

# **Transforming Child Welfare Through Anti-Racism**

## **Module 3:**

### **Mindset Shifting | Courageous Leadership | Systemic Change**

#### **Reflection Questions from Module 3:**

- 1) How important is it that your mindset towards families match your organization's mindset towards families?
  - What are 2 concrete things you can do today to continue affirming your mindset or shifting it?
  - How has your current mindset impacted your work with families in the community but also your internal work with your colleagues?
- 2) What are 2 ways to cultivate leadership fortitude?
- 3) For those who are not directly connected to frontline practice, how would a systemic shift in child welfare change your day to day work?
- 4) What are your thoughts about Anti-racist discriminatory policies?
  - Consider processing this concept with a colleague/leader, especially if the concept brings up apprehension or discomfort.
- 5) What temporary, anti-racist discriminatory procedures, practices, habits can be created to promote equity in your community? (Consider sharing this with a colleague).
- 6) What do you think will be the biggest challenge to building an Anti-Racist Child Welfare System in New Jersey?
- 7) What is your plan for sustaining momentum? (Share with a colleague).