National Child Welfare Workforce Institute

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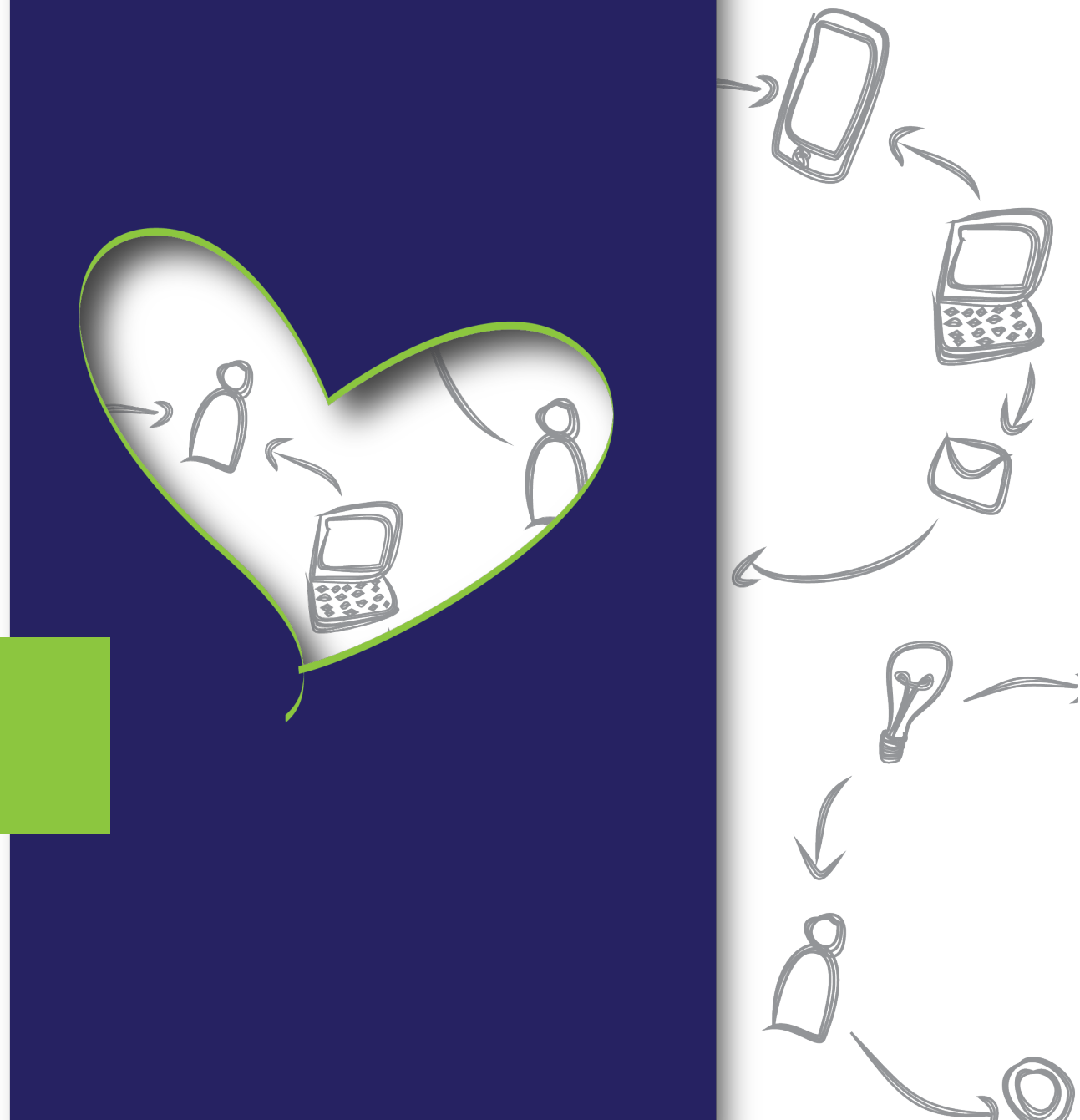
Innovations Exchange

Inclusivity, Racial Equity, and Community Engagement



Hosted by Anthony Mack, MHS and
Sharon Kollar, LMSW

Welcome!

