

Children's Bureau 2024 RACE EQUITY CHALLENGE

JOURNAL



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Introduction

Thank you for participating in the 2024 Children's Bureau Race Equity Challenge, and for your commitment to learning, reflecting, and taking action to transform how we support families.

- Your journal is a critical part of the experience. It is a private space for you to write your reflections and thoughts as you progress through the Race Equity Challenge.
- **If this is the first time that you're opening the journal, please take a moment to save it onto your computer, your personal files, or somewhere you can easily access it.**
- Each time you start a module, you will be prompted to open your journal.
- Each time a reflection question comes up in the module, write your responses in your journal.
- You can use the table of contents above to navigate directly to the appropriate page in your journal.

Taking care of yourself

Remember to take care of yourself as you travel on this journey. The emotional impact of this work is real. Identify a good time, free from interruption, to walk through the modules and reflect on the content. Identify steps in advance that you can take to relax and recenter if what you are seeing or thinking about feels hard.

Right now, there are hundreds of us traveling this road together, taking steps to reduce disparities and promote equity among children, youth, and families in child welfare. Thank you for joining us!

Module 1: The Road to Equity

Reflection 1: What are your goals for participating in this equity challenge?

Reflection 2: What does race mean to you? How does your race impact you on a day-to-day basis? Are there any unique events that have happened to you exclusively because of your race?

Reflection 3: List your own fears related to engaging in conversations about race and equity.

Reflection 4: Pick a fear you may have—or that you imagine someone else may have. Write a quick encouraging note with ideas of how to move forward through that fear.

Reflect & Reset: The Road to Equity

Post additional thoughts or ideas from the Resources you reviewed, or paste in pictures that reflect your emotional responses, or just do whatever you want!

Exploration Questions

As you progress through the modules, it is important to check in with yourself. Here are some simple questions to consider:

- How are you feeling in your mind and body?
- What surfaced for you as you completed this module?
- What surprised you about your experience in exploring this module's content?
- How did the content challenge your beliefs, experiences, and/or assumptions?
- What do you hope to do differently/continue to do because of the module?

Resources: The Road to Equity

Threading Equity Throughout Child Welfare Podcast

<https://www.childwelfare.gov/resources/episode-74-threading-equity-throughout-child-welfare/>

The Moment Is Now

https://cbexpress.acf.hhs.gov/previous_issues/a46e6d5d1bdec910517620efe54bcb17

Talking About Race

<https://nmaahc.si.edu/learn/talking-about-race>

Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

<https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

Executive Order on Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

<https://www.whitehouse.gov/briefing-room/presidential-actions/2023/02/16/executive-order-on-further-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

Self Care

<https://nmaahc.si.edu/learn/talking-about-race/topics/self-care>

Racial Battle Fatigue

<https://youtu.be/-VChKvgan50?t=2911&si=KXzRxHQ46I3HGKms>

Dr. Thema Bryant Bicycle Story

<https://www.youtube.com/clip/UgkxeFcnblcU-WI9xK04FsudCmqVtO7U8HOQ>

Module 2: Building on Protective Factors: Family Networks

Reflection 1: Think of your own family or others with which you're familiar. How does family serve as a support? How does family help you get through stressful times?

Reflection 2: Given the importance of family and community, what impacts might you expect to see when children and families are separated?

Reflection 3: You just learned that you need to take in your sister's two young girls, aged 3 and 5, starting tomorrow. What impact would this have on you? What support would you need to make this work?

Reflection 4: As you think about what you learned in this module and the ideas for pathways to action that were presented, what action steps can you take to better support kin networks?

Reflect & Reset: Building on Protective Factors: Family Networks

Post additional thoughts or ideas from the Resources you reviewed, or paste in pictures that reflect your emotional responses, or just do whatever you want!

Exploration Questions

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- What do you hope to do differently/continue to do because of the module?

Resources: Building on Protective Factors: Family Networks

Reimagining Black Families' Cultural Assets Can Inform Policies and Practices That Enhance Their Well-being

<https://www.childtrends.org/publications/reimagining-black-families-cultural-assets-can-inform-policies-and-practices-that-enhance-their-well-being>

State of Grandfamilies 2020

<https://www.gu.org/app/uploads/2020/10/2020-Grandfamilies-Report-Web.pdf>

Working with Kinship Caregivers

<https://www.childwelfare.gov/pubs/kinship/>

Kinship Care and the Child Welfare System

https://www.childwelfare.gov/pubPDFs/f_kinshi.pdf

Grandfamilies & Kinship Support Network

<https://forms.monday.com/forms/3c4c5c62e7a863de0e628ca52b93c070?r=use1>

The Kinship Diversion Debate: Policy and Practice Implications for Children, Families and Child Welfare Agencies

<https://assets.aecf.org/m/resourcedoc/KinshipDiversionDebate.pdf>

Child Welfare Information Gateway: Kinship Care

<https://www.childwelfare.gov/topics/permanency/kinship-care/>

Module 3: Understanding Disproportionality in Child Welfare

Reflection 1: What are some of your own biases? What do you do to ensure that your biases do not adversely affect your decision-making? What historical, current, or systemic biases contribute to racial disproportionality in child welfare?

