

**A Training on
Re-imagining Our Role in Supporting Families**

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Reflection Questions:

- 1) What incremental/evolutionary changes have you witnessed or been involved with while you have been in child welfare?
 - Ponder if those changes made sustainable differences in the lives of vulnerable families. If not, what revolutionary aspect was missing?
- 2) What is a revolutionary idea that you have that would meaningfully impact the lives of minority families, and the system broadly? (Consider sharing this with a colleague).
- 3) What is your professional vision and how does it guide your decisions and behaviors?
- 4) How important is it that your mindset towards families match your organization's mindset towards families?
 - a. What are 2 concrete things you can do today to continue affirming your mindset or shifting it?
 - b. How has your current mindset impacted your work with families in the community but also your internal work with your colleagues?

- 5) What temporary, anti-racist discriminatory procedures, practices, habits can be created to promote equity in your community? (Consider sharing this with a colleague).
- 6) What is the difference between equality and equity? Why is the understanding of this vital to our work?
- 7) What do you think will be the biggest challenge to building an Anti-Racist Child Welfare System and Anti-Racist ZTT sites?