

**The work of the Diversity Task Force is centered on the following areas:**

- \* Identify gaps and offer recommendations to address diversity issues.
- \* Develop and provide resources related to diversity for employees, staff, and organizations throughout the state.
- \* Provide technical assistance and transfer of learning surrounding diversity-related topics.
- \* Prepare and disseminate materials on diversity best practices.
- \* Contribute to various statewide publications about diversity and inclusion.



*“We are for  
difference,  
for respecting  
difference,  
for allowing  
difference,  
until difference doesn’t make  
a difference.”*

*~ Johnetta Cole ~*

The Pennsylvania Child Welfare Resource Center is a collaborative effort of the Pennsylvania Department of Human Services, University of Pittsburgh School of Social Work, and the Pennsylvania Children and Youth Administrators. It was established to train direct service workers, supervisors, administrators, and resource parents in providing social services to abused and neglected children and their families. The Resource Center is centrally managed and regionally administered by the University Of Pittsburgh School of Social Work.



University of Pittsburgh  
School of Social Work

The Pennsylvania Child Welfare Resource Center  
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[http://www.pacwrc.pitt.edu/  
DiversityTaskforce.html](http://www.pacwrc.pitt.edu/DiversityTaskforce.html)

**The Diversity Task Force**

**University of  
Pittsburgh  
School of  
Social Work**

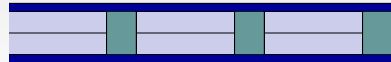


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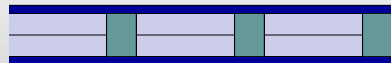
## MISSION

The mission of the Diversity Task Force is to increase awareness about the benefits of diversity to individuals and organizations engaged in child welfare practices through communication, advocacy, and education. The Task Force also provides leadership and guidance to organizations that are committed to increasing cultural competence.



## VISION

To be a diverse, committed team of individuals that partner with the Resource Center and professionals in improving the lives of children by aligning diversity efforts with organizational goals.



## PURPOSE

Make recommendations and provide support to enhance the quality assurance process through learning events, tools, resources, and community outreach that enhance cultural awareness and appreciation.

## Diversity Task Force Structure

The Diversity Task Force is comprised of child welfare professionals and community members who are committed to issues of human diversity in child welfare.

The Diversity Task Force is a working committee and members are required to:

- ◆ Attend bi-monthly working sessions (a minimum of two per year).
- ◆ Assist in creating learning events, tools, and resources.
- ◆ Complete special projects between sessions.
- ◆ Participate in the annual retreat to assess needs and identify priority projects.

## History of the Diversity Task Force

The Diversity Task Force was formed in 1995 to oversee the creation of training for child welfare professionals on diversity issues. Since the Diversity Task Force's inception, it has remained an integral part of the Resource Center by providing support to child welfare professionals toward the goal of building cultural competence in training and practice.



## Accomplishments

- ◆ Development and delivery of training for caseworkers entitled, Valuing Diversity.
- ◆ Provide consultation in the development and delivery of foundational training for supervisors entitled, Managing Diversity Through The Employment Process.
- ◆ Provide guidance and materials to support the cultural competent development and delivery of curriculum.
- ◆ Provide consultation in the development of specialized workshops and guide in the areas of: the Indian Child Welfare Act; the Multi-Ethnic Placement Act as amended by the Inter-Ethnic Adoption Provision; Lesbian, Gay, Transgender and Questioning Youth in the Child Welfare System; Engaging Latino Families, and Charting the Course orientation for new caseworkers.
- ◆ Development of the Lesbian, Gay, Bisexual, Transgender and Questioning Resource Manual.
- ◆ Provide online resources regarding diversity and event information.