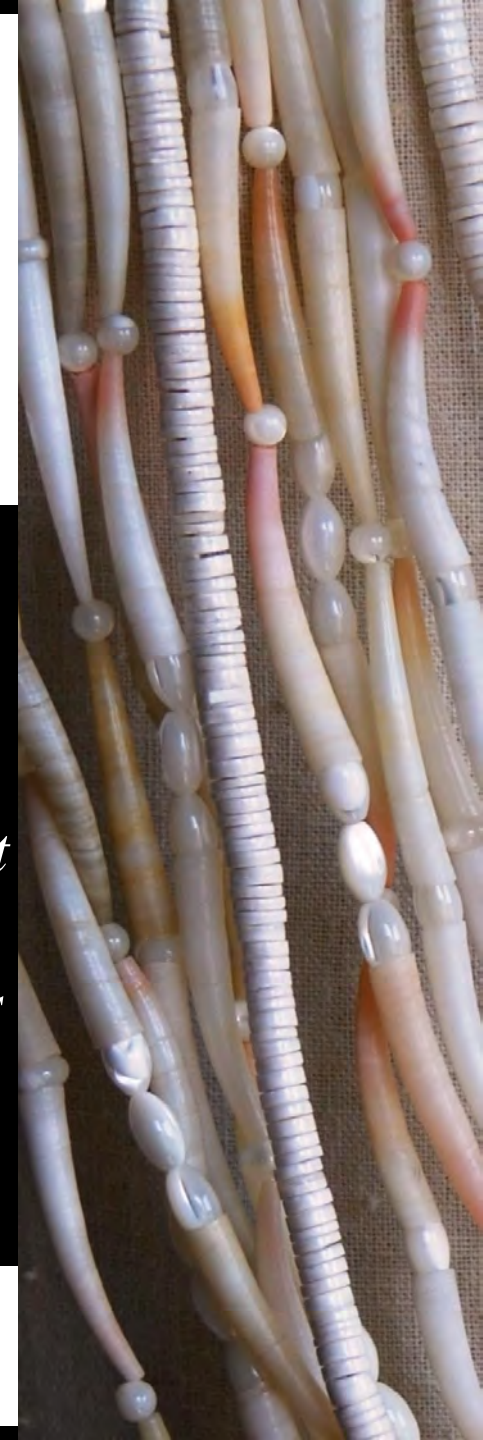


California Department of Social Services
Office of Tribal Affairs



CHAMPIONING
SYSTEMS CHANGE
in **CONSULTATION**
with **TRIBES** *to*
STRENGTHEN ICWA
IMPLEMENTATION

*Overview of the
California Department
of Social Services
Office of Tribal Affairs*



AGENDA: OVERVIEW OF CALIFORNIA AND CDSS

- **OTA Overview**
 - Mission/vision
 - Tribal Consultation Policy
 - Tribal Engagement Strategy
 - Tribal Advisory Committee
- **ICWA Field Liaisons**
 - Purpose/logic model
 - Bridging and liaison work
 - Data, regional round tables
- **Internal CDSS Work**
 - Technical Assistance/advising
 - Policy, practice, legislation
 - Engagement, consultation, equity work
 - OTA playbook
 - ICWA Specialist Training
- **Initiatives/targeted action**
 - ICWA Statewide Plan
 - Tribal Title IV-E Agreements
 - ICWA Certification Training
 - County and Tribal TA/support
 - Implementation of AB 3176
 - AFCARS, FFPSA, CFSP/APSR, ICS.



OBJECTIVES:

- Learn strategies to ensure meaningful Tribal consultations, engagement, and inclusion.
- Understand methods to provide advisement and Technical Assistance to policy shops on response, clarification, and inclusion of ICWA and/or Tribal affairs.
- Obtain information on how to strengthen relationships and connections between state, counties, and Tribes.
- Learn how the use of ICWA listening sessions can be utilized to develop and inform an ICWA action plan, such as a Statewide ICWA Plan.

CALIFORNIA TRIBAL OVERVIEW

- 109 Federally recognized Tribes in California- 20% of all tribes in the nation.
 - 104 based in California and an additional 5 with lands (Indian Country) extending into California.
 - In California, Public Law 280 grants California civil jurisdiction and some criminal in Indian Country. Concurrent jurisdiction.
 - State with largest population of American Indians/Alaska Natives.
 - County administered, state oversight system.
 - 2 Tribes with state Title IV-E agreements.
 - 2 Tribe with Direct Title IV-E.
 - CA is the 5th largest economy in the world.
-
- A list of 40+ NFRT for natural resource laws. (Graves protection and repatriation of sites disturbed by development)
 - Spirit of ICWA WIC §224.4 - permissive participation in an ICWA case.
 - States have no authority over tribal governments unless expressly authorized by Congress.



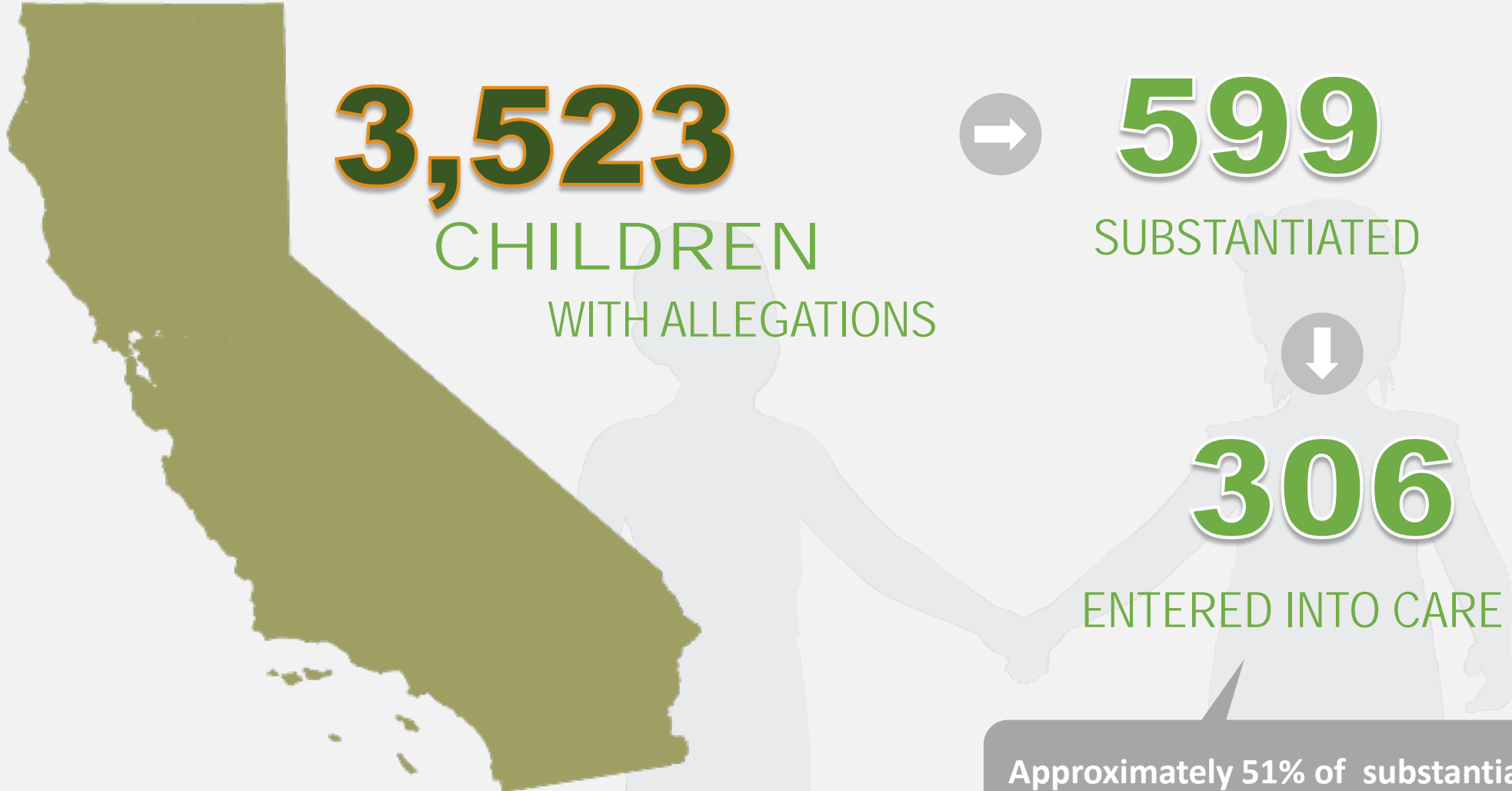


CALIFORNIA TRIBAL COMMUNITIES

- Urban centers
- Reservations encompass urban, rural and remote locations
- Tribes without a land base
- Unratified treaties
- Rancheria's & Colonies
- Indian Health Clinics

