

## **FAIRNESS AND EQUITY (F&E)**

Fairness and equity refers to:

- 1) coverage of the disproportional representation of children of color in the child welfare system, and
- 2) acknowledgement/coverage/discussion of sensitivity to and respect for the diversity in our society as related to ethnicity, race, class, culture, lifestyle, language, gender, sexual orientation, physical and cognitive abilities, and SES/poverty.

Note: Culture does not merely refer to ethnicity or race. It refers to a complex system of values, beliefs, and attitudes that include, but are not limited to: spiritual or religious systems, art and artifacts, and standards of behavior that regulate life within a particular group of people.

To ensure F&E is addressed in your training:

1. Cover issues of the disproportional representation of children of color in the child welfare system
2. Address cultural issues and issues of diversity in your training content
3. Promote and facilitate discussions of cultural sensitivity
4. Demonstrate cultural sensitivity and confidence in response to the diversity present in the class