

Welcome to

Reimagining the Restoration of Child & Family Well-Being by Leading with Prevention

Reimaginando la restauración del bienestar infantil y de la familia mediante el fomento de la prevención

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

 Icebreaker Question
(answer in the chat)

What is your favorite summertime activity?



Survey & Certificate of Completion

Available following the training.

Connect With Us!



VISIT [CALTRIN.ORG](https://caltrin.org) &
SCAN TO LEARN MORE



SPANISH INTERPRETATION AVAILABLE!

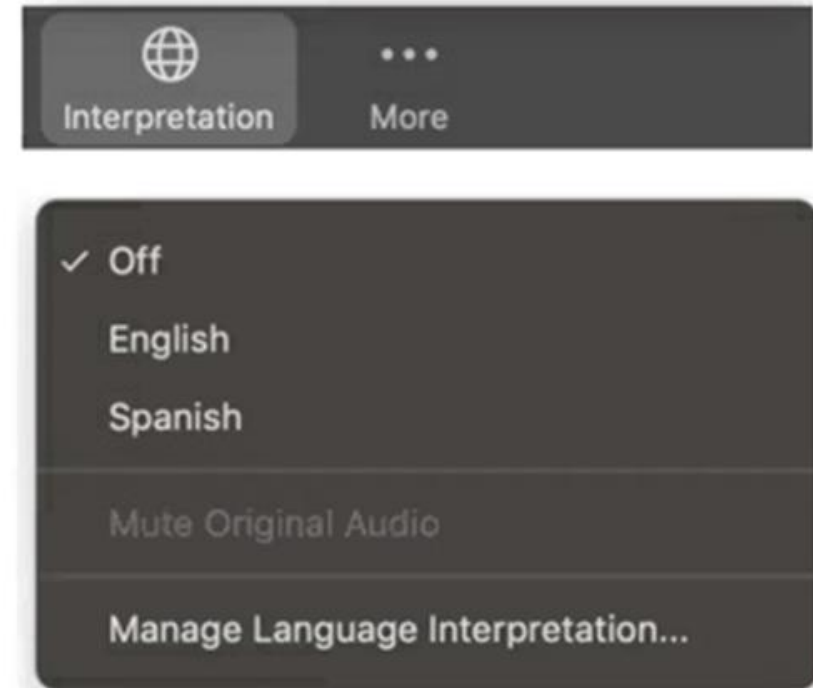
INTERPRETACIÓN AL ESPAÑOL DISPONIBLE!

Today's session will be in both English and Spanish.

La conversación de hoy será en español y inglés

Click the "Interpretation" icon in your toolbar,
select "Spanish"

*Seleccione el ícono "Interpretation" de las opciones
debajo de su pantalla. Elige la opción "Spanish"*



Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.



What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources





What's New @ **CALTRIN!**

- **New Protective Factors Webinar Series kicks off July 15**
 - **Apply for the Emerging Leaders Development program**
 - **Check out the CalTrin blogs for valuable resources**
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Before We Begin...

BEFORE



Access the notetaking slides now! The link can be found in the chat.

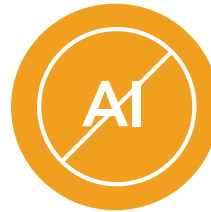


This presentation is being recorded.

DURING



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.



AI assistants are not allowed in CalTrin trainings due to California privacy laws.

AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email with a link to the recording will be sent to all participants within two days.



Reimagining the Restoration of Child & Family Well-Being by Leading with Prevention