This Innovations Exchange is sponsored by:

National Child Welfare Workforce Institute

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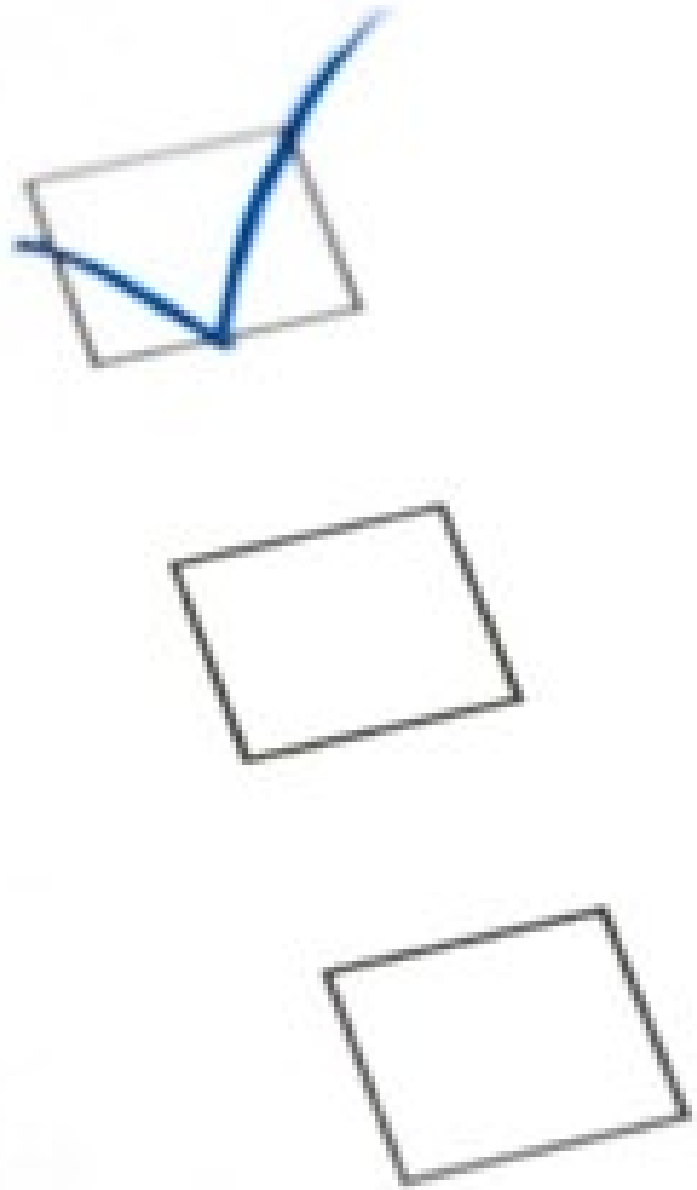
Please respond to the poll question by selecting your answer and then clicking “submit”



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Chat Question:

What are the qualities of an equitable child welfare system?

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Today's Exchange

- Welcome and Land Acknowledgements
- Orientation to Discussion
- Small Group Discussion
- Large Group Reflection
- Next Steps and Closing

Let’s Center Ourselves

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Innovations Exchange Series

- Leadership and Supervision
- **Inclusivity, Racial Equity, and Community Engagement**
- Practice Supports
- Work Conditions, Benefits, and Organizational Culture/Climate
- Education and Professional Development Partnerships

Orientation to Discussion

Chat Question

When people interact with your agency or organization what inclusive practices are obvious to them?

