

Children's Program

Anti-Racism Plan

Quarterly Report for June-Sept 2020

- We provided the following full-day training for all Children's Program staff:
 - *Unpacking Diversity, Equity, and Inclusion* by Alexis Braly James
 - *Understanding Expression of Trauma and Expanding Interpretive Power* by Dr. Eleanor Gil-Kashiwabara
 - Performances by professional actors depicting situations of racial trauma to help us better empathize with the lived experience of People of Color (POC).
- We updated our intake forms so that clients can better reflect important aspects of their identity (e.g., gender identity, ethnicity, race, family constellation) to be shared with the clinician providing treatment.
- We researched and updated cultural considerations for specific assessment instruments used by clinicians conducting psychological and educational evaluations.
- We developed our new RISE-UP class series for youth targeting the development of empathy skills; inclusion; awareness of one's biases; and standing up to hate, bullying, and racism.
- We launched our monthly Diversity, Equity, and Inclusion (DEI) journal club, which is a discussion group for clinicians to learn about and apply culturally competent practices within their clinical work.
- Staff took steps to ensure that our children's books and clinic toys are updated and reflective of a diverse population in terms of racial identity as well as gender identity.
- A clinician provided a written summary to other staff after attending a Disrupting Racism training.
- We established connections with Women Infants and Children (WIC) and Black Parents Initiative (BPI) to explore how we as a clinic can support their work in providing support to vulnerable communities. In addition, we took steps to ensure that foster families served by our clinic know how to access these support programs. We are currently exploring ways to support BPI tutoring and education programs for Black/African American families. We also are coordinating efforts with BPI to develop programs with the goal of preventing Black children from coming into foster care.
- We updated our writing norms and recommendations for assessments such that we are improving our integration of cultural factors. This includes our evaluations of foster children with a particular focus on addressing cultural factors when making placement and service recommendations. This also involved consultation with Dr. Gil-Kashiwabara.
- We created a working committee to pursue grant funding options to serve more children from marginalized groups (e.g., children in metro area with OHP) or groups with limited mental health access (e.g., rural communities).
- Development of consultation services for medical clinic(s), allowing us to expand services to a more diverse population.