

## HOW DID WE GET HERE?

- “Dependent and neglected Negro, Mexican and Native American children and their families have unique challenges that need special consideration, though their needs are in reality little understood by the general public and in many communities, they are almost completely ignored.”
  - **1930** White House Conference, Special Committee and Child Welfare and Race

**“little understood”**

**“almost completely ignored”**

WHY SPECIAL  
CONSIDERATIONS?



## CHILD WELFARE HISTORY/POLICY

- 1935 Aid to Dependent Children (ADC) and Aid to Families with Dependent Children
  - The Louisiana Incident of 1960; The Fleming Rule
- 1974 The Child Abuse Prevention Treatment Act (CAPTA)
  - Jolly K & Parents Anonymous





ANALYZING THE  
ROOT CAUSE

**Examine the assumptions/roots that the child welfare foundation is built on:**

- We know what is best for every child that we encounter
- We define child abuse and know exactly how to identify it
- We know what healthy parenting looks like; and we have the formula for it
- It is our job to rescue children and keep them safe from their caregivers



EVOLUTIONARY VS.  
REVOLUTIONARY

# EVOLUTIONARY VS. REVOLUTIONARY

## Evolutionary

- Inevitable, expected, incremental
- Evolutionary change usually happens to ensure **survival** of the system
- Surface-level; one size fits all approaches
- Protect children, **help** their families

## Revolutionary

- Profound, fundamental, transformational
- Complete overhaul and reconstruction; re-shaping and re-aligning strategic goals and mission
- Examining the root cause of the circumstance, adaptive approaches
- Ensure children have an *uninterrupted sense of belonging*, **strengthen** their families



## EVOLUTIONARY VS. REVOLUTIONARY

- Children are not having their needs met, situation is persisting.
- Children in Foster care were not seeing doctors or therapists in a timely manner.
- Children were in foster care for years without an end date/permanency plan.
- Children are being re-traumatized by disrupting the bonds they have with their foster parents.
- Let's place the child in a different home (foster family) and send resources with that child.
- We need to expedite their services getting them to mental health care and medical care they need.
- If a child is in foster care for more than 15 months, we need to pursue termination of parental rights so the child can have permanency.
- Foster parents are being supporting in adopting children, many informed by bonding evaluations and timelines.
- We need a reinvestment into communities so that the well-being and safety of children can be facilitated by families and their community and not state sanctioned intervention.
- Foster care should not be the pathway for needed services for families. These services should be accessible and known barriers removed.
- 1/100 children will experience a parent losing their parental rights(Wildeman, 2020). Timelines should not dictate the legal separation of a parent from their child.
- Our system should value sacred relational ties and be intentional about re-establishing bonds between children and biological families.

## PRINCIPLES THAT GUIDE OUR FAMILY ENGAGEMENT

- Family First
- Love and Belonging
- Relational Connections are Sacred
- Healing and Belonging
- Community as a Champion



# Mindset – Who are you?

## Segregationist

- Hierarchical Power
- These people...cannot be helped.
- We have the answers, and we must save them...from themselves.
- Punitive
- Blames

Permanently inferior

## Assimilationist

- Negotiated Power
- These people...can be helped. (Rehabilitative)
- We can help them become more civilized and educated.
- Standards (historically informed by white heteronormative values) that need to be reached
- Saves

Temporarily inferior

## Anti-racist

- Shared Power
- These people are... people. They are already civilized. They are inherently valuable.
- Focus on equity
- Adaptive
- Liberates

Never inferior

# MOTIVATION VS. MOMENTUM

Motivation: Reason for someone to act/behave in a certain way; a general desire and willingness for someone to do something (Emotional)

- Proximity to Community
- Acknowledge responsibility and/or culpability
- Be vulnerable and open to accountability
- Re-education Yourself

Momentum: the driving force gained by the development of a process or course of an event. It is not a feeling or emotion, but an action

- Write your values in cement, strategies in sand
- Find/Build a Community
- Create new professional habits
- Measure the work/Seek Feedback
- It's a marathon, not a sprint

QUESTIONS