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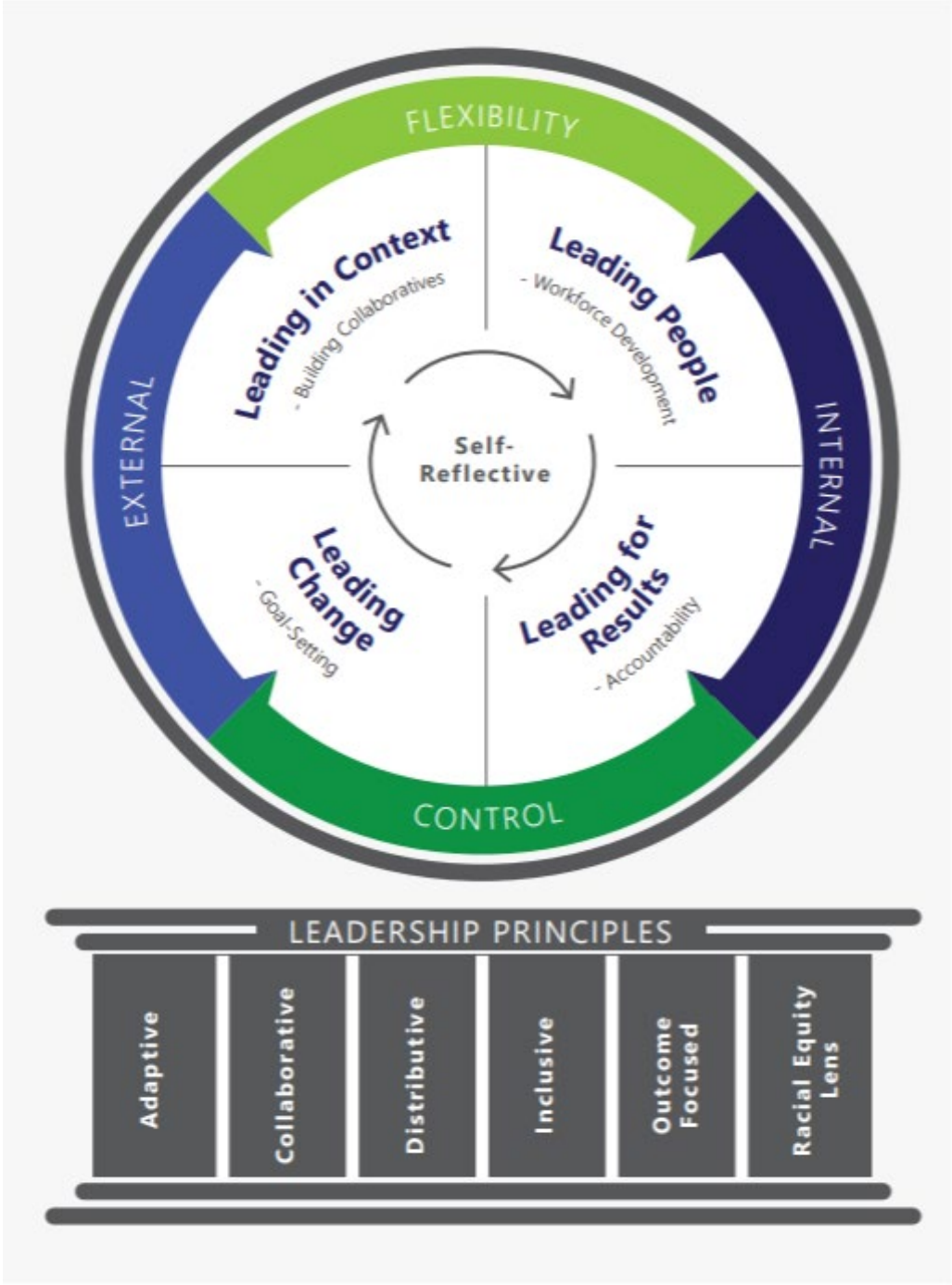
NCWWI Leadership Framework



