# 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.

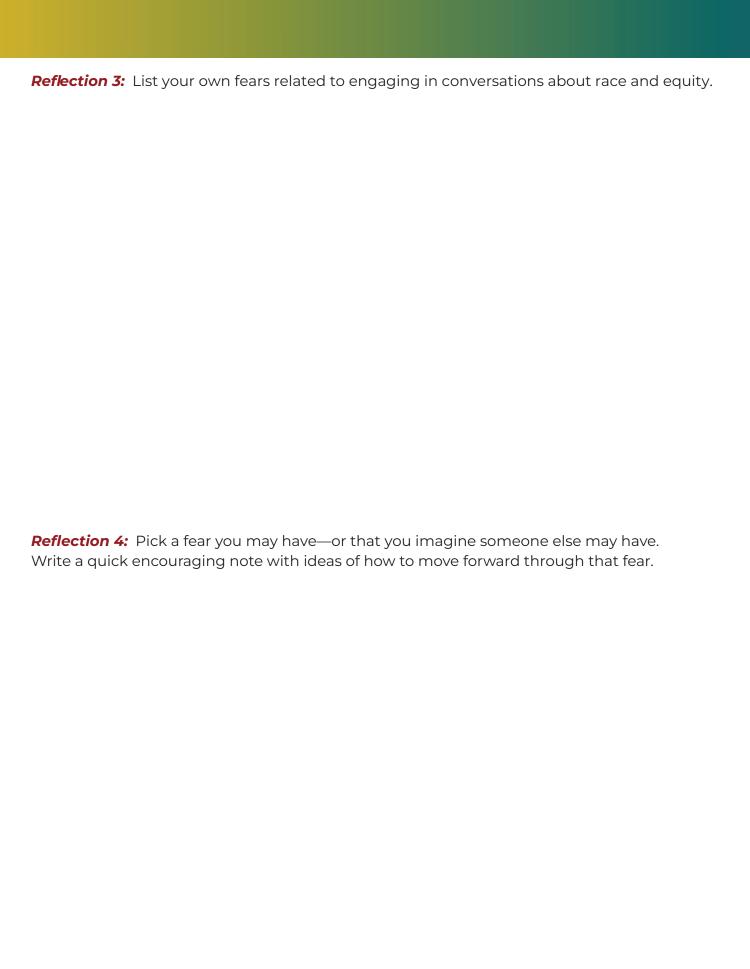
- Your journal is a critical part of the experience. It is a private space for you to write your reflections and thoughts as you progress through the Race Equity Challenge.
- If this is the first time that you're opening the journal, please take a moment to save it onto your computer, your personal files, 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!





