

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.



Co-Creating Equitable Child Welfare Policies and Practice



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Capacity Building
CENTER FOR STATES



Agenda

- ▶ **Introduction**
- ▶ **Setting the Context**
- ▶ **Breakouts**
- ▶ **Sharing and Planning for Action**
- ▶ **Closing**

Defining Terms

Power Sharing

Cambridge Dictionary

- A situation in which two people or groups share responsibility for running a government, organization, etc.

Co-Creation

Merriam-Webster

- To create (something) by working with one or more individuals

Dimensions of Capacity Building

Resources

Concrete materials and resources

Infrastructure

Structures, protocols, and processes

Knowledge and Skills

Expertise and competencies

Culture and Climate

Shared beliefs, values, and attitudes

Engagement and Partnership

Relationships and connections

Breakout Instructions

- ▶ **Once you enter the breakout room, check the chat for a link.**
- ▶ **Click the link.**
- ▶ **Read the scenario and questions in your browser.**
- ▶ **Discuss your thoughts with the other breakout participants.**
- ▶ **Enter your answers to the questions.**

Co-Creation and Power Sharing – Scenario A

You have been asked to participate in the data collection and analysis for your upcoming Child and Family Services Review (CFSR). You notice that the group you are a part of includes a research scientist, one biological parent, one young person with lived experience, and one agency staff person. On the surface, all of the participants appear to have the same racial and ethnic background.

1. What questions could you ask to learn more about how power sharing and co-creation are happening in this scenario?
2. What would you recommend be done to enhance the team's capacity to create equity, ensure power sharing, and foster co-creation?



Co-Creation and Power Sharing – Scenario B

The child welfare agency you work for is revamping its policy and procedures manual. The revised manual will be presented to staff once it has been completed and approved. You notice that the entire team working on the manual are college educated and over the age of 45.

1. What questions could you ask to learn more about how power sharing and co-creation are happening in this scenario?
2. What would you recommend be done to enhance the team's capacity to create equity, ensure power sharing, and foster co-creation?

Co-Creation and Power Sharing – Scenario C

The Child Welfare Commissioner is hosting a statewide convening to gather feedback about improvements and new policies that should be enacted in your state's child welfare system. Each organization serving children, youth, and families is invited but can only send two people to represent the organization.

1. What questions could you ask to learn more about how power sharing and co-creation are happening in this scenario?
2. What would you recommend be done to enhance the team's capacity to create equity, ensure power sharing, and foster co-creation?



Sharing and Planning for Action

1 What resonated with you?

2 What do you want to learn more about?

3 What is one action step you will commit to take?

Closing

Power sharing and co-creation can be hard, and that is okay.

Equitable policy is only possible through power sharing and co-creation.

The child welfare system will only change and improve if power sharing and co-creation are integral in our daily practice.

There are great resources available to help you.

Up Next!

Thank you for your participation today!

Please explore the virtual Gallery and chat with other participants in the Networking Lounge.

The next session will begin at 3:15 p.m. Eastern Daylight Time.