Presented by Dr. Keisha N. Clark, D.M./OL

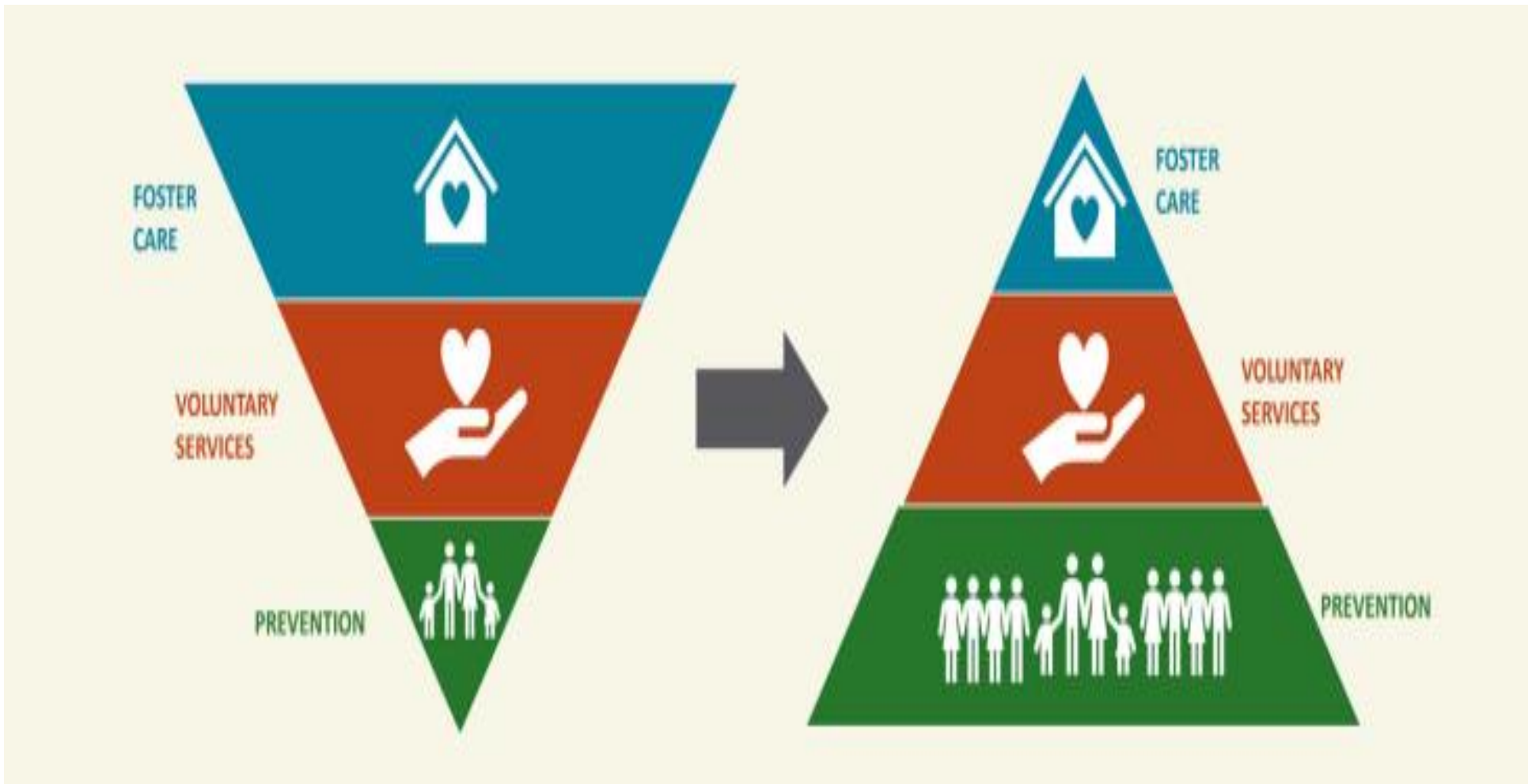


Dr. Keisha N. Clark, D.M./OL

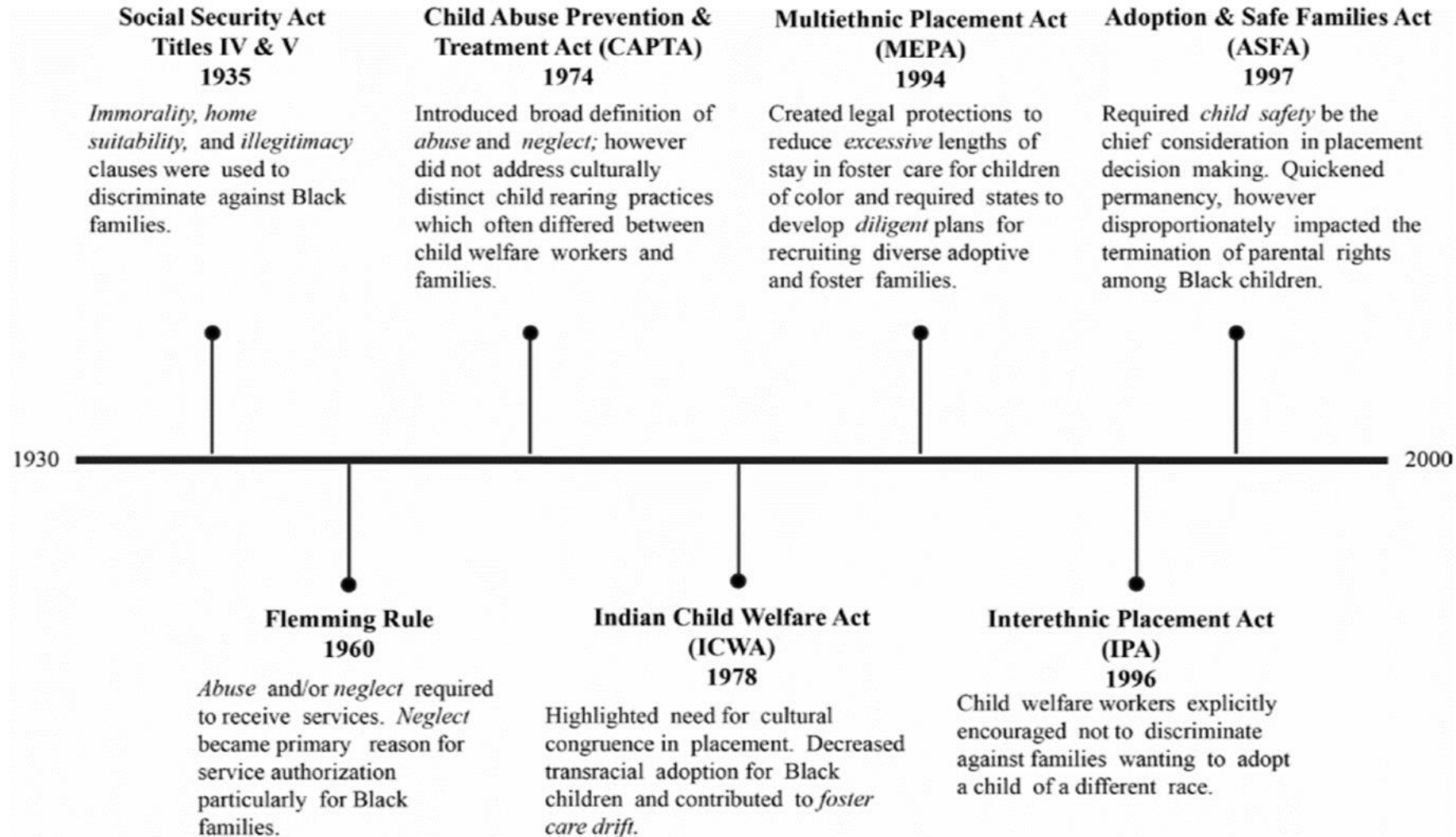
- Leads the Office of Equity in San Diego County for the Child and Family Wellbeing Department (formerly known as Child Welfare Services)
- Her priorities are supporting the organization's efforts to become an antiracist system
- Doctorate degree in Management with a concentration in Organizational Leadership