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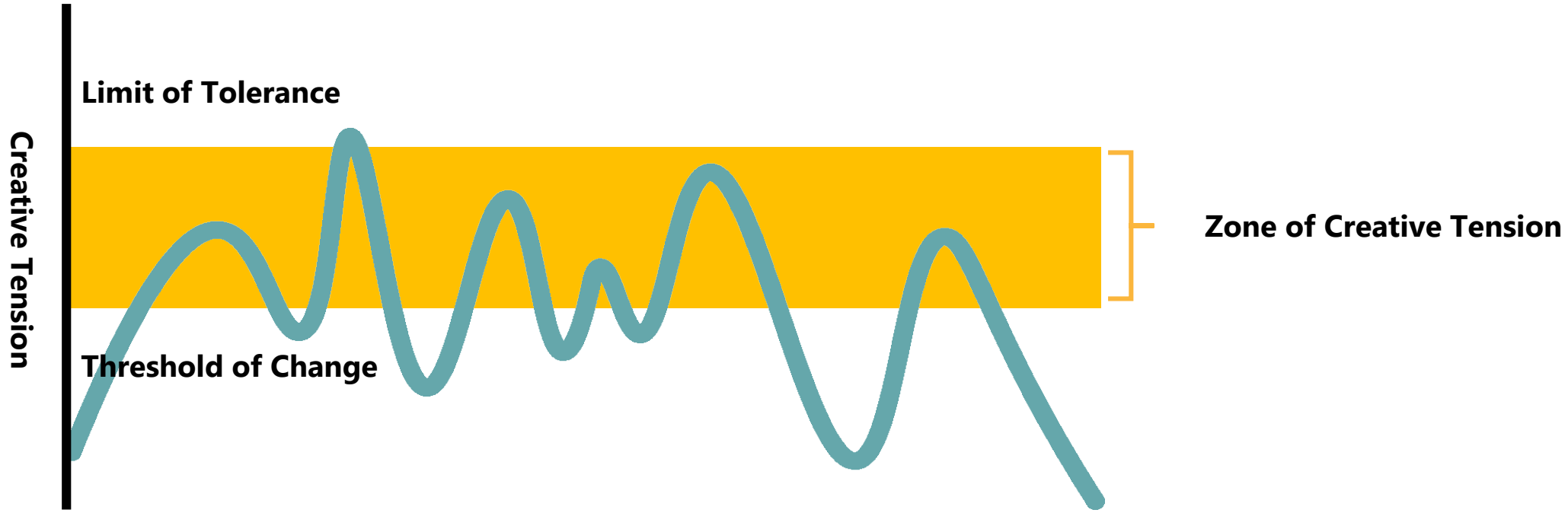
Holding Creative Tension



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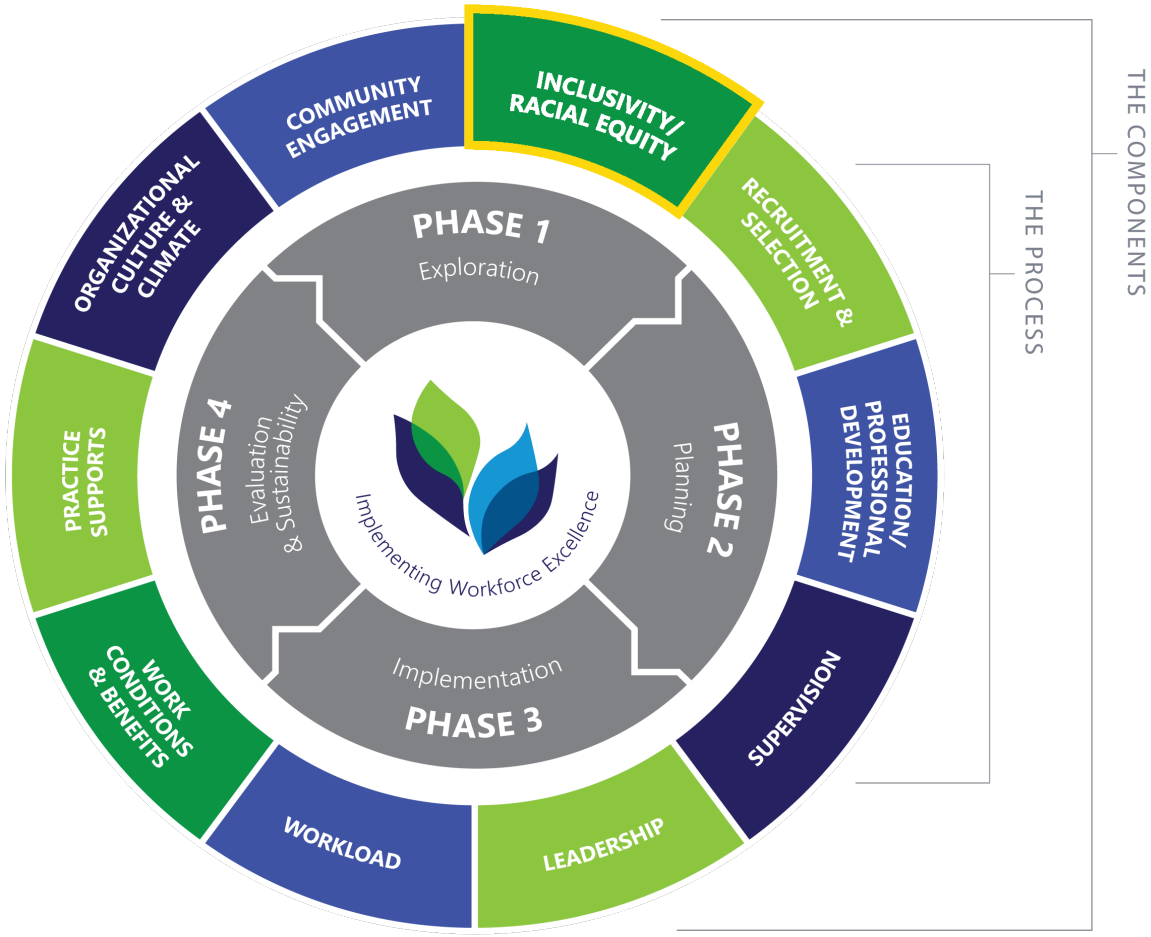
Adapted from ©Adaptive Change Advisors, Erin Martin