Native Americans Entering Foster Care

Referrals, Substantiations & Entries 2020



Approximately 51% of substantiated cases end up in foster care

Agency: Child Welfare, Age: 0-17 Years, Children with Allegations, Substantiations, and Entries per 1,000 Child Population

Data Source: CWS/CMS 2020 Quarter 4 Extract.

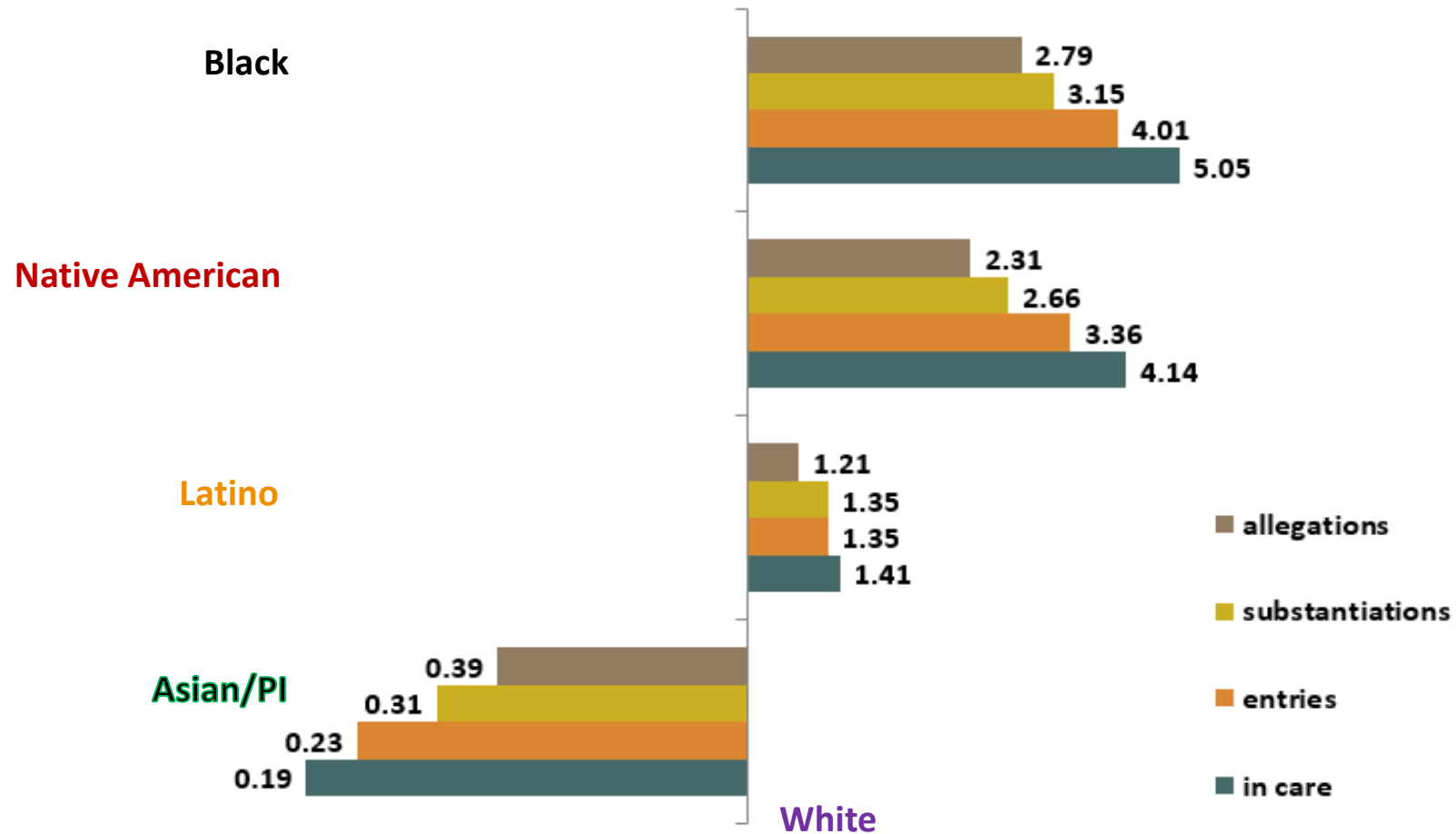
DISPROPORTIONALITY VS. DISPARITY

- Disproportionality: When a group makes up a proportion of those experiencing some event that is higher or lower than that group's proportion of the population.
- Disparity: A comparison of one group (e.g., regarding disproportionality, services, outcomes) to another group.



Racial Disparity Indices (General Population)

Ethnic Group Disparity Compared with White Children along CW Continuum



DISPROPORTIONALITY IN CHILD WELFARE

- American Indian/Alaska Native (AI/AN) children are disproportionately represented in the child welfare system.
- The overrepresentation of AI/AN children often starts with reports of abuse and neglect at rates proportionate to their population numbers.
 - Representation grows higher at each major decision point from investigation to placement, culminating in the overrepresentation of AI/AN children in placements outside the home.
- One study found that, due in large part to systematic bias, where abuse has been reported AI/AN children are 2 times more likely to be investigated, 2 times more likely to have allegations of abuse substantiated, and 4 times more likely to be placed in foster care than White children.(1)

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

THE OFFICE OF TRIBAL AFFAIRS

OVERVIEW OF THE OFFICE



CALIFORNIA DEPARTMENT OF SOCIAL SERVICES MISSION STATEMENT

The mission of the California Department of Social Services is to serve, aid, and protect needy and vulnerable children and adults in ways that strengthen and preserve families, encourage personal responsibility, and foster independence.



OTA VISION STATEMENT

OTA cultivates informed participation and trusting relationships with and among Tribes, CDSS, and counties to help create and facilitate policies, procedures and programs to enhance the well-being of American Indian children and families.

OTA MISSION STATEMENT

Grounded in meaningful consultation, engagement of core stakeholders, and advising leadership, the OTA guides CDSS efforts to help create and facilitate policies, procedures, and programs that serve American Indian children and families.

OTA VALUES

- Respect for tribal sovereignty
 - Integrity
 - Transparency
 - Solution-focused

AGENCY RESPONSIVENESS TO THE COMMUNITY: COLLABORATION WITH TRIBES

- The CDSS established the Office of Tribal Affairs (OTA) in 2017 in recognition of the Department's need to integrate and institutionalize tribal activity throughout the CDSS.
- The OTA cultivates informed participation and trusting relationships with and among tribes, CDSS and counties to enhance the well-being of American Indian children and families.
- Grounded in meaningful tribal consultation, engagement of core stakeholders and advising leadership, the OTA guides CDSS efforts to help create and facilitate policies, procedures, and programs that serve American Indian children and families by engaging with tribes and counties, enhancing efficiencies and responsiveness to CDSS work with tribes and advising and facilitating technical expertise on ICWA and/or tribal affairs.

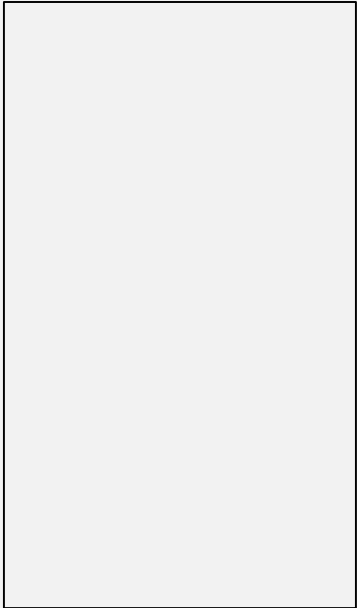
OFFICE *of* TRIBAL AFFAIRS

Has the responsibility for leading CDSS efforts to build better government-to-government relationships between the CDSS and California Indian Tribes, Counties and Tribal Governments, as well as, engaging Native American stakeholders.

Implements the CDSS Tribal Consultation Policy in concert with branches and bureaus throughout the Department, to carry out meaningful consultation efforts with California Indian Tribes.

Serves as an advisor to leadership throughout the CDSS on issues impacting Indians and Tribes.

THE OTA TEAM



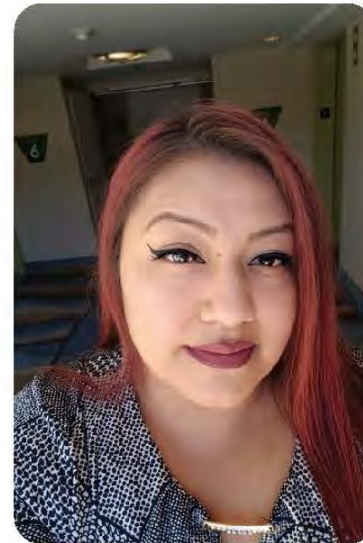
**OTA
Director,
Vacant**



**KEVIN NEIDICH,
ANALYST**



**JENNIFER PARSONS,
ANALYST**



**FALEENA MARTINEZ,
OFFICE TECHNICIAN**



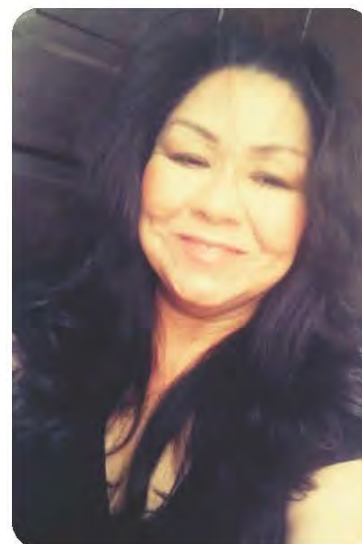
THE OTA TEAM



STEPHANIE WELDON
ICWA/TRIBAL SOCIAL
SERVICES SPECIALIST



VANESSA SAAVEDRA
ATTORNEY III



RITA MENDOZA
OTA MANAGER

OFFICE OF TRIBAL AFFAIRS: STRATEGIES

- Engage with Tribes and counties
- Enhance efficiencies and responsiveness to CDSS work with Tribes (internal to CDSS)
- Advise and provide technical expertise on ICWA and/or Tribal affairs

- **Facilitate Tribal Consultation**
- **Determine and convene Tribal Advisory Committee**
- **Communicate maintain with Tribes, CDSS, and counties**
- **Develop and pages within CDSS website**
- **Identify ICWA contacts via CWDA**
- Organize community events
- Secure portal for Tribes
- Participate in:
 - Tribal-State Court Forum
 - CWDA meeting/events
- Monitor access to eligibility information for (e.g., ICWA)
- Establish role and visibility of OTA across counties
- Present at county convenings
- Assess legislative impact on Tribes
- Customize strategies for CDSS for Tribal engagement

- **Develop a system of collecting and analyzing data using Salesforce**
- **Develop processes for referral and monitoring of inquiries**
- **Help Tribes, CDSS, and counties navigate and clarify implementation of Titles IV-E and IV-B**
- Track and report the work of OTA
- Develop OTA infrastructure
- Advise on process for development of state plans to include Tribal priorities

- **Advise and provide technical expertise for development of CARES**
- **Develop consistent and comprehensive training approach**
- **Determine and implement scope of work for new field positions**
- **Include Tribal government considerations in CDSS coordinated disaster response manual**
- Identify best practices, develop procedures for ICWA notification list, and monitor/update list
- Advise policy shops on clarification and inclusion of ICWA and/or Tribal affairs

Integrating Tribal Work

Advisory

CDSS initiated an Office of Tribal Affairs (OTA) to advise leadership to **build better relationships** with tribes and coordinate the integration of tribal considerations Department wide. The OTA has subsequently developed a **Tribal Advisory Committee (TAC)** to provide direct input to leadership and staff. The TAC is a multi-agency effort with a tribal solution focused approach.

Tribal Engagement Strategy

The OTA development is a work in progress that looks to its **Tribal Engagement Strategy**, including Tribal Consultation and the TAC, to inform how to meet its lofty, but important goals.

TRIBAL CONSULTATION

OTA is vested with the primary responsibility for overseeing tribal consultation for CDSS, **department wide**.



COLLABORATION, TRAINING AND TECHNICAL ASSISTANCE

OTA is tasked with building processes to support collaborative efforts, consistent training, and mutually beneficial programmatic initiatives. OTA is **embarking on the ICWA Field Positions** to provide more regionalized support.

PILOT

As part of a larger ICWA Training Initiative, OTA is working to implement an **ICWA Specialist Program** that will identify basic competencies and a training program to equip designated staff in each CFSD unit with the knowledge to identify potential impacts of their work with Indians and tribes, as well as to anticipate and respond to needs.

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

THE OFFICE OF TRIBAL AFFAIRS

TRIBAL CONSULTATION POLICY





CDSS TRIBAL CONSULTATION POLICY

- *Tribal Consultation Policy*
- *California Health & Human Services Agency tribal consultation policy.*
 - <http://www.chhs.ca.gov/pages/tribalpolicy.aspx>
- *In line with Executive Order B-10-11*

CDSS CONSULTATION POLICY

- Developed over several years with the assistance of a tribally nominated Tribal Consultation Policy committee. It is consistent with the Tribal Consultation Process of the California Health and Human Services Agency, CDSS's parent agency.
- Honors the sovereignty of federally recognized CA tribes and defines consultation as a formal process of government-to-government communication with tribes on significant issues impacting tribes or Indians in California.
- Applies to *all Divisions of the CDSS*, including Child and Family Services, Welfare to Work, and Disability Determination Services, among others.



CDSS CONSULTATION POLICY

continued

- Commits to a participatory process beginning at the earliest possible phases of policy and program development and continuing through implementation; when possible, occurring *before* decisions are made.
- Identifies an array of approaches to facilitating tribal input, including the CDSS and Tribal Summits or “the CDSS Tribal Summit”.
- Challenges include balancing formality with early and ongoing engagement.

