



## The Mandatory Reporting Task Force | Meeting 18 May 8, 2024

### *Training Subcommittee Meeting Minutes*

Facilitators: Trace Faust

Members: See Appendix A

Subcommittee Conversation	<ul style="list-style-type: none"><li>• Trace electronically displayed the write up of the <a href="#">survey results</a>.</li><li>• Trace started with the first directive. 100% of respondents responded yes. Comments indicated an annual recertification and using current research. Trace asked for more comments; there were none.</li><li>• For the second directive, Trace explained that 100% of respondents said yes. Comments indicated a knowledge check. They asked for more comments. Donna Wilson said that APHSA has a learning lab with a knowledge check to ensure that people do not skim the materials. Trace thanked her and asked for more comments. Yolanda Arredondo also suggested adding a history section about the damage done by the child welfare system to acknowledge the systemic damage done to families; this would be done to minimize disproportionalities. Trace thanked her and asked for more comments. Jade Woodard suggested having clear definitions to eliminate bias. Trace asked about a way to use data to support this. Jade said that the definitions could include examples that are and are not neglect, for example; this would be to inspire critical thinking to foster self awareness about bias. Trace thanked her. Sam Carwyn echoed Jade's comments; she recalled her own training that included activities to think about the dangerous things in a house but also the positive things in a house. Trace thanked her. Ida Drury agreed; she also suggested providing a nod to the order of operations, like consulting the warmline before making a report. Trace thanked her. Margaret Ochoa said that implicit bias training should happen throughout the training rather than in just one section. Trace thanked her and said that the subcommittee tends to suggest a specific section as well as woven throughout. Donna said that she agrees; implicit bias needs to be integrated in the work and done with an equity lens. Trace thanked her. Sam said that this was her thought; the training should include the core research points. Trace thanked her and recounted that it sounds like everyone is aligned on this directive. Roshan said that the data is really important to counter people who think that this part of the training doesn't apply to them. Trace thanked her.</li><li>• For the third directive, Trace explained that most of the respondents said yes. They asked for anyone who responded no to provide some thoughts. Adriana Hartley said that there should be education on the county's process but is concerned about too much information. She doesn't want reporters to feel responsible to understand everything about the county processes. There is a benefit for some understanding in the process but she hesitates to fully dive in. Trace thanked her and brought up Yolanda's points about 'the why' rather than 'the how', to help reporters understand their role in the process. Roshan Kalantar agreed and included that 'the why' would be to provide appropriate information to</li></ul>
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the family; a reporter loses control after a report is made and families can be confused by bad information. This would be to give families an idea of what to expect. Trace thanked her. Margaret agreed with Roshan, Adriana and Yolanda; the training is not on how to do assessments but training can help mitigate failed expectations and help them understand the possibilities of the child welfare system. Trace thanked her. Jade suggested a 'what to expect' component; reporters do not need to know everything at the county level but a general understanding of what is next would be important. Trace thanked her. Aletha Jenkins said that her concern is when reporters tell families to expect a call from CPS; this results in lost credibility when calls do not always happen and reporters look like they do not know what they are doing. Reporters should not have to know what meets criteria; this expectation can result in situations that need a report not getting reported. Trace thanked her. Donna said that each county could have a different threshold; it could be important to demystify the county that a reporter works in. If the differences between counties are not highlighted, which can make it more confusing. Trace thanked her and asked for any other comments. Sam said that a reporter cannot take back a call; so, it is important to know that once a call is made, CPS is going to get involved in some way. Trace asked for more explanation. Sam called out a bias that more eyes on a situation is safer. Trace thanked her.

- Trace explained the fourth directive and asked the subcommittee for the values that drive the list of professions that should be included in the creation of the curriculum. Margaret said that she would want someone that can speak to the dynamics of sexual offending, grooming, power dynamics, and other problems. This would be to flush out sexual abuse so reporters can identify it. Trace thanked her. Leanna Gavin said that it is important that people with lived experience in the system, both children and parents, are included in the development of the training. Margaret also brought up confidentiality concerns with people who work with domestic violence and sexual abuse survivors. This would be to protect them and not cause further harm. Roshan added that DV/SA should be included in the training, the training should be evidence based and community oriented. She worries about who would create the training and if they would use appropriate evidence based approaches. There are professional organizations in the field that know the evidence based approaches. Trace thanked her and suggested the task force could be consulted in the development of the training. Adriana said that she supports having all stakeholders involved, she thinks that there is not good education on the legal requirements of mandatory reporting. She thinks that if the perspective is too broad and there are too many stakeholders involved, then reporters might not understand their requirements under the law. This is the top concern in providing this education. Trace thanked her. Donna said that it is not an either or; the training should move beyond a compliance based approach. She also said that evidence based approaches do not always include diverse communities. The training should not include only data since the data leaves people out; there should be community input. Roshan agreed and suggested that it comes down to the decision makers.



