



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

Transforming Culture to Achieve Equitable Outcomes with Children & Families

**May 8, 2023
9:15 a.m. - 10:30 a.m.**

WEBINAR

Program Summary

The New Jersey Department of Children and Families (DCF) has taken action to establish a culture of diversity, equity, and belonging, including becoming an equitable and fair agency in which everyone views themselves as responsible for creating and sustaining equity by addressing all forms of bias, disproportionality, and disparities in its personnel practices, agency programs and policies, addressing diversity and inclusion for internal operations and external services and creating a culture of belonging that respects and embraces differences, treats everyone equitably and promotes psychological safety.

This program will provide an overview of DCF's efforts to meet these goals by analyzing data, conducting a self-assessment, developing a Race Equity Steering Committee, creating an Office of Diversity, Equity, and Belonging, adjusting hiring practices, and updating policy and practices. The presenter will provide participants with contextual and structural factors that have contributed to the success of actions thus far while highlighting early findings, lessons learned, and resources that can be adapted and utilized in other jurisdictions. The presenter will discuss an overview of DCF's evolving efforts to implement a race equity informed agency-wide training and professional development program. Participants will also be afforded the opportunity to share and collaborate on this work and will be provided with guidance on how they can contribute to achieve these outcomes.

Eligibility

This program is only open to Deputy and Assistant Attorneys General in the DCF practice group and DCF agency attorneys invited to attend.

Faculty

Florence Racine, MSW, LSW is the Director of the Office of Diversity, Equity & Belonging at the New Jersey Department of Children and Families. She coordinates the work of the department's Race Equity Steering Committee, develops and implements initiatives that promote equitable outcomes for children and families of color, builds the capacity of staff to respond effectively to structural racism, individual and implicit bias, and promotes culturally competent policy and practice within DCF and among its contracted services. Ms. Racine is a licensed social worker with expertise in direct practice and supervision in child protective service investigations and permanency, analyzing quality of service and developing and implementing effective strategies for improvement on a state level. She is a member of the ChildStat/Qualitative Review process and DCF's Race Equity Steering Committee. Her service at DCF has also included performance management, case practice model implementation, quality improvement, IAIU and child protection. Ms. Racine's work in Race Equity began while collaborating on a project with the State of Michigan to study overrepresentation of children of color in their child welfare system. She learned that at every point along the child welfare continuum, there are disparate outcomes based on race, gender identity and sexual orientation. She holds a B.S. in Community Health Services from William Paterson University and an M.S.W. from Rutgers University in New Brunswick.

CLE Credit

NJ CLE Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of Alternative Verifiable Learning Format (AVF) total CLE credit. Of these, 1.5 qualify as hours of credit for ethics/professionalism in the Diversity, Inclusion and Elimination of Bias category.

Registration

Those who are eligible to apply should use the Zoom Webinar registration link in the Program Announcement email. Students who are registered will receive a confirmation email with a link to access the program.

Students must download Zoom before the webinar in order for the AGAI to record polling responses that are required for attendance verification and CLE credit.

The AGAI will be unable to verify attendance or grant CLE credit to students who have not downloaded Zoom before the webinar.