Reflection 2: Think about your own community. Who might be under-reported, and why? Who might be over-reported, and why?

Reflection 3: Recent police shootings and the Black Lives Matter movement have raised awareness of racial biases within police forces. What might these biases mean given law enforcement's prominent role in child welfare reporting?

Reflection 4: What are the major sources of stress for struggling families in your community? What steps can you take to help connect families to available resources and supports?

Reflect & Reset: Understanding Disproportionality in Child Welfare

Post additional thoughts or ideas from the Resources you reviewed, or paste in pictures that reflect your emotional responses, or just do whatever you want!

Exploration Questions

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Resources: Understanding Disproportionality in Child Welfare

Racial Disproportionality and Disparity in Child Welfare Systems

<https://link.springer.com/book/10.1007/978-3-030-54314-3>

Child Welfare Practice to Address Racial Disproportionality and Disparity

https://www.childwelfare.gov/pubpdfs/racial_disproportionality.pdf

Racial (In)justice in the U.S. Child Welfare System

<https://www.childrights.org/wp-content/uploads/2022/07/Childrens-Rights-2022-UN-CERD-Report-FINAL.pdf>

Implicit Racial Bias 101: Exploring Implicit Bias in Child Protection

<https://kirwaninstitute.osu.edu/implicit-bias-101>

Unconscious Bias Training That Works

<https://hbr.org/2021/09/unconscious-bias-training-that-works>

Family Assessment: Understanding Bias

https://products.tribalinformationexchange.org/familyassessment/bias/story_html5.html?lms=1

Bias Checklist: Conditions, Behaviors and Attitudes Which Have the Potential to Produce and Mask Bias in Child Welfare Services

<https://www.courts.ca.gov/documents/BTB25-1N-01.pdf>

Addressing Disproportionate Minority Representation

<https://www.youtube.com/watch?v=KUHAhv9IkLA>

Michigan Child Welfare Improvement Task Force recommendations

https://www.youtube.com/watch?v=Z9fe_IdzEOK

Module 4: Culture in Child Welfare

Reflection 1: Think about your own culture. How do your beliefs and values influence how you behave and communicate with others, and how you perceive what is appropriate and what is not?

Reflection 2: How do you see dominant cultural attitudes around parenting inform work with families? What are some issues with this?

Reflect & Reset: Culture in Child Welfare

Post additional thoughts or ideas from the Resources you reviewed, or paste in pictures that reflect your emotional responses, or just do whatever you want!

Exploration Questions

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Resources: Culture in Child Welfare

Immigration & Relocation in U.S. History

<https://www.loc.gov/classroom-materials/immigration/>

Beyond 1619: Slavery and the Cultures of America

<https://blogs.loc.gov/folklife/2019/08/beyond-1619/>

Cultural Responsiveness: Child Abuse and Neglect

<https://www.childwelfare.gov/topics/systemwide/cultural/can/>

Cultural Humility Practice Principles

<https://ncwwi-dms.org/resourcemenue/resource-library/inclusivity-racial-equity/cultural-responsiveness/1415-cultural-humility-practice-principles/file>

Culturally Responsive Engagement and Partnership

<https://capacity.childwelfare.gov/states/resources/culturally-responsive-engagement-and-partnership>

Cultural Humility

<https://www.youtube.com/watch?v=SaSHLbSIV4w>

Module 5: Shared Trauma, Collective Resilience, and Healing

Reflection 1: Think about your own community. Who might be most affected by intergenerational, historical, and/or collective trauma? How do you see it playing out in their lives today?

Reflection 2: As you think about what you learned in this module and the ideas for pathways to action that were presented, what action steps can you take to address the issue of shared trauma and promote resilience and healing?

Reflect & Reset: Shared Trauma, Collective Resilience, and Healing

Post additional thoughts or ideas from the Resources you reviewed, or paste in pictures that reflect your emotional responses, or just do whatever you want!

Exploration Questions

As you progress through the modules, it is important to check in with yourself. Here are some simple questions to consider:

- How are you feeling in your mind and body?
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- What surprised you about your experience in exploring this module's content?
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- What do you hope to do differently/continue to do because of the module?

Resources: Shared Trauma, Collective Resilience, and Healing

Understanding the Impact of Intergenerational Trauma

<https://www.childwelfare.gov/topics/tribal-child-welfare/>

The Historical Trauma Response and Its Relationship to Alcohol and Other Drug Abuse:

https://www.ihs.gov/sites/telebehavioral/themes/responsive2017/display_objects/documents/slides/historicaltrauma/htalcoholdrugabuse0413.pdf

What is Historical Trauma?

<https://www.acf.hhs.gov/trauma-toolkit/trauma-concept>

Behavioral Health Equity for All Communities: Policy Solutions to Advance Equity Across the Crisis Continuum

https://www.nga.org/wp-content/uploads/2022/08/Behavioral-Health-Equity-for-Historically-Marginalized-Communities_August2022.pdf

You Can Heal Intergenerational Trauma: A TEDx talk by Dr. Thelma Bryant

<https://www.bing.com/videos/riverview/>