

Diversity Resources

The following list was compiled to provide child welfare practitioners & trainers with a list of resources and learning opportunities that focus on diversity issues and specific populations. This list is by no means exhaustive. Rather, it provides a variety of resources intended to raise awareness and promote critical thinking about cultural issues common to child welfare practice. The list contains resources, including tools for effective practice, from the Ohio Child Welfare Training Program (OCWTP) and other websites.

Resources

- Bridging Refugee Youth & Children's Services (BRYCS), 2005. Culturally Competent Practice with Latino Children and Families. Available at: http://www.brycs.org/_cs_upload/documents/2930_1.pdf Designed especially for child welfare workers, this curriculum offers a systems of care model with cultural norms of many Latino families taken into account.
- Bridging Refugee Youth & Children's Services (BRYCS), 1993. Multi-Cultural Guidelines for Assessing Family Strengths and Risk Factors in Child Protective Services. Available at http://www.brycs.org/_cs_upload/documents/2979_1.pdf These guidelines provide a framework for caseworkers to identify family strengths that can be proactively tapped into to mitigate the factors that put children at risk.
- Bridging Refugee Youth & Children's Services (BRYCS), 2003. Serving Foreign-Born Foster Children: A Resource for Meeting the Special Needs of Refugee Children and Youth. Available at http://www.brycs.org/_cs_upload/documents/2598_1.pdf This document includes background information and practical tips on how to approach and be an advocate for refugee and generally foreign-born children in foster care.
- Bridging Refugee Youth & Children's Services (BRYCS), 2003. Strengthening Services for Refugee Parents: Guidelines and Resources. Available at http://www.brycs.org/_cs_upload/documents/1863_1.pdf This manual offers some common themes and practical approaches for planning and maintaining services for refugee parents.

- Center for Advanced Studies in Child Welfare, University of Minnesota. (2010). Resources on Child Welfare & Cultural Diversity. Available at: <http://www.cehd.umn.edu/ssw/cascw/PracResources/CulturalDiversity/default.asp>
- Child Welfare Information Gateway. (2008). Culturally Responsive Child Welfare Practice with Latino Children and Families: A Child Welfare Staff Training Model. Available at: http://www.childwelfare.gov/management/funding/funding_sources/sitevisits/latino.cfm#page=summary - a field-initiated training project for effective child welfare practice with Latino children and families.
- Child Welfare Information Gateway. (2003). Cultural Sensitivity Training for Community Service Providers Working With Hispanic Adoptive Families: A Prototype Curriculum for Development of Cultural Sensitivity Toward Hispanic Families. Available at: <http://library.childwelfare.gov/cwig/ws/library/docs/gateway/Record?rpp=10&upp=0&m=1&w=+NATIVE%28%27recno%3D44133%27%29&r=1>
This training curriculum offers handouts and overheads to train adoption workers to improve practice with adoptive families within the Hispanic population of New Mexico.
- Child Welfare league of America. (2003). Children of color in the child welfare system: Overview, vision, and proposed action steps. Retrieved: June 24, 2010. Available at: <http://www.cwla.org/programs/culture/disproportionatestatement.pdf>
This document confirms and acknowledges the fact that the disproportionality of children of color in the child welfare system exists and is concerning, and that also presents a commitment and proposed plan to address it.
- Fong, R. (2001). Balancing Family-Centered Services and Child Well-Being: Exploring Issues in Policy, Practice, Theory, and Research. In: Walton, E. Sandau-Beckler, P. Mannes, M. (Eds.), *Cultural Competency in Providing Family-Centered Services* (pp. 55-68). Columbia University Press, New York, NY. This chapter highlights the essence of culturally competent practice when working with diverse populations. It offers a framework to social work practitioners for making culturally responsive

assessments and developing strategies of intervention based on the “person-in-family-in community” (PFC) model.

