

NCWWI Student and Alumni Learning Exchanges: Spring 2023 Current Issues Series



Addressing Moral Distress and Building Protective Factors and Resilience During Times of Systems Change

Context

On February 22, 2023, NCWWI hosted a learning exchange for students and alumni. There was a brief interview of Rachel Imboden, PhD., examining the factors that are protective for child welfare workers and leaders who are working in systems that are stressed and in need of reform.

Discussion Prompts

During the learning exchange, small groups of students and alumni discussed the following questions:

- Think about ethical or moral challenges in your work environment and then think about the emotions you have when encountering, managing, or working through these situations.
- Do you have strategies for managing moral or ethical challenges in your workplace as well as the emotions these situations might produce? What strategies or approaches might be helpful in managing moral/ethical challenges and emotions? Be creative!

Resources

The following resources are offered to support participation, continued learning, and action by participants, allies, and advocates. Click on the title to access each resource.



[A Holistic Framework for Child Welfare Worker Well Being \[1-pager\]](#)

This document describes a holistic child welfare worker well-being framework, identifies the three key dimensions that make up worker well-being and how leaders within child welfare organizations can strategically and comprehensively support these dimensions.

[Centering Worker Wellbeing \[Infographic\]](#)

This infographic describes how child welfare organizations can center child welfare worker well-being to better support children and families.

[Child Welfare Systems Change: NCWWI Advisory Board Recommendations \[Brief\]](#)

The NCWWI Advisory Board was charged to “reimagine” the child welfare system by focusing on promoting child and family well-being. Through their deliberations and recommendations, this “re- envisioning” document, Child Welfare Systems Change, was generated to inform ways to build a child welfare system that is family-centered, anti-colonial, and anti-racist. In the three-tiered prevention approach, we encourage the mobilization of community stakeholders to guide child welfare system reforms, especially those with lived experience. This document was updated in July 2022 to address the workforce crisis and includes COVID lessons, practices, and concerns.

[Child Welfare Can Address Burnout \[Infographic\]](#)

This infographic presents data on who experiences burnout, what predicts it, and how child welfare organizations can address it.

[How Hope and Resilience Can Lower Burnout Among Child Welfare Workers \[1-pager\]](#)

Burnout is a significant concern among child welfare professionals, leading to high turnover and reducing service quality. This document summarizes a study that examines how hope and resilience can reduce burnout and turnover in the child welfare workforce.

[How Peer Support Can Reduce Burnout and Improve Worker Well-Being \[Infographic\]](#)

This infographic describes how peer support can reduce burnout and improve worker well-being, including how organizations can champion peer support and what peers can do.



Key Takeaways: Supporting Self-Care at the System Level

[Overview/Summary]

This document lists the key takeaways identified by participants in the NCWWI Discussion Series event, *Building a Resilient Workforce to Address Trauma and Enhance Well-being: Supporting Self-Care at the System Level*

Key Takeaways: Understanding Moral Distress [Overview/Summary]

This document lists the key takeaways identified by participants in the NCWWI Discussion Series event, *Building a Resilient Workforce to Address Trauma and Enhance Well-being: Understanding Moral Distress*

Moral Distress [1-pager]

This summary describes the findings of a study that examined moral distress experiences among 1,879 public child welfare caseworkers and how internal and external constraints contribute to experiences of moral distress.

Moral Emotion Model [Infographic]

This model can be used as a tool for thinking about the experience of moral emotion as embedded within the context (micro, mezzo, macro, etc.) of social service practice.

Most Popular Self-Care Resources of 2022 [Resource List]

A list of self-care resources to support individuals in creating a self-care plan.

Peer Support and Workforce Retention [1-pager]

This article explores how different types of peer support are associated with staff retention. The study is based on data from 1,703 child welfare workers employed in one county and two statewide agencies across the country.

Self-Care: Using Mindfulness to Improve Relationships, Daily Interactions, and Reactions to Trauma [Infographic]

This infographic describes how mindfulness can improve well-being and provides examples on how to use mindfulness for self-care