



Midwest Regional

CHILDREN'S ADVOCACY CENTER

Our vision is that all kids and all families have access to a strong team of highly qualified professionals for the response to and healing of child abuse. In order to achieve that vision, we are committed to fostering a culture of equity in Children's Advocacy Centers (CACs) through increasing the capacity of child serving organizations and multidisciplinary teams to responsibly interpret data, work across difference, and design programs and policies using an equity framework to reduce disparities in care.

MRCAC's Equity Council is a diverse team of leaders and professionals in the fields of child abuse, sexual assault, and social justice with the primary goals to:

- Identify structural access barriers for child victims of abuse with a focus including, but not limited to, the intersectionality of race, gender identity, sexual orientation, class, disabilities and immigration status
- Assess systems, structures, policies and protocols that contribute to inequitable service delivery for the referral, investigation and treatment of children impacted by trauma
- Co-create education, awareness and quality improvement opportunities to increase understanding around implicit bias and disparities that focus on systems accountability and fostering a culture of equity at CACs across the country

Where to start at your CAC?

1. *Self Inquiry and Awareness* – Start asking questions about what you're seeing and how you're interpreting and making sense of disparities in care. What power, privilege and biases are you bringing to your work? What do you want to do with it?
 - a. Intercultural Development Inventory - <https://idiinventory.com/>
 - b. Seeing White Podcast Series - <http://www.sceneonradio.org/seeing-white/>
 - c. Find the Outside Podcast - <https://www.findtheoutside.com>
2. *Organizational Inquiry* – Examine the policies, protocols and practices of your organization. Are you recruiting for diversity but on-boarding for sameness? How do you define ALL children and equitable access to services? How might these practices be intentionally or unintentionally minimizing differences that matter? What adaptive approaches might you try?
 - a. Race Equity and Inclusion Action Guide - <https://www.aecf.org/resources/race-equity-and-inclusion-action->
 - b. Racial Equity Impact Assessment - <http://voicesforracialjustice.org/tools-resource/additional-resources/>
 - c. Fakequity - <https://fakequity.com/>
3. *Data Collection and Analysis* – What data are you collecting? Who are you collecting it from and about? How are you collecting it? What lenses are you using to make sense of it?
 - a. MN Children's Alliance Community Assessment - <https://minnesotachildrensalliance.org/minnesota-community-assessment-reports/>
 - b. Data Collection Methods - <http://www.racialequitytools.org/evaluate/collecting-data/data-collection-methods>
4. *Start Talking About It* – These conversations are going to be uncomfortable and we all know growth comes from a place of discomfort. Start asking questions and be receptive to feedback.