

CWAC RACIAL EQUITY

November 23, 2021 10:00 a.m. to 12:00 p.m.

NOTES

Attendees

Members: Dagene Brown, Angela Miner, Claude Robinson, Jasmine Ferrer, Wendy Ingersoll, Mari Christopherson, Jere Murry, Summer Piggee, Prestina Singleton, Jennifer Seward, Christopher Towers, Elle Hansen, Sylvia Fonseca, Heather Dorsey, Mari Christopherson, Evelyn Martinez (Guest)

Charters Bylaws: Dagene Brown, Jere Murray, Prestina Singleton, Piggee Summer

Education Campaign Update

- Too much information (18 hours of footage)
- Dagene:
 - Should we change focus of this public campaign? Recommends quick messages and intentional (30 sec)
 - Office of RE is interviewing but can start as a group to implement into Racial Equity plan.
 - Implicit Bias start prior to kids coming into system, focus on prevention.
- Jasmine: Great Idea, include administration (e.g. in schools as teachers check with supervisor)
- Dagene: Do three 30 second clips to address: Schools, hospitals, and court systems.
- Mari (CASA): Cartoon picture campaign can be very powerful.
- Jennifer: Include existing trainings, e.g., Mandated Reporting. Per Dagene it will incorporate Implicit Bias Module.
- Prestina (UCAN) last year did 8 short videos – alumni + alumni services -> will share with us
- Dagene: Campaign on D-Net, social network, external websites and local stations.
 - Reuse what is already in place
 - Christopher, Jere, Jasmine, Prestina, and Mari-> look at what is already there, should we look at specific areas?
 - Audience= public, entry point into case
 - Should be data driven. E.g. hotline calls-geography
- Claude and Jere: Schools, relationship and education. Also, Summer (ISBE) will join the workgroup spiggee@isbe.net

RE Curriculum update

- DCFS – Difference of Racial Equity and Diversity Equity Inclusion.
- DEI Training from RE lens- DCFS covers specific things, racial disproportionality, racial disparities and how we engage families. Leading to a path forward.

**If you are unable to attend this meeting in person,
please dial: (312) 535-8110; Access Code: 133 813 7549**

- Not “one and done”, but how to infuse into practice.
- Supervision and Team Process incorporate into conversation.
- How to take it back into our teams into practice.
- Implicit bias a pre-requisite and addressing racial disproportionality.
- Those agencies with existing curriculum can -> opt out, those without one ->opt in. Every agency will need something, either the one through DCFS or their existing one.

Review of Recommendations

- Review all DCFS Policies, Procedures and Practices. Ensuring inclusion on all Equity Lens.
- Have Implicit Bias aspect to mandated reporting training by June 2022.
- Blind removal and hotline screening being reviewed. Working with Casey Partners. Other states who attempted already buy in, no timeline, Michigan is stating in a County, CA and NY statewide- legislation, but have not started due to implementation challenges. Blind Removal prepare works need to be made.
- Ensure thinking about execution-> courts need to be part of it.
- Jere: Some concerns, how do we create data, still gathering information → implicit bias- State Attorney and Court.
- Legislation asked DCFS to explore, not yet to implement. Others who have implemented- not necessarily lots of great responses from those.
- Sylvia: Need a foundational basis- look at specific court systems geographically, get a baseline disproportionality seen due to what? Is it CW or Court or combination? Target specific court systems.
- Dagine: Those are reasons to explore and not just jump into it. Not a statewide initiative, but location specific, control group comparison.
- Mari- IL office of the courts. Heather Dorsey data from counties, multi-tiered.
- Heather: We don't do a good job with sharing with court system. Lawyers and Judges often say “Well I cannot fix the system, just deal with case in front of me. Not good racial ethnicity data often not included in court documentation, sometimes in case worker report.
- Grounding reasons: what is judge's role in decision making points- RE implicit bias judicial scorecards exist
- Courts catalyzing change Judge Martin, Griffin involved national training.
- Transformation teams: judges rescore cards.
- Training- engaging families to Motivational Interviewing, training is addressing this.
- Major decision points- who and how to engage other entities to make impactful change.
- Implicit Bias Training- 3.1 Mil\$ proposal was declined, discussion in this meeting. Soon to come out from DCFS which curriculum.
- Jasmine: Inclusion of PDS, hotline callers from of what entry points to have a baseline.

IDHR DEIA Training

- Some DCFS folks attended train the trainer module, then came back and did some internal training with their folks.
- Ideal training to be applied in Child welfare.
- Christ: Other state agencies have stated to implement with small segments.
- Three-day training originally. Want to compress to a one-day training (7hrs).
- Dagine: Break down curriculum into 4 quarters. For private sector include in annual training requirements and when entering Child Welfare. Private agencies can become trainers, so we can train ourselves internally how to infuse into practice.
- Strategic Plan from the training. How it will be implemented.

**If you are unable to attend this meeting in person,
please dial: (312) 535-8110; Access code: 177 804 6998**

- Addressing not only frontline but also administration.
- See the success from the training.

Actions Teams/ LANS

- Dagen: Will send out a list of all existing teams with contact information to join.
- DCFS building them up and be at the table.
- Jennifer: Central Region has some very active ones, especially in Peoria. Will be retiring in December.
- Jackie: Supervisor in Permanency will take over. Also, Bloomington very active.

Calls for Proposals

- Director mentioned in last week's CWAC Meeting increasing shelters beds. Initial focus areas autism resources.
- No dollar amounts attached to it.
- Private agencies, other community agencies.
- Prevention- Services needed so families do not reach the system.
- Out of the box process.

Jennifer: No shelters in Central Region. Desperate need autism resources.

- Workforce Crisis.
- Collective way to address.
- Diversity of this team extended and inclusive team and family.

No public comments

Adjournment

Next Meeting: January 25th, 2022@10:00 a.m.

**If you are unable to attend this meeting in person,
please dial: (312) 535-8110; Access code: 177 804 6998**