

2025 Race Equity Training Series

Join us February 26-28 for NACC's 2025 Race Equity Virtual Training Series!

The goals of this 6-session virtual series (90 minutes each) are to:

- ❖ Bridge progressive ideas around race and racism with practical skills and strategies for daily practice, both in and outside of the courtroom.
- ❖ Provide actionable tips to identify and interrupt individual, attorney, judicial, and systemic bias; practice through a culturally humble, anti-racist lens; and improve outcomes for youth, parents, and families disproportionately affected by system involvement.
- ❖ Promote transparent, solution-focused dialogue around race and racism in child welfare.
- ❖ Model authentic inclusion of experts with lived experience in race equity training and discussions.

Training series sessions are designed for a national audience, to expand attendees' understanding of race equity, antiracism, and racial justice, to provide practical tools and resources to support legal advocacy, and to share information and strategies for systems improvement. Webinars are applicable to attorneys who represent children, parents, agencies, social workers, and kinship caregivers, as well as multidisciplinary professionals working in child welfare.

Agenda

Wednesday, February 26

12:00 – 1:30pm ET	Skin DEEP: The History of Child Welfare by Race Shanelle Dupree, JD – Racial Equity Collaborative, Inc. and Dupree Perspectives, LLC Abby Fry – Racial Equity Collaborative, Inc.
3:00 – 4:30pm ET	The Bearer Remembers: Moral Injury in Child Welfare Professionals Nesta Johnson, JD (she/her) – National Center for Lesbian Rights Shomari Ward, JD (he/him) – Youth Represent Bla Yang, MSW (she/her) – Prairie Island Indian Community

Thursday, February 27

12:00 – 1:30pm ET	Supporting Immigrant Youth & Families Engaged by the Child Welfare System Tiffany Haynes, BS – Aiden Anthony LLC
3:00 – 4:30pm ET	Black Girl Magic: Empowering Dual Status Youth in Child Welfare and Juvenile Justice Systems Karen Kolivoski, MSW, PhD – Georgetown University, Center for Juvenile Justice Reform Sherri Simmons-Horton, MSW, PhD – University of New Hampshire, Dept. of Social Work

Friday, February 28

12:00 – 1:30pm ET	Race Intelligence™ (RQ): A Coaching Framework for Brave Conversations about Race Michelle Davis, MS, LPC, PCC – Kempe Center, University of Colorado Anschutz Tara Doxtater, NCPRSS, CAT – Ofc. of Respondent Parents' Counsel & Hornbuckle Found. Jess Sucherman, JD – Colorado Court Improvement Program
3:00 – 4:30pm ET	Dismantling the Master's House: Resisting with Bravery to Build Anti-Racist Culture Corey Best – Mining For Gold, LLC Sarah Katz, JD – Temple University Beasley School of Law

Session Descriptions

Wednesday, February 26

12:00 – 1:30pm ET

Skin DEEP: The History of Child Welfare by Race

Shanelle Dupree, JD – Racial Equity Collaborative, Inc. and Dupree Perspectives, LLC

Abby Fry – Racial Equity Collaborative, Inc.

The Skin DEEP webinar is for leaders who care deeply about families. You spend your career trying to help families thrive. But you are dissatisfied and see missed connection opportunities, a lack of trust with the clients you serve. You also sense a general discomfort when discussing diversity within your organization. It also doesn't help that states are passing confusing laws that make it feel like DEI is illegal. The Skin DEEP curriculum focuses on building cultural connection through shared history. This webinar challenges how we think about race and uses examples in history to connect to the current day work with families, centering humanity and equity. Skin DEEP builds a foundation for people to develop "eyes to see" & "ears to hear" whether race equity is absent or present within organizations.

3:00 – 4:30pm ET

The Bearer Remembers: Moral Injury in Child Welfare Professionals

Nesta Johnson, JD (she/her) – National Center for Lesbian Rights

Shomari Ward, JD (he/him) – Youth Represent

Bla Yang, MSW (she/her) – Prairie Island Indian Community

Moral injury is a form of trauma that arises when people must act in ways which violate their conscience or threaten their core values, causing psychic distress, dissonance, and conflict. Similar to the trajectory of post-traumatic stress, moral injury was first observed in military service members exposed to combat settings and has since been observed in many professions and contexts. In this interactive session, panelists and attendees will explore moral injury in the "child welfare" context and how morally injurious experiences impact minority employee well-being and retention, with a special focus on professionals of color and professionals with disabilities. Participants will leave equipped with strategies for preventing, recognizing, addressing, and healing from moral injury.

