

A SYMPOSIUM ON **RACIAL EQUITY**



MAY 9-10, 2019

#RacialEquity

#FICW2019

PRESENTED BY:



FLORIDA INSTITUTE FOR CHILD WELFARE

AT FLORIDA STATE UNIVERSITY

☎ 850-644-7201

🌐 FICW.FSU.EDU

✉ FICW@FSU.EDU

f 🐦 [@FSUChildWelfare](https://www.facebook.com/FSUChildWelfare)

IN PARTNERSHIP WITH:



FLORIDA STATE UNIVERSITY
COLLEGE OF SOCIAL WORK

Louis de la Parte
Florida Mental Health Institute



Welcome



Jessica Pryce, Ph.D.

Director, Florida Institute for Child Welfare

I am delighted to welcome each of you to our 2019 Spring **Symposium on Racial Equity**. Our Institute has a responsibility to provide evidence-informed recommendations to our state policy-makers and we are excited to learn how to prioritize equity and improve outcomes for Florida's families. The Institute, along with generous sponsors, has prepared a program of experts to discuss their work on racial equity initiatives and important training opportunities for our child welfare community. It is my goal that at the end of the Symposium, each of you will harness the lessons learned about our personal and professional responsibility for racial equity, and that you take that awareness and energy back to your agency and community. Although this work is challenging, I know that we can build an infrastructure of ethics, fairness, and effectiveness, thereby facilitating better outcomes for all Florida families.



Jim Clark, Ph.D.

Dean, Florida State University College of Social Work

We welcome you to the Florida Institute for Child Welfare's **Symposium on Racial Equality**. Along with our wonderful sponsors, the FSU College of Social Work is excited to support this important exploration of crucial issues facing all child welfare professionals and organizations across the state, and indeed, across our nation. We have learned a great deal from child welfare research over the past two decades about how professional decision-making at the practitioner, organizational, and policy levels is profoundly affected by the background characteristics of the children and parents involved in the system. The role of race has emerged as especially important to understand. What is most troubling has been the mounting evidence that the rationale for many high-impact decisions frequently operate implicitly. How important it is then for the "hidden" to be brought into the light where it can be explored through the kinds of presentations and conversations that we will engage in at this Symposium. Thank you for joining in this important dialogue, and again, welcome!

Symposium Moderator



Kevin Warren

Executive Director, One Voice IMPACT

Kevin Warren is a father, husband, Executive Director of One Voice IMPACT and CEO of The LIFE Group, LLC. Raised in Saginaw, MI, Warren has been able to not only overcome, but openly utilize his shortcomings of flunking out of college, homelessness, and addiction to develop social emotional solutions and products aimed at training, cultivating and bridging gaps nationwide. After publishing his first book, Warren launched a social emotional consulting firm and began speaking at schools and events around the country. Warren has also created youth programming and professional development workshops for clients such as DCF SAMH, TRIO, AMI and DJJ, and the Florida Coalition for Children. Warren has dedicated his life and business to provide social emotional learning rooted in Trauma-informed Care Solutions, diligently fighting to provide inner-personal education as a pillar of all education.

THURSDAY

1:00 PM

Welcome

Jessica Pryce, Ph.D., Director, Florida Institute for Child Welfare

Jim Clark, Ph.D., Dean, FSU College of Social Work

Sponsors

Rene Ledford, LCSW, BCBA, Director of Quality Improvement and Training, Children's Home Society

Jackie Gonzalez, President, Stabilify

Linda Jewell Morgan, Senior Director, Strategic Consulting, Casey Family Programs

1:30 PM

Keynote: **Corey B. Best** — Seeing Race, Racism and Equity without Blinders:
A Tour of One Community's Journey to Strengthen Families

3:00 PM

Break

3:15 PM

Panel Discussion

SPONSORED BY STABILIFY AND FLORIDA MENTAL HEALTH INSTITUTE

MODERATOR

Reiko Boyd, Ph.D., Assistant Professor, University of Houston

PANELISTS

Emma Ketteringham, Managing Director, Family Defense Practice, The Bronx Defenders