Workforce Development Framework



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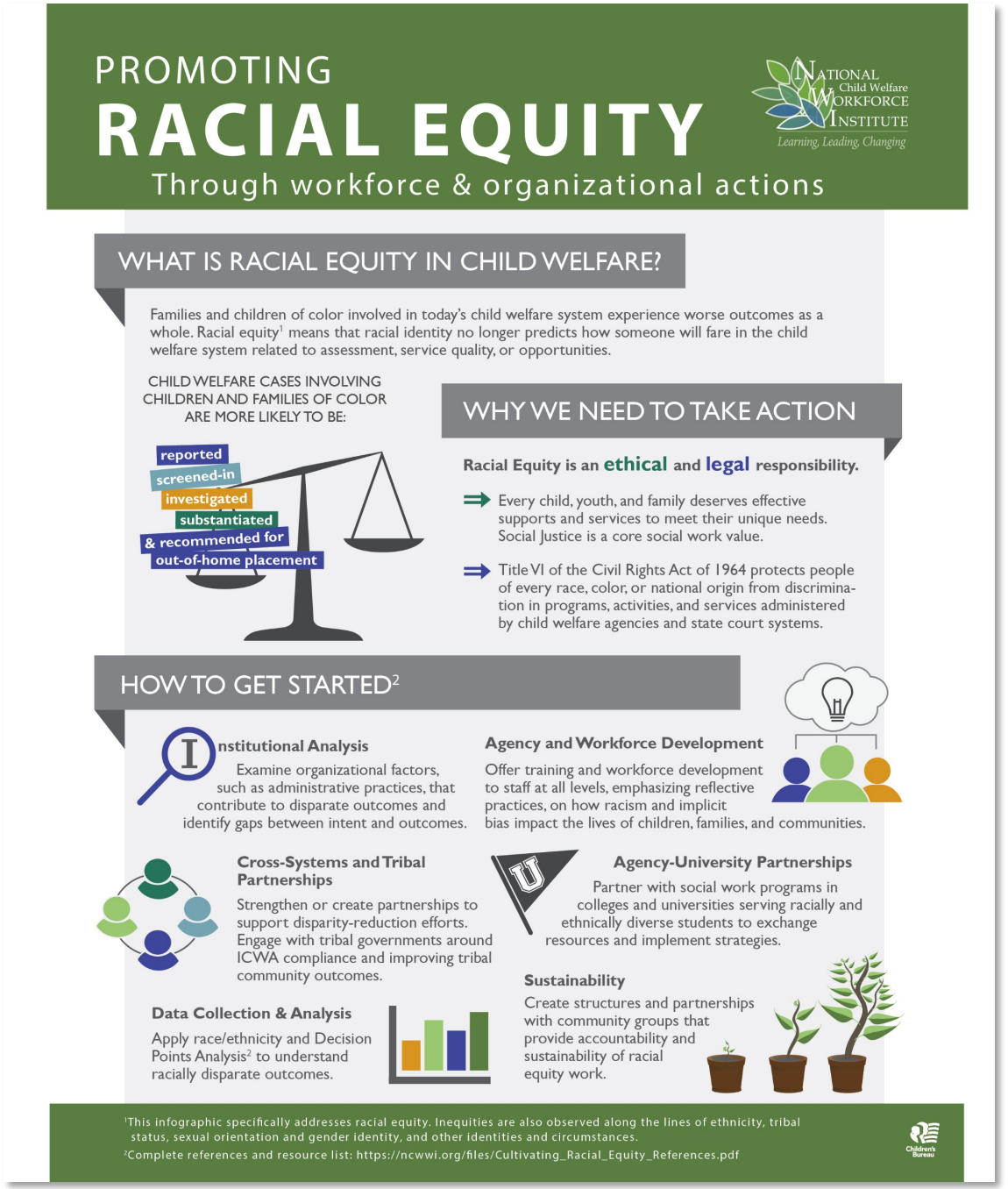
Racial Equity