Thursday, February 27

12:00 – 1:30pm ET

Supporting Immigrant Youth & Families Engaged by the Child Welfare System

Tiffany Haynes, BS – Aiden Anthony LLC

This session explores practical tools and strategies for supporting immigrant youth and families involved in child welfare. Presenters will address implicit biases, systemic barriers, and the unique cultural and legal challenges these families face. By centering voices with lived experience, this presentation will provide actionable insights and resources to help legal advocates, judges, and multidisciplinary professionals bridge cultural gaps, enhance equitable representation, and work toward anti-racist solutions that uplift immigrant communities.

3:00 – 4:30pm ET

Black Girl Magic: Empowering Dual Status Youth in Child Welfare and Juvenile Justice Systems

Karen Kolivoski, MSW, PhD – Georgetown University, Center for Juvenile Justice Reform

Sherri Simmons-Horton, MSW, PhD – University of New Hampshire, Department of Social Work

Black dual status girls—those involved in both child welfare and juvenile justice systems—face unique challenges, including compounded racial and gender discrimination. Many overcome these adversities, using their voices to challenge stereotypes. This study presents a conceptual framework that integrates Critical Race Theory and Black feminism to highlight protective factors and point to systemic adversities. Interviews with 6 Black women, currently ages 18–36, reveal 3 key themes: 1) structural and gendered challenges; 2) resilience through resistance and critical awareness; and 3) empowerment, celebrating their strength and voices. Amplifying their voices is essential for shaping policy reform, improving support services, and developing practical strategies to better address their needs.

Friday, February 28

12:00 – 1:30pm ET

Race Intelligence™ (RQ): A Coaching Framework for Brave Conversations about Race

Michelle Davis, MS, LPC, PCC – Kempe Center, University of Colorado Anschutz

Tara Doxtater – Colorado Office of Respondent Parents' Counsel & Hornbuckle Foundation

Jess Sucherman, JD – Colorado Court Improvement Program

Coaching has become a transformative tool for personal and professional growth. It works by revealing, challenging, and disrupting mindsets that don't align with who we want to be. RQ-Race Intelligence Coaching™ is an innovative program that delves deeply into our social conditioning around our relationship with race, helping individuals become more aware, and enabling conscious choice to disrupt these patterns. This session will introduce RQ-Race Intelligence™ coaching, a program designed to guide compassionate, challenging, and disruptive conversations that restore us and our relationships within a racialized world and demonstrate how the Colorado Court Improvement Program is using this program to move these conversations forward and challenge racism in child welfare.

3:00 – 4:30pm ET

Dismantling the Master's House: Resisting with Bravery to Build Anti-Racist Culture

Corey Best – Mining For Gold, LLC

Sarah Katz, JD – Temple University Beasley School of Law

Audre Lorde famously wrote “For the master’s tools will never dismantle the master’s house.” But what are the master’s tools in the child welfare system? Is it possible to engage in antiracist advocacy within a structurally racist system? How do we resist enacting and perpetrating racism and build anti-racist culture? No matter our beliefs or experience, white supremacist ideology is always the background condition, embedded in each of us, just as it is embedded in the function and practice of the child welfare system. In solidarity, Corey Best, a Black father with an advantaged analysis of the harms of the child welfare system, and Sarah Katz, a white lawyer, experienced in representing parents in and around the system, will excavate and engage participants in answering these questions.

Presenter Biographies

Skin DEEP: The History of Child Welfare by Race

Shanelle Dupree, JD – Racial Equity Collaborative, Inc. and Dupree Perspectives, LLC

Shanelle Dupree is a strategic connector with deep midwestern roots. She is an author, speaker, lawyer, executive director of the Racial Equity Collaborative, Inc., course creator, adjunct law professor, wife, and mama of 4. She is committed to organizations addressing systemic barriers that impact people of color in helping systems. She enjoys watching the same comedies over and over again.



Abby Fry – Racial Equity Collaborative, Inc.

Abby Fry is the Director of Finance and Administration with the Racial Equity Collaborative (REC). As a co-founder, she has connected the faith community to racial equity work through networking with community, churches, and child welfare connections to help clarify the need for words to manifest into actionable change for families of color. She has had many experiences working with nonprofits; teaching LifeSkills for the workplace in an Adult Residential Facility, working as a paralegal for a nonprofit that does Immigration Law, and volunteering with an organization that serves young parents. She is passionate about seeing racial equity realized in multiple disciplines and attributes this to her work in leading dozens of poverty simulations and lived experience.



