

COLLABORATIVE PracticeTips

June 2022

A monthly bulletin from the CP Cal Practice Excellence Committee

The Practice Excellence Committee is pleased to offer tips to help you increase your Collaborative cases and achieve *practice excellence*.

Please send us your comments and questions! Email us at info@cpcal.com

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JOIN IN THE ONGOING STUDY, UNDERSTANDING AND IMPLEMENTATION OF A MORE INCLUSIVE COLLABORATIVE PROCESS

Sixty CPCAL Members participated in The Center for Understanding and Conflict's two-part training in March and April 2022 titled "Examining Race and Culture in Collaborative Practice." We had some very stimulating and challenging discussions on the following topics:

- Race and racism in your past
- Expectations and ground agreements
- Four themes for self-reflection
- Definition of white supremacy and racism
- White supremacy and racism in your professional life
- Why race and culture conversations are challenging values
- Intersectionality and anti-racism

Those of us fortunate enough to attend this training came away with a healthv

list of resources to read, watch, listen to and participate in as we move forward in our infancy and exploration of diversity, equity and inclusion within our collaborative practice. Open discussions of our thoughts and experiences with racism helps us grow and show our genuine interest in having a place to talk about differences and understand each other better. This can help professionals feel more welcome and a part of our organizations and help our diverse clients know that we seek to understand their experiences and culture as we help them resolve family disputes.

We welcome and encourage all CPCAL professionals to join in the ongoing study, understanding and implementation of a more inclusive collaborative process. Below is a sample (and not an all-inclusive list) of references that you can dive into as an individual and/or with your collaborative practice group on the above referenced topics from our recent training.

Reference Materials:

Reading List:

- How To Be An Anti-Racist, Ibram X. Kendi
- The Half That Has Never Been Told, Edward Baptist
- So You Talk About Race, Ijeoma Oluo
- What An Anti-Racist Business Strategy Looks Like, Laysha Ward in Harvard Business Review
- White Fragility, Robin DiAngelo
- IACP Spring 2020 Special Diversity Issue
- Collaborative Law Review, Spring 2021, Volume 20, Issue 1:
 - II. “(Gay) Pride and Prejudice: The Top 5 Reasons Why LGBTQI People Choose Collaborative Law and Practice in Divorce” by: Roman Kern, JD and Carola Reetz, JD
 - VII. “Thinking Queerly: a Conversation with Charles Spiegel and Barbara Findlay” by: Charles Spiegel, JD and Barbara Findlay, QC
- February 2021 TIPS article "Honoring Black History Month: Cultural Sensitivity in Collaborative Practice"
- July 2021 TIPS article, "Diversity, Equity and Inclusion: A Work in Progress"

Podcasts:

- Dare to Lead - Brene Brown and Aiko Bethea on Inclusivity at Work: The Heart of Hard Conversations
- Teaching to Thrive – Bettina Love and Chelsey Cully-Love
- Nice White Parents – Channa Joffe-Walt (Serial Productions & NY Times)
- Silence is Not an Option - Don Lemon

Videos:

- Dr. Carlton Waterhouse’s lecture on White Supremacy (1 hour)
 - <https://www.acfls.org/product/the-time-is-now-eliminatingbias-in-family-law-series-session-1-understanding-race-and-social-dominance-white-supremacy-structural-racism-andthe-american-legal-system/>
- Kimberle’ Crenshaw’s TED talk (18 min) – Intersectionality
 - <https://youtu.be/sWP92i7JLIQ>
- “Intergroup Anxiety” – Can you try too hard to be fair?
 - <https://youtu.be/UsBpGmUeAsI>
- Munroe Bergdorf on racism, trans activism and acceptance
 - <https://youtu.be/N78k30MMrI8>
- Indigenous People React to Indigenous Representation in Film and TV
 - <https://youtu.be/7ZkyL5pn74E>

Trainings:

- Thedialoguecompany.com - video trainings
- Racialequityinstitute.com - 3 hour, 1 day and 2 day group video trainings
- AFCC's Integrating Diversity Considerations with the New Guidelines in Parenting Time Evaluations - April Harris-Britt, PhD and Andrea Jones, MSW RSW (Thursday, July 7th, 2022 4-6pm Eastern Time)
 - <https://www.afccnet.org/Webinars/DE-IWebinars/ctl/View/ConferenceID/520/mid/3722>
- Take the 21 day challenge through IACP's Diversity, Equity and Inclusion Committee -**one action step per day** to further your understanding of power, privilege, supremacy, oppression, and equity. with links to connect to resources such as readings, podcasts, videos, observations, and ways to form and deepen community connections
 - <https://www.eddiemoorej.com/21daychallenge>



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