Zuleka Henderson, Ph.D., Lecturer, Columbia University

Calvin Martin, Director of Program Advocacy and Inclusion, Guardian ad Litem

Minnora Bishop, Disproportionate Minority Contact Coordinator, Florida Department of Juvenile Justice

5:00 PM

Closing

5:30 PM

Reception

SPONSORED BY CHILDREN'S HOME SOCIETY

THURSDAY

Keynote Speaker



Corey B. Best

Speaker/Consultant

Corey Best is first, a dedicated father. Originally from Washington, DC, he now resides in Florida. This is where Corey began his work in leadership training, systems building, authentic family engagement, race equity, promoting protective factors, social equality and highlighting “good enough parenting” for those impacted by the child welfare system. He is an independent consultant supported by Casey Family Programs and has been in that capacity for five years. He is currently engaged in racial equity work in Broward County. He is also certified in multiple trauma modalities and the National Alliance of Children’s Trust and Prevention Funds’ training *Bringing the Protective Factors to Life in Your Work: A Resource for Action*. Corey has utilized his platform to re-build systems that are responsive to sharing power with constituents and optimal child and family development through prevention efforts.

QUESTIONS FOR COREY

Please post your questions for Corey on Twitter or directly on the Institute’s Facebook page.

Be sure to tag [@FSUChildWelfare](#) in your posts!

THURSDAY

Panel Moderator



Reiko Boyd, Ph.D.

Assistant Professor, University of Houston

Reiko Boyd is an Assistant Professor at the University of Houston Graduate College of Social Work. Her research focuses on empowering Black communities by pursuing racial equity in infant health and wellbeing, addressing racial disparity in the child welfare system, and countering structural inequality at the neighborhood level. Dr. Boyd earned her MSW from the University of California, Los Angeles, and her doctorate in social welfare from the University of California, Berkeley. She currently serves on the board of the African American Health Coalition in Houston, TX and is a member of the IMPACT Collaborative, a community-engagement stakeholder group that works to improve perinatal health outcomes in the Greater Houston Area.

ASK THE PANEL

During the panel discussion, please post your questions on Twitter or directly on the Institute's Facebook page.

Be sure to tag [@FSUChildWelfare](#) in your posts!



THURSDAY

Panelists



Emma Ketteringham

Managing Director, Family Defense Practice, The Bronx Defenders

Upon graduating from Northeastern University School of Law, Emma clerked first in the U.S. District Court for the District of Maine and then at the U.S. Court of Appeals for the Second Circuit. She started at The Bronx Defenders as a criminal defense attorney and is now managing attorney of the Family Defense Practice. Emma supervises attorneys, social workers and parent advocates who represent parents accused of child abuse and neglect and facing possible termination of parental rights. She participates in numerous court-based and independent coalitions to develop pro-family policies and practices in New York City, including the committee devoted to reducing racial disproportionality in foster care. In her career, Emma has worked as Director of Legal Advocacy for National Advocates for Pregnant Women where she was counsel and strategist on criminal and civil child welfare cases at the intersection of the wars on women and drugs. She has also worked as a litigation associate where she represented parents and children in civil rights actions in state and federal court, and worked on complex civil litigation.



Zuleka Henderson, Ph.D.

Lecturer, Columbia University

Dr. Zuleka Henderson is a lecturer at the Columbia University School of Social Work. She is a licensed social worker from Brooklyn, NY whose practice experience includes delivering school and community-based mental health services using African-centered wellness models. Grounded in the theories of historical trauma and post-traumatic slave syndrome, her research coalesces around trauma, mental health, and conceptualizations of healing for Black people across generations. Her most recent research took a qualitative approach to examining how Black teens define trauma and healing. Currently, Dr. Henderson's focus is on translating African-centered conceptualizations of wellness into community-based mental health spaces for Black people who do not see traditional clinical services as an option for healing.

