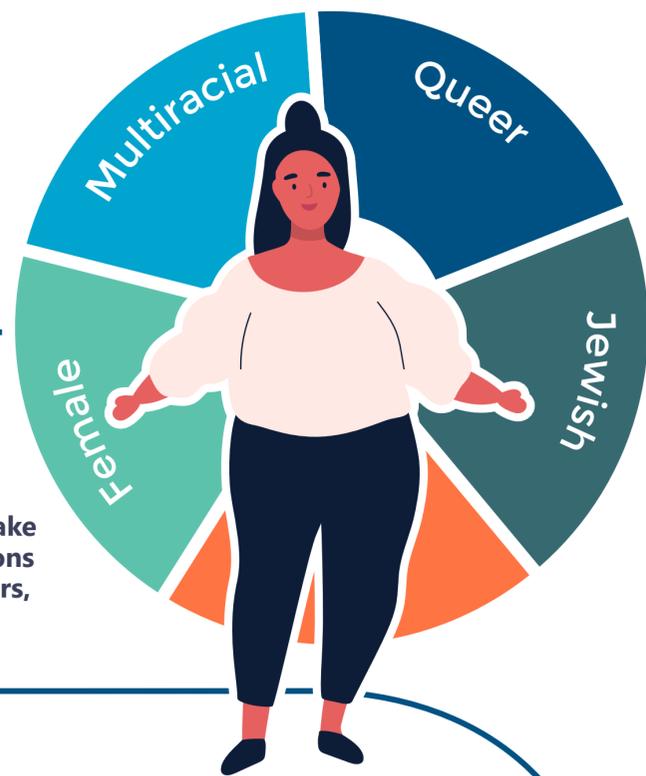


Intersectionality in Child Welfare

What is Intersectionality?



Coined by Kimberlé Crenshaw, intersectionality is a framework for understanding how social identities overlap across systems of discrimination and privilege. In child welfare, the lack of attention to intersectionality has contributed to inequality, injustice, and discrimination for workers, children, and families.



We are committed to **RACIAL EQUITY** ... isn't that enough?

While important, it's only part of the equation. By applying a lens of intersectionality, child welfare programs are better able to make informed and equitable decisions and policies that impact workers, children and families.

Consider the experience of **incarcerated** youth with intersectional identities:

Youth of color

are over-represented among LGBTQ youth in the juvenile justice system



LGBTQ Youth

are more likely to experience physical, sexual, and emotional abuse in these settings



Girls

in the juvenile justice system are more likely to be LGBTQ than boys



LGBTQ girls of color are at higher risk of abuse in the juvenile justice system



To improve the system for workers, children, and families, examine your:

HIRING PRACTICES

- Post to Black, Indigenous, People of Color (BIPOC) job boards
- Examine biases in hiring standards (like favoring firm handshakes, or lots of eye contact)
- Collect and understand workforce data like who is in management positions



WORKPLACE CULTURE

- Reduce the demand on workers with marginalized identities to educate and address systemic racism, bias, and oppression in the workplace
- Model how to talk about intersectional identities



POLICIES AND PRACTICE:

- Create a workplace Diversity, Equity, and Inclusion team
- Expect compliance with accessibility requirements
- Partner with tribal communities to ensure respect for tribal sovereignty and ICWA compliance
- Consider the impact of decisions on diverse populations



WORKFORCE DEVELOPMENT PLAN

- Provide ongoing training and supervision on:
- Tribal sovereignty and ICWA requirements
 - Microaggressions in the workplace

By applying an intersectional framework, child welfare programs can:

Increase equity and inclusion in policy, practice, position, and organizational culture

Increase trust in leadership

Improve well-being for workers with marginalized identities

Improve outcomes for children and families by actively working to reduce systemic bias, racism, discrimination, and inaccessibility

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Decrease moral distress in the field

Increase understanding and respect of tribal sovereignty and ICWA requirements

Increase cultural humility



National Child Welfare Workforce Institute
LEARNING, LEADING, CHANGING