

Conference Registration Information

November
5-6, 2009



Holiday Inn
Monroeville,
Pennsylvania

A Conference on Diversity for professionals from the child welfare, juvenile justice, education, medical & mental health fields

- ✓ increase knowledge
- ✓ develop skills
- ✓ improve practice

Presented by:

Three Rivers Adoption Council and Family Design Resources



3riversadopt.org



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Acknowledgements

Three Rivers Adoption Council and Family Design Resources, Inc. extend grateful appreciation to the following individuals and organizations for their involvement in and support of this diversity conference:

Candi Castleberry-Singleton,
University of Pittsburgh Medical Center

Child Welfare Training Program/University
of Pittsburgh School of Social Work

Robert W. Kubacki, JD, MPA , Alignment
Management Consulting

Rev. Denise Mason, MDiv, Community of
Reconciliation Church

Sharon E. Moore, PhD, MSW, LCSW

Joseph Petrella, PhD

Milton Scott, National Fatherhood Initiative

Sarah Springer, MD, Pediatric Alliance, PC

Marcia Sturdivant, PhD, Allegheny County Children
Youth and Families

All the workshop presenters who so generously have given their time and talents toward the success of this conference

About Three Rivers Adoption Council –

Since 1979 Three Rivers Adoption Council (TRAC) has worked so that no child will have to face a life without permanency. TRAC was founded by adoptive parents and professionals and today provides recruitment, information and referral services, counseling, family preparation, post adoption services, and parent and professional education services, to achieve and maintain maximum permanency opportunities for children and their families.

TRAC is a multi-service agency serving children who cannot remain with their birth families and the resource families who provide these children permanence. More than half the children served are African America; many are older and/or part of a sibling group who need to stay together; and others have emotional, physical, or mental disabilities. Most of these children have experienced multiple moves in the foster care system and high percentages have been victims of abuse and neglect. TRAC works with public and private agencies to implement cooperative, cost effective programs to meet the placement and post-placement needs of these children.

TRAC offices are located in Pittsburgh and Conshohocken, Pennsylvania. To learn more about the services TRAC provides to families and children, contact Jenni Thye, at 866-621-8722 or visit online at www.3riversadopt.org.



About Family Design Resources, Inc. –

Family Design Resources, Inc. (FDR) is an innovative non-profit agency that offers training, consultation and program development to professionals serving children, youth and families. FDR was founded in 1999 in response to the critical needs of children and offers the combined expertise of more than 100 social service, education and legal professionals.

FDR's proactive approach has succeeded in developing strong public and private partnerships. FDR has collaborated with several school districts and non-profit agencies to provide diversity-related programs, which promote learning by raising personal awareness and offering opportunities for cross cultural communication.

The agency's Diversity and Shared Leadership Program is a research-based curriculum that helps its recipients to develop inclusive environments by identifying stages of stereotype development and techniques for interrupting the process. The focus is on the promotion of courageous conversations by reducing barriers, respecting differences and discussing practices that create division. The program further supports leadership by providing tools used to build a shared vision resulting in mutual respect and growth.

FDR believes that improving the lives of children and families through the elimination of bullying and victimization is consistent with the agency's core values. FDR staff are certified trainers and consultants for the Olweus Bullying Prevention Program, the most researched and best known program proven to prevent or reduce bullying behaviors throughout a school setting. In addition to consulting on the implementation of the Olweus Program, FDR can provide informational workshops on the dynamics of bullying to any audience.

FDR's programs and services can be implemented with a range of audiences, including educational institutions, corporations, and public and private agencies. For program information, please contact Fawn Davies, Program Manager, at 717-558-1246 or by e-mail at info@familydesign.org. Visit online at www.familydesign.org.



Three Rivers Adoption Council
because every child needs a family



Welcome to the first annual Conference on Diversity hosted by Three Rivers Adoption Council and Family Design Resources.

As the theme of this conference implies, diversity is “not just Black or White,” but inclusive of all. It is not enough to be accepting of individual differences but to celebrate those differences within each of us. Inclusiveness means to be all-encompassing and embracing, which must be encouraged in every sphere of our lives, including our work places. Ensuring sensitivity to diversity is crucial if we are to provide effective and high quality services to children and families through the child welfare, education, mental health, medical, judicial and adoption systems.

Regardless of your profession, every aspect of service delivery should be performed with respect for the various cultures within our communities. From hiring staff that is racially diverse and reflective of the populations served to interacting with clients and co-workers in an appropriate and genuine manner—all are important if we are to truly and positively impact our communities.

