

Note to Learner: The Institute for the Advancement of Family Support Professionals (IAFSP) encourages you to complete the training and activities with the support of your supervisor. The notes below will guide you in preparing to take the training, following up with your supervisor after the training, supporting transfer of learning into daily practice, and extending learning through individual supervision.

Ongoing: View the Professional Development Program and each training module as an investment in skills and knowledge to help improve home visitor effectiveness.

Before the training:

- Learner and supervisor review course objectives and home visitor competencies
- Learner rates knowledge of learning objectives

During the training, the learner:

- Completes activities
- Reflects on own response
- Identifies questions and concerns
- Prints Reflective Responses to share with supervisor
- Completes post-training evaluation

After the training:

- Learner:
 - Rates knowledge of learning objectives
 - Completes post-training activities, as required
 - Develops an action plan for applying skills and knowledge in daily practice
 - Meets with supervisor to:
 - Review pre- and post-training activities
 - Discuss reflections, questions, and concerns
 - Review action plan for applying skills and knowledge in daily practice
 - Assess personal learning goals, transfer of learning, and action plan over time

This 60-minute online module, *Leaning In: From Racism to Racial Equity*, will explore the complexities of race and racism and examine the inequities that people of color face in our society.

The module will also explore the impacts of racism on families with young children and offer strategies for supporting families of all races to address racial inequities to provide a better future for their children. Finally, the module will provide opportunities for you to reflect on your own experiences with racism and inequity and offer guidance on becoming an advocate for change.

Throughout the module, you'll read powerful stories about racism and inequities that people of color have experienced in the United States. You'll learn how all families, no matter their race, can use storytelling to help children develop positive racial identities.

NATIONAL FAMILY SUPPORT PROFESSIONAL COMPETENCIES

- Domain 3: Parent-Child Interactions*
 - Dimension 11: Influences on parenting*
 - Component b: Social context*
- Domain 4: Dynamics of Family Relationships*
 - Dimension 15: Influences on family relationships*
 - Component a: Racism and discrimination*
- Domain 8: Cultural and Linguistic Responsiveness*
 - Dimension 28: Cultural competency*
 - Component a: Cultural identity*
 - Dimension 29: Cultural humility*
 - Component a: Self-awareness*
 - Component b: Power imbalances*
 - Component c: Systemic advocacy*
- Domain 10: Professional Practice*
 - Dimension 35: Reflective practice*
 - Component b: Biases*

BEFORE THE TRAINING

Rate Your Knowledge (Scale of 0 to 5, 0 = no knowledge, 5 = significant knowledge)

Learning Objective	Before the Training	After the Training
Define key terms related to racism.		
Describe the impacts of racism on individuals, families and communities.		
Reflect on my own experiences with race and racism.		
Define antiracism and consider steps I can take to move towards antiracism.		
Describe strategies to support families with young children to advocate for themselves and address the impacts of racism and inequity.		

My personal learning goals for this training are:

1. _____
2. _____
3. _____

AFTER THE TRAINING

Reflections on what I learned:

Questions and concerns I identified:

Action Plan: (Each learner’s plan will be unique. To get you started, some ideas are listed below.) As a result of this training, I will...

- Reflect on my experiences with race and racism by myself or with my supervisor during Reflective Supervision
- Examine my biases using the tools at Project Implicit
- Identify and create three goals I want to work on to become more antiracist
- Make space for race in my home visits
- Share resources on race, racial identity and racism with my families

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED