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To Whom It May Concern,

I am pleased to provide this letter of reference for the Global Center for Creative Learning (GCCL) in support of their proposal to design and deliver a Diversity, Equity, Inclusion, and Belonging leadership curriculum for the Leadership for Engagement and Belonging program.

The Texas Center for Child and Family Studies (The Center), the 501c3 supporting organization of The Texas Alliance of Child and Family Services (TACFS), is focused on providing Texas child, youth, and family service agencies with the knowledge, skills, and ability they need to provide high-quality services in their communities.

In 2022, The Center partnered with the Texas Single Source Continuum Contractors and the National Certification Board for Child Welfare Professionals to launch the Child Welfare Supervisor Credentialing initiative by acting as the training hub. Over the past three years, Center staff have trained 99 child welfare supervisors to obtain their credential, the first in the country.

The Center utilizes GCCL's 40-hour *Excellence in Supervision and Management* virtual training to train supervisors in the associated competencies. The curriculum features a thoughtfully designed module on Diversity, Equity, Inclusion, and Cultural and Linguistic Competency. Supervisors find GCCL's training to be both thorough and highly engaging. GCCL's curriculum consistently receives high ratings on our evaluations.

GCCL's work reflects deep subject matter expertise and a strong commitment to advancing equity in leadership development. Throughout our collaboration, they have consistently demonstrated responsiveness, reliability, and a genuine spirit of partnership. Their team is collaborative, professional, and highly skilled at translating complex concepts—such as cultural awareness and managing implicit bias—into practical and accessible learning experiences.

Based on our positive experience, I am confident that GCCL will bring the same level of excellence and thoughtfulness to the Leadership for Engagement and Belonging program. I strongly support their proposal and believe they are well positioned to contribute meaningfully to this important work.

Please feel free to contact me directly with any questions or to further discuss our experience working with GCCL.

Sincerely,



Tiffany Greco

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