



## Agency Training Efforts

The DCF Tribal Affairs team is a collaboration and partnership of the DCF Tribal Liaison and DCF staff members from across the divisions. Since 2014, the DCF Tribal Affairs team has assembled and maintained a library of presentations and training resources utilizing platforms and web-based applications like Kahoot!, PowerPoint, and lecture. We remain part of the interagency team that is designing and implementing a series of computer-based training for state employees to comply with Governor Evers' Executive Order 18.

Last year, our Division of Early Care and Education (DECE) developed a **guide to aid staff in their understanding how to engage and partner with Tribal Nations and communities**. The guide, rooted in historical context, provides staff with a collection of ideas and resources to help build their knowledge and capacity. This guide continues to receive high levels of gratitude and appreciation from our staff as they continue to learn about Tribal Nations. Each of the remaining DCF divisions have committed to creating a version of this guide for their respective division. This will ensure that each of our divisions provides the same historic context along with ideas and resources that are specific to the programs within their division.

DECE has also begun targeted capacity building within the Bureau of Early Care Regulation (BECE) to ensure licensing staff have necessary knowledge and skills to effectively work with child care programs serving tribal communities. In the upcoming year, DCF Tribal Affairs will expand these capacity building efforts to all BECE licensing supervisors and bureau leadership.

Over the course of the past year, our Division of Milwaukee Child Welfare (DMCW) has been working to ensure DMCW Initial Assessment Specialists and supervisors attended a training to support collaboration on cases. This training stemmed from feedback received during the Intertribal Child Welfare (ICW) Committee meetings.

The training serves as a lunch and learn refresher with history on ICWA and WICWA, the expectations of collaborating with Tribal Child Welfare Professionals, while also providing examples of what collaboration can look like. DMCW presented drafts of the training to the ICW Directors, who suggested including reminders of Active Efforts and Placement Preferences. We used this feedback to **develop a one-pager** that DMCW staff can carry with them and can reference easily.

The finalized one-pager was published on the DMCW webpage, and the trainings were offered in fall 2025 into early 2026. They will continually be offered as new staff onboard into Initial Assessment roles. Updates will continue to be provided to the ICW Directors. We continue to promote opportunities for staff training and development, including sending five staff to the National Indian Child Welfare Association Conference in Oklahoma in March/April 2026.

Beginning in the third quarter of 2023, the DCF Tribal Liaison and the Division of Safety and Permanence Tribal Affairs Specialist began partnering with the Child Welfare Coordinators from the Division of Management Services' Bureau of Area Administration to offer a series of **one-day trainings on ICWA and WICWA**. To date, the team has held 15 training days throughout the state and has provided training to 225 county agency workers and supervisors from 36 counties

(please see enclosed map for additional information). Six additional training dates are planned for 2026.

The DCF Tribal Affairs team continues to provide training and resources to all DCF Divisions, Bureaus, Sections, and Programs. The DCF Tribal Affairs team provides onboarding sessions and training to new employees, and refresher training for staff as needed. Our team continues to offer **training, guidance, and resources** on broad subject matter including: federal Indian policy (past and present), ICWA and WICWA (including notice, active efforts and placement preferences), land acknowledgements, terminology, Indigenous Peoples' Day, tribal sovereignty, tribal governance structures and service delivery, partnering with tribal agencies, and collaborating to provide services to tribal children and families.

Our team is available to agency staff, state employees, Tribal Leaders, Tribal Staff, and all partners for one-on-one calls, answers to questions, resources, and advice. We also routinely connect employees and various partners with their tribal counterparts for tribe-specific information.

The DCF Tribal Liaison has developed, implemented, and continues to update a **best practice toolkit for state-tribal consultations**. The DCF Tribal Liaison provides training and information to members of the DCF Leadership Team, DCF staff, and tribal liaisons from other agencies.

DCF Tribal Affairs continues to be invited to present at: conferences; other state agencies; school of social work classes; as well as DCF partner agencies (counties, contractors, etc.). The DCF Tribal Liaison is routinely sought to provide assistance, advice, and support to federal agencies, Children and Family Services agencies located in other states, and national technical assistance providers.