http://ncwwi.org/files/Promoting_Racial_Equity_Through_Workforce_and_Organizational_Actions.pdf



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Small Group Discussion

Four Agreements by Don Miguel Ruiz

Be impeccable with your word

Don’t take anything personally

Don’t make assumptions

Always do your best

Group Agreements

- Make space for all voices to be heard
- Embrace creativity and originality
- Listen actively and be fully present
- Stay curious about the range of viewpoints

Discussion Questions

What new ways of creating an environment of inclusivity, advancing racial equity, and ensuring community engagement have you identified in the past months that your agency should continue?

What ineffective and outdated policies and practices that stand in the way of creating an environment of inclusivity, advancing racial equity, and assuring community engagement should be left in the past?

Large Group Reflection

Chat Question

What unexplored possibilities still exist to dismantle systemic racism within the child welfare field?

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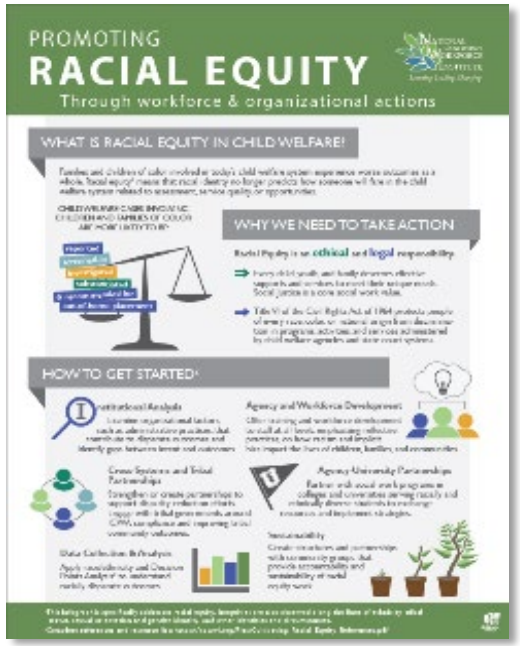
National Webinar Series Recordings Available

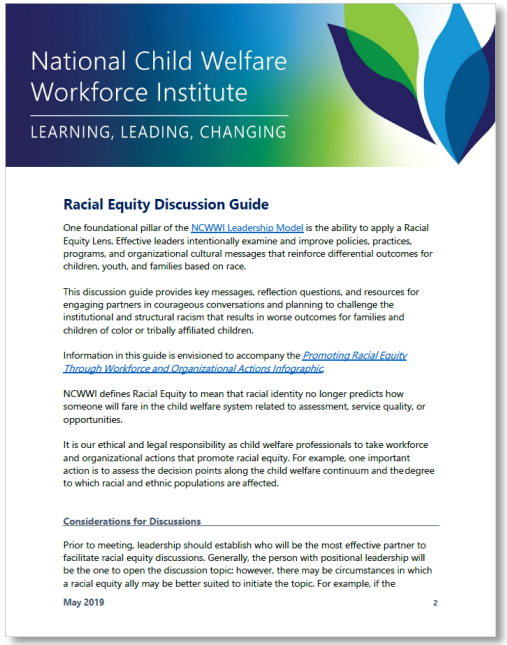
Dismantling Racial Inequity Through Child Welfare Systems Change