- **Fontes, Lisa Aronson. (2005). *Child Abuse and Culture: Working with Diverse Families*. New York: Guilford Press. This book offers strategies to make child welfare professionals and programs more effective in their work with families from diverse backgrounds and cultures.**
- **Fontes, Lisa Aronson. (2008). *Interviewing Clients Across Cultures*. New York: Guilford Press Weaving cultural issues throughout, this book provides guidance on all aspects of preparing for, conducting, and documenting interviews with client, including children and families in child welfare. A related audiocassette, *Interviewing Immigrant Children and Families*, offers excellent related content for practice and is available for order at <http://www.amazon.com/Interviewing-Immigrant-Children-Maltreatment-Audiocassette/dp/076192115X>.**
- **Marts, Eric J., Lee, Eun-Kyoung, McRoy, Ruth, and McCrowskey, Jacqueline. (2008). *Point of Engagement: Reducing Disproportionality and Improving Child and Family Outcomes*, *Child Welfare*: 87:335-358. Available at: <http://www.mcnellie.com/525/readings/martsetal.pdf> This article addresses issues of disproportionality and presents an innovative service delivery model of family engagement intended to reduce the number of children coming into care.**
- **Miller, Oronde, Gaston, Rebecca J. (2003). *A Model of Culture-Centered Child Welfare Practice*, *Child Welfare*: 82, 235-250. Available at: http://eric.ed.gov/ERICWebPortal/search/detailmini.jsp?_nfpb=true&_ERICExtSearch_SearchValue_0=EJ671929&ERICExtSearch_SearchType_0=no&accno=EJ671929 Presenting an Afro-centric perspective, this article presents a framework for culture-centered child welfare practice, including child-family-system interactions, service provision, recruitment and retention of homes, and culturally responsive legislation).**
- **Ontai, Lenna L., Mastergeorge, Anne M. (2006). *Culture and Parenting: A Guide for Delivering Parenting Curriculum to Diverse Families*. Retrieved: June 18, 2010. Available at: <http://ucce.ucdavis.edu/files/filelibrary/5264/20355.pdf> This article helps practitioners evaluate the cultural sensitivity of the**

programs and services they offer to families and to provide guidance on creating culturally sensitive parenting programs.

- Rycus, J.S., and Hughes, R.C., (1998). *Field Guide to Child Welfare Volume II*, Washington, D.C.: Child Welfare League of America This four volume resource textbook contains comprehensive information about fundamental competencies in child welfare practice. Volume II, Chapter 5, addresses content on culture and diversity (now available in a searchable web-based format. An overview of the field guide, with the option for five-day online access and/or an online subscription, is available at <http://www.ihs-trainet.com/CWTraining/fieldguide.htm>.
- U.S. Department of Health and Human Services, ACF, Children's Bureau. MEPA Guide Available at: <http://www.acf.hhs.gov/programs/cb/pubs/mepa94/mepachp2.htm> This guide contains the provisions to the Multiethnic Placement Act of 1994 - as Amended by the Interethnic Adoption Provisions of 1996.
- Wah, Mun Lee, (2008). *Becoming Culturally Competent is a Journey*. Retrieved: June 17, 2010. Available at: http://www.ffa.org/publications/focus_archives/2008_summer.pdf This ways for family members to become culturally aware of their foster children.

Tools

- Annie E. Casey Foundation. *Race Matters Toolkit*. Retrieved: June 18, 2010. Available at: <http://www.kidscount.org/kcnetwork/resources/RaceMattersToolkit.htm> This toolkit helps advocates mobilize resources for vulnerable populations of color in order to reduce racial disparities/disproportionality and promote racial equity.
- Bullard, Lloyd. (2006). *The Friends CWLA Competence Self-Assessment Tool*. Available at: www.friendsnrc.org/download/bullard.pps. This PowerPoint explains key concepts pertaining to culture and organizational cultural competence and how they impact diverse workforces and client populations.

- **Child Welfare League of America. GLBTQ Knowledge Assessment Tool.** Available at: <http://www.cwla.org/programs/culture/glbqtqknowledge.htm>
This tool assess levels of knowledge and understanding about Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) youth.
- **FRIENDS: National Resource Center for Community-Based Child Abuse Prevention.** Available at: <http://www.friendsnrc.org/CBCAP/priority/culture.htm>
The homepage for this national organization helps states become more culturally competent in their work with children and families by listing resources and access to online tools that will foster an understanding, appreciation, and knowledge of diverse populations.
- **Ohio Child Welfare Training Program. Diversity Maps.** Available at: <http://www.ocwtp.net/Diversity%20Maps.html> These maps provide the OCWTP with a better understanding of Ohio's diversity throughout its eight regions of the state.