CDSS ANNUAL TRIBAL CONSULTATION SUMMIT

- *ATCS is Government to Government between elected Tribal Officials or Designees and CDSS Executive Leadership.*
- *This is an Annual Event that takes place in September.*
- *The ATCS a way to institutionalize regular Tribal Consultation with CDSS to address Tribal concerns and meet CDSS programmatic requirements for ATC.*
- *The CDSS ATCS started in 2018.*



CALIFORNIA
DEPARTMENT OF SOCIAL
SERVICES

THE OFFICE OF TRIBAL AFFAIRS

TRIBAL
ENGAGEMENT
STRATEGY



Meeting challenges: CDSS Tribal Engagement Strategy

Tribal Consultation Policy

- *The bedrock of Tribal Consultation*
- *Focused on high level respectful and institutionalized communication between CDSS leadership and California Tribal Leaders*
- *Supported by the CDSS Tribal Engagement Strategy*

Tribal Advisory Committee (TAC)

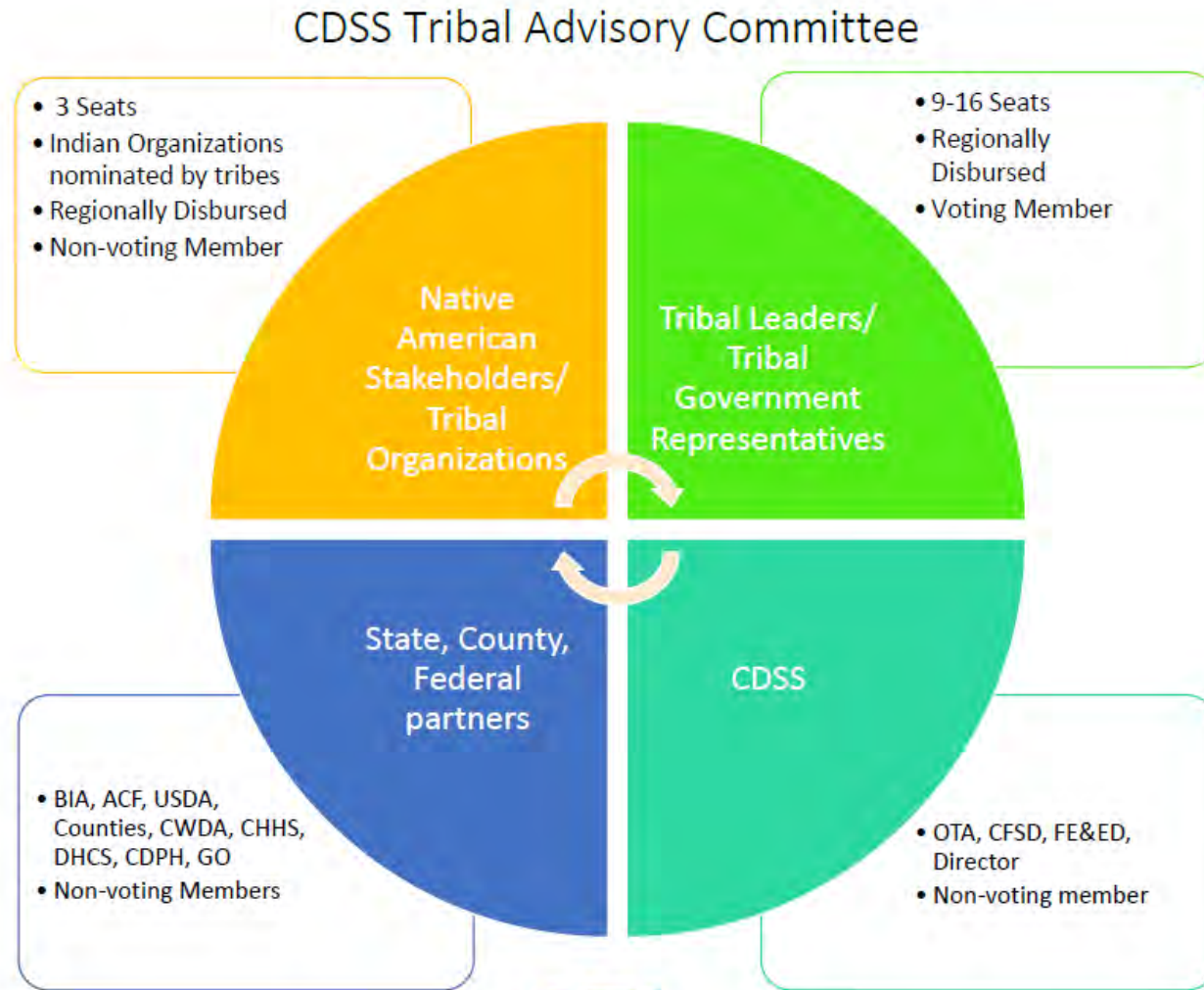
All Tribal Leader Letter

Tribal Stakeholder Review

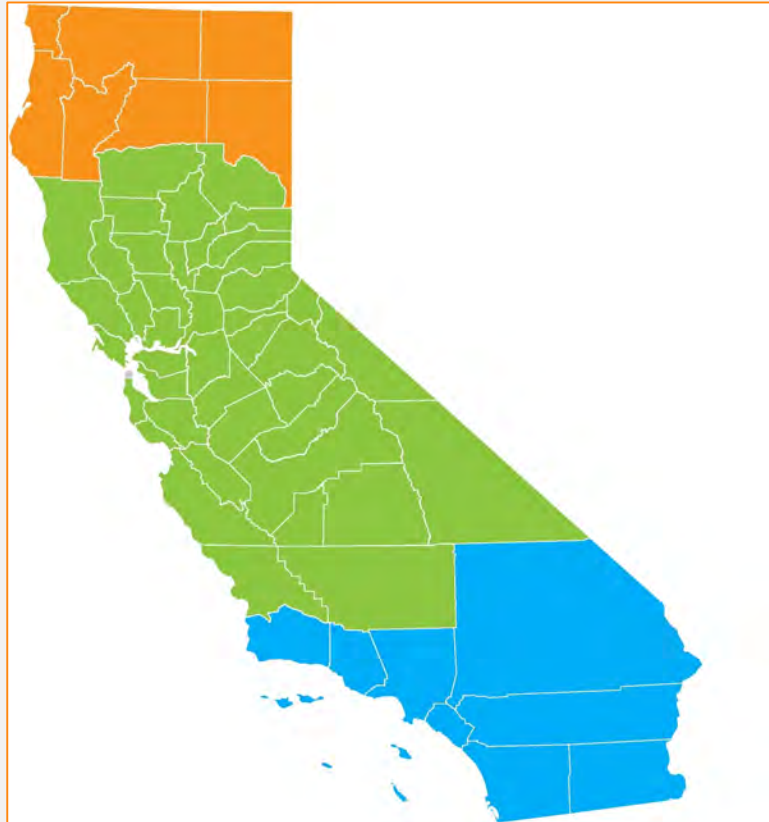
OTA Communications

- *Email Noticing*
- *Tribal Affairs Page on the CDSS Website*
- *Bulletin*
- *Newsletter*
- *Annual Report*

