

Advocating for Black, Indigenous, and Other Children of Color: Race, Ethnicity, Culture & Culture Humility

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- Participants will learn the six facets of a “racial Equity Lens” and how to utilize them in advocating for Black, Indigenous, and other children of color.
- Participants will learn how to work across difference to find common ground to achieve equity when advocating for children.
- Participants will learn how to address implicit and explicit bias.

Learning Objectives

- Race
- Racial Formation
- Racism
- Structural Racism
- Culture
- Ethnicity
- Cultural Humility

Definition of Terms

- Explicit bias
- Implicit bias
- Exposure bias

- See this video (https://www.youtube.com/watch?v=WEKd_7QL-g8) or this video (<https://nccc.georgetown.edu/bias/module-3/1.php>) to think through these concepts more.

Racial Bias in Child Welfare

- Cultural context/factors
- Child welfare policies
- Racial disproportionality and disparities

**Black, American Indian and
Alaskan Native, Latinx, & Asian
American and Native
Hawaiian/Pacific Islander
Children in the Child Welfare
System**

- Centering Race
- Ensuring Access
- Seeing White
- Centering Relationships
- Building Bridges
- Shifting & Sharing Power

Racial Equity Lens

- White – 44 percent
- Black or African American – 23 percent
- Hispanic (of any race – 21 percent)
- Multiracial – 8 percent
- American Indian/Alaska Native – 2 percent
- Asian – 1 percent
- Unknown or unable to be determined – 1 percent
- Native Hawaiian/Other Pacific Islander – 0 percent

Children in Care by Race and Ethnicity (AFCARS, 2019)

- Poverty
- Child neglect
- Visibility bias

Poverty and Child Welfare Decision Making

- Comprehensive family assessment
- Comprehensive assessment and categorization of child neglect as opposed to poverty
- Strengths-based approach to measuring child well-being
- Effects of power, privilege, oppression, and racism on children and families of color
- Economic and other supports needed by children and families

Framework for Data Analysis to Achieve Racial Equity

- Reporting outcomes without “blaming the victim”
- Understanding cumulative effects of institutional and structural racism
- Disaggregation of data
- Putting data into context

Presentation of Outcomes for Different Racial & Ethnic Groups

- Shift focus to child and family well-being
- Differentiate child neglect from poverty
- Provide support to at-risk families in their homes prior to allegations of child abuse and/or neglect
- Stop imposing unrealistic expectations on birth parents
- Address implicit and explicit bias
- Address institutional and structural racism in child welfare
- Address systematic issues such as lack of information, advocacy, and power
- Respect and utilize “family” as defined by diverse ethnic and cultural groups

Achieving Racial Equity in Child Welfare

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- DCYF Racial Equity, Diversity and Inclusion Training Resources: https://www.dcyf.wa.gov/sites/default/files/pdf/REDI_Resources.pdf
- Racial Equity Tools Website: <https://www.racialequitytools.org>

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