

Cultural Humility aims for the professional practitioner to be well versed in current research related to cultural diversity. This provides an overview of cultural humility and helps participants recognize the importance of honoring children's cultural identity and respecting families from varying races, religions, ethnicities, sexual orientation, gender, and economic statuses. Openness to a child's sexual orientation and gender identity and expression and viewing these differences from a strengths-based perspective is highlighted. This theme shares strategies for parents who are fostering or adopting to respect as well as navigate differences in values from the children and families, while acknowledging imbalances of power and inequities.

By the end of the training, professional practitioners should have a deep understanding of cultural diversity, cultural humility, and the importance of respecting and honoring the cultural identity of children and families. They will have ample opportunity to practice curiosity, vulnerability, and self-awareness of one's own cultural identity and privilege(s). They should also be equipped with practical strategies to navigate differences in values and address power imbalances and inequities in child welfare, all with a focus on promoting the well-being and best interests of children in care.

Proposed Objectives

1. **Understanding the Eight Major Factors of Identity:** The training program should cover the following eight major factors that contribute to an individual's or group's identity: age, class, race, ethnicity, levels of ability, language, spiritual belief systems, educational achievement, and gender differences. Participants will be able to recognize the intersections of the eight major factors of identity and how they resonate with themselves and the children and families they serve.
2. **Cultural Humility:** The training should introduce the concept of cultural humility, which involves self-awareness, a commitment to understanding and respecting different cultures, and an acknowledgment of one's own cultural biases, privileges, and limitations. Participants can practice curiosity, vulnerability, and self-awareness of one's own cultural identity and privileges. They will also practice recognizing one's own defensive feelings and behaviors towards cultural differences and accepting feedback about one's own invisible cultural identity and ways of being. Participants will also be able to distinguish what behaviors, postures, words, and actions are based in cultural humility and what is not.
3. **Honoring Children's Cultural Identity:** Participants learn the importance of respecting and preserving a child's cultural identity. Participants will also recognize and honor the privilege of a child expressing or vocalizing their cultural identity(s). This involves understanding how a child's cultural background shapes their experiences, values, and beliefs.
4. **Respecting Families from Diverse Backgrounds:** The training program should emphasize the need to respect and support families from various racial, religious,

ethnic, and economic backgrounds. This includes recognizing and addressing cultural differences and ensuring equitable treatment for all families.

5. **Openness to Sexual Orientation and Gender Identity:** Highlighting the importance of being open and accepting of a child's sexual orientation and gender identity. It should promote a strengths-based perspective in understanding and valuing these aspects of a child's identity.
6. **Navigating Differences in Values:** Provide strategies and guidance for parents who are fostering or adopting children from different cultural backgrounds to navigate differences in values, beliefs, and traditions. This includes promoting open and respectful communication and allowing individuals and communities to be experts on their cultural identities without resorting to tokenism.
7. **Addressing Imbalances of Power and Inequities:** Participants will understand and recognize power imbalances as a child welfare worker and as being part of the child welfare system, as well as knowing the difference between having power over and power with. Acknowledging the existence of power imbalances and inequities in child welfare system and their own power and privileges while working towards addressing and rectifying them. This involves ensuring equitable treatment and opportunities for all children and families.