



## Department Training Efforts

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*"[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*

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The DCF Tribal Affairs team is a collaboration and partnership of the DCF Tribal Liaison, Stephanie Lozano, the Division of Safety and Permanence Tribal Affairs Specialist, Tania Cornelius, and the Division of Early Care and Education Program and Policy Analyst, Sherri Underwood.

At the end of 2023, the DCF Tribal Liaison and the DSP Tribal Affairs Specialist began partnering with the Child Welfare Coordinators from the DCF Bureau of Regional Operations to offer a series of one-day trainings on ICWA and WICWA. To date, the team has held 6 training days throughout the state and has provided training to 137 county agency workers and supervisors from 16 counties. Additional training dates are being planned for the remainder of 2024.

Since 2014, we have assembled a library of presentations utilizing platforms and web-based applications like Kahoot!, PowerPoint, lecture, etc. The Tribal Liaison and Tribal Affairs Specialist are 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.

DCF Tribal Affairs has been invited to present at conferences, to other state agencies, to school of social work classes, and DCF partner agencies. 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, land acknowledgements, terminology, Indigenous Peoples' Day, Orange Shirt 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, implemented, and continues to update a best practice toolkit for state-tribal consultations. The DCF Tribal Liaison regularly holds office hours for DCF teams and provides training and information to members of the DCF Leadership Team, DCF staff, and tribal liaisons from other agencies. Tribal Affairs continues 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.

DCF Tribal Affairs is 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 partners with their tribal counterparts for tribe-specific information.