

**Premise: Professional development** has an important role to promote diversity, equity, inclusion and belonging (DEIB) in the workforce and to support culturally aligned DEIB home visiting services to families.

**Premise: Career Pathways:** Jobs based on a range of qualifications, life experiences and competencies can promote greater equity in opportunities for advancement and improved diversity of perspectives in all sectors of the home visiting field.

	Current Challenges	Professional Development and Career Pathway Strategies	Research, Resources, and Innovations
<b>Systems</b> (Research, Funders, National Program Models, Policy/Advocacy)	<ul style="list-style-type: none"> <li>• Researchers, decision and policy makers in home visiting not culturally or racially representative of the home visited population</li> <li>• Developmental and other screenings tools not developed/scaled for use and sensitivity to BIPOC populations</li> <li>• Broad misunderstanding of home visiting as a field for voluntary services</li> <li>• Home visiting perceived as risk based or equivalent to Child Protective Services</li> <li>• Need for a universal definition of home visiting</li> <li>• College degree job requirements contribute to an imbalance in racial representation in those receiving home visits.</li> </ul>	<ul style="list-style-type: none"> <li>• Create opportunities for workforce exposure to various sectors of the home visiting field</li> <li>• Conduct/revisit workforce studies, demographics and workforce needs</li> <li>• Build support structures and opportunities for BIPOC practitioners</li> <li>• Create avenues for workforce and family voice in decisions, policies and program requirements</li> <li>• Offer real-time training and supports to practitioners in response to current issues</li> <li>• Promote home visiting as a continuum of care</li> <li>• Describe home visiting in a more relationship-based way as an advertising strategy for the field</li> <li>• Consider training and certification options that can be obtained on the job</li> </ul>	Research and Resources <ul style="list-style-type: none"> <li>• Iowa/Virginia Innovation Grant Project</li> <li>• <a href="#">Rapid Response Virtual Home Visiting Webinars - Institute for the Advancement of Family Support Professionals</a></li> <li>• Leadership Pathways for BIPOC Home Visitors - Start Early</li> <li>• <a href="#">MIECHV Workforce Rapid Response Brief - Center for Health Workforce Studies</a></li> <li>• <a href="#">DEIB Toolkit - Start Early</a></li> <li>• Parents As Teachers - Cultural Competencies</li> <li>• <a href="https://institutefsp.org/usercertificationexampage">https://institutefsp.org/usercertificationexampage</a></li> </ul>
<b>State and Network</b> (Technical Assistance, Training and CQI Providers, Administrators)	<ul style="list-style-type: none"> <li>• Workforce shortage</li> <li>• Funding requirements not in alignment across sources to ensure equity</li> <li>• Workforce stress</li> <li>• Retention of experienced staff</li> <li>• Recruitment of BIPOC funders</li> <li>• Funding restrictions, i.e., Head Start and Prevention Initiative</li> <li>• Difficult to describe home visiting in way that is not intimidating for someone looking for job and balancing with salary</li> <li>• Reality that all staff are not ready to discuss DEIB</li> <li>• Buy-in for all staff to be reflective, inclusive and receptive</li> </ul>	<ul style="list-style-type: none"> <li>• Review/revise workforce competencies to include attributes and ensure an equity lens is applied throughout</li> <li>• Develop training materials that speak to BIPOC home visiting concerns and cultures and are representative of BIPOC home visiting experiences</li> <li>• Create and convene Communities of Practice and Affinity Groups to support BIPOC practitioners</li> <li>• Market positive experiences and benefits that home visitors have in the field to recruit other home visitors</li> <li>• Allow eligibility for all to join community programs</li> <li>• Share what the whole field of home visiting encompasses (research, TA, advocacy, etc.) to attract more people</li> <li>• Allow BIPOC staff to share their experiences</li> </ul>	Research and Resources <ul style="list-style-type: none"> <li>• Secondary Trauma Training - Great Kids, Inc.</li> <li>• <a href="#">Equity Initiatives in Home Visiting - National Home Visiting Resource Center</a></li> </ul> Innovations <ul style="list-style-type: none"> <li>• Include positive testimonials from current home visitors on marketing flyers</li> <li>• Market home visiting as a profession</li> <li>• Survey home visitors about reasons they stay</li> <li>• Recognize excellent home visitor performance</li> <li>• Develop tools to support supervisors in having sensitive conversations with staff around DEIB</li> </ul>
<b>Community Programs</b> (Direct Service, Supervisors, Administrators)	<ul style="list-style-type: none"> <li>• Low salaries and salary structure in organization</li> <li>• Recruitment of home visitors that meet job requirements for educational degrees</li> <li>• Recruitment of BIPOC and bilingual home visitors</li> <li>• Retention of experienced staff and limited opportunities for advancement</li> <li>• Participation in order to receive additional services such as childcare</li> <li>• Awareness that home visiting is not a requirement but a voluntary service to be sought out to provide support</li> <li>• Competition between local home visiting programs</li> </ul>	<ul style="list-style-type: none"> <li>• Review/revise job requirements and advocate for proxies of life experience/bilingual skills for academic degrees</li> <li>• Interview for reflective and relationship building capacities</li> <li>• Recruit from the community and prior program clients</li> <li>• Hold cultural consciousness affinity groups</li> <li>• Promote self-reflection and "brave space" discussions about DEIB</li> <li>• Provide resources and supports to retain BIPOC staff including ongoing professional development and opportunities to address microaggressions and other barriers</li> <li>• Establish onboarding-mentoring strategies</li> <li>• Positive relationships with clients leads to home visiting client retention</li> <li>• Offer good benefits, lots of vacation, staff incentives and flexibility to home visitors to improve retention</li> <li>• Create culture of feeling cared for to retain home visitors</li> </ul>	Research and Resources <ul style="list-style-type: none"> <li>• <a href="#">Project Implicit</a></li> <li>• <a href="#">Talking About Race - National Museum of African American History and Culture</a></li> <li>• <a href="#">Management Practices to Promote Home Visitor Retention - U.S. Department of Health &amp; Human Services</a></li> <li>• <a href="#">Staff Recruitment and Retention - Head Start</a></li> </ul> Innovations <ul style="list-style-type: none"> <li>• Implement nurse-family partnership programs recruiting and supporting RNs</li> </ul>