Child Welfare → Child and Family Well Being



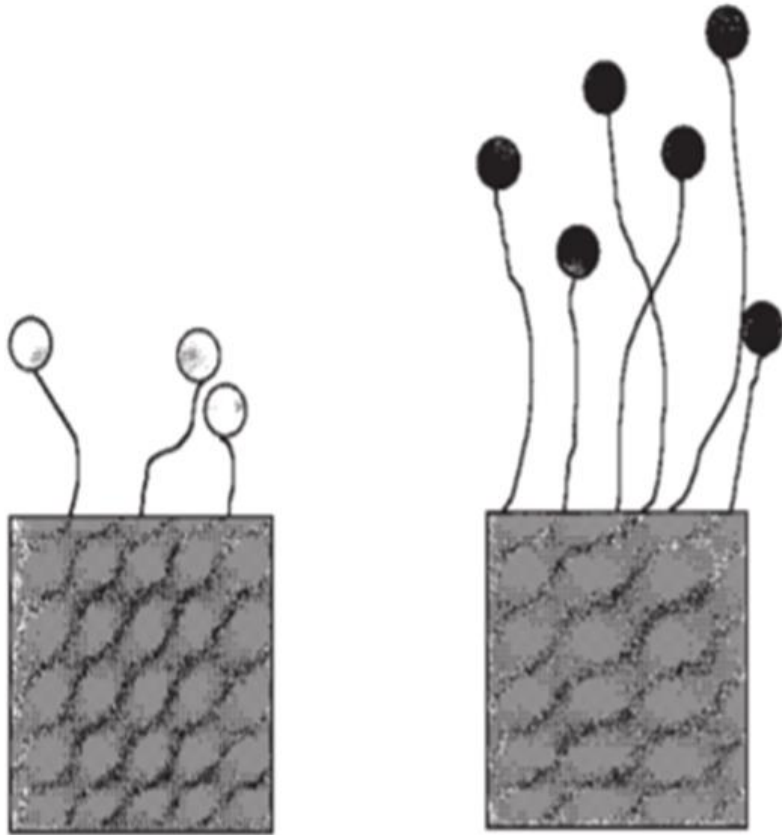
History and Impact of Child Welfare on BIPOC Communities



Orphan Trains



Institutionalized racism



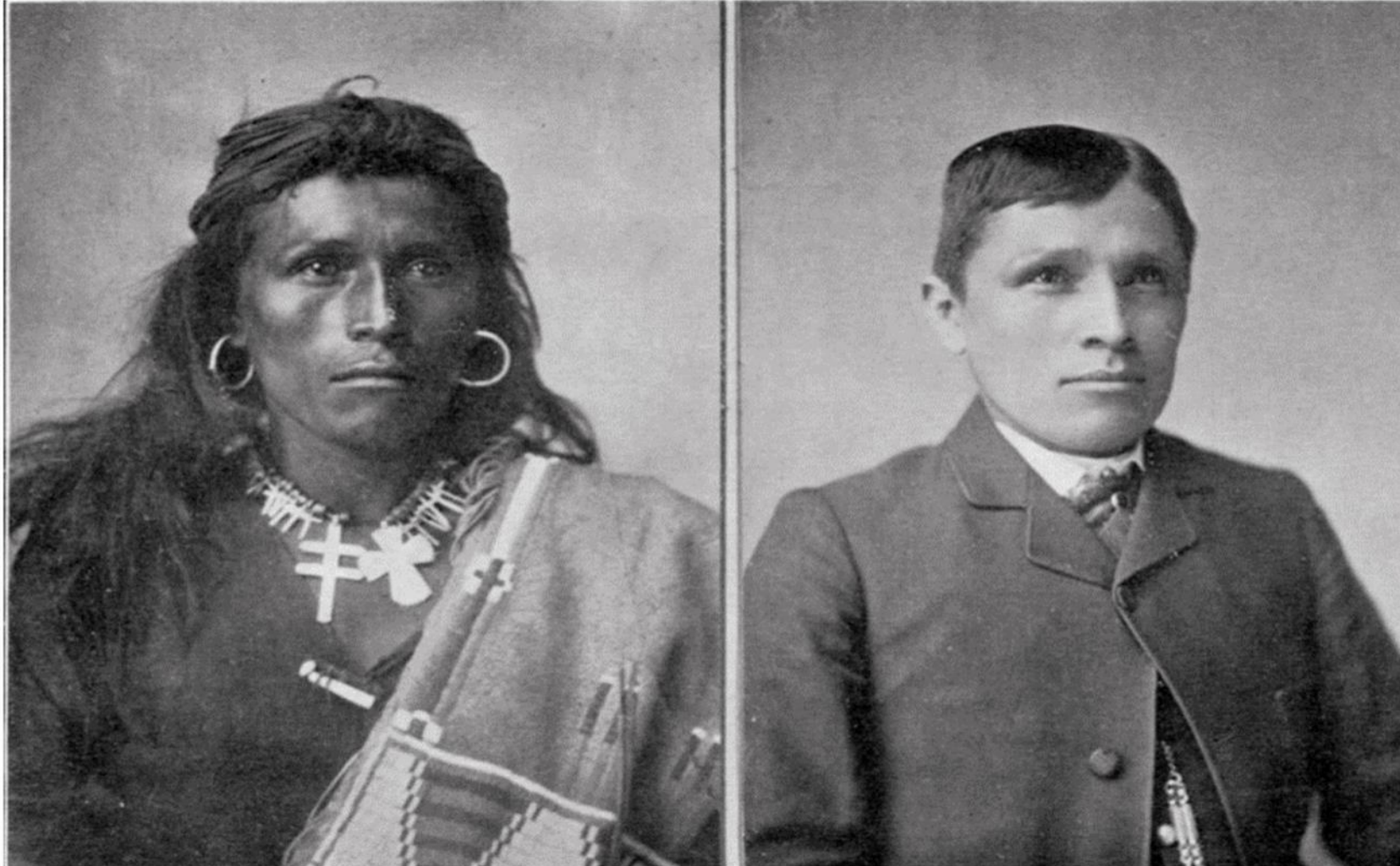
- Initial historical insult
- Structural barriers
- Inaction in face of need
- Societal norms
- Biological determinism
- Unearned privilege



