



JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF HUMAN SERVICES
LANSING



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DIRECTOR

September 22, 2009

The Honorable Bill Hardiman, Chair
Senate Appropriations Subcommittee on DHS
Michigan State Senate
Lansing, Michigan 48933

The Honorable Dudley Spade, Chair
House Appropriations Subcommittee on DHS
Michigan House of Representatives
Lansing, Michigan 48933

Dear Senator Hardiman and Representative Spade:

Section 575(4) of 2008 Public Act No. 248 requires the Department of Human Services (DHS) to provide quarterly reports to the legislature on specific cultural sensitivity training and awareness efforts and family preservation and reunification efforts. A description of the training programs currently being offered and attendance information for the second and third quarters is provided below.

The following training programs are currently being offered by the DHS Office of Training and Staff Development:

- **Family Preservation: Self Awareness-** This training is designed to widen trainees' view of other cultures and increase sensitivity and creativity with the families served by DHS. The Family Preservation Self Awareness training is designed to assist participants in examining how their own cultural background influences their view of different cultures. It also broadens the definition of culture and challenges trainees to apply the new cultural knowledge to their work.
- **Self Awareness/Cultural Diversity-** This training is designed to help participants define diversity and understand the benefits to families. Participants will be able to show how their personal attitudes, hidden feelings, and assumptions toward individuals affect their interactions with families and understand how to address their bias while respecting families.
- **Poverty-** This training gives trainees a better understanding of how poverty and neglect differ according to CPS/FC policy and how to recognize this when determining a family's situation and needs. This course explores the difference between Generational and Situational Poverty and the differences in how people in each situation view the world. The training also provides helpful tools for trainees when determining which services or resources best assist a family and how to locate these services and resources.
- **Indian Child Welfare Act-** This training provides foster care, children's protective services and adoption specialists with an overview of the historical impact, federal laws, DHS policy, and operational requirements of the Indian Child Welfare Act (ICWA). This training provides an overview of resources which will assist services

specialists in complying with the law/policy, and in working with Native American families and children.

- **Knowing Who You Are-** This training is a self-paced, interactive learning space for exploring racial and ethnic identity. Trainees will discover ideas for helping youth in foster care achieve a positive and healthy sense of racial and ethnic identity. They will be given opportunities to investigate the impact of stereotypes, messages, and social influences on one's own racial and ethnic identity. Data about the impact of institutional racism on various racial and ethnic groups is provided as well as strategies for addressing racism in the trainees' personal and professional life.

Pre-service training is provided to all new child welfare employees. The total number of participants and hours trained for the first, second and third quarters of FY 2009 are outlined below. Experienced employees who have not attended the above stated trainings are encouraged to participate in the courses to improve their social work knowledge base and improve their interactions with families.

In addition to the trainings listed above, the UAW has agreed to sponsor the training of 1500 child welfare workers in cultural competency. Training will begin with the urban counties (Genesee, Kent, Macomb, Oakland, and Wayne). This training is being developed through a collaboration with Multi-Training Systems, LLC. (MTS) and the Black Administrators in Child Welfare, Inc. (BACW). MTS has provided cultural diversity training to numerous corporations throughout the State and BACW has trained child welfare workers nationally the concepts of culturally competent social work practice. The goal of the training is to emphasize to child welfare specialists that cultural competency can only help to strengthen child welfare services to children and families. The training will be tailored to address the needs of the individual counties, with the first county receiving training in December 2009.

Second Quarter Training Completed: January – March

	Number of Participants	Number of Hours
Total Family Preservation Workers	7	
Self Awareness		12
Total Children Protective Services Specialists	69	
Self Awareness/Cultural Diversity		6
Poverty		6
Indian Child Welfare Act		3
Knowing Who You Are		3
Total Foster Care Specialists	62	
Self Awareness/Cultural Diversity		6
Poverty		3
Indian Child Welfare Act		3
Knowing Who You Are		3
Total Child Welfare Specialists	138	

Third Quarter Training Completed: April – June

	Number of Participants	Number of Hours
Total Family Preservation Workers	16	
Self Awareness		12
Total Children Protective Services Specialists	65	
Self Awareness/Cultural Diversity		6
Poverty		3

Indian Child Welfare Act		3
Knowing Who You Are		3
Total Foster Care Specialists	68	
Self Awareness/Cultural Diversity		6
Poverty		3
Indian Child Welfare Act		3
Knowing Who You Are		3
Total Adoption Specialists	2	
Self Awareness/Cultural Diversity		12
Poverty		3
Indian Child Welfare Act		3
Knowing Who You Are		3
Total Child Welfare Specialists	151	

If you have questions or would like additional information, please contact Terry Salacina, Field Operations Deputy Director, at (517) 373-3570.

Sincerely,



Ismael Ahmed

Attachments

- C: Senate and House Appropriations Subcommittee on DHS
- Senate and House Fiscal Agencies
- Senate and House Policy Offices
- State Budget Office