



Cohort 106 Expectations

Participants must register by March 17, 2023.

WORKER ADDITIONAL TIME COMMITMENT: PRE-WORK

Before Classroom 1: Asynchronous

Steps to complete the assessment

- 30 Minutes - IDI Introduction/Orientation Video
- 30 Minutes - IDI Assessment Completion

Steps to complete IDI QA Facilitated Individual Feedback Session

- Schedule Feedback Session with IDI QA
- 30 Minutes - Practical Application of the IDI Video (participant must watch video prior to Feedback Session)
- 45 Minutes - Complete IDI Individual Feedback Session

Please note: Those participants in Cohort 106 must complete the IDI pre-work to maintain a part of the program. You will not be able to move forward with Foundations Cohort 106 if the pre-work is incomplete.

WORKER ADDITIONAL TIME COMMITMENT: FOUNDATIONS CLASSROOM WORK

Synchronous

April 4-6 Classroom I (Traditional 3-day Commitment)

- 30 Minutes - IDP Support & Accountability Partner Meeting

April 18-19 TTCP (Traditional 2-day Commitment)

- No additional worker time needed.

May 9-11 Classroom II (Traditional 3-day Commitment)

30 Minutes - IDP Support & Accountability Partner Meeting

May 16 SSIS Lab (Virtual Half-Day Commitment)

- 60 Minutes - DEI/IDI QA Lead Zoom IDP Progress Check-In



June 6-8 Classroom III (Traditional 3-day Commitment)

- 30 Minutes - IDP Support & Accountability Partner Meeting

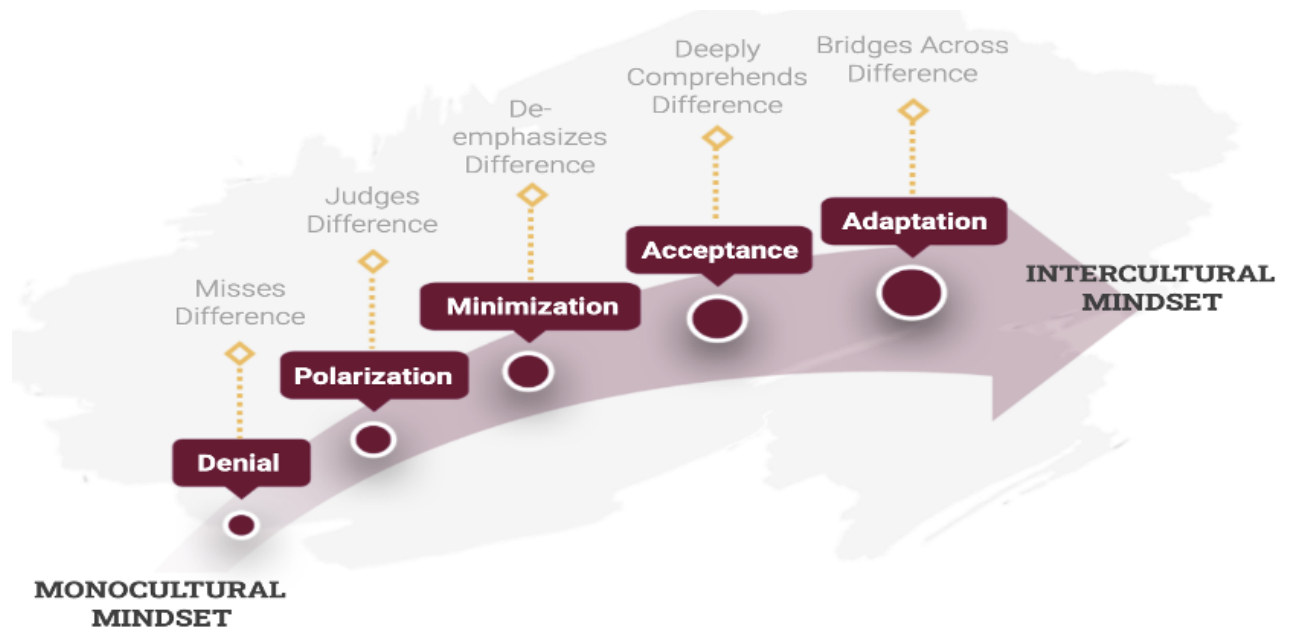
June 14 SSIS Lab (Virtual Half-Day Commitment)

- No additional worker time needed.

June 27-29 Classroom IV (Traditional 3-day Commitment)

- 30 Minutes - IDP Support & Accountability Partner Meeting
- 15 Minutes - Pilot Evaluation Survey

About the Intercultural Development Inventory (IDI): The IDI is a 50-item, theory-based, statistically reliable, and cross-culturally valid measure of intercultural competence. It assesses the major stages of intercultural competence as conceptualized in Milton Bennett's Developmental Model of Intercultural Sensitivity (DMIS) and Mitchell Hammer's Intercultural Development Continuum (IDC). The instrument is easy to complete, and it can generate a graphic profile of an individual's or groups' predominant stage of intercultural development and textual interpretation of that stage and associated transition issues.



Impact on Child Welfare? Workers can...

- Understand themselves better
- See children and families through multiple perspectives
- Communicate effectively with a wider range of people
- Identify implicit and explicit bias in their practices
- Lead with boldness and humility
- Be grounded in an agency's mission and values
- Embodying a development mental approach to meet the nuanced needs of diverse children and families