



# NSDTA June Showcase Series

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# **Ohio's University Consortium of Children and Adult Services (OUCCAS)**

State Coordinator for

Ohio Child Welfare Training Program (OCWTP)  
and  
Ohio Human Services Training System (OHSTS)

# **Ohio Child Welfare Training Program (OCWTP)**

**and**

# **Ohio Human Services Training System (OHSTS)**



## **Racial Equity Vision Statement:**

To provide developmental opportunities that promote the reduction of bias, prejudice and discrimination at the individual and system level, in a physically and psychologically safe environment.



# Four Pillars to Consider for REI Implementation

## OURSELVES

Is your organization familiar with local, state, and national REI topics, issues or trends?

What are your organizational needs regarding REI?

What actions has your organization taken to promote and/or advocate for REI professional development and learning?

What level of self-awareness do staff within your organization have about their current REI understanding?

How are resources being allocated to develop and/or support professional development to make staff REI competent?



# Four Pillars to Consider for REI Implementation

## TRAINERS

What do trainers need to be able to do?

What do they need to know to meet REI training goals?

Are trainers working on their self-awareness and knowledge about REI issues?

Can trainers create safer learning environments and manage classrooms that promote effective, positive and respectful dialogue of REI issues?

Can trainers effectively facilitate crucial conversations regarding REI which may arise during class activities?





# Four Pillars to Consider for REI Implementation

## TRAINING SESSIONS

How can your training sessions reduce bias, prejudice, and discrimination and promote equity in training content?

Are results being measured through a CQI process in the short-term and long-term?

Are appropriate training designs and content development principles being used with a REI lens?

Are evidenced-based and data-supported REI topics/issues being integrated into curriculum content and design?

Are reflective education sessions used for learning transference?



# Four Pillars to Consider for REI Implementation

## TRAINER POOL

Has your organization assessed the current demographics of organization staff and trainer pool?

Does the current trainer pool reflect the diversity within your organization?

What strategies have been considered to actively recruit and retain a diverse pool of trainers with REI competency?

