



BRIGHTON CENTER  
A COMMUNITY OF SUPPORT

## EVALUATING CULTURAL COMPETENCY TRAINING FOR FIRST RESPONDERS IN NORTHERN KENTUCKY

**Introduction** - Racial and ethnic minorities are reported to child protective services (CPS) for abuse and neglect at a higher rate than white families. We surveyed first responders on their understanding of the CPS reporting process, as well as their feelings and experiences with DEI and cultural competency training.

**Results** - First responders were highly confident in identifying cases and reporting them, but less confident in describing what happens after they report. They generally felt that CPS and DEI training was unnecessary and repetitive

**Policy Analysis & Recommendations** - DEI and cultural competency training should be required as part of the continuing education curriculum under Section 4765.16 of the Ohio revised code. Policy makers should work to understand why first responders hold negative sentiments towards DEI and cultural competency and design a training that is compelling and engaging to them.

**Conclusions** - First responders have high confidence in their ability to equitably report to CPS, yet there is inequality in reporting. More work is needed to determine if DEI may contribute to this disconnect.