CDSS TRIBAL ADVISORY COMMITTEE



TRIBAL ADVISORY COMMITTEE



Northern Region	Central Region Continued	Southern Region
<p>Alturas Indian Rancheria Bear River Band of Rohnerville Rancheria Big Lagoon Rancheria Blue Lake Rancheria Cedarville Rancheria Cher-Ae Heights Indian Community of the Trinidad Rancheria Elk Valley Rancheria Fort Bidwell Indian Community Hoopa Valley Tribe Karuk Tribe Pit River Tribes Quartz Valley Indian Community Redding Rancheria Resighini Rancheria Susanville Indian Rancheria Tolowa Dee-ni' Nation Wiyot Tribe Yurok Tribe of California</p>	<p>Federated Indians of the Graton Rancheria Fort Independence Indian Community Greenville Rancheria Grindstone Indian Rancheria Guidiville Rancheria Habematolel Pomo of Upper Lake Hopland Band of Pomo Indians Ione Band of Miwok Indians Jackson Rancheria of Me-Wuk Indians Kashia Band of Pomo Indians Koi Nation of Northern California Lone Pine Paiute Shoshone Reservation Lytton Rancheria Manchester band of Pomo Indians Mechoopda Indian Tribe Middletown Rancheria Mooretown Rancheria of Maidu Indians North Fork Rancheria of Mono Indians Paskenta Band of Nomlaki Indians Picayune Rancheria of Chukchansi Indians Pinoleville Pomo Nation Potter valley Tribe Redwood Valley Indian Tribe Robinson Rancheria Round Valley Indian Tribes Santa Rosa Indian Community of the Santa Rosa Rancheria Scotts Valley Band of Pomo Indians Sherwood Valley Rancheria of Pomo Indians Shingle Springs Band of Miwok Indians Table Mountain Rancheria Tejon Indian Tribe Tule River Indian Community Tuolumne Band of Me-Wuk Indians United Auburn Indian Community Ute Ute Gwaitu Paiute Benton Tribe Washoe Tribe of Nevada and California Wilton Rancheria Yocha Dehe Wintun Nation</p>	<p>Agua Caliente Band of Cahuilla Indians Augustine Band of Cahuilla Mission Indians Barona Group of the Capitan Grande Cabazon Band of Mission Indians Cahuilla Band of Mission Indians Campo Band of Mission Indians Chemehuevi Indian Tribe Colorado River Indian Tribes Ewiiapaayp Band of Kumeyaay Indians Fort Mojave Indian Tribe Iipay Nation of Santa Ysabel Inaja Band of Diegueño Mission Indians Jamul Indian Village La Jolla Band of Mission Indians La Posta Band of Mission Indians Los Coyotes Band of Mission Indians Manzanita Band of Kumeyaay Nation Mesa Grande Band of Diegueno Mission Indians Morongo Band of Mission Indians Pala Band of Mission Indians Pauma Band of Luiseno Indians - Pauma & Yuima Reservation Pechanga Band of Mission Indians Quechan Tribe of the Fort Yuma Reservation Ramona Band of Cahuilla Mission Indians Rincon Band of Mission Indians San Manuel Band of Mission Indians San Pasqual Band of Diegueno Mission Indians Santa Rosa Band of Cahuilla Indians Santa Ynez Band of Mission Indians Soboba Band of Mission Indians Sycuan Band of the Kumeyaay Nation Torres-Martinez Desert Cahuilla Indians Twenty-Nine Palms Band of Mission Indians Viejas Band of Kumeyaay Indians</p>
Central Region		
<p>Berry Creek Rancheria of Maidu Indians Big Pine Paiute Tribe of the Owens Valley Big Sandy Rancheria of Western Mono Indians Big Valley Band of Pomo Indians Bishop Paiute Tribe Bridgeport Indian Colony Buena Vista Rancheria of Me-Wuk Indians Cachil Dehe Band of Wintun Indians of the Colusa Rancheria Cahto Tribe of the Laytonville Rancheria California Valley Miwok Chicken Ranch Rancheria of Me-Wuk Indians Cloverdale Rancheria of Pomo Indians Cold Springs Rancheria Cortina Indian Rancheria of Wintun Indians Coyote Valley Band of Pomo Indians Death Valley Timbi-Sha Shoshone Tribe Dry Creek Rancheria of Pomo Indians Elem Indian Community Enterprise Rancheria of Maidu Indians</p>		

