

**Culturally Centered and Culturally Resourceful
Rural Child Welfare Services in Missouri**

**Module IV Panel Discussion Plan (For trainers only):
Effects of the CW System's Culture on Service Quality for Diverse Families**

I. Training Method:

- A. A panel discussion involving the trainer as the panel moderator

II. Recruitment and selection of 6 to 8 panel members:

- A. The panel should be culturally diverse in terms of the following criteria:

- 1. Gender
- 2. Ethnic/racial background
- 3. Social Class
- 4. Religion
- 5. Disabling conditions
- 6. Age (youths as well as young adults, adults, and older individuals)

- B. The panel should also be diverse in terms of the members' experiences, roles, and years of involvement in the CW system:

- 1. Current or former foster parents
- 2. CW workers (e.g., family preservation workers or foster care workers)
- 3. CW supervisors
- 4. Youths or young adults formerly served by the CW system
- 5. Juvenile Court staff
- 6. Residential treatment staff
- 7. Others

- C. Panel members should be able to discuss their experiences comfortably and clearly, while also responding thoughtfully to participants' questions.

III. Questions the panel members will be asked to address (based on the workshop definition of organizational culture and on the individual panel members' experiences and perceptions):

- A. Use an example to describe your most significant experience(s) with the CW system, and how those experiences have affected you generally?
- B. Based on those experiences, what parts of the Child Welfare system provide effective supports for preventing placements or achieving timely reunifications for families of color?

- C. What parts of the Child Welfare system's culture are barriers to preventing placements or achieving timely reunifications for families of color?
- D. Using specific examples, how has the system/staff addressed those barriers and enhanced the cultural relevance of services to these families? Or how should the system or staff accomplish those outcomes?
- E. Using specific examples, how should/has the system addressed barriers to effective transition services for teens of color who are aging out of the system in order to:
 - 1. Maintain their cultural ties with family members and their cultural community?
 - 2. Re-connect with those cultural ties and relationships?
 - 3. Assume culturally-appropriate young adult roles and responsibilities in this transition?
- F. Overall, what are the most important things you have learned from your experiences with the CW system?

IV. Question and Answer Segment Involving the Workshop Participants

- A. Questions can focus on any of the areas discussed by the panel (e.g., participants can be encouraged to ask a panel member to elaborate on an area, or give an example)
- B. Questions can address other related areas of interest to the participants (e.g., how a suggested strategy can be applied to a participants' organizational system)
- C. This segment can be more effective if participants are asked to give their name, title, and home-county by way of introducing their questions.

V. Time Schedule for the Panel Discussion:

- A. Introduction of the topic and the panel members by the moderator:
20 minutes
- B. Panel members' discussion segment: 50 minutes to one hour
- C. Question and answer segment: 30 minutes