



JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF HUMAN SERVICES
LANSING



ISMAEL AHMED
DIRECTOR

April 5, 2010

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

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

Dear Senator Hardiman and Representative Spade:

Section 575(4) of 2009 Public Act No. 129 requires the Department of Human Services to report to the legislature on specific cultural sensitivity training and awareness efforts, family preservation and reunification efforts.

To meet the requirements for the first half of fiscal year 2010, we offer the following courses during pre-service training.

- **Family Preservation: Self Awareness-** This training is designed to widen trainees' view of other cultures and increase our sensitivity and creativity with the families we serve. 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 to 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 their 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.
- **Cultural Diversity (Part A & B)-** This two-day training is being offered to all child welfare workers in the Urban Counties. The training is being sponsored by the UAW and is contracted through Multi-Training Systems. Cultural Diversity is designed to create an atmosphere of acknowledgement and acceptance while working with participants to define and examine the benefits diversity. Participants are also encouraged to address their own attitudes, thoughts and

feelings about diversity at the same time identifying ways to detect and challenge the assumptions and stereotypes they believe about others.

- **Families First of MI (FFM) and Family Reunification Programs (FRP)** – Funds specifically appropriated for the preservation and reunification of families support FFM and FRP. Funds specifically appropriated for Child Protection and Permanency and Strong Families/Safe Children are used by the DHS local offices for the purchase of an array of community-based child welfare services. All services focus on keeping children safe in their own homes and preventing the unnecessary separation of families, provide permanency, and strengthen family functioning to enable parents to successfully nurture their children. FRP and local office resources promote the safe and timely reunification of families when a child's permanency plan is to return home. The appropriations allow for community-based programming that assists at-risk families through crisis intervention, support to facilitate return home, and early intervention strategies.

Pre Service	Number of Participants	Number of Hours
Family Preservation	14	
Self Awareness		12
Children Protective Services	41	
Self Awareness/Cultural Diversity		6
Poverty		3
Indian Child Welfare Act		3
Foster Care	100	
Self Awareness/Cultural Diversity		6
Poverty		3
Indian Child Welfare Act		3
Adoption	27	
Self Awareness/Cultural Diversity		12
Poverty		3
Indian Child Welfare Act		3
Knowing Who You Are		3
Total Pre-Service hours	182	
In-Service Training		
Poverty	3	3
Self-Awareness/Cultural Diversity	0	6
Cultural Diversity Part A	132	6
Cultural Diversity Part B	121	6
Total In-service hours	256	

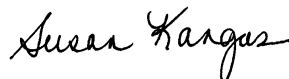
*Participants completed training from 10/1/09-12/31/2009.

** All staff participated in each of the classes listed in each subsection.

Pre-service training is provided to all new child welfare employees. The total number of participants and hours trained are outlined above. Experienced employees are required to attend in-service trainings. In-service trainings are designed to enhance their social work knowledge base and improve their interactions and ability to work with families.

If you have questions regarding these plans, please contact Terry Salacina, Deputy Director of Field Operations, at (517) 373-3570.

Sincerely,



for Ismael Ahmed

- c: Senate and House Appropriations Subcommittees on DHS and DCH
Senate and House Fiscal and Policy Offices
State Budget Director