When the planning committee first met to develop this much needed forum for discussion we determined that this conference would:

- stimulate thinking,
- encourage and support difficult conversations,
- provide new knowledge and abilities to enhance best practice skills, and
- provide a charge to view diversity through new lenses.

During this conference each of us is encouraged to look inside of ourselves, acknowledge how our experiences have shaped our perceptions, and challenge ourselves to think about how those perceptions have influenced our interactions with the children and families we have served. Take this time to approach the subject matter with great openness. Making small changes within ourselves will lead to great change in our community.

Sincerely,

Jacqueline D. Wilson, MSW/LSW
CEO, Three Rivers Adoption Council

Brenda Lawrence, MSW
Co-director, Family Design Resources, Inc.

At-A-Glance Conference Schedule

Thursday, November 5, 2009 (Day 1)

7:45 AM	Registration	<i>Embassy Ballroom Foyer</i>
8:00 AM	Breakfast (provided)	<i>Embassy Ballroom Foyer</i>
9:00 – 9:45 AM	Welcome/ Introduction	<i>Embassy Ballroom</i>
9:45 AM – 12:15 PM	Keynote Presentation	<i>Embassy Ballroom</i>
12:30 – 1:30 PM	Lunch (provided)	<i>Imperial Dining Room</i>
1:45 – 3:45	Workshops – Session 1	<i>Ambassador, Envoy, Chamber, Capitol, Summit and Diplomat Rooms</i>

Friday, November 6, 2009 (Day 2)

7:45 AM	Registration	<i>Embassy Ballroom Foyer</i>
8:00 AM	Breakfast (provided)	<i>Embassy Ballroom Foyer</i>
9:00 – 9:15 AM	Welcome/ Introduction of Panel	<i>Embassy Ballroom</i>
9:15 – 10:00 AM	Panel discussion	<i>Embassy Ballroom</i>
10:00 – 10:20 AM	Break	
10:20 AM – 12:20 PM	Workshops – Session 2	<i>Ambassador, Envoy, Chamber, Capitol, Summit and Diplomat Rooms</i>
12:30 – 1:30 PM	Lunch (provided)	<i>Imperial Dining Room</i>
1:45-3:45 PM	Workshops – Session 3	<i>Ambassador, Envoy, Chamber, Capitol, Summit and Diplomat Rooms</i>

Who Should Attend

- Professionals from the fields of:
 - child welfare
 - juvenile justice
 - education
 - medical health
 - mental health
- Foster/adoptive/resource parents
- Anyone seeking to increase their knowledge, develop skills, and improve their professional practice through the exploration of diversity-related issues.

Continuing Education Credit Information

Approval is pending for continuing education credits for social workers through the University of Pittsburgh and continuing legal education credits through the Pennsylvania Continuing Legal Education Board.

Act 48 credit for educators is pending through the Pennsylvania Department of Education.

Certificates of training will also be available.

Keynote Presentation (Day 1)

Thursday, November 5

“Racial and Ethnic Identity Development in Youth”

Sharon E. Moore, PhD, MSW, LCSW
Professor of Social Work
University of Louisville



Three Rivers Adoption Council and Family Design Resources, Inc. are pleased to welcome Dr. Sharon E. Moore as the conference’s honored keynote speaker. Dr. Moore is professor of social work at the Raymond A. Kent School of Social Work at the University of Louisville. From 1993 to 2000, Dr. Moore chaired the United Christian Youth Outreach, Inc., a consortium of five churches, which provided religious, educational, social and recreational outlets for city youth. For her work she was awarded the Outstanding Citizens Award from the Pittsburgh Federal Executive Board and Alumni of the Year Award from Edinboro University of Pennsylvania.

She is the author and co-author of numerous journal articles, including “*Theological and practice issues surrounding domestic violence: How can the African American Church help victims?*”, “*Empowering young African American Males for the 21st century: A collaboration between a university and an African American church.*”, and “*The benefits, challenges and strategies of African American faculty teaching at predominantly White institutions.*”. She is the co-author of the text *Social Work Practice with Culturally Diverse People* by Sage. Dr. Moore has presented papers, conducted seminars and served as a keynote speaker on these issues at state, national and international conferences.

Dr. Moore was awarded a grant to attend a service learning project in Xi’an, China where she taught English as a second language to students at the Xi’an International University and also participated in a study tour of Madrid and Toledo, Spain. In 2004, she was awarded the Presidential Exemplary Multicultural Teaching Award by the University Of Louisville for outstanding work in the area of teaching human diversity, and she is a national trainer on human diversity issues. In 1999, she became the first African American to be granted tenure in the history of Seton Hill University of Pennsylvania, and, in 2006, she became only the second African American to become a full professor at the Raymond A. Kent School of Social Work since the program began in 1939.

