CWAC Working Plan Overview

Goal 1: To advise the Department of Human Services (DHS) on development and administration of child welfare policies, programs and practices related to reducing over-representation of children of color in the child welfare system.

- 1A: Receive training regarding the institutional impacts of racism.
- 1B: Participate as a focus group for CWETF.
- 1C: Clarify the role of CWAC members who serve on these other committees.
- 1D: Review planning documents for Casey and CWETF to determine opportunities for discussion and the provision of advice to DHS.
- 1E: Review common core documents related to research in safe reduction of foster care, with an emphasis on reducing (disproportionality) over-representation.

Goal 2: To expand the representativeness in CWAC discussions.

- 2A: Reengage the ICWA Advisory Committee.
- 2B: Inventory the diversity of the existing committee.
- 2C: Target recruitment to persons who are under-represented on the CWAC.
- 2D: Identify additional methods of expanding our conversation such as inviting and welcoming non-members to the meeting.

Goal 3: To coordinate and leverage state and local efforts to improve policy, program, and practice.

- 3A: Create a directory of key, local contacts who are the “dependency experts.”
- 3B: Attend local meetings in months that CWAC is not scheduled to meet.
- 3C: Promote and support local child welfare related initiatives.

Goal 4: To advise DHS on the practice of the Oregon Safety Model (OSM).

- 4A: Create a sub-committee to evaluate the effectiveness of OSM practice.
- 4B: Use the sub-committee to facilitate the discussions among the full membership at regular intervals over the next year regarding their findings.

Goal 1: To advise the Department of Human Services (DHS) on development and administration of child welfare policies, programs and practices related to reducing over-representation of children of color in the child welfare system.

Objective: To enhance the committee's understanding of the Child Welfare Equity Task Force (CWETF) and the Casey Partnership as they relate to a reduction of foster care and a reduction of over-representation of children of color in the child welfare system.

Suggested Strategies	Strategy Lead(s)	Time Frame
▪ Educate ourselves on the issue of over-representation of children of color in the child welfare system by: ✓ Receiving training regarding the institutional impacts of racism. ✓ Review common core documents related to research in safe reduction of foster care, with an emphasis on reducing (disproportionality) over-representation. ✓ Becoming more familiar with the plan documents in the eight Casey pilot counties. ▪ Participate as a focus group for CWETF. ▪ Clarify the role of CWAC members who serve on these other committees. ▪ Review planning documents to determine opportunities for discussion and the provision of advice to DHS.		1/13/10 CWAC received training on the institutional impacts of racism from Kory Murphy. 1/13/10 Kory Murphy shared an update on child welfare racial equity.

Goal 2: To expand the representativeness in CWAC discussions.

Objective: To better represent the diversity of stakeholders in child welfare, both through membership and engagement of stakeholders who are not currently members.

Suggested Strategies	Strategy Lead(s)	Time Frame
▪ Reengage the ICWA Advisory Committee. ▪ Inventory the diversity of the existing committee. ▪ Target recruitment to persons who are under-represented on the CWAC. ▪ Identify additional methods of expanding our conversation such as inviting and welcoming non-members to the meeting.		

Goal 3: To coordinate and leverage state and local efforts to improve policy, program, and practice.		
Objective: To improve communication and collaboration between state and local efforts to improve policy, program, and practice.		
Suggested Strategies	**Strategy Lead(s)**	**Time Frame**
▪ Create a directory of key, local contacts of committees who are the "dependency experts". ▪ Attend local meetings in months that CWAC is not scheduled to meet. ▪ Promote and support local child welfare related initiatives.		

Goal 4: To advise DHS on the practice of the Oregon Safety Model (OSM).

Objective: To evaluate the effectiveness of OSM in supporting the CWAC priorities to:

- Reduce over-representation of children of color in the child welfare system.
- Prevent foster care placement.
- Assure that children placed in foster care are safe and thriving.
- Provide permanency for children in a timely manner.

Some Suggested Strategies	Strategy Leader(s)	Time Frame
▪ Create a sub-committee to evaluate the effectiveness of OSM practice. ▪ Use the sub-committee to facilitate the discussions among the full membership at regular intervals over the next year regarding their findings.		