

IS YOUR CASA PROGRAM DIVERSE AND INCLUSIVE?

WHAT DOES YOUR PROGRAM LOOK LIKE?

WHAT DOES IT SAY ABOUT YOUR ORGANIZATION ?

DOES YOUR PROGRAM ACCURATELY REFLECT YOUR COMMUNITY?

IF YOU SEE ME INCLUDE ME

(86) Cultivating a culture of inclusion - YouTube

IS YOUR CASA PROGRAM DIVERSE AND INCLUSIVE?

Many of our CASA programs serve an array of clients. Our clients come in all colors , races, ethnics and social economic backgrounds. Ask yourself, Does my CASA staff and volunteers reflect the population we serve?

Yes, No, why not?

What do you think are some of the barriers that keep us from being culturally competent and inclusive?

Discuss.

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Some benefits of having a Diverse/inclusive Staff and volunteers.

A diverse CASA helps us to promote better understanding and well being of the children and families we serve.

Embracing diversity make s us better advocates by providing fresh ideas and perspectives for decision making in our multi-cultural world.

Being inclusive enables us to respond to each child's unique needs.

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Lets begin with a mindset and a change of thought process.

Do I really want to become diverse and inclusive?

If I shake things up and push for a more diverse program my program will be in jeopardy.

My funding will cease.

My court will never go for it

We don't have any people of color who will volunteer

How can I get "Them to come to the program" ?

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GOAL.....

Explore your current thinking regarding cultural competence and inclusion and the adverse effects of bias and discrimination.

To better understand cultural influences, biases, we must first understand ourselves. LONG PAUSE. Breath, Exhale think about it

What does your office space say about your program?

Are the magazines and pictures inclusive?

Is it a welcoming environment?

IS YOUR CASA PROGRAM DIVERSE AND INCLUSIVE?

Culturally diverse and inclusive refers to the ability to work effectively with people from a broad range of backgrounds, experiences and viewpoints, regardless of ethnicity, race national origin, language, gender, religion, ability, sexual orientation, socio-economic class. Sexism. Ageism. All of the ISSM'S

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- THE BENEFITS
1. ENSURES THAT CASE ISSUES ARE VIEWED FROM CULTURAL PERSPECTIVE OF THE CHILD.
 2. ENSURES THAT THE CHILD'S LONG TERM NEEDS ARE VIEWED FROM A CULTURALLY APPROPRIATE PERSPECTIVE.
 3. PREVENTS CULTURAL PRACTICES FROM BEING MISTAKEN FOR CHILD MALTREATMENT OR FAMILY DYSFUNCTION.
 4. ASSISTS WITH IDENTIFYING WHEN PARENTS ARE NOT COMPLYING WITH THE COURT ORDER
 5. CONTRIBUTES TO MORE ACCURATE ASSESSMENT OF THE CHILD'S WELFARE, AVAILABLE SUPPORT SERVICES, PLACEMENT NEEDS, SERVICES NEEDED, AND DELIVERY.

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6. Decreases cross-cultural communication clashes and opportunities for misunderstandings.
7. Allows the family to utilize culturally appropriate solutions in problem solving.
8. Encourages participation of family members in seeking assistance or support.
9. Recognizes, appreciates, and incorporates cultural differences in ways that promote cooperation.
10. Allows all participants to be heard objectively.

IS YOUR PROGRAM DIVERSE AND INCLUSIVE ?

Have you ever examined your own Privilege ?

Insert the video<https://youtu.be/hD5f8GuNuGQ>
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IS YOUR CASA PROGRAM DIVERSE AND INCLUSIVE?

Working with LGBTQ Youth in Foster care

“ Because of homophobia and transphobia in their homes, schools, and social settings, LGBTQ youth enter the system at a disproportional rate. Once in the foster-care system LGBTQ youth are often neglected and discriminated against by facility staff and peers, and inadequate policies and protections to support them.

Purposely seek out safe spaces for the LGBTQ youth, centers , allies, same gender foster homes, etc.

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Have the conversation

Truly examine what your program looks like and why it looks like the way it does.

Seek out help from others for support. (Judges, court staff, Michigan CASA staff, National CASA staff. Local government, commissioners, DHHS staff etc)