The Facility

The “Diversity—It’s Not Just Black and White” conference will be held on site at the newly renovated Holiday Inn Monroeville Hotel. The facility is a 3 Diamond AAA hotel conveniently located 1/4 mile from the PA Turnpike at exit #57 and 15 miles east of downtown Pittsburgh.

Holiday Inn
2750 Mosside Boulevard
Monroeville, PA 15146

Phone: 412-372-1022
Reservations: 888-465-4329

For overnight accommodations, please call the reservations line and mention that you are attending the diversity conference to receive the flat rate of \$89.95/night (plus applicable taxes). Check in time at the Holiday Inn Monroeville is 3 PM. Check out time is 11:00 AM.

The deadline to receive the special room rate is **October 14, 2009**. After this date, rooms will be on a space available basis and at the regular rate. Please reserve your rooms early to avoid paying the higher rate.

Special Conference Speaker Panel (Day 2)

Friday, November 6

"A Discussion of Diversity and Inclusion: Necessary Facets When Working with Families, Children, Youth and Communities"

A panel of distinguished professionals from the child welfare, juvenile justice, medical and mental health, and education fields will address the critical nature of diversity and inclusion in the practice of serving children and families. **Moderated by Trisha Gadson, MS.**

Panelists



Marcia Sturdivant, PhD – Deputy Director, Allegheny County Department of Human Services Office of Children, Youth & Families

Dr. Sturdivant is the Deputy Director, Allegheny County Department of Human Services, and Administrator of the nationally recognized Office of Children, Youth and Families (OCYF). Dr. Sturdivant lectures extensively on both the local and national level on child abuse and neglect, racism and its effect on child development, developmental needs assessment, family group decision making and culturally-based intervention for at-risk families. The recipient of numerous awards, her dedication to helping families extends to the community by service on numerous boards. Dr. Sturdivant has committed her personal and professional life to improving the quality of life for children and being a voice for those who are unable to advocate for themselves.



Eleanor Bush, Esq. – Legal Services Training Specialist, Family Design Resources, Inc.

Eleanor L. Bush is an attorney who has practiced child welfare law for approximately 16 years. During that time Ms. Bush has represented individual children in juvenile court, supervised attorneys who represent abused and neglected children, consulted to Pennsylvania counties, trained hundreds of social workers and worked collaboratively on the state and local levels with government agencies, child advocates and providers of services. Ms. Bush currently serves as Legal Services Training Specialist for Family Design Resources, Inc. Previous positions have included Staff Attorney at Juvenile Law Center in Philadelphia, Legal Director at KidsVoice in Pittsburgh, Assistant Counsel for Pennsylvania Department of Education and consultant to the ABA Center on Children and the Law's Permanency Barriers Project. Ms. Bush holds her law degree from Yale Law School and a Master's Degree in Public and Private Management from the Yale School of Management.



Candi Castleberry-Singleton, MBA – Chief Inclusion and Diversity Officer, University of Pittsburgh Medical Center

Candi Castleberry-Singleton is the Chief Inclusion and Diversity Officer at the University of Pittsburgh Medical Center (UPMC), where she is responsible for developing UPMC's inclusion strategy, including its Health Care Dignity and Respect Campaign. In 2008, she launched the Center for Inclusion in Health Care. Ms. Castleberry-Singleton has an exceptional record of building sustainable inclusion practices for the workplace, marketplace, and workforce. An experienced strategist, she created The Integrated Inclusion Model™, a systems integration model that shifts the responsibility for achieving an inclusive culture to every employee. Ms. Castleberry-Singleton received an MBA from Pepperdine University, a bachelor's degree in legal studies from UC Berkeley, and graduated from the Stanford University Human Resources Executive Program.



Joseph Petrella, PhD – Assistant Superintendent, Gateway School District

Dr. Petrella is the Assistant Superintendent for the Gateway School District in Monroeville, Pennsylvania. Prior to earning his commission at Gateway, Dr. Petrella served as Director of Curriculum, Principal, and Vice Principal for various districts in the greater Pittsburgh area. In addition to his work within his home district, Dr. Petrella has facilitated professional development opportunities for numerous school systems throughout Pennsylvania to promote effective strategies associated with Differentiated Instruction, Understanding by Design, and systemic reform. He has also served as a national presenter for the Association for Supervision and Curriculum Development. Dr. Petrella earned a Master of Arts in Teaching degree and Doctor of Education degree from the University of Pittsburgh. He completed a Bachelor of Science degree in Political Science at Saint Vincent College in Latrobe, Pennsylvania.

1A Diversity Awareness: What Does it Mean & How is it Achieved?