The Bearer Remembers: Moral Injury in Child Welfare Professionals

Nesta Johnson, JD (she/her) – National Center for Lesbian Rights

Nesta Johnson is a survivor, a teacher, and an attorney. Nesta joined NCLR in 2020, continuing a career focused on advocating for the rights of children and families, particularly in the child welfare arena. Before joining NCLR, Nesta represented children and youth in "child welfare," custody/visitation, and other family matters at the trial and appellate levels in New York City. Nesta works to advance the rights of LGBTQ+ parents, parents of LGBTQ+ children, and diverse families through legislative and policy advocacy, public and professional education, and impact litigation. Nesta advocates for equitable access to care, including reproductive and trans health care. Nesta works at the intersections of LGBTQ+ rights and racial, economic, and disability justice, including by advocating for access to marriage for people with disabilities and for the transformation of the racist, classist, and ableist "child welfare" system.



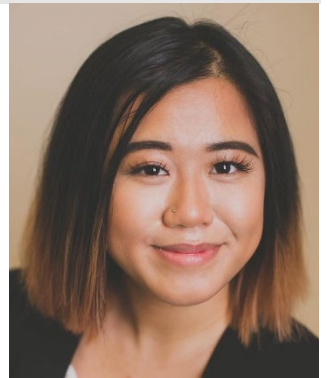
Shomari Ward, JD (he/him) – Youth Represent

Shomari Ward worked for years at community-based organizations focusing on youth development before pursuing a career in law. Shomari was a litigation attorney at a corporate law firm in New York City focusing on a broad range of complex commercial litigation. He then joined the Legal Aid Society's Juvenile Rights Division (JRD) in 2014. He also served as a JRD staff attorney in their Special Litigation and Law Reform Unit representing children in systemic, class action litigation, and legislative reform efforts. He currently serves as the Litigation Director at Youth Represent (YR) where he supervises members of the legal staff; and leads the development, focus, and updating of YR's legal staff trainings. He identifies, shapes, and guides YR's high-impact systemic litigation efforts. He is an Adjunct Clinical Professor for the Youth Defense and Reentry Clinic at Brooklyn Law School on YR's behalf and is an Adjunct Professor in CUNY Law School's Lawyering Department.



Bla Yang, MSW (she/her) – Prairie Island Indian Community

Bla Yang is a first-generation Hmong American woman with a career in social work, promoting equity and inclusion within the child welfare system. She holds a BSSW and MSW from the University of Minnesota, Mankato, with experience in crisis intervention and mental health. As a Family Service Specialist with Prairie Island Indian Community, Family Services in Minnesota, Bla supports family safety and preservation for the Bdewakantunwan-Dakota Tribe using culturally informed approaches.



Supporting Immigrant Youth & Families Engaged by the Child Welfare System

Tiffany Haynes, BS – Aiden Anthony LLC

Tiffany S. Haynes is a visionary leader, transformative consultant, and dedicated advocate for racial equity and justice. As the CEO of Aiden Anthony LLC, Tiffany leads with a mission to help individuals and organizations dismantle systemic inequities and build frameworks for healing, justice, and sustainability. Through her consultancy, she develops dynamic tools, trainings, and initiatives that center lived experiences, foster authentic inclusion, and prioritize meaningful impact. With extensive experience in racial justice, child welfare, and housing justice, Tiffany specializes in creating tailored solutions that address the unique needs of marginalized communities. Her work is grounded in a trauma-informed and healing-centered approach, emphasizing the interconnectedness of historical oppression and contemporary inequities. A skilled facilitator and visionary strategist, Tiffany is passionate about empowering organizations to integrate equity into their practices while maintaining accountability to the communities they serve. Tiffany's background in child welfare and housing justice informs her understanding of systemic barriers and the strategies needed to address them. Her work reflects her belief in the power of community, creativity, and culture to drive meaningful change. A lifelong learner and lover of Black history, Tiffany thrives in spaces where she can engage in intellectually stimulating conversations and co-create bold visions for the future.



Black Girl Magic: Empowering Dual Status Youth in Child Welfare and Juvenile Justice Systems

Karen Kolivoski, MSW, PhD – Georgetown University, Center for Juvenile Justice Reform

Karen M. Kolivoski, PhD, MSW is the Deputy Director for Research at the Center for Juvenile Justice Reform (CJJR) at Georgetown University's McCourt School of Public Policy and is a Research Fellow of Juvenile Justice in the youth development department at Child Trends. Her research aims to advance social justice through structural changes that affect the lives of children, youth, and families who experience involvement in multiple systems, specifically the child welfare, youth, and criminal legal systems. Dr. Kolivoski leads the data and evaluation component for the Crossover Youth Practice Model (CYPM) at CJJR. Previously, she was a tenured Associate Professor in the Community, administration, and Policy Practice concentration at the Howard University School of Social Work. Dr. Kolivoski was named a Research Fellow for the Society for Social Work and Research (SSWR) in 2021. She is the former chair of the Criminal and Juvenile Justice track for the Council on Social Work Education (CSWE) Annual Program Meeting (APM). Dr. Kolivoski received her Master of Social Work (MSW) and PhD in social work from the University of Pittsburgh and was a Postdoctoral Fellow in the School of Social Work at the University of Maryland, Baltimore.



