Child Welfare Practice in a Multicultural Environment

Boilerplate Outline

COMPETENCIES & LEARNING OBJECTIVES

RELEVANT CHILD WELFARE OUTCOMES:
Safety
Children are, first and foremost, protected from abuse and neglect.

Permanency 1
Children have permanency and stability in their living situations without increasing reentry to foster care.

Permanency 2
The continuity of family relationships and connections is preserved for children.

Well-being
Families have enhanced capacity to provide for their children’s needs.

Knowledge

K1. The trainee will be able to distinguish between the terms culture, race, and ethnicity, and recognize that a race is a socially constructed concept with no supporting biological evidence.

K2. The trainee will be able to identify the open discussion of race, ethnicity and culture with the family as an essential component of accurate assessment and culturally relevant service interventions.

K3. The trainee will recognize that the definition of culture includes many different components, for example:

   a) Race
   b) Ethnicity
   c) Religion
   d) National origin
   e) Sexual orientation
   f) Gender identity
   g) Class
   h) Geographic location (urban or rural)
i) Disability
j) Family

and also includes both the intersection and individual expression of these components.

K4. The trainee will be able to identify how one’s history, culture and experiences affect one’s beliefs about people from different cultural groups.

K5. The trainee will recognize that both conscious and unconscious beliefs about different cultures groups can lead to biased treatment, and that biased treatment can include discriminatory behavior as well as favoritism.

K6. The trainee will be able to identify how multiple systems affect disproportionality in child welfare outcomes, and that disproportionate outcomes are not attributable to characteristics of families of color.

K7. The trainee will be able to identify basic techniques for multi-cultural practice, including ethnographic interviewing.

K8. The trainee will recognize the potential effects of racism, oppression, socioeconomic status, power, authority, and history of family involvement with the child welfare system on the interactions between child welfare social workers and families served by the Child Welfare System.

Skills:

S1. Given a case example or scenario, the trainee will be able to demonstrate a culturally sensitive initial conversation with a family that includes questions about:

   a) the family’s culture
   b) barriers the family has faced, and
   c) culturally significant child-rearing practices.

Values:

V1. The trainee will value the importance of interacting with all families, foster parents, colleagues, service providers and stakeholders in a manner that is respectful of ethnic and cultural differences.

V2. The trainee will value the family as the best source of information about their culture.

V3. The trainee will value the importance of his or her role in facilitating effective cross-cultural communication.
V4. The trainee will value differences in cultural perspective and recognize the equal worth of all cultures.

V5. The trainee will value cross-cultural learning as an ongoing and evolving opportunity.

V6. The trainee will value recognizing and addressing individual and systemic stereotypes and practices that result in biased treatment of others.

Sample Outline

1. Welcome and Introduction
   A. Explanation of training
   B. Review of learning objectives and competencies
   C. Review of agenda

2. Definitions
   A. Distinguish between race, culture and ethnicity
   B. Let’s talk about race, ethnicity, and culture with our families
   C. An essential element of assessment

3. Cultural Components
   A. Race
   B. Ethnicity
   C. Religion
   D. National origin
   E. Family of origin
   F. Disability
   G. Sexual orientation
   H. Class
   I. Gender identity

4. Conscious and unconscious beliefs
   A. Biased treatment
   B. Discriminatory behavior
   C. Favoritism
5. Disproportionality in Child Welfare  
   A. Outcomes  
   B. Treatment

6. Basic techniques for practice  
   A. Ethnographic interviewing  
   B. Motivational interviewing

7. Case scenario that includes questions about:  
   A. Family culture  
   B. Barriers family has faced  
   C. Culturally significant child-rearing practices

8. Interaction with all stakeholders  
   A. Importance of interaction with families  
   B. Foster parents  
   C. Service providers

9. Value of the family  
   A. Best source of information about the family  
   B. All families are important

10. Social worker’s role  
   A. Facilitating effective cross-cultural communication  
   B. Valuing differences in cultural perspective  
   C. Cross-cultural learning is an ongoing opportunity.

11. Closing and evaluations