What is the difference between culturally sensitive and culturally competent? Through the review of the cultural continuum, terms used in the discussion of diversity and inclusion will be clarified. Emphasis is placed upon the continuous process of learning and understanding cultural strengths of others. Practical information will be offered on how one might ascribe to becoming culturally competent and how to include diversity in everyday living. Upon completion of this workshop, participants will be able to define terms, describe the cultural competence continuum, and develop individual strategies for growth in the area of diversity and inclusion.

Dennis Robinson, Family Design Resources, Inc. (consultant)

Dennis Robinson has worked as an independent diversity consultant for Family Design Resources for the past two years and has co-trained diversity workshops for several schools within Allegheny County. Mr. Robinson is also the Assistant Director of Education at Auberle Children and Families where he coordinates the education and vocational services for children and youth. He has also served as the Program Manager for residential components. Mr. Robinson has a bachelor of science degree in criminology from Indiana University of Pennsylvania. He is a member of the McKeesport Area School District Diversity Committee.

1B How to Advocate for a Father-Friendly Home Visit Program: Process and Tools

One of the greatest challenges faced by professionals working to support and strengthen families is how to create father-friendly programs and organizations. The presenter will share a process for advocating for a father-friendly home visit program that involves educating decision makers, staff and outside influences (e.g. funders) about the importance of fathers in their children's lives and designing programs and services specifically for fathers.

Milton Scott, National Fatherhood Initiative

In his role as Program Specialist, Community-based Programming, Mr. Scott is responsible for providing fatherhood training programs and technical assistance services to agencies, funders, and community leaders. He also helps to create and expand support systems that encourage responsible fatherhood. Mr. Scott participates in public speaking engagements and represents National Fatherhood Initiative (NFI) at meetings and other public events.

1C Introduction to School Bullying as a Societal Problem

This workshop will place an emphasis upon the impacts of school bullying, specifically identifying roles and the impact on students who bully and are bullied, as well as, bystanders who witness the victimization. Statistical information will be offered and terms will be defined. Components of effective prevention programs will also be discussed. Upon completion of this workshop, participants will be able to provide basic information on school bullying, dispel common myths about all students who are impacted by bullying, and identify components of effective intervention strategies.

Trisha Gadson, MS, Family Design Resources, Inc.

Trisha Gadson is employed by Family Design Resources, Inc. as a Development Specialist. She has worked for more than twenty years in the child welfare field, and her strengths are in the area of curriculum development and implementation. She has specialized in diversity and inclusion in the workplace and serves as project manager for school-based programming. Ms. Gadson has obtained diversity training from the National MultiCultural Institute and the Society for Human Resource Management. She is also a certified Olweus Bullying Prevention Program trainer.

1D Understanding Racial Disparity in Child Welfare

According to state and national data, the rate African American children enter the child welfare system is twice that of white children. However, as research shows, there is no difference in the likelihood of abuse between African American and white children. Organizational practices have a direct impact on the disproportionate number of African American children currently in the child welfare system. Discussion will center on the need for professions to have conversations regarding intentional and unintentional racism, and its impact on the rate of entry and the length of time children remain in the system. As a result of the workshop, participants will obtain an increased understanding of the impact these practices have on children and families.

Jacqueline D. Wilson, MSW, LSW, Three Rivers Adoption Council

Jacqueline Wilson is the CEO of Three Rivers Adoption Council (TRAC). Ms. Wilson holds a BASW and an MSW from the University of Pittsburgh. She is currently pursuing her Ph. D. in Administration and Leadership Studies in Non-Profit Management at Indiana University of Pennsylvania. She serves on numerous non-profit boards, Voice for Adoption and the Adoption Exchange Association. She was recognized as one of the 2005 National Angels in Adoption by the Congressional Coalition on Adoption Institute. She is also a member of the SWAN Advisory Council.

1E Using the 3-5-7 Model to Address Identity Development for Kids in Placement

Children and youth who live in out of home care encounter numerous challenges to their continued growth and development. How do they fit the pieces of their lives together when they live outside of their families and communities and the influences of culture and differences? This workshop will address those challenges and provide an approach to assisting these children and youth in grieving the losses experienced as a result of the placements. It will also provide opportunities to understand and engage in activities that will help these children and youth build relationships with both biological family members and alternative family systems. These activities will be viewed through a cultural diversity lens.

Darla L. Henry, PhD, MSW, 3-5-7, LLC

Darla L. Henry, PhD, MSW is President of 3-5-7, LLC and a co-founder of Family Design Resources. Her social work career has encompassed the child welfare field, clinical social work practice and teaching. Dr. Henry's private clinical practice included individuals, couples and groups. As a professor, she teaches a variety of social work courses at both the bachelor and masters level. She is also a trainer and workshop presenter at national and international conferences. Dr. Henry created the 3-5-7 Model and speaks extensively on the content and application of the Model in preparing children and families for permanency.