Sherri Simmons-Horton, MSW, PhD – University of New Hampshire, Department of Social Work

Sherri Simmons-Horton, MSW, PhD, is an Assistant Professor in the Social Work department at the University of New Hampshire (UNH). She also serves as a Core Faculty member in the Women and Gender Studies at UNH. Simmons-Horton has over 25 years of practice experience in the child welfare system in the state of Texas, with a focus on addressing racism and racial disparities present for Black children, youth, and families. Simmons-Horton's research focuses on youth with Dual System Involvement (DSI) (adolescents with involvement in the juvenile justice and foster care systems), structural intersectional inequities across both systems and the empowerment of system-involved Black youth and families through an anti-oppressive lens. Simmons-Horton serves as the 2nd Vice President of the Black Administrators in Child Welfare and she is a staunch child, family, and youth advocate, with a strong interest in practice and policy strategies to dismantle oppressive practices in the family policing and juvenile legal systems.



Race Intelligence™ (RQ): A Coaching Framework for Brave Conversations about Race

Michelle Davis, MS, LPC, PCC – Kempe Center, University of Colorado Anschutz

Michelle Davis, MS, LPC, PCC, is an assistant professor and the Director of Justice, Equity, Diversity, and Inclusion (JEDI) at the Kempe Center, University of Colorado-Anschutz. Michelle has been working to advance social equity and justice for children and families in child-and-family-serving systems for more than twenty years. Michelle believes we are the answer to the social ills plaguing our society. She aspires to reach the essence of our humanity as an organization and relationship systems coach, as a leadership coach, and in her current role as Director of JEDI, utilizing a comprehensive human-centered approach. One highlight of Michelle's long-standing career is her design of a coaching program that elevates our ability to have conversations that bridge our divisions and generate personal and organizational belonging; Race Intelligence (RQ™) seeks to facilitate discovery, healing, transformation, and action for individuals, teams, and organizations in creating more equitable systems of care and practice. As a Dare to Lead facilitator, Michelle works with teams to unleash daring leadership over armored leadership, support leaders in harnessing the Four Skill Sets of Courage™ in themselves and others, and cultivate high-performing, cohesive teams. Michelle is a licensed professional counselor, certified systems



coach, professionally certified coach, and certified Dare to Lead facilitator. She received her master's in counseling at the University of Nebraska at Omaha.

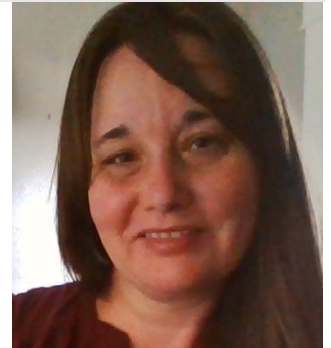
Tara Doxtater, NCPRSS, CAT – Office of Respondent Parents' Counsel & Hornbuckle Foundation

Tara Doxtater is a Parent Advocate with the Office of Respondent Parents' Counsel (ORPC) in Colorado. As a mother who has personally navigated the challenges of substance use, she brings both lived experience and professional expertise to her work. In 2017, she faced a Dependency and Neglect (D&N) case while also managing several criminal cases. The onset of her D&N case exacerbated her struggles with addiction. In 2018, she made the life-changing decision to enter a 6-month treatment program, which marked the beginning of her journey to sobriety. During that time, she went a year and a half without any family time with her daughter, a deeply painful experience. In 2019, she took the initiative to represent herself and file motions to regain a parenting role in her daughter's life. Today, she is a Nationally Certified Peer Recovery Support Specialist and a Certified Addictions Technician, committed to helping others who are struggling with substance use find a path to recovery. Since 2021, she has served as a Recovery Peer Coach, and in 2022, she transitioned into her role as a Parent Advocate where she works to support parents navigating the D&N system, ensuring their voices are heard and their rights are upheld. She is also honored to be a member of the CIP Taskforce. She is dedicated to empowering individuals and families to overcome challenges and build brighter futures.