Donna said that there should be a move from equality to equity. Roshan said that she appreciates this conversation. Trace thanked them and said that Donna's 'both, and' comment applies to many of these directives.

- Trace moved the conversation to the fifth directive which had the most split results. They asked Yolanda for comments. Yolanda said that she wants to call out that CDHS has an online training for a base of knowledge. There could be components that are built into future training programs as well as components that should not be replicated. The existing training could be a tool. It's fair criticism that CDHS is a part of the issue; at the same time, it's also important to have insight. She said she knows she is biased since she works for CDHS and it is an interesting question. Her worry is that if the training is with a regulatory agency, it might not apply to all reporters since their mandate to report is based on their employment rather than their license. Having the training with regulatory agencies might work for states that have reporters based on licenses alone. Trace thanked her and asked for more comments. Sam brought up nuanced professional purveys. She suggested CDHS providing the training on the law and processes. She thinks that other entities that work with populations directly could do other parts of the training. Trace thanked her. Sam said that CDHS could do the basic level training and then there could be a unique training specific to people's role after that. Trace thanked her. Margaret said that she loves the partnerships with professionals in the field; she would love to see CDHS continue these partnerships to address these concerns. The work is good and it has been done so instead of recreating it, the recommendation can be to make it better. Trace thanked her. Leanna said that her question with CDHS administering the training is, 'who is holding CDHS accountable?'. CDHS is a part of the problem and has perpetuated the harm that the task force is setting out to address. She worries about CDHS carrying out the training in the way the task force intends it. Trace thanked her and asked Yolanda for thoughts on this. Yolanda said that this is an interesting question and she asked if the disparate outcomes are from CDHS or from the counties; she brought up a dual responsibility. For CDHS, the accountability is the community and the governor's office. Trace thanked her and brought up Margaret's electronic chat about the ombudsman office. Leanna said that there are many different perspectives; there are people with no trust in CPS or the ombudsman. She wants to highlight this and it should be considered when making the decision. She also doesn't think that DORA should be doing the training; the trust needs to be taken into account. Trace thanked her and said they will work with Jordan on the language part of this recommendation. Jade said that she thinks that CDHS should create and administer the training; she also agrees with the accountability component. She said that an outside entity could create it and CDHS could be the owner of it. She is thinking of a multidisciplinary team, similar to this task force, to look at the training biannually. Trace thanked her and said that the task force could morph into an advisory board. Donna thinks that the advisory board could be great. She also asked when the charge of the task force ends. Trace said that it ends at the end of 2024. Donna said that she loved Jade's idea. Trace asked Yolanda for her thoughts.



	<p>Yolanda said that the advisory board could be great' there is a steering group but they are more limited in influence and scope. She brought up the standardized training, the nuanced training by profession and an advisory board could help with this. Trace thanked her. Leanna said that this is a great idea and coincides with the recommendations to review the training by a multidisciplinary advisory board.</p> <ul style="list-style-type: none"> <li>Trace moved the conversation to the sixth directive. Roshan said that there could be an introductory training first and then a more advanced training as someone gains experience in the field. Trace thanked her. Jade said that she loves that idea; she worries about people passively taking the training if it is the same every year. She likes the idea of a deeper training to keep it relevant. Trace thanked her. Margaret said that this should be codified. Statue should include exactly what the task force thinks. The guidance should be clear. She suggested training for new reporters being in person and veteran reporters doing an online training. Things change in the law and it's important to be up to date; she feels strongly about this. Trace thanked her. Ida brought up the volume of reporters in the state. 15,000 people take the training online every year so the scale is important to consider. She said that an annual renewal makes the most sense for the virtue of the conversation; tracking non-annually can get tricky. Biannual can be trickier to track. Trace thanked her. Sam said that there should be a consideration of current trends rather than compliance. Trace thanked her.</li> <li>Trace brought up the seventh directive; there was a resounding yes in the survey. Comments indicated changes in the laws and disparity data. There were no objections.</li> <li>Trace moved to the last directive. There was a majority yes; Trace asked for anyone to speak to the no perspective. Sam brought up accountability for those who do not have a regulation body for their profession. Trace thanked her and will note accountability for other professions. Margaret said that she likes the idea of letting state authorities do what they want; a mandate with no teeth is hardly a mandate. Jade said that the consequences of losing a license are high but so are the consequences for families so, this is a match. Trace thanked her. Roshan said that the list of reporters will not always fall on licensed professions so the programs that are doing the accountability should not be overburdened to track this.</li> </ul>
Conclusion	<ul style="list-style-type: none"> <li>Trace thanked everyone for a deep conversation.</li> </ul>

**Appendix A:**

Yolanda Arredono  
 Adriana Hartley  
 Shawn McGuckin  
 Sara Pielsticker  
 Roshan Kalantar  
 Aletha Jenkins



Donna L Wilson  
Ida Drury  
Leanna Gavin  
Sam Carwyn  
Trace Faust  
Margaret Ochoa  
Kelsey Wirtz  
Jade Woodard