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|  | What do you like in examples from other states? | What do you not like in examples from other states? | Do you have suggestions on language? | Additional Notes |
| --- | --- | --- | --- | --- |
| Standardized Training for Implicit Bias | Pre and Post Testing; Hotline uses these tools as well |  |  |  |
| Standard Training regarding requirements of the law | Categories: Child Development, disabilities | Cultural Sensitivity – would shift to cultural competence or inclusive?  | Add: trauma informed, DV | Should include requirement that training be reviewed by culturally specific orgs/trainers; by advocates – questino of who is an expert and has the authority to train can be tricky in these situations, want to be sure lived experience, advocacy are lifted up. Should include req that training is reviewed and updated periodically. Training should include historical impact as well as cultural responsiveness |
| Quality  |  |  |  | Quality means that those with lived experience and who work in the field are included in the building/delivery of training; quality; Quality means we have to have people (advocates/providers/lived experience) from the communities we are talking about (disability, DV, Queer, Commuities of Color, etc.) included in the building and delivery of the training; this may sound basic but the training has to actually have a DEI lens and be backed by data and best practices in the field; Training should be centralized – offered by counties/state/CPS IN COLLABORATION with community partners who do ground level work on specific aspects of the training; training should be based on data collected and updated to incorporate communities that are currently being harmed, etc.  |
| Accountability & Compliance  |  |  |  | Training needs to be required on a cycle – every 3 years maybe?; needs to be required within a certain amount of time on starting job – like 6 month of start date; Training needs to be logged as completed and passed (not just watched a video but participated) and held by someone outside of the individual or the employer, ideally the state and/or licensing bodies (DORA for ex). NOTE: this takes us back to the discussion of WHO is a mandatory reporter…. Confidential advocates do not have a licensing body and should not be included as MR’s; I like CE’s for this training and/or time off to take it.  |