Online Learning Opportunities

- **Bridging Refugee Youth & Children's Services (BRYCS). Child Abuse Issues with Refugee Populations (Webinar) – Available at:** <http://www.brycs.org/askBRYCS/webinars.cfm>
Presented by acclaimed cultural expert Lisa Aronson Fontes, this webinar addresses some of the challenges and points to consider when child welfare professionals are faced with the task of ruling in or ruling out abuse and neglect in refugee and/or foreign-born families.
- **Casey Family Programs. Knowing Who You Are – Available at:** <http://www.casey.org/Resources/Initiatives/KnowingWhoYouAre/video.htm>
This training tool presents the perspectives of youth in care about why race and ethnicity matter and the importance of integrating racial and ethnic identity into child welfare practice. Also available on DVD (See DVD section) child welfare professionals, and foster parents.
- **Essential Learning. Cultural Diversity - This course gives an overview of various components of cultural competence, along with concrete examples of how they apply to providing services mental health and other services to children and families. If you are a supervisor, caseworker or**

caregiver with an Ohio Public Children Services Agency you may be eligible to take this course for free by contacting your RTC. Otherwise, you can pay for this course by going to CEQuick at:
<http://www.cequick.com/myeln/individual/default.asp>

- **Essential Learning. Valuing Diversity in the Workplace** This course introduces key concepts around diversity, its value and potential impact in the workplace, and ways to establish an inclusive climate at work for people from diverse backgrounds. If you are a supervisor, caseworker or caregiver with an Ohio Public Children Services Agency you may be eligible to take this course for free by contacting your RTC. Otherwise, you can pay for this course by going to CEQuick at:
<http://www.cequick.com/myeln/individual/default.asp>
- **Gamble-Skogmo Chair, University of Minnesota, School of Social Work. Evidence-Based Practice Cultural Diversity – Available at**
http://www.cehd.umn.edu/ssw/G-S/EBP-CC_Modules/index.html
This self-learning tutorial is designed to take the learner from key concepts around culture and diversity issues to application of these issues into culturally responsive best practice
- **University of Michigan, School of Social Work. Cultural Issues Training – Available at:**
<http://www.ssw.umich.edu/public/currentProjects/tpcws/culturalIssues/>
This training helps child welfare professionals understand the legal issues and policy framework that guides practice in the child welfare system regarding race, color, and national origin, and offers best practice tools and resources as applied to cultural responsiveness
- **National Indian Child Welfare Association (NICWA). *ICWA Online Training Course* – Available at: www.nicwa.org - a web-based training on the Indian Child Welfare Act (ICWA) of 1978. This training, developed by the National Indian Child Welfare Association (NICWA), presents key provisions of ICWA in comprehensive, non-legal language. Contact your RTC to see if you are eligible to take this course for free.**

DVDs

- Casey Family Programs. Knowing Who You Are – Available to order as DVD and/or to view for free online at <http://www.casey.org/Resources/Initiatives/KnowingWhoYouAre/video.htm>
This training tool presents the perspectives of youth in care, child welfare professionals, and foster parents about why race and ethnicity matter and the importance of integrating racial and ethnic identity into child welfare practice
- New York State Citizens' Coalition for Children. *Struggle for Identity: Issues in Transracial Adoption and A Conversation 10 Years Later* – Available to order as DVD at <http://nysccc.org/about-us/programs/nysccc-videos/struggle-for-identity/> - a forty-minute DVD in two parts and Designed to inform adoptive and foster parents about the needs of their children of a different race or ethnicity. Part I features a cast of young adult adoptees who candidly share their personal stories about their transracial/transcultural adoption experiences. Part II features two members of the original cast who discuss in straight-forward language their life-long journeys as transracial adoptees.

National Child Welfare-Related Organizations whose websites provide additional information, resources, and/or tools relevant to issues of culture and diversity:

- Bridging Refugee Youth & Children's Services (BRYCS): <http://www.brycs.org>
- Casey Family Programs: <http://www.casey.org>
- Child Welfare Information Gateway (combined National Clearing House on Abuse and Neglect and the National Adoption Information Clearinghouse): <http://www.childwelfare.gov>
- National Indian Welfare Association: <http://www.nicwa.org>
- National Resource Center for Family-Centered Practice and Permanency Planning <http://www.hunter.cuny.edu/socwork/nrcfcpp/>
- Child Welfare League of America: <http://cwla.org/>
- Evan B. Donaldson Adoption Institute <http://www.adoptioninstitute.org>
- NASW: <http://naswdc.org>

Note: There is an additional list of cultural resources on this website that has been identified for trainers, but that in some cases may also be useful for child

welfare practitioners. That list is available at:

<http://www.ocwtp.net/PDFs/Culture%20and%20Diversity%20Resources.pdf>

(Some overlap in recommended resources for trainers and practitioners may be observed.)