1F LGBTQ: An Awareness of Sexual Identity for Youth

This workshop will provide an awareness opportunity for professionals who work with youth who identify themselves as gay, lesbian, bisexual, transgendered or questioning. Terminology and use of language will be reviewed and statistical information will be presented. Participants will be lead through a self-reflective experience to assess how their personal views may or may not impact their interactions with youth. In addition, resources for support and further study of the topic will be identified.

Yvette Lassiter, MSW, Family Design Resources, Inc.

Yvette Lassiter, MSW has provided group facilitation for LBGTQ youth in Philadelphia for a number of years. She currently facilitates a focus group discussion for LBGQ females for the annual Pride conference held in Philadelphia. Ms. Lassiter has extensive professional child welfare experience and is a foster and adoptive parent. She currently serves as a Division Manager for the Southeast region of Pennsylvania for Family Design Resources, Inc. She facilitates and participates in trainings for her region. Ms. Lassiter has worked as an intake, foster and adoption social worker and supervisor for a private agency in the Philadelphia area where she regularly trained staff, foster and adoptive families, and worked with a variety of youth groups.

Workshops Session 2

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Friday, November 6, 2009

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10:20 - 12:20 p.m.

2A Differentiated Instruction: The Vehicle for Diverse and Inclusive Teaching Methods

The one-size-fits-all method of teaching is neither effective nor efficient for the majority of students in today's schools. As a result, responsive classroom experiences which address diverse learning needs can bridge performance gaps noted among students. This technique, known as Differentiated Instruction, will be reviewed to assist educators, advocates and parents on how to utilize and/or request creative learning opportunities and activities for students to improve learning and performance. Upon completion of this workshop participants will be able to: define terms often used with Differentiated Instruction; distinguish between learning growth and achievement; and identify resources to gain additional information.

Joseph Petrella, PhD, Gateway School District

Dr. Petrella is the Assistant Superintendent for the Gateway School District in Monroeville, Pennsylvania. Prior to earning his commission at Gateway, Dr. Petrella served as Director of Curriculum, Principal, and Vice Principal for various districts in the greater Pittsburgh area. In addition to his work within his home district, Dr. Petrella has facilitated professional development opportunities for numerous school systems throughout Pennsylvania to promote effective strategies associated with Differentiated Instruction, Understanding by Design, and systemic reform. He has also served as a national presenter for the Association for Supervision and Curriculum Development. Dr. Petrella earned a Master of Arts in Teaching degree and Doctor of Education degree from the University of Pittsburgh. He completed a Bachelor of Science degree in Political Science at Saint Vincent College in Latrobe, Pennsylvania.

2B Out of One, Many: Making Room for the Spirit

The spirit of diversity is an integral part of our society's religious and spiritual life – from agnostics to speaking in tongues to various practices of Islam to the more traditional Jewish, Catholic and Protestant. Bring your questions and concerns as we discuss how to make room for the life of the spirit within the lives of the families and children we serve and with whom we share experiences.

Rev. Denise R. Mason, MDiv, Community of Reconciliation Church

Rev. Denise R. Mason serves as Pastor for the Community of Reconciliation Church – an intentionally interracial, multi-denominational Christian congregation that stands on an active legacy of reaching out beyond the doors of the church to influence a growing tide of social justice and advocacy. She is an ordained Minister of Word and Sacrament for the United Church of Christ. Rev. Mason's first career was as a certified public accountant specializing in working with non-profit organizations. She holds a Masters of Divinity degree from Howard University and a Bachelors of Science degree in Business Administration with a concentration in Accounting from the University of Baltimore.

2C Medical Needs: A Strand in the Diversity Quilt

The speaker will review children's physical, mental, developmental, and dental health needs and how those specific needs impact a caretaker's role, particularly those children and youth who are in foster care and/or have complicated health conditions. The speaker will also present new resources from the American Academy of Pediatrics' Task Force on Foster Care, designed to facilitate inter-disciplinary work and improve the health of children. At the end of this presentation, participants should understand why children's physical, mental, developmental, and dental health matters in placement decisions; be aware of common or complex conditions where caregivers need to be capable of handling diverse health needs; and know how to access health resources for children in foster care through the American Academy of Pediatrics.

