

DCF Training Efforts

"[T]he purpose of the training is to educate agency workers regarding the requirements of a meaningful government-to-government relationship, including historical and cultural perspectives from the Tribes, and information about the importance of consensus-building, Tribal sovereignty, Tribal government, and Tribal service delivery systems."

2021 DCF Tribal Consultation Policy: Pg 6

The DCF Tribal Affairs team is a collaboration and partnership of the DCF Tribal Liaison, Stephanie Lozano, and the DCF Division of Safety and Permanence Tribal Affairs Specialist, Tania Cornelius.

Since 2014, the DCF Tribal Affairs team has assembled a library of presentations utilizing platforms and web-based apps (or applications) like Kahoot!, PowerPoint, lecture, and The two are currently part of the interagency team that is designing and implementing a computer based training for all state employees to comply with Governor Evers' Executive Order 18. The DCF Tribal Affairs team continues to provide training to all DCF Divisions, Bureaus, Sections, and Programs.

In addition to providing training to DCF staff, DCF Tribal Affairs has been invited to present at conferences, to other state agencies, 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.

We offer training 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.

The DCF Tribal Liaison has developed and implemented a best practice toolkit for state-tribal consultations. The DCF Tribal Liaison regularly provides training and information to members of the DCF Leadership Team, DCF staff, and tribal liaisons from other agencies. Both the DCF Tribal Liaison and the DSP Tribal Affairs Specialist provide onboarding sessions and training to new employees, refresher training to existing staff as needed, and are constantly available as a collaborative resource as requested.

In 2022, DCF Tribal Affairs began hosting virtual office hours for various teams throughout DCF. During these regularly scheduled virtual meetings, staff can bring questions or discussion on

specific projects and matters, or new concepts. The informal nature of the meetings encourages individuals to ask general questions about tribes, current events in the tribal community, and other inquiries that might not seem pertinent in more formal settings, but which help build a better understanding of tribal culture. This approach has created an opportunity to build capacity and knowledge about tribes throughout our department.

Earlier this year, the DCF Tribal Liaison began a training series for partners at the Child Abuse and Neglect Prevention Board (CANPB). They are in the process of expanding their outreach to tribal governments and requested the Department's support to ensure they were engaging respectfully and appropriately with Tribes.

DCF Tribal Affairs is consistently available to agency staff, state employees, tribal leaders, tribal staff, and all partners for one-on-one calls, questions, resources, and advice. DCF Tribal Affairs also routinely connects employees and various partners with their tribal counterparts for tribe-specific information.