OTA REGIONAL ICWA FIELD LIAISONS

OTA Team ICWA Field Liaisons



Jessica Fawn Canez

Cell Phone: 916-862-3379

Jessicafawn.canez@dss.ca.gov

Northern



Laila DeRouen

Cell Phone: 916-764-9294

Laila.derouen@dss.ca.gov

Central



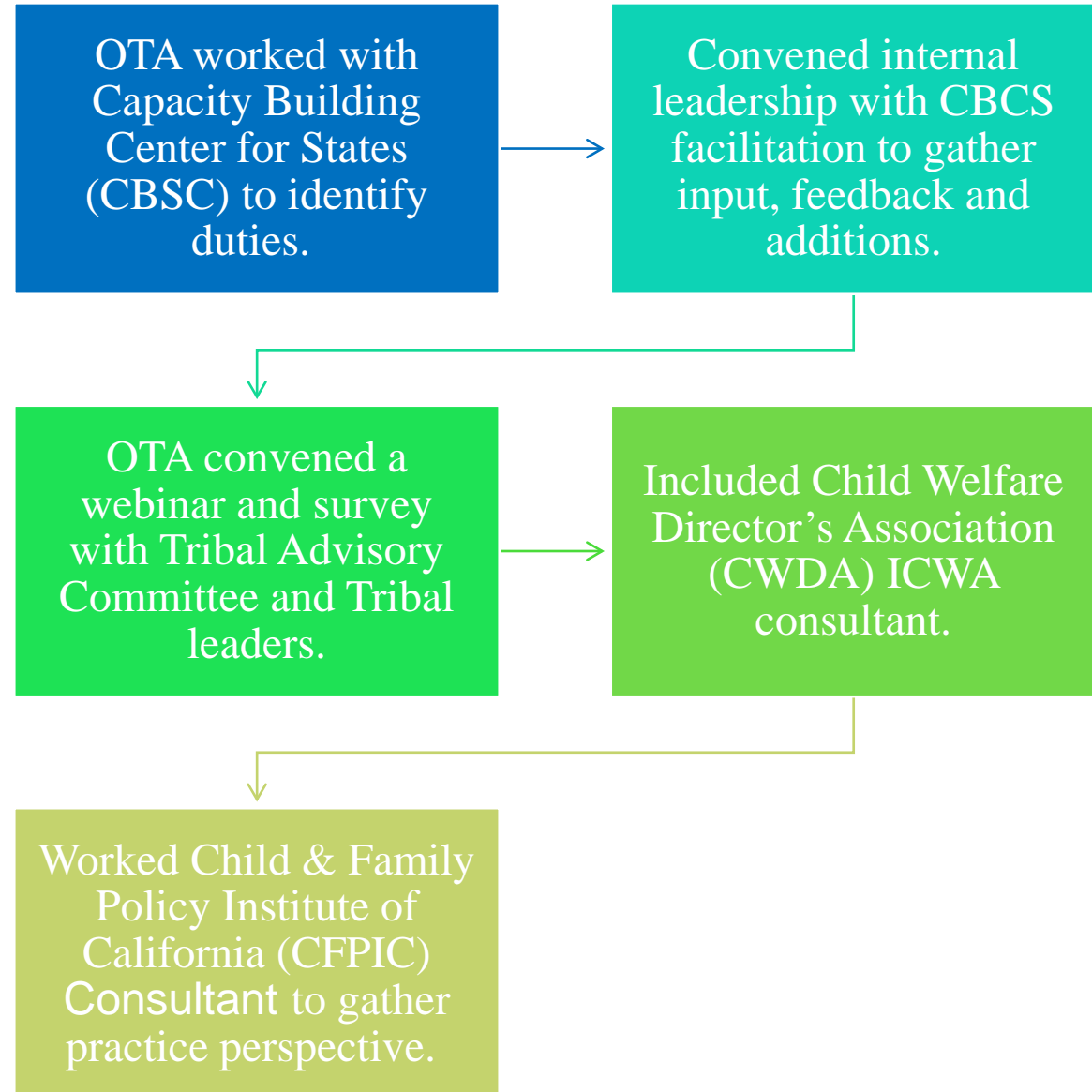
Donald Rodriguez

Cell Phone: 916-214-9702

Donald.rodriguez@dss.ca.gov

Southern

THE ICWA FIELD LIAISON POSITION WAS DEVELOPED WITH INPUT



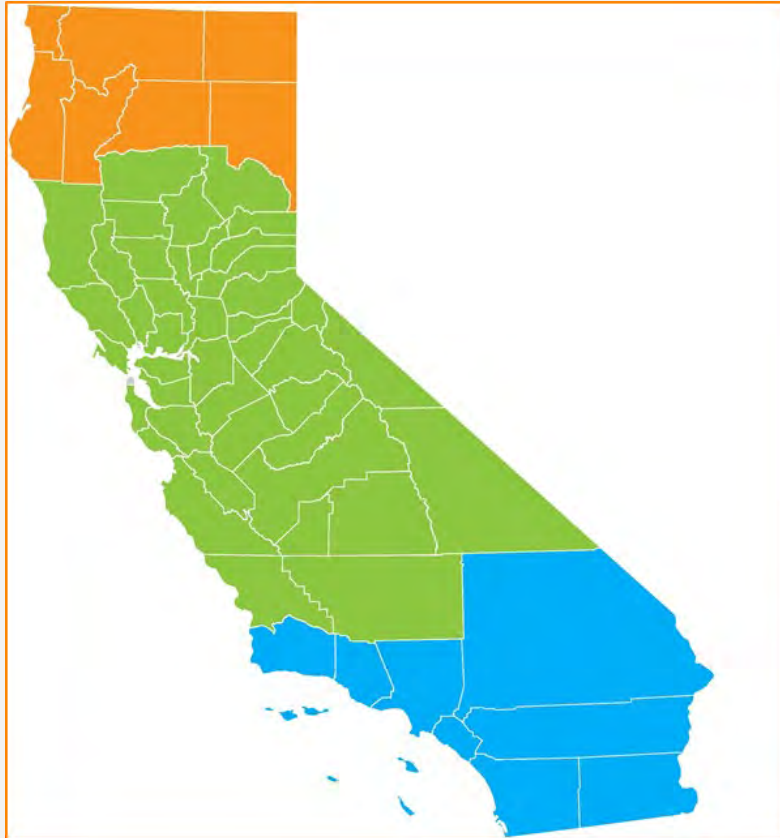
Foundational Support for ICWA Field Positions

Role of CDSS/OTA and County Leadership:

- Facilitate discussions related to ICWA to identify and encourage models for good relationships.
 - Work with tribes, counties, and state on developing and implementing clear channels of communication and interaction.
 - Address recommendations from ICWA Team Lead on collaborative approaches to improve the consistent implementation of ICWA.
 - Identify an ICWA contact in every county.
 - Analyze and review data on ICWA implementation to improve practice.
 - Develop Continuous Quality Improvement (CQI) plan relevant to objectives of CDSS/OTA, tribes, and counties.
-



ICWA FIELD POSITION REGIONS



Northern Region	Central Region Continued	Southern Region
Alturas Indian Rancheria Bear River Band of Rohnerville Rancheria Big Lagoon Rancheria Blue Lake Rancheria Cedarville Rancheria Cher-Ae Heights Indian Community of the Trinidad Rancheria Elk Valley Rancheria Fort Bidwell Indian Community Hoopa Valley Tribe Karuk Tribe Pit River Tribes Quartz Valley Indian Community Redding Rancheria Resighini Rancheria Susanville Indian Rancheria Tolowa Dee-ni' Nation Wiyot Tribe Yurok Tribe of California	Federated Indians of the Graton Rancheria Fort Independence Indian Community Greenville Rancheria Grindstone Indian Rancheria Guidville Rancheria Habematolel Pomo of Upper Lake Hopland Band of Pomo Indians Lone Band of Miwok Indians Jackson Rancheria of Me-Wuk Indians Kashia Band of Pomo Indians Koi Nation of Northern California Lone Pine Paiute Shoshone Reservation Lytton Rancheria Manchester band of Pomo Indians Mechoopda Indian Tribe Middletown Rancheria Mooretown Rancheria of Maidu Indians North Fork Rancheria of Mono Indians Paskenta Band of Nomlaki Indians Picayune Rancheria of Chukchansi Indians Pinoleville Pomo Nation Potter valley Tribe Redwood Valley Indian Tribe Robinson Rancheria Round Valley Indian Tribes Santa Rosa Indian Community of the Santa Rosa Rancheria Scotts Valley Band of Pomo Indians Sherwood Valley Rancheria of Pomo Indians Shingle Springs Band of Miwok Indians Table Mountain Rancheria Tejon Indian Tribe Tule River Indian Community Tuolumne Band of Me-Wuk Indians United Auburn Indian Community Ute Ute Gwaitu Paiute Benton Tribe Washoe Tribe of Nevada and California Wilton Rancheria Yocha Dehe Wintun Nation	Agua Caliente Band of Cahuilla Indians Augustine Band of Cahuilla Mission Indians Barona Group of the Capitan Grande Cabazon Band of Mission Indians Cahuilla Band of Mission Indians Campo Band of Mission Indians Chemehuevi Indian Tribe Colorado River Indian Tribes Ewiiapaayp Band of Kumeyaay Indians Fort Mojave Indian Tribe Iipay Nation of Santa Ysabel Inaja Band of Diegueño Mission Indians Jamul Indian Village La Jolla Band of Mission Indians La Posta Band of Mission Indians Los Coyotes Band of Mission Indians Manzanita Band of Kumeyaay Nation Mesa Grande Band of Diegueno Mission Indians Morongo Band of Mission Indians Pala Band of Mission Indians Pauma Band of Luiseno Indians - Pauma & Yuima Reservation Pechanga Band of Mission Indians Quechan Tribe of the Fort Yuma Reservation Ramona Band of Cahuilla Mission Indians Rincon Band of Mission Indians San Manuel Band of Mission Indians San Pasqual Band of Diegueno Mission Indians Santa Rosa Band of Cahuilla Indians Santa Ynez Band of Mission Indians Soboba Band of Mission Indians Sycuan Band of the Kumeyaay Nation Torres-Martinez Desert Cahuilla Indians Twenty-Nine Palms Band of Mission Indians Viejas Band of Kumeyaay Indians
Central Region		
Berry Creek Rancheria of Maidu Indians Big Pine Paiute Tribe of the Owens Valley Big Sandy Rancheria of Western Mono Indians Big Valley Band of Pomo Indians Bishop Paiute Tribe Bridgeport Indian Colony Buena Vista Rancheria of Me-Wuk Indians Cachil Dehe Band of Wintun Indians of the Colusa Rancheria Cahto Tribe of the Laytonville Rancheria California Valley Miwok Chicken Ranch Rancheria of Me-Wuk Indians Cloverdale Rancheria of Pomo Indians Cold Springs Rancheria Cortina Indian Rancheria of Wintun Indians Coyote Valley Band of Pomo Indians Death Valley Timbi-Sha Shoshone Tribe Dry Creek Rancheria of Pomo Indians Elem Indian Community Enterprise Rancheria of Maidu Indians		

CDSS ICWA Field Liaisons




LOGIC MODEL

Logic Model

GOALS/OBJECTIVES: The new field staff will be positioned to work within the OTA and across CDSS, tribes, counties, and other stakeholders to improve engagement, to improve knowledge of tribal and county systems, and to increase ICWA application so that child welfare outcomes for American Indian children and families are improved, and tribal connections are preserved.





1. STRENGTHEN RELATIONSHIPS WITH TRIBES, COUNTIES AND STATE ROLE OF INDIAN CHILD WELFARE ACT (ICWA) TEAM LEAD

- Link line staff (tribal and county) with California Department of Social Services (CDSS) policy shops.
- Maintain regular communication and coordination with CDSS.
- Document and follow protocols.
- Participate on behalf of CDSS, in tribal, county, and community events.
- Visit tribal lands, reservations, and communities as appropriate.
- Promote the activities and visibility of the OTA.
- Work with counties on strengthening ICWA implementation with a focus on inquiry, notice, active efforts, placement, and overall improved communications and partnerships.
- Coordinate, communicate, and disseminate the work of the Office of Tribal Affairs (OTA) related to tribal affairs.
- Help county staff understand tribal government and systems.
- Identify appropriate representatives from tribes, counties, and the state as points of contact on ICWA matters.

2. PROVIDE TECHNICAL ASSISTANCE

- Identify a tribal ICWA contact for every tribe in the ICWA Team Lead's region.
- Make referrals to foster care ombudsman's office and Foster Youth Bill of Rights inquiries.
- Connect with the Judicial Council of California (JCC) for resources and requests for technical assistance.
- Contribute to the contents of Clearinghouse.
- Provide resources to counties about inquiry, notice, active efforts, and placement.
- Recommend collaborative approaches to improve the consistent implementation of ICWA.
- Help facilitate approaches to improve child welfare practices through a Core Practice Model lens (i.e., using existing best practices for engaging tribes, counties, and teams across multiple service sectors).
- Serve as team lead for coordinating consistent and coherent answers, and practical implementation.



