While important, it's only part of the equation. By applying a lens of intersectionality, child welfare programs are better able to make informed and equitable decisions and policies that impact workers, children, and families.

Coined by Kimberlé Crenshaw, intersectionality is a framework for understanding how social identities overlap across systems of discrimination and privilege. In child welfare, the lack of attention to intersectionality has contributed to inequality, injustice, and discrimination for workers, children, and families.

We are committed to RACIAL EQUITY... Isn't that enough?

Consider the experience of incarcerated youth with intersectional identities:

- Youth of color are over-represented among LGBTQ youth in the juvenile justice system.
- LGBTQ Youth are more likely to experience physical, sexual, and emotional abuse in these settings.
- Girls in the juvenile justice system are more likely to be LGBTQ than boys.
- LGBTQ girls of color are at higher risk of abuse in the juvenile justice system.

To improve the system for workers, children, and families, examine your:

HIRING PRACTICES
- Post to Black, Indigenous, People of Color (BIPOC) job boards
- Examine biases in hiring standards (like favoring firm handshakes, or lots of eye contact)
- Collect and understand workforce data like who is in management positions

WORKFORCE DEVELOPMENT PLAN
- Provide ongoing training and supervision on:
  - Tribal sovereignty and ICWA requirements
  - Microaggressions in the workplace

WORKPLACE CULTURE
- Reduce the demand on workers with marginalized identities to educate and address systemic racism, bias, and oppression in the workplace
- Model how to talk about intersectional identities

POLICIES AND PRACTICE:
- Create a workplace Diversity, Equity, and Inclusion team
- Expect compliance with accessibility requirements
- Partner with tribal communities to ensure respect for tribal sovereignty and ICWA compliance
- Consider the impact of decisions on diverse populations

By applying an intersectional framework, child welfare programs can:

- Improve outcomes for children and families by actively working to reduce systemic bias, racism, discrimination, and inaccessibility
- Increase equity and inclusion in policy, practice, position, and organizational culture
- Improve well-being for workers with marginalized identities
- Increase trust in leadership
- Improve un-understanding and respect of tribal sovereignty and ICWA requirements
- Decrease moral distress in the field
- Increase cultural humility
- Increase under-standing and respect of tribal sovereignty and ICWA requirements
- Increase un-understanding and respect of tribal sovereignty and ICWA requirements