Indian Health Services 2022

Phoenix Area
Child Protection: Multi-Disciplinary Team (MDT)

Welfare Act (ICWA) Update

Today's Agenda

• Multi-Disciplinary Team (MDT)-One Response to Child Maltreatment
  • PAO-CPT Team

  2. AZ-Tribal DCS Liaison (ICWA)
    • Kenneth Paul

Learning Objectives

- Recognize Elements of MDT
- Identify how the MDT can enhance our response to child maltreatment
- Learn how to use our understanding to build the MDT, support its members, and sustain its work to protect and support families.

Responses to Child Maltreatment

- Individual responses...
- Medical: 'diagnose and treat' child
- Mental Health: 'evaluate and counsel' child
- Law Enforcement: 'arrest' alleged perpetrator
- Child Protective Services (CPS): 'detain' child
- Prosecution: 'lock up' perpetrator

Problems with Individual Responses

- "My Own Little World"
- "They can live their lives just anyway they choose, as long as I can live in my own little world with you, cause I'm happy here in my own little world with you!"
- The 'left hand' neither knows nor understands what the 'right hand' is doing (does it want to?)
- Duplicate or lapsed services -- failures...

Elisa Izquierdo
Multi-Disciplinary Team (MDT)

- A different approach: 80’s
- Brings individuals and agencies together...
- Pools resources...
- Pools knowledge...
- The whole is greater than the sum of the parts.
- Bottom line: more effective response to abuse
- It represented a change we could believe in...

MDT: Who Is It?

- Group of professionals from different disciplines
  - Medical professionals (Docs, NPs, PAs, RNs)
  - Social Workers (Community-tribal & Medical SWers)
  - Law Enforcement Officers (Police, FBI)
  - Prosecutors (Local & Tribal DAs, U.S. Attorneys)
  - Others: Mental Health, Public Health Nursing,
    - Victim-Witness, Advocates, Early Intervention, Education, Etc.

MDT: Types of Teams

1. Child advocacy Center based teams
2. Hospital based teams (IHS/Tribal programs)
3. Prosecutor’s office based teams
4. Child service agency teams

MDT: What Does It Do?

Best Practices

- Meets regularly to discuss CM cases
- Coordinate = to bring into a common action
- Collaborate = to work jointly or together (SME)
- Focus = coordinated, collaborative action...
- Child protection = civil action
- Prosecution = legal/criminal justice action
- Safer families = Safer community

Why Have a MDT?

Public Law 101-630, the Indian Child Protection and Family Violence Prevention Act of 1990; Section 3209(e):

“Each multidisciplinary team established under this section shall include, but is not limited to, personnel with a background in law enforcement, child protective services, juvenile counseling and adolescent mental health and domestic violence.”

Legislative Mandate!

The MDT is Here to Stay

Children’s Justice Act Partnerships for Indian Communities: award tribal programs to “develop and implement the concept of multidisciplinary team through a Memorandum of Agreement and a protocol involving all agencies associated with the investigation and prosecution of child sexual abuse.”

Office of Victims of Crime Fact Sheet (March 2007)
Getting Started!

- You Need a 'Champion'
- "Believer(s) Who are Persistent!
- Add Other 'Players' as Needed, as Desired
- Medical, Social Work, Law Enforcement, and Prosecution
- Assemble the 'Core Group'

Logistics

- Regular Day and Time to Meet
- Make sure it is convenient for all
- Regular Place to Meet
- Make it neutral
- Regular Place to Meet
- What Types of Cases?
- Sexual, Physical, Neglect?
- Who Sets the Agenda?
- Who Distributes the Agenda?
- Who Facilitates the Meeting?

Establish Ground Rules

- Each Member Defines Roles & Responsibilities
- ‘Rules of Engagement’…
- Respect, Courtesy, Understanding, Empathy
- Open & Honest Discussion -> Solve Problems
- Teach Each Other What We Do & Don’t Do…
- Assure Realistic Expectations across Disciplines…
- Understand Agency Capacity & Limitations

Accountability

- ‘Protocolize’ What You Do
- Written Policies and Procedures
- Understand Expectations (but evolve them)
- Define Roles & Responsibilities (which may change over time)
- Understand ‘Chain of Command’ in Agencies
- Contact Listing: Names, Addresses, Numbers

"I.H.S Experience"

- Elementary Building of Relationships
- Individuals Represent Agencies
- However, Individuals Are Not Agencies
- Trust Built Upon Inter-Dependence
- Understanding that We Need Each Other
- ‘Share Selflessly and Steal Shamelessly”
- Stay Child - & Family-Centered
- Focus on Problem Solving

MDT: Role of Professionals

..."we need to cooperate. We do that by talking, not just about work, but by getting to know one another by name and developing healthy personal relationships. They need to get to know us for who we are, as well as for what we do...we have to be very objective in approaching this work within our own discipline..." In Other Words...  
- Give people a break!
- Give people the ‘benefit of the doubt’!
- Be hard on yourself, less hard on others!
- Make small talk: family, hobbies, etc.
- Be friendly and make the effort to ‘connect!’
"We can only do the... [or ‘fill in the blank’] job for which we trained, with a bit of child advocacy to create and support a system that protects children. We cannot be social workers, we cannot be law enforcement officers, and we cannot be officers of the court, either prosecutors or judges."

IHS Provider February 2007

Make It Your MDT!

- What works for one group in one place at one time may work differently for others, so do it your way.
- While it’s helpful to look at what others are doing (and you should!), make your own way where it seems appropriate to do so.
- Affirm one another and support one another; child protection is difficult work, but can be very rewarding for all of us, including our clients.

"It doesn’t matter if a cat is black or white, so long as it catches mice."

Chinese Proverb

PRAGMATISM: "Does it Work"

IHS pediatrician used to begin the ‘What Works’ section of each month’s ‘IHS Child Health Notes’ with this quote!

What We Do in Phoenix Area

Office of Health Programs
Integrated Behavioral Health

Mission Statement

To support tribal, state and federal goals, objectives and laws in order to promote a continuum of child abuse and neglect services, including a system for detection, reporting, investigation and prosecution, treatment services, and preventive activities e.g. including community education and child advocacy.
Child Protection Team

Team Objectives

- Communication
- Training/education
- Advocacy
- Resource Development/Integration/Management
- Data Collection

Objective #1: Communication

Increase Communication and Collaboration

Increase communication and collaboration among law enforcement, medical, social, judicial and other interdisciplinary services at tribal, state and federal levels of management.

Objective #2: Training & Education

How to Share Information

Local CPT teams will receive help with:
- Interviewing child victim witnesses
- Interviewing non-victim witnesses
- Amplifying information
- Developing community education programs
- Advocating for training and conducting child abuse examinations for all providers
- Advocating on behalf of care providers
- Advocating for continued training on mandatory reporting
- Advocating for continued training on changes in the law.

Objective #3: Advocacy

Understanding Policy

Assist local CPTs in the interpretation and mutual understanding of the respective tribal, state, and federal policies.

Establishing Policy and Procedure

Provide information for establishing policy and procedures for CPTs.

Service Improvement

Advocate for consistency and quality of services.

Objective #4: Resources

Consultation on Difficult Cases

Provide consultation on difficult cases, problems, crises and policy questions as they arise.

Objective #5: Data

Data Collection for Documentation

Encourage and promote local data collection for documentation of local needs, measurement of effectiveness, and advocacy for federal policy and funding.

Opportunities for Sharing Information

Explore opportunities for sharing information and data resources on child abuse and neglect. Collaboration and coordination on information collection and reporting will be encouraged.
PAO CPT Team

- BUREAU OF INDIAN AFFAIRS (BIA)
- BUREAU OF INVESTIGATIONS (FBI)
- IHS
- INTER-TRIBAL COUNCIL OF ARIZON (ITCA)
- U.S. ATTORNEY'S OFFICE
- AZ Tribal DCS Liaison (ICWA)

Summary

Best Practices

- MDT Process can simplify our work together
- Individuals: knowledge deficits & resource restrictions (SME)
- Group: pools knowledge & resources (limits understood)
- Collaboration and communication are complex...
- Doing it well is continuous, sometimes difficult work
- Let patience and understanding guide your efforts
- Replace the ‘Blame Culture’ w/ open, honest discussion (Culture of Safety), focused on problem solving

Best Practices

- Your MDT should fit your system, your agencies, and you as individuals
- "Do ‘what works’"
- "Mistakes happen", since mistakes can lead to improvements...

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"Building relationships between professionals and establishing continuity and consistency in our child protection processes may prove the most effective way to advocate for all our Native children and their families. And that may just bring us all some peace of mind."

IHS Provider February 2007, Dr. J. Ratmeyer