Sarah Springer, MD, FAAP, Pediatric Alliance, PC

Sarah Springer is a general pediatrician practicing in Pittsburgh with the Southwest Division of Pediatric Alliance. She is the medical director of the International Adoption Health Services of Western Pennsylvania, and has provided specialty health services to domestically and internationally adopted children since 1995. Dr. Springer is the Chairperson of the Task Force on Foster Care, and immediate past-chairperson of the Section on Adoption and Foster Care for the American Academy of Pediatrics, collaborating with pediatricians around the country to advocate for the needs of children in foster care and children who have been adopted. She has spoken on numerous occasions about adoption and foster care-related health concerns to parent groups, adoption and child welfare professionals, and health professionals. An adoptive parent herself, Dr Springer is a graduate of the University of Pittsburgh School of Medicine and of the Children's Hospital of Pittsburgh Pediatric Residency Program.

2D MultiEthnic Placement Act: The Role Diversity Can Play in Placement Decisions

This workshop will provide participants the opportunity to describe the components of the MultiEthnic Placement Act with an emphasis on history, updates and how it is enforced. Through discussion and application exercises, participants will recognize that the law does not require absolute blindness to race, ethnicity and differences. Upon completion of this workshop participants will be able to: describe the three core requirements of MEPA; explain the history and discuss updates of the law; and describe how the law is monitored and enforced.

Eleanor Bush, Esq., Family Design Resources, Inc.

Eleanor L. Bush is an attorney who has practiced child welfare law for approximately 16 years. During that time Ms. Bush has represented individual children in juvenile court, supervised attorneys who represent abused and neglected children, consulted to Pennsylvania counties, trained hundreds of social workers and worked collaboratively on the state and local levels with government agencies, child advocates and providers of services. Ms. Bush currently serves as Legal Services Training Specialist for Family Design Resources, Inc. Previous positions have included Staff Attorney at Juvenile Law Center in Philadelphia, Legal Director at KidsVoice in Pittsburgh, Assistant Counsel for Pennsylvania Department of Education and consultant to the ABA Center on Children and the Law's Permanency Barriers Project. Ms. Bush holds her law degree from Yale Law School and a Master's Degree in Public and Private Management from the Yale School of Management.

2E Does My Organization Measure Up? A Review of Diversity and Inclusion on the Job

This workshop will provide clarity to the commonly used term “diversity in the workplace.” The key infrastructures needed to create an environment that supports inclusion will be identified. In addition, strategies that lend to valuing and positively recognizing employees’ strengths will be highlighted. A business case for how these concepts benefit an organization’s productivity while attracting and retaining quality staff will be reviewed. Upon completion of this workshop, participants will be able to explain why diversity and inclusion policies are essential in the workplace and identify key components needed to create an inclusive environment.

Candi Castleberry-Singleton, University of Pittsburgh Medical Center

Candi Castleberry-Singleton is the Chief Inclusion and Diversity Officer at the University of Pittsburgh Medical Center (UPMC), where she is responsible for developing UPMC’s inclusion strategy, including its Health Care Dignity and Respect Campaign. In 2008, she launched the Center for Inclusion in Health Care. Ms. Castleberry-Singleton has an exceptional record of building sustainable inclusion practices for the workplace, marketplace, and workforce. An experienced strategist, she created The Integrated Inclusion Model™, a systems integration model that shifts the responsibility for achieving an inclusive culture to every employee. Ms. Singleton-Castleberry received an MBA from Pepperdine University, a bachelor’s degree in legal studies from UC Berkeley, and graduated from the Stanford University Human Resources Executive Program.

Workshops Session 3

Friday, November 6, 2009

1:45 - 3:45 p.m.

3A How to Have Courageous Conversations

At a time when demographic trends illustrate an increasingly diverse population, it also supports the need for an increased understanding about the concepts of diversity, inclusion and cultural competence. This workshop builds upon the framework of diversity by providing opportunities for discussion that will increase confidence when engaging with others about differences. Strategies will be offered on how to participate in conversations about diverse points of view that are meaningful but are often difficult to initiate. Strategies will be identified on how to engage in meaningful conversations with an opportunity for practice. **It is recommended that participants who attend this workshop attend “Diversity Awareness: What Does it Mean & How is it Achieved?”** Upon completion of this workshop, participants will be able to define terms used in the diversity framework, explain stereotype development, list components of “courageous conversations,” and identify strategies for participating in meaningful discussion with people of differing views.

Trisha Gadson, MS, Family Design Resources, Inc.

Trisha Gadson is employed by Family Design Resources, Inc. as a Development Specialist. She has worked for more than twenty years in the child welfare field, and her strengths are in the area of curriculum development and implementation. She has specialized in diversity and inclusion in the workplace and serves as project manager for school based programming. Ms. Gadson has obtained diversity training from the National MultiCultural Institute and the Society for Human Resource Management. She is also a certified Olweus Bullying Prevention Program trainer.

