

Racial Equity Reflection Questions and References

Reflection Questions:

- 1) What incremental/evolutionary changes have you witnessed or been involved with while you have been in child welfare?
 - Ponder if those changes made sustainable differences in the lives of vulnerable families. If not, what revolutionary aspect was missing?
- 2) What is a revolutionary idea that you have that would meaningfully impact the lives of minority families, and the system broadly? (Consider sharing this with a colleague).
- 3) What are the power dynamics within your organization and within your own professional practice?
 - a. Hierarchical, Negotiated or Shared? Perhaps a combination?
 - b. How does your approach to power align or contrast with that of your organization?
- 4) How might this power and privilege framework directly impact your work? (It is helpful to discuss this with your colleagues)
- 5) How important is it that your mindset towards families match your organization's mindset towards families?
 - a. What are 2 concrete things you can do today to continue affirming your mindset or shifting it?
 - b. How has your current mindset impacted your work with families in the community but also your internal work with your colleagues?

References

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