THURSDAY

Panelists (CONTINUED)



Calvin Martin

Director of Program Advocacy and Inclusion, Guardian ad Litem

Calvin Martin has over 25 years of experience in a variety of capacities in child welfare, mental health, community assessment and engagement, cultural diversity, training delivery methods and staff development. To fulfill his passion for bringing diverse groups together, Calvin has successfully integrated varying aspects of intercultural communications/cultural competency skill building into his presentations and project management initiatives. As a certified trainer in racial and ethnic identity work, Calvin's personal mission is to assist others in leading their agency in efforts to create specific strategies for securing timely outcomes for children and families, as well as increase the overall safety and long-term well-being for all children within different systems of care. In his current role, Calvin provides strategic, operational, and organizational leadership that grows capacity for intercultural competence, nurturance of diverse populations and inclusive leadership across the program. Calvin has 3 daughters with his wife of more than 17 years.



Minnora Bishop

Disproportionate Minority Contact Coordinator, Florida Department of Juvenile Justice

Minnora "Minnie" Bishop is a proud graduate of Florida State University. Dedicated to the mission of Florida's DJJ and working to turn around the lives of Florida's at-risk youth and families, she has a passion for promoting reforms for race equity throughout the state. Ms. Bishop currently serves as the statewide coordinator for the Juvenile Detention Alternatives Initiative (JDAI) and the Disproportionate Minority Contact Coordinator for the Florida DJJ. She oversees the JDAI sites and state level efforts to ensure implementation of policies/practices designed to maintain equity within the juvenile system. She is responsible for guiding the work toward the reduction of disproportionality in juvenile justice contacts and increasing race equity in communities across the state. This work directly affects school, policing, and juvenile justice practices and policies, to name a few areas.

FRIDAY

8:30 AM

Networking Breakfast

SPONSORED BY SUNSHINE HEALTH

9:00 AM

Welcome

Racial Equity Research Grant Recipients

Sue Gallagher, Chief Innovation Officer, Children's Services Council of Broward County

Lodi Rohrer, USF Child and Family Studies

10:00 AM

Keynote: Khatib A.F. Waheed — Racial Equity Learning Exchange

SPONSORED BY CASEY FAMILY PROGRAMS

12:00 PM

Networking Lunch

SPONSORED BY SUNSHINE HEALTH

1:00 PM

Racial Equity Learning Exchange (Continued) Interactive Workshop

3:00 PM

Closing

Keynote Speaker



Khatib A.F. Waheed

Presenter/Facilitator, Racial Equity Learning Exchange Sessions

In June 2011, Khatib Waheed initiated Racial Equity Learning Exchange SessionsSM (RELE) nationally as a consultant, trainer, and facilitator to support various judicial circuits, criminal justice systems, child welfare jurisdictions, law enforcement, mental health agencies, state agencies, and large organizations across the country who work to improve services and outcomes for children and families of color involved with juvenile justice and the welfare systems. Prior to his national work as a Presenter/Facilitator of RELE, Waheed served for eight years as a senior fellow for the Center for the Study of Social Policy in Washington, DC from 2003 to 2011.

When Khatib is not doing RELE Sessions, he is working on a daily basis to achieve racial equity through some specific systemic reform and community building efforts. Over the past five years, Khatib has been providing staff and resource oversight in four Saint Louis Public Full Service Schools that are providing counseling, therapeutic and other social service supports to students and their families who are adversely impacted by trauma, toxic stress, poverty and structural racism.

Most recently, Khatib began working with the St. Louis Circuit Attorney's office to engage citizen participation, restore accountability and public trust, further advance harm reduction initiatives, and achieve equity in criminal justice system outcomes.

Khatib holds a M. Ed. from the University of Missouri-St. Louis and a B.A. in History and Political Science from Webster University. Over a 40-year span, he has received innumerable awards, recognitions and accolades for his service to children, families and his work in community empowerment, social justice and racial equity.

Thank You

Numerous resources have been compiled on the various aspects of racial disparity. These and other child welfare related resources can be found on our website at FICW.FSU.EDU.



PODCAST OPPORTUNITY

The Institute has a new podcast series which focuses on empowering and supporting our frontline child welfare professionals.

If you are interested in participating in an interview, please contact FICW@FSU.EDU.

SUBSCRIBE FOR UPDATES

Stay informed of the latest news from the Institute by joining our mailing list. Visit FICW.FSU.EDU and click subscribe.