3B Engaging the Latino Family/Entendiendo La Cultura Latina y Su Familia

Child welfare professionals having a knowledge base for and skills related to engaging Latino children and families improves the safety, permanence and well-being of Pennsylvania children through targeting specific needs and identifying appropriate supports. This workshop will review the history and culture of various Latino populations and provide practical skills for working with children and families of Latino descent in order to promote permanence for Latino children.

The Child Welfare Training Program/The University of Pittsburgh School of Social Work

The Pennsylvania Child Welfare Training Program, University of Pittsburgh, trains and provides technical support to those working in the Child Welfare system and to support those working to help families and communities to safely parent children and youth. It also provides County Children and Youth Agencies with individualized training and technical assistance services. These services are provided through ongoing collaborative partnerships with County Children and Youth Agencies, the Department of Public Welfare, Pennsylvania Children and Youth Administrators, private provider agencies, children, youth, families, community members, and other system partners.

3C The Conflict Style - Cultural Influence Connection

Does culture influence how you prefer to engage in conflict? And, if it does, what is the connection between the two? “Culture is a shared system of meanings. It dictates what we pay attention to, how we act and what we value” (Trompenaars, *Riding the Waves of Culture*, 1998, p. 13). Culture is an unseen element that influences whether parties in a dispute continue to fight. It also influences whether verbal or non-verbal communications are interpreted as negatively or positively contributing to whether the parties can trust each other.

This workshop will examine the influence of culture on conflict and will help participants identify cultural-influenced preferences for how to fight and make-up by taking the Intercultural Conflict Style Inventory (ICSI), developed by Mitchell Hammer, PhD. Additionally, the ICSI will enable participants to better to understand how your style interacts with other intercultural conflict styles. For future reference, participants will leave the workshop with Dr. Hammer’s ICSI Interpretive Guide.

Robert W. Kubacki, JD, MPA, Alignment Management Consulting

Mr. Kubacki has thirty years of experience in the field of managing conflict and coaching others on how to resolve conflict in variety of public, non-profit, academic and corporate settings. He has facilitated intercultural team meetings in Manchester, England; designed and lead video-conferencing workshops for participants in Islamabad, Pakistan; and has mediated multi-party intercultural conflicts. Mr. Kubacki teaches conflict resolution at Carnegie Mellon University and Duquesne University. He is knowledgeable about a variety of culture-attentive conflict resolution models and teaches clients and workshop participants how to apply them.

3D Supporting Multicultural Families

This workshop is designed to encourage self-reflection about one’s own cultural identity and how that impacts our ability to support multicultural families. The program will help participants gain an understanding of how one’s cultural identity is formed and will help them to be able to identify stages of development without passing judgment on individuals. Participants will also be able to identify their own cultural identity while also gaining increased comfort in affirming others who may be different in significant ways. Lastly, participants will be able to identify a way in which they will be able to give increased support to multicultural families and articulate obstacles that they may have to overcome to do so.

Kathy Fullmer, MA, LPC, Three Rivers Adoption Council

Ms. Fullmer is the eldest child in a family of 11 children and mother of four. Her youngest child, now age 18, was adopted from China in infancy. She received her MA in Counseling Children and Adolescents from Slippery Rock University and was subsequently credentialed as a Licensed Professional Counselor and as a National Certified Counselor. Currently she is a family therapist with Three Rivers Adoption Council serving adoptive families. In that capacity she works with children and families on an outpatient basis. She has presented workshops at the local, state and national level.

3E Does Cultural Competence Affect the Legal Decision Making Process?

This workshop will explore the interaction between the cultural continuum and the legal process. Diverse case studies involving families and children within Pennsylvania will offer an opportunity for lively and thought-provoking discussion. Upon completion of this workshop participants will be able to describe the role of the cultural continuum when applying the law and explore the relationship between the cultural continuum and the legal process.

Eleanor Bush, Esq., Family Design Resources, Inc.

Eleanor L. Bush is an attorney who has practiced child welfare law for approximately 16 years. During that time Ms. Bush has represented individual children in juvenile court, supervised attorneys who represent abused and neglected children, consulted to Pennsylvania counties, trained hundreds of social workers and worked collaboratively on the state and local levels with government agencies, child advocates and providers of services. Ms. Bush currently serves as Legal Services Training Specialist for Family Design Resources, Inc. Previous positions have included Staff Attorney at Juvenile Law Center in Philadelphia, Legal Director at KidsVoice in Pittsburgh, Assistant Counsel for Pennsylvania Department of Education and consultant to the ABA Center on Children and the Law’s Permanency Barriers Project. Ms. Bush holds her law degree from Yale Law School and a Master’s Degree in Public and Private Management from the Yale School of Management.