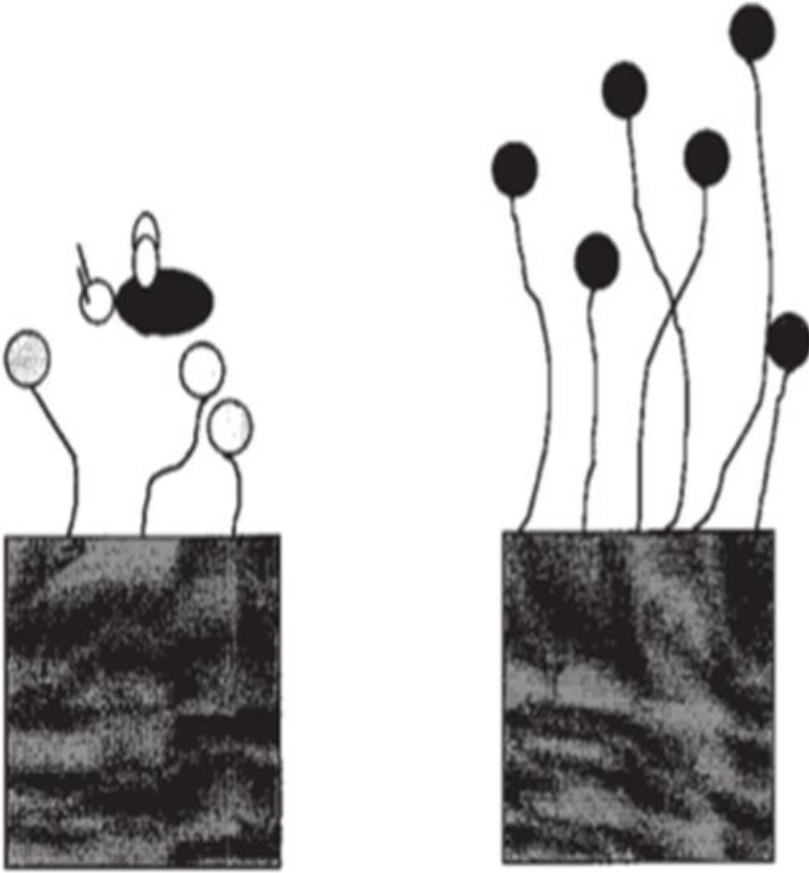
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Tom Torlino



