



Focus on Module 4:

The Impact of Race, Ethnicity, Culture, and Diversity

In **Module 4**, participants learn how race, ethnicity, culture, and diversity may impact a child’s experience of adoption or guardianship and the mental health issues that may occur. Lessons focus on understanding challenges in various types of diverse families. Following are a few suggestions on how to use the lessons in practice.

RACE MATTERS



Plan a team meeting to increase awareness of relevant definitions and constructs by focusing on a specific module. For example:

- Show Anthony Peterson’s Ted Talk to launch a discussion about the construct of “race.”
- The Resources tab in this section includes additional articles on race and diversity.



RAISE AWARENESS



Utilize activities to generate group discussion with staff or families. For example: “How Diverse is Your Universe?” is an experiential activity that demonstrates the diversity (or lack thereof) of our own circles. How does this visual representation feel to you? How might your personal “Universe” impact your work? What can you shift or change to improve your perspectives and practices?

LEAD BY EXAMPLE

Module 4, Lesson 5 focuses on working with youth and families with diverse sexual orientation, gender identity or expression (SOGIE). First, explore your own beliefs and biases about LGBTQ individuals. Then establish a relationship of openness and trust, modeling this engagement for others.



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Lead by Example (cont'd)

The following suggestions are provided for working with youth with diverse SOGIE:

- Support youth-led, youth-driven, youth- centered plans and processes.
- Be willing to ask questions like: “What are your pronouns?” and “How do you identify?”
- Remember: sexuality and gender are NOT their life!
- Go beyond cultural sensitivity.
- Meet youth where they are.



Are you aware of an LGBTQ youth on your caseload or the caseload of a colleague? Meet with a colleague over lunch and have a conversation about leading by example to support youth with diverse SOGIE.

ASSESS CAPACITY TO WORK WITH DIVERSE POPULATIONS OF YOUTH

Module 4, Lesson 5 provides specific questions to ask when assessing community mental health providers who have expertise with or who may be open to exploring issues of race, ethnicity and sexual identity with your families. Asking the questions of potential providers ensures that your families are receiving help they are seeking. Use these questions to build strong relationships with those who can best meet the needs of youth and families.

FACILITATE CONVERSATIONS ABOUT DIVERSITY



Host open forums and invite mental health partners to learn more about the diversity issues impacting youth and families. This module includes excellent resources from the Child Welfare Information Gateway (www.childwelfare.gov) and the Human Rights Campaign (www.hrc.org).

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“I think that the focus on the multi- cultural and LGBTQ adoption is very helpful to my work.”

-NTI user

“I think I learned the most from the culture module.”

NTI user



nurture.
inspire.
empower.



Contact NTI for more information: ntiadmin@adoptionsupport.org

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