3F Mental Health Needs of Children in Placement

Through a presentation exploring the developmental/attachment paradigm, the mentally healthy child and the traumatized child, participants will be able to identify key elements of healthy child development; understand the trauma informed care paradigm of human development; and understand the developmental/therapeutic needs of a traumatized child.

Sherry Anderson, MSW, LSW, Three Rivers Adoption Council

Ms. Anderson is the Program Director of Family Connections, the family support component of the Three Rivers Adoption Council, in Pittsburgh, PA. She is an adjunct professor at the School of Social Work at the University of Pittsburgh. Ms. Anderson presents training at local, state and national levels. She and her husband are the adoptive parents of nine children and are raising two grandchildren.

4 ways to register!

By mail:

Send completed registration form and payment to:

Jennie Thye
TRAC/FDR Conference
307 Fourth Avenue
Suite 310
Pittsburgh, PA 15222

By FAX:

412-471-4861
ATTN: Jennie Thye
(TRAC/FDR Conference)

By e-mail:

jthye@3riversadopt.org (reference TRAC/FDR Conference)

Online:

www.3riversadopt.org. Follow the link from the TRAC home page to the TRAC/FDR conference info and registration form.

Registrations will be accepted through October 19, 2009. On site registrations will also be accepted.

Cost to attend

\$150 (includes breakfast and lunch each day)
Payments can be made by check (payable to Three Rivers Adoption Council) or credit card.

Cancellations and Refund policy— Full refunds will be granted for cancellations made by 10/19/09. Any cancellations after 10/19/09 will be refunded half of the conference fee paid (\$75.00).

Who to Contact

Jennie Thye
412-471-8722 ext. 214
jthye@3riversadopt.org

Trisha Gadson
717-480-1071
tgadson@familydesign.org

Registration Form

Please complete one form per individual.

Fee: **\$150** (includes breakfast and lunch each day)

Registration Deadline: **October 19, 2009**

Name _____ Title _____

Organization _____

Address _____

Phone _____ Fax _____

Email _____

Please describe special accommodations _____

Preferred workshops - to help us determine space requirements, please mark your preferred sessions in the appropriate spaces (one selection per session).

Session 1 (Day 1)		Session 2 (Day 2 - AM)		Session 3 (Day 2 - PM)	
<input type="checkbox"/> 1A	Diversity Awareness: What Does it Mean & How is it Achieved?	<input type="checkbox"/> 2A	Differentiated Instruction: The Vehicle for Diverse and Inclusive Teaching Methods	<input type="checkbox"/> 3A	How to Have Courageous Conversations
<input type="checkbox"/> 1B	How to Advocate for a Father-Friendly Home Visit Program: Process and Tools	<input type="checkbox"/> 2B	Out of One, Many: Making Room for the Spirit	<input type="checkbox"/> 3B	Engaging the Latino Family/Entendiendo La Cultura Latina y Su Familia
<input type="checkbox"/> 1C	Introduction to School Bullying as a Societal Problem	<input type="checkbox"/> 2C	Medical Needs: A Strand in the Diversity Quilt	<input type="checkbox"/> 3C	The Conflict Style - Cultural Influence Connection
<input type="checkbox"/> 1D	Understanding Racial Disparity in Child Welfare	<input type="checkbox"/> 2D	MultiEthnic Placement Act: The Role Diversity Can Play in Placement Decisions	<input type="checkbox"/> 3D	Supporting Multicultural Families
<input type="checkbox"/> 1E	Using the 3-5-7 Model to Address Identity Development for Kids in Placement	<input type="checkbox"/> 2E	Does My Organization Measure Up? A Review of Diversity and Inclusion on the Job	<input type="checkbox"/> 3E	Does Cultural Competence Affect the Legal Decision Making Process?
<input type="checkbox"/> 1F	LGBTQ: An Awareness of Sexual Identity for Youth			<input type="checkbox"/> 3F	Mental Health Needs of Children in Placement

Continuing Education (check which applies):

- CE for social workers* (\$10.00 per day)
- CLE continuing legal education for attorneys
- Act 48 credit for educators
- Certificate of training – all are eligible

*payment for continuing education credit payable by check during the conference to Family Design Resources. Application forms will be on hand at registration.

Credit Card Information:	<input type="checkbox"/> Mastercard	<input type="checkbox"/> VISA
Card No. _____	Exp. Date _____	
Authorization code (3-4 digits on back of card) _____		
Cardholder Name _____	Phone _____	
Cardholder Address _____		
Authorized Signature _____		