

## **DFCS Child Welfare DEI Case Notes (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 3.1:** Analyze practice settings through an Anti-racism, Diversity, Equity, and Inclusion lens.

**Timeframe:** MSW Practicum (De-identified)

### **Confidentiality Statement**

All information 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 analysis of practice settings through a DEI lens.

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### **Case Note Example 1: Access and Equity Barrier (De-identified)**

**Setting/Context:** Child welfare practice setting involving service planning and referral coordination.

#### **DEI/Anti-racism Lens – Observations:**

A barrier to service access was identified that could disproportionately affect families with fewer resources (e.g., limited transportation, inconsistent phone access, work schedule inflexibility, limited childcare). These barriers can create inequities in service participation and follow-through, which can be misinterpreted as “noncompliance” when the issue is primarily structural.

#### **Impact on Practice Setting:**

The service pathway relied heavily on timely communication and flexibility that some families may not have. This highlighted an equity concern within the practice setting because expectations were not always aligned with the lived realities of families experiencing poverty or instability.

#### **Equity-Informed Considerations:**

I identified the need for alternative communication methods, flexibility in scheduling, and problem-solving around access barriers. I noted that service planning should include strengths-based, nonjudgmental language and should avoid framing structural barriers as personal failure.

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### **Case Note Example 2: Cultural and Language Considerations (De-identified)**

**Setting/Context:** Practice setting involving documentation, family engagement, and service coordination.

**DEI/Anti-racism Lens – Observations:**

A potential barrier related to cultural or language differences was observed in the engagement process. When families have different communication norms, literacy levels, or language needs, standard service processes can unintentionally exclude them or reduce meaningful participation. This can contribute to inequitable outcomes.

**Impact on Practice Setting:**

The practice setting demonstrated a need for culturally responsive engagement strategies and clearer communication supports. Without intentional planning, the system can place additional burden on families to “adapt” to the process rather than adapting the process to meet family needs.

**Equity-Informed Considerations:**

I noted that practice strategies should include use of interpretation services when applicable, plain-language communication, confirmation of understanding, and culturally responsive engagement that respects the family’s perspective and values.

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**Case Note Example 3: Resource Availability and Disparities (De-identified)**

**Setting/Context:** Practice setting involving referrals, placement-related supports, and access to community resources.

**DEI/Anti-racism Lens – Observations:**

A resource disparity was identified where available supports varied depending on the family’s location, transportation options, and proximity to service providers. This highlighted how geography and community infrastructure can create inequitable access. These barriers can intersect with socioeconomic status and other DEI factors, impacting outcomes.

**Impact on Practice Setting:**

This showed that the practice setting does not always provide consistent access across communities, which can result in unequal opportunity for families to engage with services and meet expectations.

**Equity-Informed Considerations:**

I noted the importance of exploring multiple resource options, building creative service plans, and documenting barriers objectively so the system response reflects structural realities and supports equitable decision-making.

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**Reflection: How This Demonstrates Practice Behavior 3.1**

These de-identified notes demonstrate analysis of a child welfare practice setting through a DEI and anti-racism lens by identifying where policies, processes, and resource access can create inequitable barriers for families. This analysis supports ethical practice by recognizing structural constraints, promoting culturally responsive engagement, and emphasizing equitable access to services and resources.