Jess Sucherman, JD – Colorado Court Improvement Program

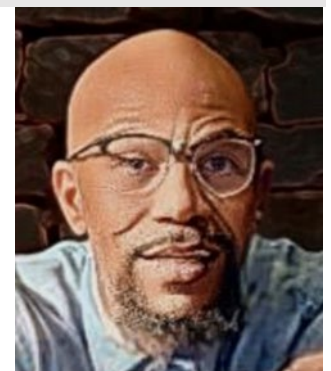
Jessica (Jess) Sucherman is the Colorado CIP Legal Strategist and has been in this role since October 2021. Jess came to the CIP from her role as a senior attorney with the American Bar Association's Center on Children and the Law where she worked as a liaison for court improvement programs and as a staff attorney with the Family Justice Initiative. Before joining the ABA, Jess was a senior supervising attorney in the Guardian ad litem program at the Children's Law Center (CLC) in Washington, D.C. During her ten years at CLC, Jess served as a guardian ad litem, supervising attorney, training director, and senior supervising attorney. Jess is passionate about ensuring that parents and youth impacted by the system have access to high quality legal representation and strongly believes that the strongest bulwark against systemic overreach is judicial oversight and zealous legal representation. Jess earned her JD from Georgetown University Law Center in 2009 and is a licensed attorney in Colorado and Washington D.C. She lives in Denver with her wife, a federal public defender, their two daughters (who, despite winning most arguments, do NOT want to be lawyers), and a feisty three-legged cockapoo.



Dismantling the Master's House: Resisting with Bravery to Build Anti-Racist Culture

Corey Best – Mining For Gold, LLC

Corey B. Best is a Black father, community organizer, activist, and leader. Originally from Washington, DC, Corey now resides in Florida. Corey has attached himself to "justice doing" - a movement and never-ending journey of being guided by the principled struggle to advance racial justice within this nation's child welfare and human service delivery systems. Corey founded Mining For Gold in 2020. Mining For Gold is part of the larger movement that is in the active pursuit of racial justice, liberation, and freedom. This work puts Corey in front of more than 10,000 professionals annually and has afforded him the fundamental knowledge about the importance of connecting to something bigger than himself -- allowing perspective, pain, truth, joy, and vulnerability to surface in search of meaningful, collective liberation. He brings a deepened historical and contemporary analysis of the invention of race, racism, systems of oppression, and how those systems interconnect to produce white advantage gaps.



Sarah Katz, JD – Temple University Beasley School of Law

Sarah Katz is a Clinical Professor of Law at Temple University Beasley School of Law and a Senior Fellow with the Stoneleigh Foundation, working on a project titled Achieving Racial Justice for Families Through Legal Education and Advocacy. Since 2012, Katz has directed and taught the Family Law Litigation Clinic in the Temple Legal Aid Office. Through her Stoneleigh fellowship, Katz is creating and launching the new Family Justice Clinic at Temple Law, which advocates in solidarity with families whose family stability and integrity have been impacted by state intervention. Katz's scholarship focuses on trauma-aware and antiracist legal education and advocacy.



CLE Information

GENERAL NOTES

Keep track of which sessions you attended live and which sessions you viewed on-demand throughout the series. Complete one [attendance form](#) for all your live sessions and another for all your on-demand sessions after the series ends. Don't sign in after each individual session – sign in once after you finish all live sessions (if any) and once after you finish all on-demand sessions (if any). Certificates of attendance will be available in the Course Materials folder after the series ends. Attorneys in the jurisdictions below must sign in for CLE after completion of the live course and/or on-demand viewing as applicable. Most states have a sponsor CLE reporting deadline of 30 days from course conclusion, so sign in as soon as you complete the course. We may not be able to report your credits if you sign in too near or beyond that deadline.

CALIFORNIA (60-Minute Hour)

This participatory activity has been accredited by the State Bar of California for a maximum of 9 hours of Elimination of Bias credit for live and on-demand participation.

COLORADO (50-Minute Hour)

Course IDs: 856030 (live) and 856029 (on-demand)

This course is accredited by the Colorado Board of Continuing Legal and Judicial Education for a maximum of 10.8 units of Equity, Diversity, and Inclusion credit for live and on-demand participation. Colorado is a self-report state.

ALL OTHER JURISDICTIONS

Attorneys in all other jurisdictions must seek CLE accreditation individually if desired. Attendees are welcome to fill out the [attendance form](#) for personal recordkeeping – you will receive a copy of your attendance form via email after submission – but NACC will not report CLE credits on your behalf and you will need to independently seek accreditation.

CLE QUESTIONS?

Email CLE@NACCchildlaw.org