

The  
**Diversity**  
**Taskforce**



University of Pittsburgh,  
School of Social Work

The Pennsylvania Child Welfare  
Training Program

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# MISSION

The mission of the Diversity Taskforce is to create, support, and facilitate the understanding and valuing of human diversity for individuals and organizations affiliated with the Pennsylvania Child Welfare Training Program. The Taskforce will provide leadership direction, and accountability towards the goal of awareness and commitment to cultural competence through communication, advocacy and education.



# VISION

We are a team of diverse, committed individuals that provide leadership to the Training Program in areas of service related to the issues of human diversity.



# PURPOSE

The Diversity Taskforce will produce products that enhance the quality assurance process in the areas of marketing, curriculum, trainer support, and training delivery to promote human diversity.



# DIVERSITY TASKFORCE

## STRUCTURE

*The Diversity Taskforce is comprised of up to 30 persons who are committed to issues of human diversity in Child Welfare. There are multiple levels of Child Welfare agency staff represented, as well as Trainers from the Training Program, Resource Parents, representatives from the Department of Public Welfare, the Training Steering Committee of the Training Program as well as “at large” members who have a passion for and commitment to issues of human diversity and Child Welfare.*

*The Diversity Taskforce holds bi-monthly meetings. Unlike many taskforces that are more advisory in nature, the Diversity Taskforce actively participates in making projects come to fruition. Meetings are structured to be “working sessions” during which work on projects is undertaken. In addition to bi-monthly meetings, there are several subcommittees that members can elect to participate on. These subcommittees generally undertake their work outside of the large body meetings. Once a year the Taskforce also engages in a planning retreat during which needs are assessed and new projects for the upcoming fiscal year identified.*

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*If you have information you would like to share with the Diversity Taskforce, or are interested in learning more about its work, please feel free to contact The Pennsylvania Child Welfare Training Program at 717-795-9048.*



**The work of the Diversity Taskforce is centered on the following seven goal areas:**

**Area One: Develop and evaluate training curriculum**

- ◆ In the area of human diversity, the Taskforce will make recommendations on new curriculum, as well as evaluate contextual framework for curriculum revisions to address diversity.
- ◆ Diversity Taskforce Members will participate on Quality Assurance Committees for training curriculum to ensure diversity elements are included.

**Area Two: Identify, certify, and provide technical assistance related to diversity issues**

- ◆ Develop, advise, and consult Organizational Effectiveness staff on technical assistance related to diversity issues.
- ◆ Implement and monitor the training and distribution of the Considering the Diversity Factor training.

**Area Three: Provide training opportunities for individuals and organizations affiliated with the Training Program.**

- ◆ Assist in the implementation and delivery of the statewide Diversity Taskforce Training Event.

**Area Four: Produce statewide products and publications for statewide delivery**

- ◆ To develop methods that will ensure all program publications, technology and products that reflect cultural competence.
- ◆ To raise awareness of human diversity through program publications, technology and products.

**The work of the Diversity Taskforce is centered on the following seven goal areas (continued):**

**Area Five: Analyze trends, issues, and gaps in service delivery related to human diversity and provide recommendations to improve policy and practice**

- ◆ Identify trends through research as well as provide feedback through annual diversity events.
- ◆ Review organizational needs assessments to gather data.

**Area Six: Create, implement, and provide technical assistance for the use of technology based systems, training, and products**

- ◆ Creation of the Diversity Taskforce webpage which provides resources and event information.

**Area Seven: Evaluate child welfare practice for individuals and organizations affiliated with the Training Program through the implementation of standards related to best practices**

- ◆ Provide consultation and recommendations to the CFSR Steering Committee.
- ◆ Provide feedback for the Development of Trainers and Development of Consultants training to reflect sensitivity to diversity in practice.

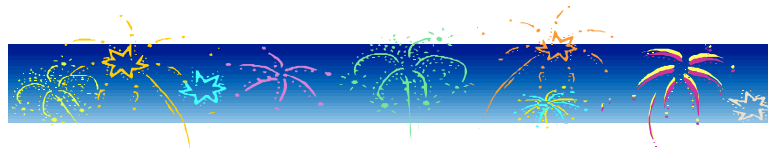
## The accomplishments of the Diversity Taskforce include:

- ◆ Development and delivery of training for caseworkers entitled, “Valuing Diversity.” A total of over 5000 casework staff have attended the training.
- ◆ Development and delivery of CORE training for supervisors entitled, “Managing Diversity.” All new supervisors in the child welfare system are required to attend the workshop. A total of over 2000 newly appointed supervisors have attended the training.
- ◆ Development of a handbook for trainers entitled “Incorporating Human Diversity into Curriculum and Training: A Handbook.” Development and implementation of a training curriculum entitled “Considering the Diversity Factor in Training: A Trainer’s Handbook.” All trainers and Training Program staff are required to attend the training session. The training is designed to assist trainers and Program staff in understanding how to use the handbook effectively.
- ◆ Provided consultation in the development of specialized workshops in the areas of: Indian Child Welfare Act; Lesbian, Gay, Transgender, and Questioning Youth in the Child Welfare System; African American Families: the Color of Child Welfare; A Casework Introduction to the Hispanic Culture; and Engaging Latino Families.
- ◆ Developed the Pennsylvania Gay and Lesbian Resource Handbook.
- ◆ Advocated for the translation of four workshops for resource parents from English to Spanish
- ◆ Assist the Training Program in recruitment of consultants and trainers, creating a diverse consultant and trainer pool.
- ◆ Provide online resources regarding diversity and event information.
- ◆ Active members of various curriculum quality assurance committees to ensure that diversity related content is incorporated.
- ◆ Provide contributions to cross-system newsletters pertaining to diversity related articles.
- ◆ Monitor the delivery of the annual diversity taskforce training event.



## History of the Diversity Taskforce

The Diversity Taskforce for the Pennsylvania Child Welfare Training Program was initially formed in 1995 for the purpose of overseeing the development of a training on diversity issues for caseworkers. Since that time, it has remained an integral part of the Training Program, and provides leadership to the Steering Committee, as well as Central Management of the Training Program towards the goal of building cultural competence in child welfare training and practice.



## Description of The Training Program

Established in 1992, The Pennsylvania Child Welfare Training Program is a collaborative effort of the Pennsylvania Department of Public Welfare, Pennsylvania Children and Youth Administrators Association and the University of Pittsburgh, School of Social Work. The Pennsylvania Child Welfare Training Program is a national leader in advocating for an enhanced quality of life for Pennsylvania's children, youth, and families. In partnership with families, communities, public and private agencies, we prepare and support exceptional Child Welfare Professionals and systems through education, research, and a commitment to best practice. Training provided by the Pennsylvania Child Welfare Training Program is designed to promote culturally competent child welfare practice throughout Pennsylvania.

"We are for  
difference,  
for respecting  
difference,  
for allowing  
difference,  
until difference  
doesn't make a  
difference."

*Johnetta Cole*

