



ANNOUNCING...

The Early Start Personnel Development Webinar Series

January – April 2022: Cultural Humility Series

The focus of the Early Start Personnel Development (ESPD) Webinar Series 2022 is Cultural Humility. The Cultural Humility series provides training, reflection, and networking activities to address implicit bias, build competencies for culturally responsive interactions, and promote equity and inclusion.

Who May Participate?

The Cultural Humility series is open to all members of the Early Start community:

- Early Start service providers, service coordinators, family support professionals, and administrators;
- family members and caregivers; and
- professionals from other systems serving young children and their families.

How Much Does Participation Cost?

There is no cost to California residents to register or participate in Early Start Online courses, including the Webinar Series. Registration is currently available only to California residents.

More information:
www.cpeionline.net



How Do Individuals Register for and Enroll in an Early Start Online Webinar?



1. Visit www.cpeionline.net
2. Enter your username and password and select 'Log in' OR click on 'Create new account'
3. Look for links to Webinar Series
4. Select the webinar of interest
5. When the webinar description box opens, click on the 'Enroll' button
6. Once enrolled, access the course by choosing the My Courses tab your Early Start Online Home page
7. Click on 'Go to Course' to enter the webinar course page

JANUARY:

Introduction to Unconscious Bias and Cultural Humility

JANUARY 11 | 9:30 – 11:30 a.m. PT

Grounding Webinar 1

Reflecting on your own cultural background and identity, which will lead to awareness of personal assumptions, values, stereotypes, and biases. This understanding will inform your practice and influence relationships. The concepts of cultural identity, assumptions, and bias are foundational and will be revisited throughout the series.

Week of **JANUARY 17**

Personal and Peer Reflections

Participants will read and reflect on additional content and engage in peer-to-peer discussions through an online discussion forum.

FEBRUARY 1 | 9:30 – 11:30 a.m. PT

Interview Panel 1: Integrating Cultural Humility into Early Start Practice

Early Start stakeholders engage in facilitated dialogue with each other in front of a virtual audience.

FEBRUARY:

The Trio of ACEs: Framing Our Narrative

FEBRUARY 8 | 9:30 – 11:30 a.m. PT

Grounding Webinar 2

Universal Awareness of ACEs as an entry to Diversity & Inclusion and Cultural Humility; how to have conversations rooted in candor, compassion, and courage.

Week of **FEBRUARY 14**

Personal and Peer Reflections

Participants will read and reflect on additional content and engage in peer-to-peer discussions through an online discussion forum.

FEBRUARY 22 | 9:30 – 11:30 a.m. PT

Interview Panel 2: Integrating Cultural Humility into Early Start Practice

Early Start stakeholders engage in facilitated dialogue with each other in front of a virtual audience.

MARCH:

Reflection on Cultural Humility Regarding Families and Child-Rearing

MARCH 8 | 9:30 – 11:30 a.m. PT

Grounding Webinar 3

Based on the work of John Dewey, William Sears, Alfie Kohn, and other influencers of modern American child-rearing practices. Why indigenous and Black approaches build resilience. Cultural considerations in child rearing practices.

Week of **MARCH 14**

Personal and Peer Reflections

Participants will read and reflect on additional content and engage in peer-to-peer discussions through an online discussion forum.

MARCH 22 | 9:30 – 11:30 a.m. PT

Interview Panel 3: Integrating Cultural Humility into Early Start Practice

Early Start stakeholders engage in facilitated dialogue with each other in front of a virtual audience.

APRIL:

Moving Forward on the Path to Cultural Competence by Delivering Services with Cultural Humility, Compassion, and Courage

APRIL 12 | 9:30 – 11:30 a.m. PT

Grounding Webinar 4

Focusing on the ways oppressed and marginalized communities have maintained hope, built connection, and thrived in the face of adversity for millennia. Personal leadership for a multi-cultural world. Embracing the difficult work of being agents of change in race relations, equity, diversity, and inclusion.

Week of **APRIL 18**

Personal and Peer Reflections

Participants will read and reflect on additional content and engage in peer-to-peer discussions through an online discussion forum.

APRIL 26 | 9:30 – 11:30 a.m. PT

Interview Panel 4: Integrating Cultural Humility into Early Start Practice

Early Start stakeholders engage in facilitated dialogue with each other in front of a virtual audience.



Who Will Facilitate Learning?

The Department of Developmental Services and WestEd are collaborating with [The Dialogue Company](#) to prepare and facilitate educational webinars, thought-provoking resources, reflection activities, and dialogue experiences. The Dialogue Company team is led by Dr. David Campt, author of the *White Ally Toolkit* and founder of *The Voice Initiative*. With his team, Dr. Campt teaches strategies for changing attitudes, behavior, and group culture through dialogue. Dr. Campt's wisdom about dialogue, commitment to compassionate engagement, and expertise in the areas of race, community-building, and personal empowerment, come together to inspire learning and create innovative solutions.

What Will Participants Gain?

Early Start professionals and community partners will:

- Examine, recognize, and address racial and cultural bias;
- Build knowledge and understanding of cultural humility; and
- Integrate cultural competence into interactions with families and colleagues.

Families of young children eligible for Early Start services will increase their:

- Understanding of how racial/cultural bias may be expressed in service systems, and
- Confidence in advocating for their children/families and interactions with professionals.



How Will Participants Learn?

The series will unfold over the course of four months, from January through April 2022. Each month, a new unit of learning will be offered and accessible in the Early Start Online learning management system. Each unit includes:

- A live webinar presenting grounding content
- Additional reading and reflection for individual learning
- Peer-to-peer discussion forums
- A live video panel engaging Early Start stakeholders in dialogue around providing early intervention services within a cultural humility framework

Must Participants Do EVERYTHING?

Individuals may enroll in one unit of the series or all four. **Registration is required** for participation to maintain security of the web conferencing and learning management platforms and to facilitate completion tracking.

Participants seeking a certificate or continuing education units must attend or view all webinars and complete some professional learning activities within a learning unit. Activities will be conducted through the Early Start Online learning management system and may include:

- Pre-/post- unit self-assessments
- Verified completion of webinar viewing (either a live event or an archived video)
- Reading or viewing of additional content
- Self-reflection (journaling) activities
- Discussion forums
- Verified completion of video panel viewing (either a live event or an archived video)

(Each webinar and video panel will be recorded and posted for later viewing by participants who are not able to attend the live events.)



May Participants Earn Continuing Education Credit?

The California Early Intervention Technical Assistance Network (CEITAN) at WestEd is a provider approved by the California Board of Registered Nursing and the California Speech-Language Pathology and Audiology Board. WestEd CPEI is also approved by the California Association of Marriage and Family Therapists (CAMFT) to sponsor continuing education for Early Start personnel.

Granting of CEUs requires payment of CEU fees, completion of all learning unit activities, and submission of evaluations or forms as determined by the specific granting agencies.

WestEd CEITAN is approved by the California Association of Marriage and Family Therapists (CAMFT) to sponsor continuing education for LMFTs, LCSWs, LFCCs, and LEPs. WestEd CPEI's CAMFT continuing education provider number is 135222. WestEd CPEI maintains responsibility for Early Start Online courses and their content. The cost is \$15 per hour.

Each Early Start Online Webinar series learning unit meets the qualifications for 5 hours of continuing education credit for LMFTs, LCSWs, LFCCs, and LEPs as required by the Board of Behavioral Sciences. The total fee is \$75 per webinar learning unit.

The provider is approved by the California Board of Registered Nursing for 5 contact hours per webinar learning unit at \$15 per hour.

Each Early Start Online learning unit in the webinar series earns 5 contact hours from the California Board of Registered Nursing. The total fee is \$75 per webinar learning unit.

WestEd CEITAN is approved by the California Speech-Language Pathology and Audiology Board under provider number PDP 312. The cost is \$15 per hour.

Each Early Start Online Webinar series learning unit meets the qualifications for 5 hours of continuing professional development credit as required by the California Speech-Language Pathology and Audiology Board. The total fee is \$75 per webinar learning unit.

Approval for learning units within the webinar series has been requested for continuing education units offered through California State University, Sacramento (CSUS). Upon receipt of approval from CSUS, application information will be updated.