Internalized racism



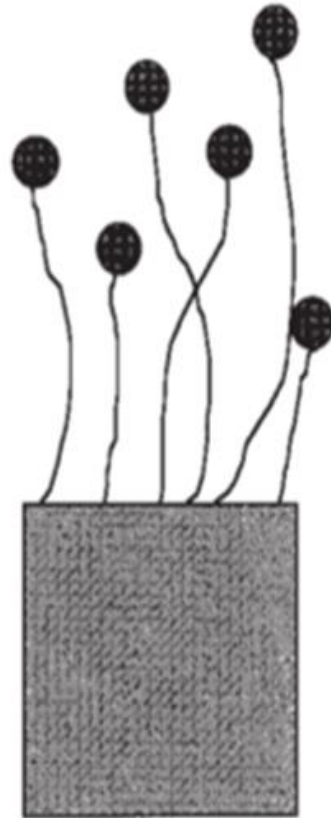
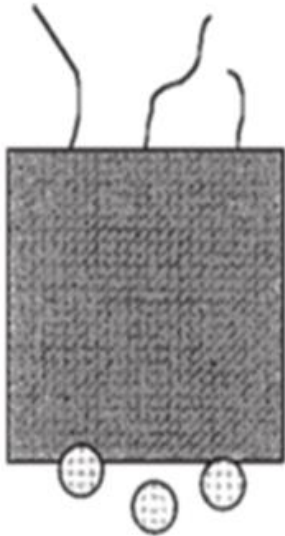
- Reflects systems of privilege
- Reflects societal values
- Erodes individual sense of value
- Undermines collective action



The Auction Block



Personally mediated racism



- Intentional
- Unintentional
- Acts of commission
- Acts of omission
- Maintains structural barriers
- Condoned by societal norms



Social Worker Code of Ethics

- ❖ **Social workers promote social justice!**
- ❖ Social workers are sensitive to cultural and ethnic diversity and **strive to end discrimination, oppression, poverty, and other forms of social injustice.**
- ❖ These activities may be in the form of direct practice, community organizing, supervision, consultation, administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation.
- ❖ Social workers seek to **enhance the capacity of people to address their own needs.**
- ❖ Social workers also seek to **promote the responsiveness of organizations, communities, and other social institutions to individuals' needs and social problems.**