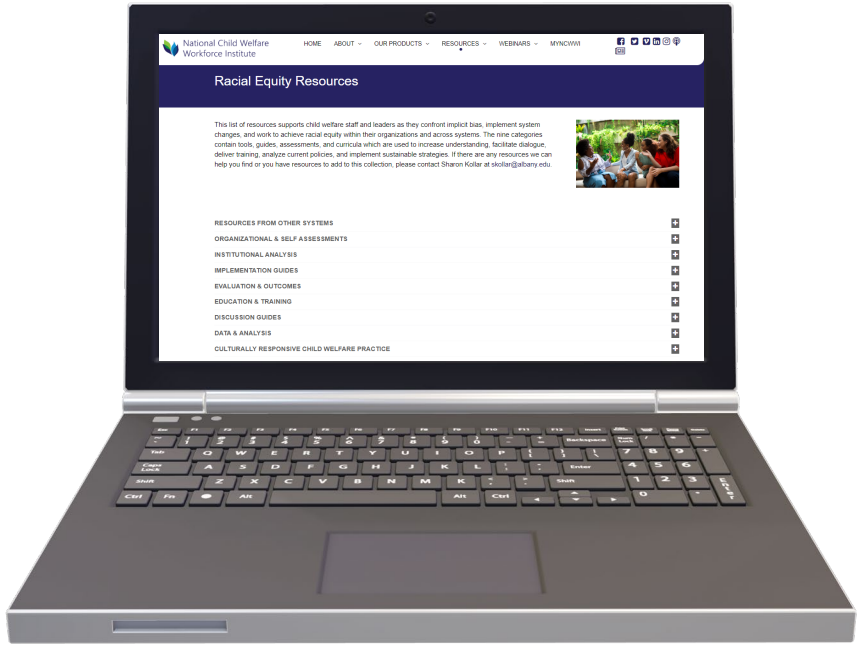
NCWWI hosted a six-part webinar series with the Center for the Study of Social Policy, which featured workforce and organizational development stories and strategies to achieve racial equity.

1. Using an Institutional Analysis to Identify Core Issues and Spur Change (Jul 2017)
2. Community Collaboration & Grassroots Effort (Cross-Systems & Tribal Partnerships) (Sep 2017)
3. A Data-Driven Approach to Improving Outcomes for Black Girls in Child Welfare (Dec 2017)
4. Slow and Steady Wins the RACE of Child Welfare Equity (Feb 2018)
5. Strengthening Our Efforts Through Partnerships with Academia (Jun 2018)
6. Sustaining Racial Equity Improvements in Child Welfare (Sep 2018)

Infographic, Discussion Guide, and Resource Collection







http://ncwwi.org/files/Promoting_Racial_Equity_Through_Workforce_and_Organizational_Actions.pdf

https://ncwwi.org/index.php/resourcemenu/resource-library/inclusivity-racial-equity/advancing-racial-equity/1529-racial-equity-discussion-guide/file

http://ncwwi.org/index.php/special-collections/ncwwi-racial-equity

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Join us for our next Innovations Exchange:

Practice Supports

September 22

Innovations Exchange Series

- Leadership and Supervision
- Inclusivity, Racial Equity, and Community Engagement
- Practice Supports
- Work Conditions, Benefits, and Organizational Culture/Climate
- Education and Professional Development Partnerships

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Evaluation

Please fill out the evaluation.

We are always learning and growing and want to improve this Innovations Exchange Series to meet your needs.

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Contact Info for our Facilitators:

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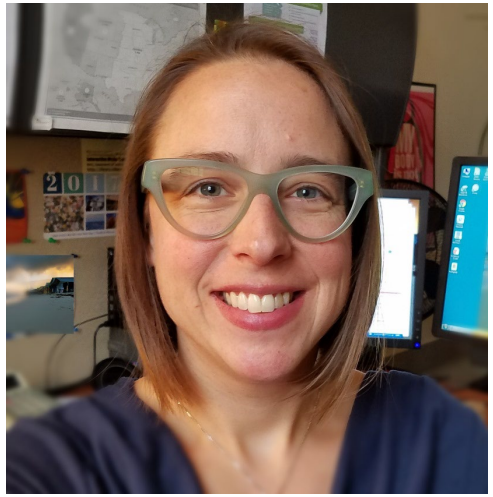

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Thank you!