



RESOLUTION IN SUPPORT OF THE COURTS CATALYZING CHANGE INITIATIVE AND THE IMPORTANCE OF DIVERSITY TRAINING FOR COURT PERSONNEL

WHEREAS, The National Council of Juvenile and Family Court Judges (NCJFCJ) Courts Catalyzing Change (CCC) Initiative recognizes the need for diversity training for court personnel because individuals often lack appropriate information and awareness about the unique strengths and assets of other cultures.

WHEREAS, The National Council of Juvenile and Family Court Judges also recognizes that too many of our nation's child and family-serving organizations and systems, including family and dependency courts, lack requisite capacity to develop, support and sustain a workforce that can effectively engage and empower communities of color.

WHEREAS, The National Council of Juvenile and Family Court Judges Courts Catalyzing Change Initiative's approach to diversity training can be described as a racially/ethnically equitable and culturally competent effort to deepen its perspectives about how historically negative social messages perpetuate racial and ethnic biases toward children and families of color involved with child welfare and juvenile justice systems.

WHEREAS, in an effort to promote the need to better identify, understand and build upon their strengths and assets, NCJFCJ's Courts Catalyzing Change Initiative has been developing and promoting an approach that utilizes a:

- structural racism framework to help analyze and explicate how child welfare and juvenile justice systems have historically responded to the needs of children and families of color in ways that may unintentionally perpetuate stereotypes and disparities;
- racial equity " lens " to help demonstrate how race and ethnicity continue to be predictors of good and bad outcomes relative to child safety, permanency and well-being for too many of these children and their families and communities ; and
- culturally competent/culturally sensitive approach to help mitigate the adverse impact that implicit bias can have on opportunities to utilize promising child and family engagement strategies.

NOW, THEREFORE BE IT RESOLVED that the National Council of Juvenile and Family Court Judges (NCJFCJ) reaffirms its support and commitment to the Courts Catalyzing Change Initiative, and asserts and affirms the importance of diversity training for all court personnel, NCJFCJ staff and members of the Board of Trustees.

Adopted by the NCJFCJ Board of Trustees during their meeting July 12, 2014 in Chicago, Illinois.