### Reflect & Reset: The Road to Equity

- · 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

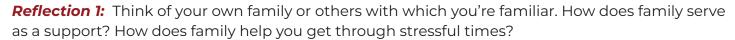
### **Racial Battle Fatigue**

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

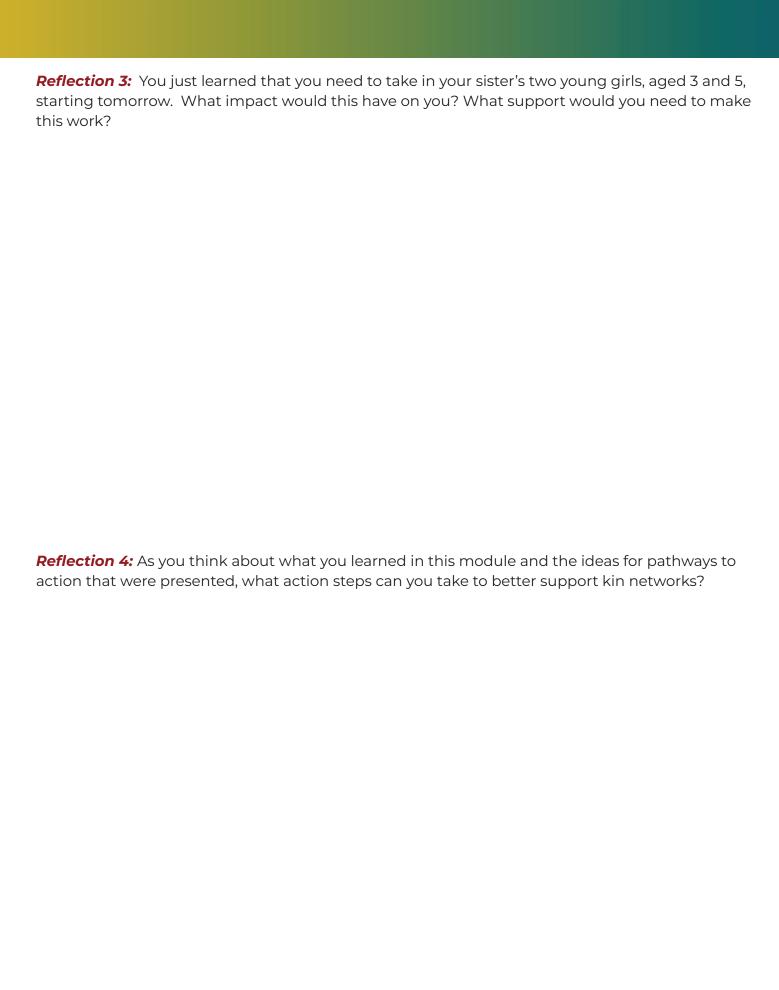
#### Dr. Thema Bryant Bicycle Story

https://www.youtube.com/clip/UgkxeFcnblcU-Wl9xK04FsudCmgVtO7U8HOQ

## Module 2: Building on Protective Factors: Family Networks



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



## Reflect & Reset: Building on Protective Factors: Family Networks

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## 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

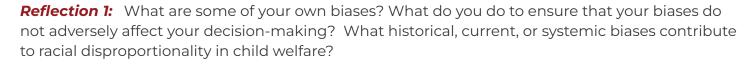
### The Kinship Diversion Debate: Policy and Practice Implications for Children, Families and Child Welfare Agencies

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

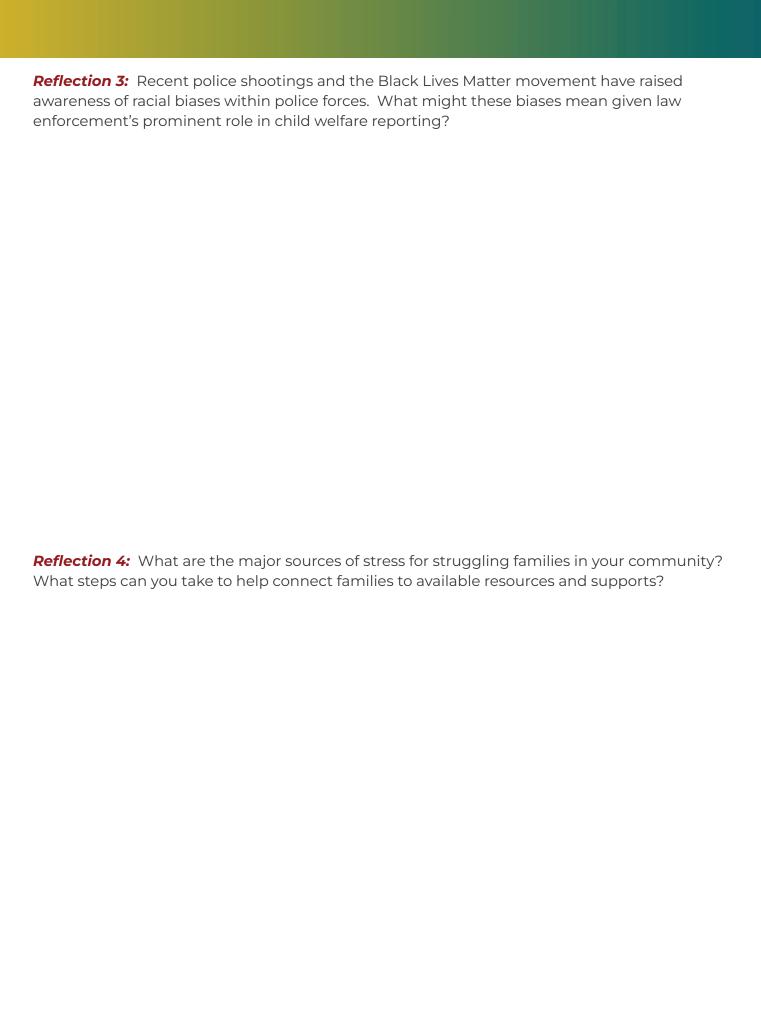
#### Child Welfare Information Gateway: Kinship Care

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

## Module 3: Understanding Disproportionality in Child Welfare



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



## Reflect & Reset: Understanding Disproportionality in Child Welfare

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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.childrensrights.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=KUHAhv9lkLA

#### 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?
<b>Reflection 2:</b> 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

- · How are you feeling in your mind and body?
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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/resourcemenu/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=SaSHLbS1V4w

## 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

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## 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 <a href="https://www.bing.com/videos/riverview/">https://www.bing.com/videos/riverview/</a>