

DEI-Focused Supervision Discussion Logs – DFCS (De-identified)

Student: Brooke Holloway

Placement Setting: DFCS / Child Welfare Field Practicum

Competency: 3 Engage Anti-racism, Diversity, Equity, and Inclusion in Practice

Practice Behavior 3.2: Demonstrate leadership in implementing Anti-racism, Diversity, Equity, and Inclusion-informed strategies with diverse populations.

Timeframe: MSW Practicum (De-identified)

Confidentiality Statement

All content is de-identified. No client names, initials, dates of birth, addresses, case numbers, school names, provider names, or identifying details are included. Examples are generalized to demonstrate DEI-informed supervision discussions and leadership actions in professional practice.

Log Entry 1: Addressing Structural Barriers in Service Planning

Topic Discussed: In supervision, we discussed how structural barriers (transportation limitations, work schedule inflexibility, inconsistent phone/internet access, and childcare constraints) can disproportionately affect families with fewer resources.

Leadership Action: I raised equity-focused concerns about how these barriers can be misinterpreted as lack of motivation or noncompliance. I advocated for documenting barriers objectively and for adjusting expectations to reflect structural realities.

DEI-Informed Strategy Implemented/Planned: Strengths-based documentation language; alternative communication steps; flexible referral planning; and a follow-up plan that reduces access barriers (e.g., confirming transportation options, exploring multiple providers, and setting realistic timelines).

Log Entry 2: Communication Equity and Culturally Responsive Engagement

Topic Discussed: We reviewed how communication practices and system expectations can unintentionally exclude families when plain language is not used or when cultural and language considerations are not accounted for.

Leadership Action: I recommended an engagement approach that prioritizes clarity and confirmation of understanding. I emphasized that families should not be expected to navigate complex processes without support and that equitable engagement includes adapting communication to client needs.

DEI-Informed Strategy Implemented/Planned: Plain-language explanations; checking

understanding using teach-back style questions; using culturally responsive engagement strategies; and identifying when interpretation or additional communication support may be needed.

Log Entry 3: Equity in Resource Pathways and Provider Access

Topic Discussed: We discussed how access to resources can vary based on community infrastructure, proximity to providers, and differences in service availability across locations.

Leadership Action: I highlighted how this resource variability can create unequal opportunity for families to engage in services and meet expectations. I advocated for documenting service gaps and exploring alternative resources when primary options are not accessible.

DEI-Informed Strategy Implemented/Planned: Expanded resource mapping; development of backup resource options; objective documentation of service barriers; and coordination steps to reduce delays in service connection.

Reflection: Alignment with Practice Behavior 3.2

These supervision logs demonstrate leadership in implementing DEI-informed strategies because I consistently applied a DEI lens to identify inequities and advocated for actionable strategies that reduce barriers for diverse and underserved families. Through supervision-based problem-solving, I contributed to equity-focused planning, culturally responsive engagement, and improved resource coordination within professional practice.