

EFFECTIVE CHILD WELFARE PRACTICE WITH LATINO FAMILIES
University of Kansas School of Social Welfare
Child Welfare Resource Network
[The Curriculum Description]

The series *Effective Child Welfare Practice with Latino Families* was developed by the Child Welfare Resource Network at the University of Kansas School of Social Welfare and partners at the Butler Institute for Families, Graduate School of Social Work at Denver University. The project was funded through Grant No. 90CT0130 through the Health and Human Services Administration for Children and Families under the program title *Effective Child Welfare Practice with Hispanic Families* with a project period October 1, 2004 and September 30, 2007.

Curriculum Series

Effective Child Welfare Practice with Latino Families is a curriculum series designed for child welfare and partner agencies. The series is based on the belief that agencies with a long-term commitment to self reflection/assessment, planning for on-going dialog and increased understanding present the best opportunities for training to have a lasting impact on the development of cultural responsiveness and best practice with Latino families. In every instance, curriculum is designed to reflect and model strengths of Latino culture, including collectivism, *familismo*, *respeto*, and *personalismo*.

Section One

The Culturally Responsive Organization

The series begins with options designed to support partnerships in communities and to start the process of organizational and community assessment. This section provides options for developing local advisory or work groups to conduct an organizational and community assessment from which a plan for future training will be developed. Included are:

- (1) Brief organizational and community assessment tools;
- (2) Protocol for focus groups with agency administrators/supervisors, line staff, community partners, and family members;
- (3) Information on the in-depth El Paso Organizational and Community Assessment.

Section Two (One day)

El Jardin: Latino Families' Experience with Community Based Services – A Simulation

El Jardin is a half-day simulation that is a powerful experiential learning activity designed to help participants develop a deeper level of insight and understanding into the lives and service needs of some Latino families as well as community responses and capacity. It is based on the premise that child welfare professionals need the opportunity to experience what it is like to be Hispanic in the communities they serve in order to be ready to learn the skills necessary to provide culturally responsive services. Toward that end, the simulation is a large-scale role play which allows up to 55 participants to interact in the “city” of El Jardin. Participants play the role of family members, service providers, or community members living and interacting in the city. The goal of the simulation is to help participants identify their biases, attitudes, strengths, and the skills needed to effectively

serve Hispanic families. This training event allows each participant to have a uniquely individual experience which builds opportunities for powerful discussion and reflection both individually and within groups.

Foundations for Culturally Responsive Practice with Latino Families

Foundations is a half-day companion workshop designed to follow the morning simulation El Jardin. The workshop emphasizes the importance and role of ongoing self-reflection/assessment in culturally responsive practice. By examining the differences between stereotypes and generalizations as well as some tools for dialog, participants have a foundation for exploring the strengths of Latino culture.

Section Three (Two days)

Core Elements of Culturally Responsive Practice with Latino Families

Core Elements is a two day training that explores best practice strategies. Encouraging ongoing self-reflection, the training promotes understanding and skills necessary for safety and permanency by building on strengths of Latino culture while acknowledging barriers faced by individual families. By including partners in all elements of the training, participants build community understanding as they explore:

- (1) demographics
- (2) citizenship and immigration
- (3) requirements for working with persons who have Limited English Proficiency
- (4) working with interpreters
- (5) skills of cross-cultural service provision
- (6) traditions of Latino culture, and
- (7) a 3-ring binder of resources, including
 - a) an annotated bibliography
 - b) a glossary of terms, and
 - c) an extensive resource guide.

Section Four (One day)

Developing a Culturally Responsive Team

This is a one day workshop for supervisors and mentors in child welfare and partner agencies. By reviewing objectives and activities from previous training events, supervisors are encouraged to develop goals and strategies for continuing partnerships to build culturally responsive practices within agencies and communities. The afternoon features presentation of three video (rich-text) productions which can be used for future in-service or “brown bag” discussions around the issues such as immigration, domestic violence, and legal remedies for foreign-born victims.

Section Five

Advanced Topics Series

Advanced topics include three video (rich-text) productions designed to be used for in-service, classroom, or “brown bag” presentations to be facilitated by local/regional “experts.” The

learning experience is best when presented to a multi-disciplinary audience including child welfare, legal, and community service professionals. By involving service partners and local experts, child welfare workers will build vital community networks for effective practice with Latino families.

Presentations include:

From the Field – Immigration & Child Welfare (24:12)

Suzanne Gladney, Managing Attorney
Legal Aid of Western Missouri
Kansas City, MO

Domestic Violence Dynamics in Immigrant Communities (37:48)

Pamela Burrough, Immigration Project Attorney
Annie McKay, Child Welfare Policy Coordinator
Kansas Coalition Against Sexual & Domestic Violence (KCSDV)
Topeka, KS

Legal Options for Immigrant & Foreign-born Victims (40:58)

Pamela Burrough, Immigration Project Attorney
Kansas Coalition Against Sexual & Domestic Violence (KCSDV)
Topeka, KS

Section Six

Teaching Effective Practice with Hispanic Families

This section features curriculum modules for social work departments, the modules include a variety of awareness and skill building exercises that can be easily inserted into existing social work or human service courses.