

Training Steering Committee (TSC) Commitment to Equity, Diversity, Inclusion (EDI) in Child Welfare Learning & Development

The TSC believes that:

- Children, youth, families, and communities benefit from having a diverse workforce that is culturally responsive to the unique needs of each person who interacts with the child welfare system.
- Child welfare professionals benefit from awareness of and attention to systemic racism that impacts families involved in the child welfare system.
- Growth and development related to EDI occurs not only at a systemic level, but at an individual level, with each professional at a different place on the learning continuum.
- Professional development related to EDI considerations is the responsibility of the state, the county, and each individual child welfare professional.
- Learning happens through a variety of mechanisms including, but not limited to: training, coaching, supervision, personal interactions, community involvement, and self-introspection. Whatever the mechanism, growth occurs through self-reflection and opportunities to process these experiences.
- Developing an organizational culture committed to psychological safety of its workforce needs to occur in order for child welfare professionals to commit to EDI practices.

The TSC is committed to:

- Critically examining our systems and structures to establish a learning and development system that embodies our commitment to EDI principles and practices.
- Integrating an EDI lens throughout all learning opportunities offered through CWTS.
- Encouraging county onboarding and ongoing learning opportunities to include attention to EDI practices and principles, with special attention to workforce retention.
- Providing a platform to amplify the voices of those with lived experiences that are current child welfare professionals and those served by these learning and development opportunities.
- Partnering with organizations similarly committed to EDI practices and principles.