



North Carolina Department of Health and Human Services  
Division of Social Services

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Courier # 56-20-25

Beverly Eaves Perdue, Governor  
Lanier M. Cansler, Secretary

Sherry S. Bradsher, Director  
(919) 733-3055

**November 30, 2009**

**DEAR COUNTY DIRECTOR OF SOCIAL SERVICES**

**ATTENTION: CHILD WELFARE PROGRAM ADMINISTRATORS, SUPERVISORS,  
AND SOCIAL WORKERS**

**SUBJECT: BUILDING AWARENESS AND CULTURAL COMPETENCY TRAINING  
OPPORTUNITY**

The Division is pleased to announce a new training opportunity. Stakeholder feedback regarding strategies to improve child welfare practice indicated a need to do more around the issue of cultural competence. Specific recommendations adopted by the Division in NC's 2007 Program Improvement Plan include: further exploration of a family's Native American Heritage, increased efforts to engage absent parents, recruitment and retention of foster and adoptive families, examining disproportionality at decision-making points throughout the child welfare continuum, validation and revision of structured decision making tools and mandatory cultural competence training during the first year of employment.

Practicing social work in a culturally competent manner requires an ongoing exploration of one's own implicit bias and prejudice. This course provides an opportunity to increase awareness and engage in a critical thought process regarding our daily interactions. **Building Awareness and Cultural Competence**, developed by the National MultiCultural Institute, is a three-day interactive, foundational training designed to enhance the cultural knowledge and sensitivity of social workers and supervisors working with culturally diverse individuals and families.

As part of the Division's continuing efforts to promote professional development and operate from a System of Care framework, we are encouraging that counties invite community partners to attend the **Building Awareness and Cultural Competency** training and participate in the training event as a community team. Potential partners to invite include: parent partners, foster/adoptive parents, mental health and substance abuse providers, school personnel, domestic violence service providers, court staff, medical providers, community-based child abuse prevention providers, members of the county's Community Child Protection Team, Work First staff.

This course is part of the core curriculum that all child welfare workers must receive and is mandatory for all new staff during their first year of employment. We encourage experienced staff to also participate in this training. In recognition of the number of core curriculum required during the first year of employment, "Effects of Separation and Loss on Attachment" is no longer a mandated course, effective immediately.

Registration for this training event is available on-line at [www.ncswlearn.org](http://www.ncswlearn.org)

## **Building Awareness and Cultural Competency (100 Series)**

**Building Awareness and Cultural Competence**, developed by the National MultiCultural Institute, is a three-day interactive, foundational training designed to enhance the cultural knowledge and sensitivity of social workers and supervisors working with culturally diverse individuals and families.

Day one of the training is designed to develop participants' knowledge of significant facts and concepts related to cultural competency, diversity and inclusion. Content and exercises are used to establish baseline knowledge and shared understandings around the nature of these issues and their impact on participants' work to improve the lives of families and children.

Day two assists participants in making connections between theory and their own experiences. Through group work, case studies, and activities, participants develop personal awareness by exploring their own cultural lenses, uncovering implicit biases and automatic assumptions, and examining the potential impact of these factors on interpersonal relationships and human services. This session also allows participants to develop strategies for interpersonal awareness through an exploration of cultural norms and values, communication styles and approaches to building trust. Awareness-building is a critical first step in developing the cultural competencies necessary for effectively responding to diverse families and communities.

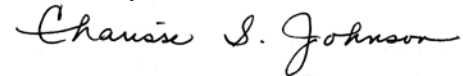
The final day of the training introduces participants to a range of tools, tools that facilitate continued personal awareness, cross-cultural communication and relationship-building, collaboration in multicultural communities, and conflict management, with ample opportunity for practice and reflection during the training session.

The training ends with an action planning session to establish a foundation of support to leverage the knowledge, awareness and skills learned during the training and to create real and sustainable change.

<b>Training Date</b>	<b>Training Location</b>
January 26, 27, 28	Charlotte, Ben Craig Center
January 26, 27, 28	Kinston Regional Training Center
February 1, 2, 3	Raleigh, St. Mark's
February 9, 10, 11	Fayetteville Regional Training Center
February 23,24, 25	Charlotte Regional Training Center
March 8, 9, 10	Raleigh, St. Mark's
March 9, 10, 11	Asheville Regional Training Center
March 22, 23, 24	Charlotte Regional Training Center
April 14, 15, 16	Fayetteville Regional Training Center
May 12, 13, 14	Fayetteville Regional Training Center
May 25, 26, 27	Greensboro Regional Training Center
June 8, 9, 10	Charlotte Regional Training Center
June 8, 9, 10	Kinston Regional Training Center
June 15, 16, 17	Asheville Regional Training Center
June 22, 23, 24	Raleigh, Wake Cooperative Extension

The Division recognizes that this course requires a time commitment of 3 days and a professional growth commitment to exploring issues that impact our daily interactions with families and children, co-workers and community partners and we believe the training is worthy of this investment. Questions regarding this course can be directed to Patrick Betancourt, [patrick.betancourt@dhhs.nc.gov](mailto:patrick.betancourt@dhhs.nc.gov), 919-334-1104.

Sincerely,

A handwritten signature in cursive script that reads "Charisse S. Johnson".

Charisse S. Johnson, Chief  
Child Welfare Services

cc: Sherry S. Bradsher  
Sarah Barham  
Child Welfare Services Team Leaders  
Children's Services Program Representatives  
Local Business Liaisons  
Regulatory and Licensing Services Consultants  
Jack Rogers

**CWS-43-09**