SPONSORS



Casey Family Programs is the nation's largest operating foundation focused on safely reducing the need for foster care and building Communities of Hope for children and families across America. Our mission is to provide and improve—and ultimately prevent the need for—foster care.

We are committed to 2020: Building Communities of Hope, a nationwide effort to improve the safety and success of children and their families. Casey Family Programs works in all 50 states, the District of Columbia and two U.S. territories and with more than a dozen tribal nations. We support a range of public, private, tribal and community partners to promote safe children, strong families and supportive communities. For more information, see CASEY.ORG.



Children's Home Society of Florida has a bold direction to end the need for foster care as we know it by keeping more families safe, strong and together.

Our solutions empower children throughout their life, with services focused on helping to ensure children are ready to grow, ready to learn, ready for college or a career, and—when they become adults—and they're ready to parent.

Together, we are working toward a world where children can realize their full potential. Children's Home Society of Florida serves more than 60,000 children and family members throughout the state each year. For more information, see CHSFL.ORG.

Louis de la Parte
Florida Mental Health Institute



The Florida Mental Health Institute (FMHI) at the University of South Florida conducts applied research to improve services and outcomes for individuals with mental, addictive, and developmental disorders. FMHI focuses on some of society's most challenging problems through its research, consultation, and training carried out by the FMHI Affiliates. The Affiliates continue to make major strides in their efforts to secure external funding to support its critical activities. Focused on high impact research, FMHI Affiliates currently have contracts and grants totaling over \$13 million with various federal and state entities. More than 80 FMHI Affiliates conduct multidisciplinary research, consistent with their expertise in psychology, psychiatry, economics, criminology, gerontology, anthropology, social work, public health, nursing, and education. For more information, see USF.EDU/CBCS/FMHI.

SPONSORS



Stabilify deploys innovative, mobile-ready technology solutions providing child welfare and human services organizations with real-time answers to what is working, what is not working, and why. We believe technology should work for everyone, and by proactively monitoring the pulse of our customers' data through timely and actionable intelligence, we equip every person who touches the lives of vulnerable children and families with the technological capability to improve the lives of those children and families, improve caregivers' lives, achieve efficiencies, solve problems, determine ROIs, and improve outcomes—all in measurable ways. For more information, see [STABILIFY.NET](https://stabilify.net).



Sunshine Health provides personalized healthcare for children in Florida's child welfare system to care for their physical and behavioral health needs.

Because Sunshine understands that improving the well-being of children in the state's child welfare system is a community effort, a care coordination team is built around every child to best support his/her individual needs.

Their integrated physical and behavioral health approach brings together healthcare providers, community-based care agencies, child welfare providers, and foster, adoptive and biological parents to create a care plan to match each child's needs.

Specialized programs and services are offered at no cost to every child in or adopted from the state's child welfare system. For more information, see [SUNSHINEHEALTH.COM](https://sunshinehealth.com).



FLORIDA STATE UNIVERSITY
COLLEGE OF SOCIAL WORK

Florida State University College of Social Work provides quality education services at the baccalaureate, master's, and doctoral levels that prepare professional social workers to enhance human well-being and help meet the basic needs of diverse populations with particular attention to the empowerment of people who are vulnerable, oppressed, or living in poverty. It is the purpose of the College of Social Work to contribute to the knowledge base that supports social work practice and social policy development, and to provide leadership through community service at the local, state, nation, and international levels. The college's social work faculty hail from prestigious institutions across the country and facilitate leading research and projects in range of areas such as child welfare, substance use, criminal justice, and many more. In 2019, the FSU College of Social Work was ranked as a top graduate program in social work (No. 33) and top 20 social work program at a public university (U.S. News and World Report). For more information, see [CSW.FSU.EDU](https://csw.fsu.edu).

FICW.FSU.EDU/SYMPOSIUM



**FLORIDA
INSTITUTE
FOR CHILD
WELFARE**

AT FLORIDA STATE UNIVERSITY



FLORIDA STATE UNIVERSITY
COLLEGE OF SOCIAL WORK