Antiracism journey for Leaders

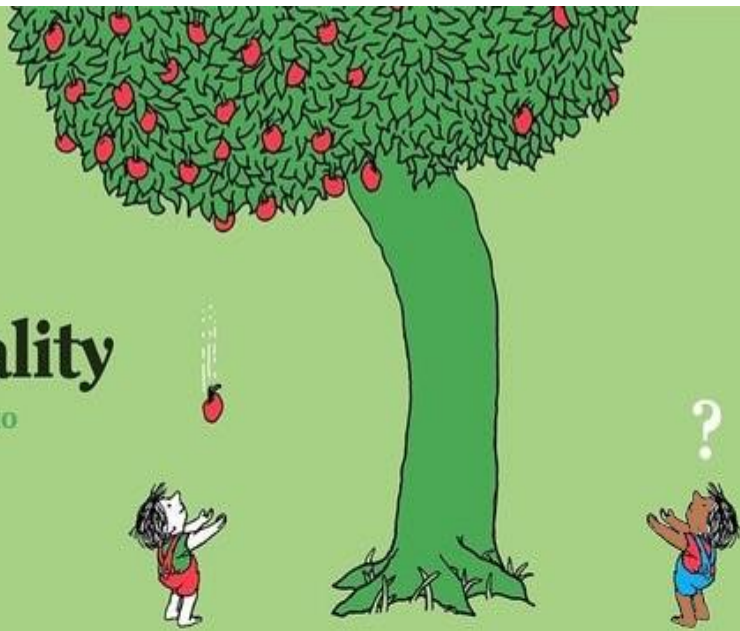


Racial Equity Framework



Inequality

Unequal access to opportunities



With apologies to Shel Silverstein from @lunchbreath

2018 Design in Tech Report | Addressing Imbalance

Equity

Custom tools that identify and address inequality

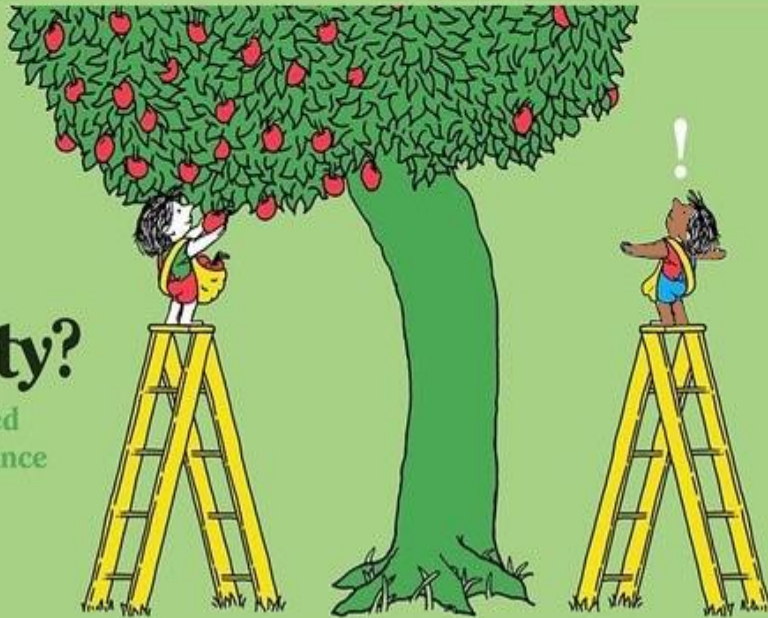


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2018 Design in Tech Report | Addressing Imbalance

Equality?

