

Building Cultural Competency in Child Welfare

EHSD and the Bay Area Academy

Building Cultural Competency in Child Welfare - A Status Report to the Director

EHSD and the Bay Area Academy have collaborated to design a series for staff and community partners, *Exploring Cultures: Communicating for Cultural Competence in Child Welfare*. This series was designed from comprehensive data obtained by administering a revised version of the Child Welfare League of America cultural competency survey tool to over two hundred staff and community stakeholders. From this data a series has been developed that began in May 2003 and will continue to be rolled out in the 2003/04 and 2004/05 fiscal years.

The attached brochure highlights the sessions we have offered during this fiscal year. Peter Nwosu, professor of communications at Sacramento State and consultant to the Fairness and Equity Task Force of the state redesign, began the series and returned this past fall. He has been a very popular presenter for our staff and community partners. Next year's training topics will include:

- Identifying commonalities among families
- Socioeconomic impacts on families
- Impacts of Immigration on Family Systems
- Spirituality and families
- Intergenerational Communication
- And more to be identified

Bay Area Academy's Role

- Researched cultural competency assessment tools
- Analyzed assessment data
- Researched and provided leading speakers in the topic areas identified

EHSD's Role

- Customized assessment tools
- Distributed and compiled assessment data
- Provided marketing and facilities for training sessions to staff and community partners

The keys to success for this project:

- Early identification by Staff Development and CFS leadership of the need for cultural competency development amongst staff to support state and local child welfare redesign as well as the Family to Family initiatives,
- Partnering with Bay Area Academy to provide objective analysis of the assessment data and quality presenters, and
- Acceptance by CFS staff and community partners of cultural competency development as essential to their professional development.

Participation in trainings:

Date	Session	Hours	EHSD Staff	Community Partners
5/7/03	Communicating with Cultural Competence	6	38	22
5/28/03	Parenting Practices in Indian Country	6	17	2
6/26/03	Effective Cross Cultural Communication	6	20	17
7/28/03	Exploring the World View of Native People	6	25	10
8/14/03	Video Presentation: "Where the Spirit Lives"	3	22	3
8/21-22/03	Youth Development and Empowerment	12	14	14
9/30/03	Best Practices in the Gay, Lesbian, Bisexual, Transgender & Questioning Youth and Families	6	31	20
10/14/03	Black Grandparents as Parents	3	19	18
10/29/03	Effective Cross Cultural Communications	6	40	9
11/6/03	Engaging African American Families in Case Planning	6	20	7
12/16/03	Video Presentation: "Antwone Fisher"	3	4	3
		63	250	125