methods that supports **equitable fatherhood engagement practice**.
- Explore **barriers and strategies** to facilitate fatherhood engagement.
- Identify **action steps** to enhance fatherhood engagement.

**Thank you for your participation today!**

Please join us for one of these Planning for Action sessions (limited to the first 1,000 attendees). **The sessions will begin at 2:15 p.m. Eastern Time.**