Evenly distributed tools and assistance



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Justice

Fixing the system to offer equal access to both tools and opportunities



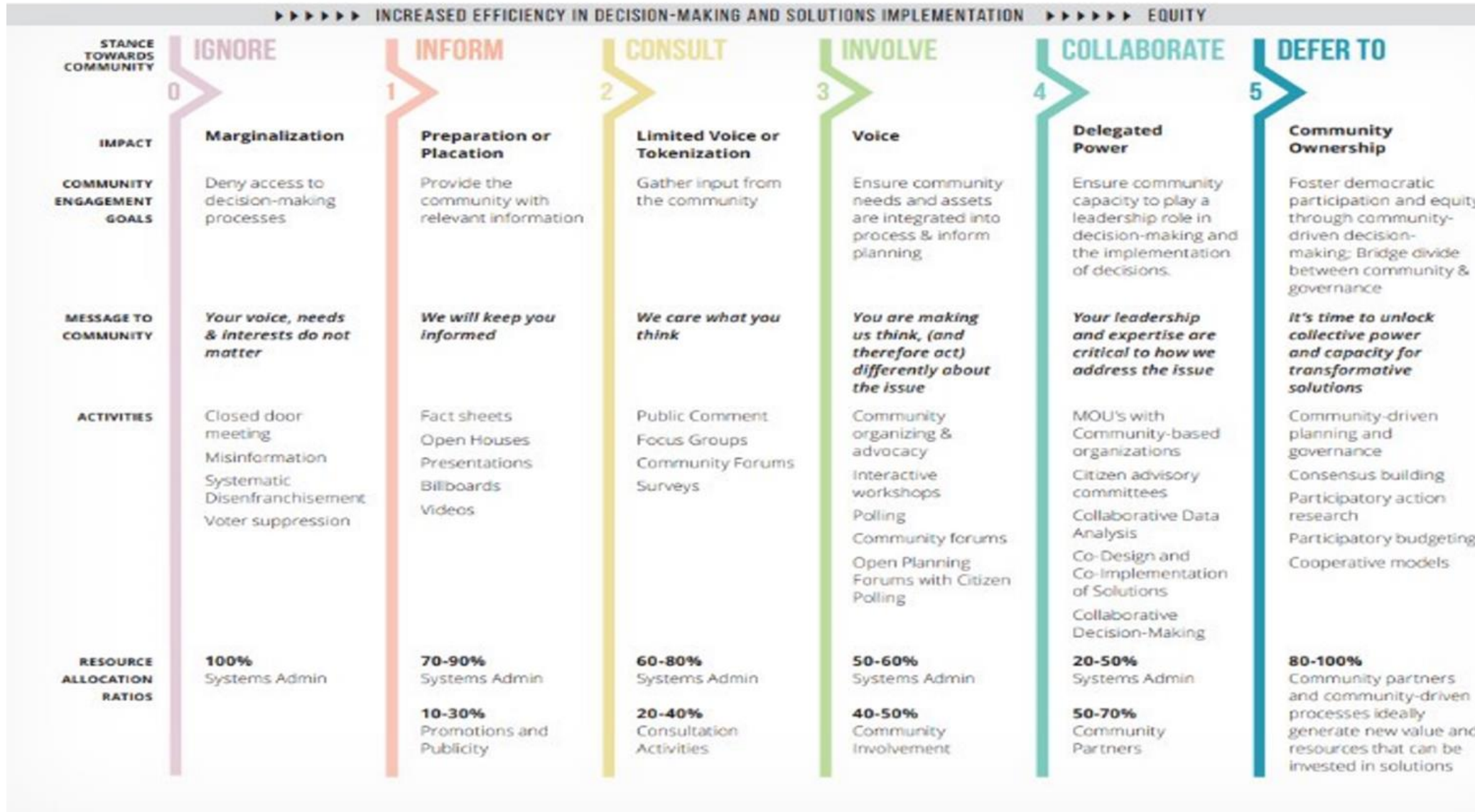
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Lived Experience Framework

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP



Partners In Equity

CFWB in partnership with the YMCA, culturally specific organizations, and community members with lived expertise, develop, implement, and evaluate innovative community-developed and -led approaches to address historical racism, racial bias, and inequity in the child welfare system.



Kin First Culture



Community Response Guide (CRG)

Mandated Reporting ➡ Community Supporting
Hotline ➡ Helpline



Family Connection Hub



- Offers families access to resources with a Care Navigator.
- Helps identify family strengths and needs for community resources, and together with the family develop a well-being plan to support the strengthening of the whole family.
- Family can access support from the Hub for up to 12 months and longer if needed.



Family Support Liaison Program



- **Family-centered, culturally responsive approach aimed at helping families set and achieve their own goals by finding creative solutions based on each family's strengths, needs, culture, values, and community.**
- **Prevention and family preservation strategies help parents and caregivers navigate the child welfare system, connect to community resources, and increase their networks of support—all with the goal of keeping children safe and families together.**



Faith In Motion



- Collaborative effort between CFWB and local faith communities.
- Supports and enhances permanency and preserves family stability for children and youth by recruiting resource families in the faith-based community who are willing to provide nurturing and supportive environments.
- Provides resources to relative caregivers, increase reunification, and permanent lifelong connections.



Office of Equity

- Improve DEI amongst internal CFWB workforce
- Partner with stakeholders to enhance:
 - Hiring of a diverse workforce
 - Recruit and retain a diverse pool of clinicians
 - Recruitment efforts of families of color
- Review policies and practices implemented in CFWB from an equity lens
- Develop racial impact statements
- Consult on CFWB cases regarding racial and cultural considerations



Justice Equity Diversity Inclusion (JEDI) Integration

Budget

Contracting

Data



Healing Informed Practice



Thanks for joining us!

WHAT'S NEXT?

- Survey and certificate in the chat now
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*



Stay Connected for More Free Training & Resources!

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TRAINING REPLAYS ON YOUTUBE!