3. PROVIDE TRAINING

- Train county staff on tribal engagement (basic competencies and protocols) and tribal affairs.
- Provide coaching to county staff on ICWA policy and implementation, as needed.
- Help implement Assembly Bill 3176.
- Connect county staff with training opportunities (i.e., Core Curriculum, Regional Training Academies, National Indian Justice Center [NIJC] and JCC).



4. COLLECT AND REPORT DATA

- Encourage accurate and consistent ICWA related data, entered into statewide reporting system.
- Administer Network Scans and surveys by region.
- Maximize capacity of line staff to collect Child Welfare Services / Case Management Systems data.
- Collect information to inform CDSS training efforts, including Core Curriculum, NIJC, and JCC.
- Collect and track data on the ICWA Team Lead's work efforts.

The Office of Tribal Affairs (OTA) within the Office of Equity of the California Department of Social Services (CDSS) is seeking input from Tribes and Counties through a survey to measure relationships.

The purpose of the survey is to gather feedback from Tribes and Counties to establish a baseline on implementing the Indian Child Welfare Act (ICWA) and the strength of relationships .

The goal is to receive responses from 109 Tribes and 58 Counties

Survey results will be utilized by the OTA to strengthen its efforts in building capacity and stronger relationships between tribes and counties to support the consistent implementation of ICWA.

THE OTA SURVEY TO TRIBES AND COUNTIES

CDSS

THE OFFICE OF TRIBAL AFFAIRS

INTERNAL DEPARTMENT WORK



OTA INTERNAL CDSS WORK

- Provide Technical Assistance and advising to internal program staff that develop policy procedures . ICWA policy and guidance impacts.
- Assistance with facilitating discussions between Tribes and CDSS policy/program staff.
- Provide Advisement on tribal engagement and relationships in the development of programs, policies, and other guidance.
- Provide guidance and TA on legislation and tribal engagement.

California Department of Social Services Integrated Core Practice Model

EXISTING & EMERGING INITIATIVES

CALIFORNIA PARTNERS for PERMANENCY
CONTINUUM of CARE REFORM
FAMILY to FAMILY
KATIE A.
LINKAGES
PARENT PARTNERS
QUALITY PARENTING INITIATIVE
RESOURCE FAMILY APPROVAL PROCESS
SAFETY ORGANIZED PRACTICE
WRAPAROUND

COMMON COMPONENTS & ELEMENTS



ICWA DESK REFERENCE

- The ICWA Desk Reference does not seek to replace existing useful resources
- The ICWA Desk Reference provides a framework for equipping social workers to work effectively with tribes in achieving compliance with ICWA
- Provides a handy compilation of the controlling authority
- Overview of the ICWA
- Operational Indian Child Welfare Act Information
- ICWA Glossary & FAQ's
- Appendices - job aides and 2016 BIA ICWA Regulations

https://cdss.ca.gov/Portals/9/Additional-Resources/ICWA/ICWA%20Desk%20Reference_whb_9-30-20.pdf

INDIAN CHILD WELFARE ACT DESK REFERENCE



A Framework
and Quick
Reference
Resource
for the
Practitioner

THE FOCUS *of* THE ICWA DESK REFERENCE

- Provide a framework for equipping social workers to work effectively with tribes in achieving compliance with the ICWA, as well as an introduction to basic information essential to implementing the ICWA, including information on:
 - Indians and tribes; and the ICWA as a multi-faceted statute.
 - Provide a handy compilation of controlling authority.
 - Provide tools, in the form of job aids and other guidance, to support and enhance implementation of the ICWA.
-



CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

THE OFFICE OF TRIBAL AFFAIRS

ICWA SPECIALIST TRAINING PROGRAM

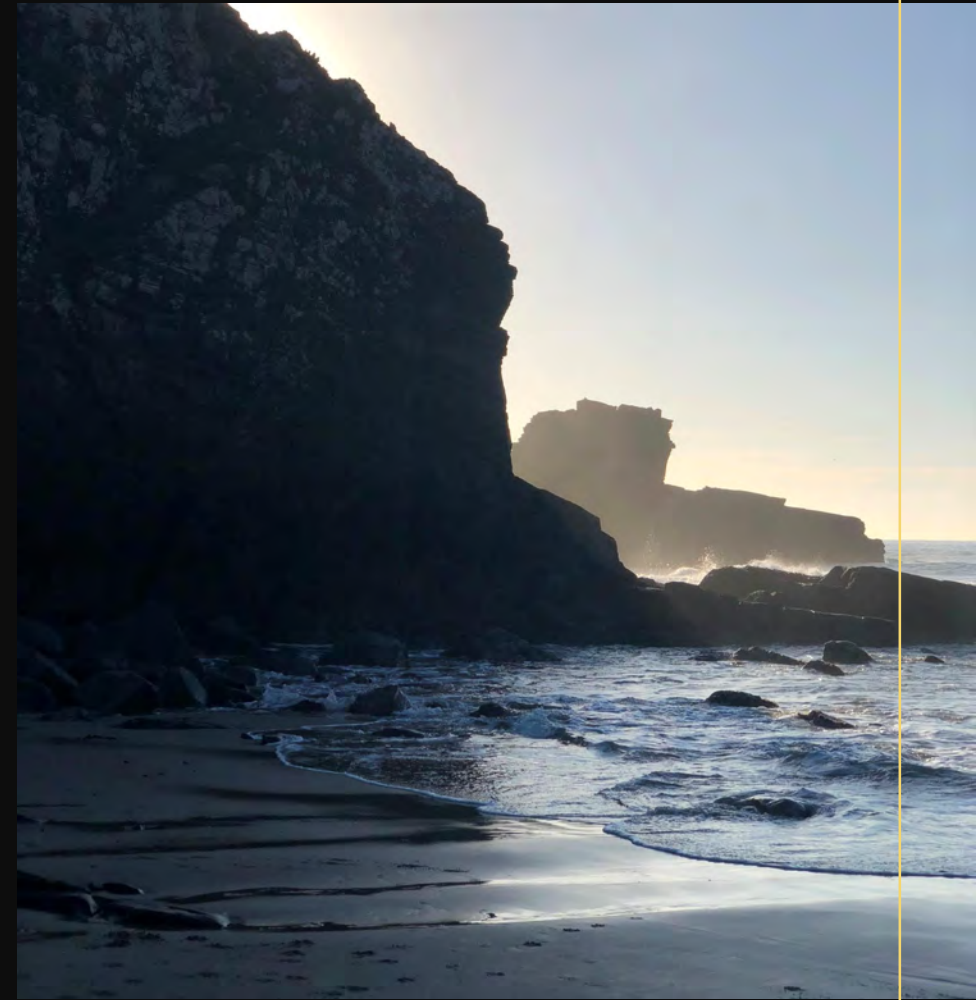


CDSS ICWA SPECIALIST

Tribes, Indian children and families are among statutorily identified partners, stakeholders and clients of CDSS.

