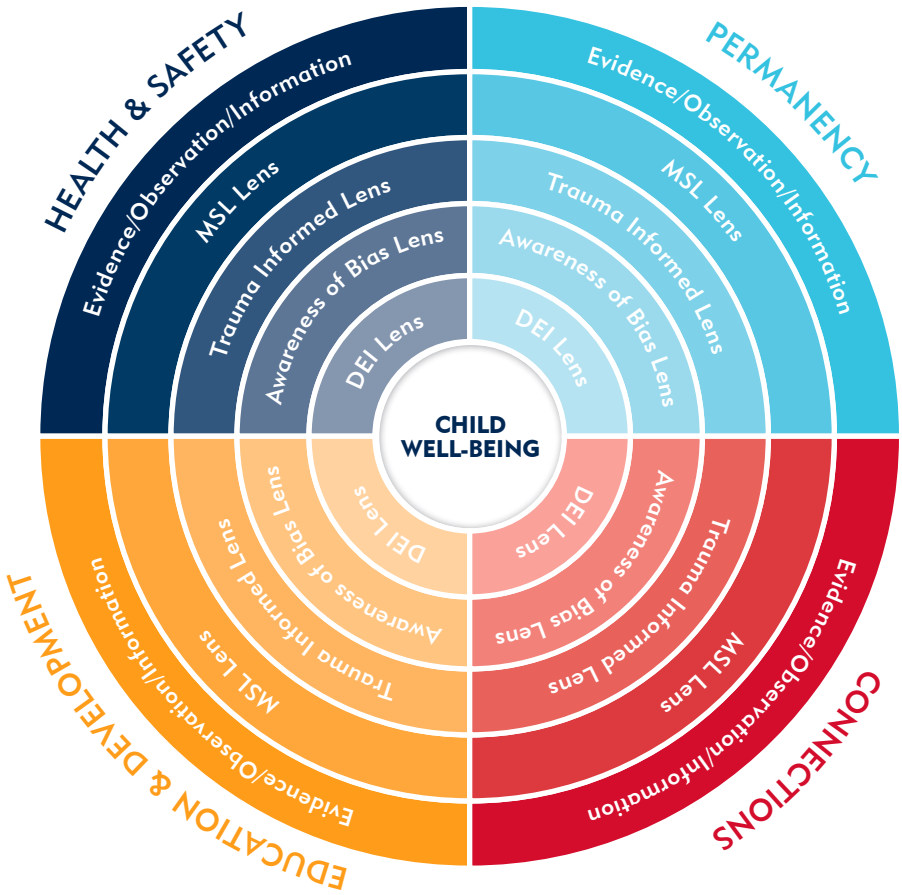


CASA WELL-BEING WHEEL



TEXASCASA
Court Appointed Special Advocates
FOR CHILDREN

STRENGTHENING THE VOICES OF CASA STATEWIDE

LENSES DEFINED

MSL LENS Minimum Sufficient Level of Care (MSL) is a baseline or reference point determined by specific factors in relation to each unique child: Are the child's basic needs being met? The standard is relative, depending on the child's needs, social standards and particular family. It is a set of minimum conditions, not an ideal situation, and remains the same when considering removal and reunification.

TRAUMA-INFORMED LENS Looking through a trauma-informed lens means being sensitive and aware of the impact of trauma on the child and family. Responding with compassion and curiosity to signs of distress and behavior, and providing safety in the environment, are essential to using this lens. A trauma-informed lens asks, "What happened to you?" rather than "What's wrong with you?" Understanding and utilizing tools to support the child and family in regulating during times of stress, as well as identifying and supporting the system changes needed to reduce re-traumatization, are part of using a trauma-informed lens.

AWARENESS OF BIAS LENS Being aware of one's own biases, and biases in the institutions and systems we work within, is important in order to evaluate a situation fairly and objectively. Bias is prejudice for or against someone or something based on a person's values and beliefs, and can be conscious or unconscious. We should evaluate our own biases regularly, knowing that every person holds biases, and we should make sure that our advocacy is not influenced by our biases.

DIVERSITY, EQUITY AND INCLUSION (DEI) LENS Using a DEI Lens means learning about and understanding the communities each child and family are a part of, respecting their cultures and origins, being aware and intentional about discrimination they may have experienced, and reducing barriers to equity in their experience of the child welfare system. When a DEI lens is used, everyone is able to fully participate, feel safe, and be heard.

- ▶ **Diversity** describes the different traits and characteristics of individuals that make them unique, including but not limited to age, appearance, ability, culture, race, role, values, beliefs, sexual orientation, gender identity and gender expression.
- ▶ **Equity** is the state in which there is universally fair and just treatment and equal outcomes regardless of individual differences or identity categories like race, ability or religion. In a state of equity, everyone gets the same opportunities, which can mean adjusting policies and practices to accommodate individual needs.
- ▶ **Inclusion** refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of a group or activity, and are valued as respected members of an organization or community. Inclusion efforts ensure that all individuals have the same opportunity to participate.