



Fathers and Continuous Learning in Child Welfare

Toolkit for Building System Capacity to Engage Fathers and Paternal Relatives in Child Welfare: Racial Justice Action Planning Worksheet

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Racial Justice Action Planning Worksheet¹

Purpose

To complete the Racial Justice Action Planning Worksheet, your improvement team will have several discussions to consider how staff see racism operate in their local context. You will consider strategies to implement to change racist practices that negatively impact fathers of color. Work toward racial justice will be ongoing, and will always need continuous improvement, so your team should ask these questions on an ongoing basis. We share resources in the box below that could help support discussions about racial inequities.

Table 1. Resources to support racial justice work

Resource	Author
White Supremacy Culture	Tema Okun
White Privilege: Unpacking the Invisible Knapsack	Peggy McIntosh
Being anti-racist is central to trauma-informed care: Principles of an anti-racist, trauma-informed organization	National Traumatic Stress Network
How white people got made	Quinn Norton
The subtle linguistics of polite white supremacy	Yawo Brown
People including cops- view black kids as less innocent and less young than white kids	Phillip Bump

Instructions

Discuss the questions as a team and document responses. Consider engaging a father of color in your discussions. After you select and test a strategy, you can incorporate it into the sustainability action plan.

¹ The Racial Justice Action Planning Worksheet was developed by the FCL Racial Justice Workgroup and the FCL Project Team.

For the full toolkit, please visit <https://www.acf.hhs.gov/opre/toolkit/toolkit-building-system-capacity-engage-fathers-and-paternal-relatives-child-welfare>.

Racial Justice Action Planning Worksheet

Background	
<i>Understanding opportunities to promote racial justice</i>	
How does racism operate at our agency? How can it be seen in policy, practice, and agency culture? How does it impact fathers and paternal relatives?	
How does our agency perpetuate White supremacy through policy, practice, and culture? How does it impact fathers and paternal relatives?	
The plan	
<i>Concrete and specific actions</i>	<i>For each concrete and specific action step, indicate how you will hold yourselves accountable for taking the action.</i>
What concrete action steps will we take to eliminate racist structures and practices as they relate to fathers and paternal relatives? (Be specific.)	
What concrete action steps will we take to address power differentials that uphold White supremacist practices with fathers and paternal relatives? (Be specific.)	

References

- Brown, Y. “The Subtle Linguistics of Polite White Supremacy.” [The Subtle Linguistics of Polite White Supremacy | by YawoBrown | Medium](#). Accessed June 30, 2023.
- Bump, P. “People—including Cops—See Black Kids as Less Innocent and Less Young Than White Kids.” [People — Including Cops — See Black Kids as Less Innocent and Less Young Than White Kids - The Atlantic](#). *The Atlantic*, March 10, 2014.
- McIntosh, P. “[White Privilege: Unpacking the Invisible Knapsack](#).” In *Understanding Prejudice and Discrimination*, edited by S. Plous. McGraw-Hill, 2003.
- Norton, Q. “How White People Got Made.” *The Message*, October 17, 2014. [How White People Got Made. Whiteness is one of the biggest and... | by Quinn Norton | The Message | Medium](#). Accessed June 30, 2023.
- Okun, Tema. “White Supremacy Culture.” www.dismantlingracism.org. Accessed June 30, 2023.
- Powell, W., J. Agosti, T.H. Bethel, S. Chase, M. Clarke, L.F. Jones, W.F. Lau Johnson, C.R. Noroña, B.C. Stolbach, and E. Thompson “[Being Anti-Racist Is Central to Trauma-Informed Care: Principles of an Anti-Racist, Trauma-Informed Organization](#).” National Center for Child Traumatic Stress, 2022.

Racial Justice Action Planning Worksheet (Example)

Background	
	<i>Understanding opportunities to promote racial justice</i>
<p>How does racism operate at our agency? How can it be seen through policy, practice, and agency culture? How does it impact fathers and paternal relatives?</p>	<ul style="list-style-type: none"> - Families are often evaluated by an individual caseworker, who may be more biased than a group review process. Committees could help mitigate bias. - Lack of understanding of how poverty impacts parenting. - Agencies don't disaggregate data to see trends by subgroups, disparities, or disproportionality. - When we do look at data by race, we see that Black children stay in care longer than White children. - Not enough emphasis on addressing racism. - Court reports may not accurately represent fathers' efforts.
<p>How does our agency perpetuate White supremacy through policy, practice, and culture? How does it impact fathers and paternal relatives?</p>	<ul style="list-style-type: none"> - Leadership is not diverse. - Some of the fathers served by the agency may not have access to resources like money, education, and information, yet it is assumed they have access to opportunities and chose not to use them. - The standards for appropriate parental behavior reflect White privilege norms and values that represent the dominant culture. - The capacity to make and enforce decisions is unfairly distributed along racial lines. The power to make decisions does not rest in the hands of those who are most affected by the decision. - The "problem" is defined through the perspective of White-dominant culture. The people who get to name the problem determine the framework for solutions.
The Plan	
<i>Concrete and specific actions</i>	<i>For each concrete and specific action, please also indicate how you will hold yourselves accountable for taking the actions.</i>
<p>What concrete action steps will we take to eliminate racist structures and practices as they relate to fathers and paternal relatives? (Be specific.)</p>	<ul style="list-style-type: none"> - Have regular roundtables with fathers to understand their perspectives. Ask fathers how practice can be improved. - Emphasize community collaborations to support prevention activities that would reduce the need for families to come into care in the first place. - Support training and ongoing conversation about racial bias. - Consider how collaborating with other agencies can assist with providing concrete supports to fathers (for example, education, job training, housing assistance, income support, and health and behavioral health services).
<p>What concrete action steps will we take to address power differentials that uphold White supremacist practices with fathers and paternal relatives? (Be specific.)</p>	<ul style="list-style-type: none"> - Create action steps after meetings with fathers and hold staff accountable for follow-through. - Ask fathers to review case plans and court reports before submitting them. - Hire fathers with lived experience; diversify the workforce, include more dads of color. - Require a culture plan for every child. - Review practice and policy through the eyes of a father of color.