CFSD leadership has determined the most efficient approach to integration is to:

- Develop ICWA specialist throughout the division
- CWA Specialist Certificate awarded at the end of the first year with completion of basic responsibilities



CDSS ICWA SPECIALISTS RESPONSIBILITIES PARTICIPATING IN ICWA TRAINING ACTIVITIES

- Basic competencies training
 - American Indians, Tribes and Tribal Engagement
 - ICWA, a Multi-faceted Statute
 - Visit to Indian Country
 - Attend CDSS contracted ICWA training sessions (Optional)
 - Hands on opportunities (e.g. review of ACL or regulation)
-



THE INDIAN CHILD WELFARE ACT A POWERFUL AND MULTIFACETED STATUTE

- ICWA provisions address all of the following:
- Tribal Rights and Opportunities
- Minimum Federal Standards for State Court Proceedings
- Indian Social and Cultural Considerations



OTA TRIBAL ENGAGEMENT PLAYBOOK

Internal CDSS guide to better Tribal engagement

Purpose

- Intended to provide guidance to CDSS staff to better address policy, practice.
- Improve partnerships with Tribes.
- Improve outcomes of Indian children and families in the child welfare system.
- This playbook provides:
 - Key guidance for CDSS as policy developers and setters.
 - Key areas for counties actions and behavioral steps related to ICWA and Tribes engagement.
 - Practical application provides process, technical assistance, policy development and guidance, legislative process, and tools that inform engagement from an appropriate cultural lens both written and visual.





**ICWA
STATEWIDE
PLAN**

PURPOSE OF PLAN-

- ❑ To maximize full meaningful engagement and have a clear process to guide and track actions and outcomes.
- ❑ Utilize as a method to develop and implement an overall CDSS ICWA Plan that includes short (yearly) and long term objectives and strategies that includes: the APSR commitments, identified gaps and priorities.
- ❑ To create a road map that will guide staff where the program is going to achieve measurable results and will serve as a map or blue print for achieving benchmarks and measurable targets that will demonstrate program effectiveness, oversight and accountability.
- ❑ The roadmap will also serve as a method to demonstrate to Tribes, stakeholders, community and partners strategies CFSD is taking to implement ICWA and change disproportionality. Credibility of commitments.
- ❑ Plan to address Disproportionality and equity in the system !!!!

GOAL

To improve statewide ICWA implementation and wellbeing of Tribal children and reduce disproportionality.



Phase I

Strategic Planning & Data-Driven Strategy Development

- Identify the problem(s) the ICWA Statewide Plan will address; conduct deeper problem exploration; identify contributing factors to the problem(s); and conduct root cause analysis
- Develop a Theory of Change (TOC) to guide development of the ICWA Statewide Plan. Within the TOC, identify target population(s), outcomes, conditions that must be met to achieve outcomes, and the casual paths to achieve outcomes.

Phase II

Intervention Planning

- Identify potential intervention(s) that address root cause(s)
- Consider fit & feasibility of intervention(s)
- Adopt, adapt, or develop intervention(s) (identifying core components)
- Develop logic model (how core components will lead to desired outcomes)
- Conduct readiness assessment
- Plan for sustainability
- Plan for evaluation (identify outcomes in alignment with strategic plan)
- Plan for communication

Phase III

Implementation & Evaluation

- Implement intervention(s)
- Collect and analyze data on intervention(s)
- Utilize feedback loops
- Learn, course correct

Phase IV

Utilization & Dissemination

- Utilize evaluation findings, recommendations/ lessons learned to make decisions about intervention(s)
- Report and communicate to stakeholders, policy makers, and the field

Phase V

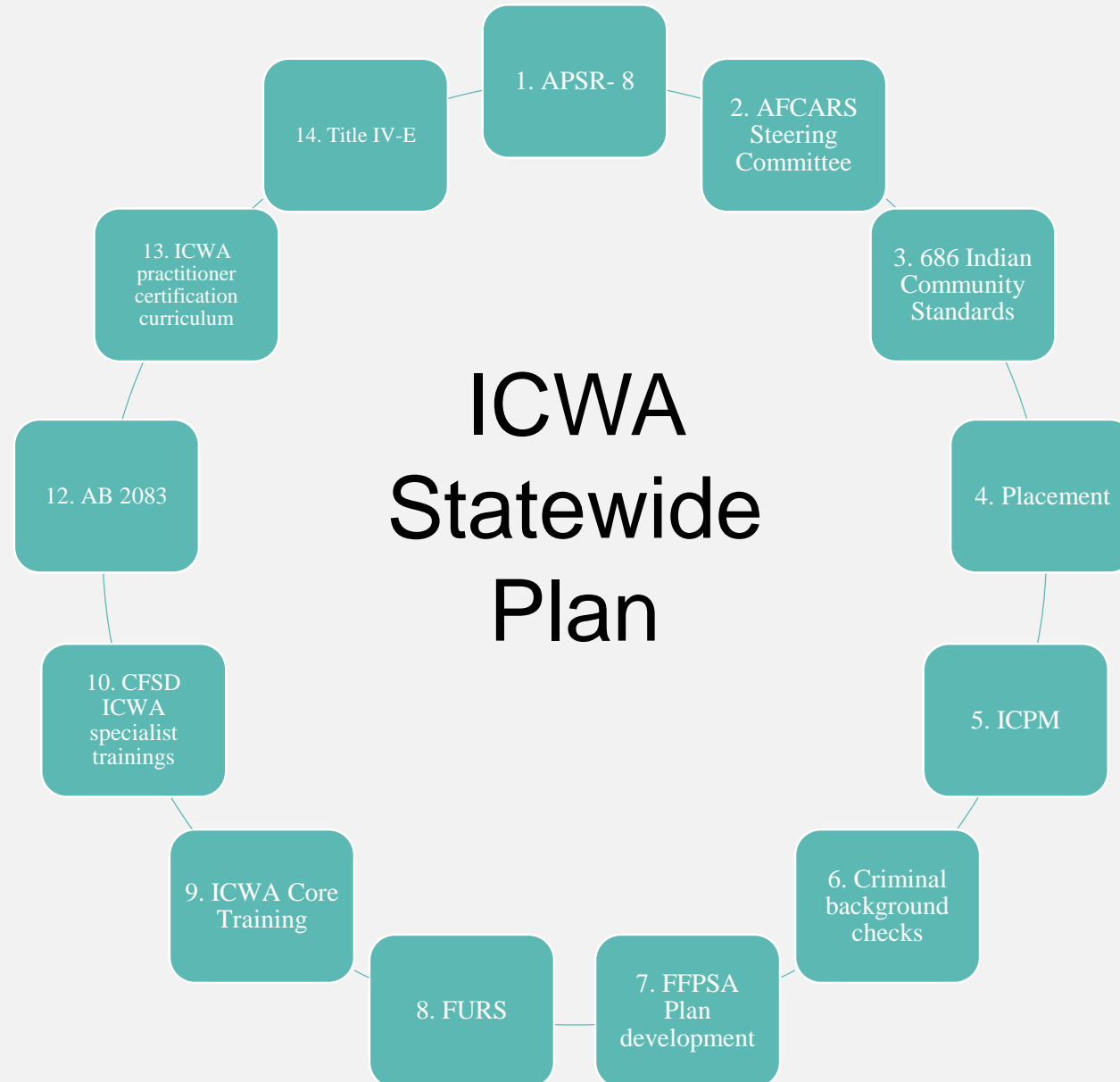
Scaling & Spread

- Scale up interventions(s)
- Spread interventions(s) (if indicated by evaluation results)

ICWA STATEWIDE PLAN: PLANNING & IMPLEMENTATION FRAMEWORK

WHAT ARE THE INPUTS OF THE ICWA STATEWIDE PLAN?

Overarching Goal of Plan: To ensure accurate and consistent implementation of ICWA statewide



OTA INITIATIVES & SUPPORT:

- ICWA State Plan
- Lead Coordinating Tribal Title IV-E agreements
- Lead state pilot ICWA Certification Training
- AFCARS- adoption of the ICWA elements
- CFSP and APSR coordination of Tribal input
- Supporting policy and guidance statewide AB 3176 – CA codification of ICWA
- The integrated statewide core practice model- ICWA overlay
- Supporting the planning and development of the FFPSA and Tribal engagement and ICWA integration.

TRIBAL TITLE IV-E


Assisting and Supporting Tribes with Tribe/State agreements


- Startup funding
- Startup funds guide
- Monthly meetings
- TA and resources
- 2 Tribes with agreements- Yurok and Karuk





Thank You

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