



Racial Disparity and Disproportionality

A National and California
Perspective



Casey Alliance For Racial Equity in Child Welfare

Annie E. Casey, Casey Family Programs,
Marguerite Casey Foundation, Jim
Casey Youth Opportunities Initiative and
Center for the Study of Social Policy
(Begun March 2004)



Mission and Primary Goal

Mission: To create a child welfare system that is free of structural racism and that benefits children, families and communities

- Long Term Goal: By 2015, to significantly reduce racial and ethnic disproportionality and disparity in jurisdictions partnering with Alliance



Work Groups and Dimensions

- Legislation, Policy Change and Finance Reform
- Research, Evaluation and Data Based Decision Making
- Youth, Alumni, Parent and Community Partnership Development
- Public Will and Communications
- Human Service Workforce Development
- Practice Change (site based implementation)



Alliance Representation

- Casey Foundations
- Family Court Judges
- Youth
- Parents
- Advocates
- Civic Leaders
- Child Welfare Organizations
- Foundations



Practice Change

- Site Based Work/Breakthrough Series
- A continuous quality improvement method: uses small, rapid tests to create change
- Measures results ongoing
- A collaboration among committed teams from sites that generates new and better ideas quickly
- A Systems Improvement Method that grounds work in a specific structure (framework for change) to address all parts of a system



Sites For BSC

- States: Alaska, Arizona, Connecticut, Iowa, Kentucky, Massachusetts, Michigan, Texas, Washington
- Counties: Ramsey County (Minnesota), San Francisco, Wake County (North Carolina)



Evolution of CA RDD Project

- 2003 CALSWEC Symposiums on Fairness and Equity
- 2005 Family to Family Convenings/Site Work
- 2006 AECEF, CFP, CDSS, CALSWEC, Child and Family Policy Institute
- 2006 AECEF and CFP Proposal to Alliance
- 2006 CFP, AECEF, CDSS Fund California Disproportionality Project
- 2006 Co-Investment Partnership Prioritizes Project



County Efforts

- San Francisco
- Los Angeles
- Contra Costa
- Orange
- Riverside
- Fresno
- San Joaquin
- Santa Clara
- San Diego
- Sacramento
- San Bernardino



Goals of CA RDD Project

- Build on County Work
- Create Learning Environment
- Develop Peer to Peer Approach
- Further Develop Framework and Tools
- 2-3 Year Effort To Improve and Spread Practice; Improve Outcomes And Inform State System Improvement



Project Planning To Date

- Center for Social Services Research provides technical consultation (U.C. Berkeley)
- Align Work with State Interagency Team Work Plan and Disparities Work Group
- Framework Developed-Interviews, Focus Groups
- Framework Pilot Tested in Fresno County and Los Angeles County (Pomona Office)



Framework/Assessment Tool

Strategic Elements:

- ❖ Building Authentic Tribal and Community Partnerships
- ❖ Collecting and Using Data
- ❖ Raising Awareness and Providing Training
- ❖ Leading By Example
- ❖ Engaging Birth Families and Youth as Authentic Partners
- ❖ Cross System Focus
- ❖ Preventing, Diverting and Ensuring Equity
- ❖ Achieving Practice and Decision Making That Does Not Result in Racial Disparities and Disproportionality
- ❖ Ensuring Least Restrictive, Appropriate and Supported Placements
- ❖ Hiring, Promoting Staff



Awareness Building Models

- Undoing Racism – People’s Institute for Survival and Beyond;
- *Race: The Power of an Illusion* – video and facilitated discussion guide;
- Race Matters Toolkit – AECF/Susan Batten and Dr. Paula Dressel, Doretha Carter, and
- Recovery from Racism – Institute for Recovery from Racism – Fr. Clarence Williams, C.P.P.S, PhD



California RDD Project

- Chair
- Project Management Staff
- Faculty---Team of Technical Assistants
- County Teams
- Site Based Technical Assistance
- Convenings/Learning Sessions
- Learning Environment Model



Progress/Plans

- State Contract To Begin May 1
- County Application and Selection Process
May 2008--up to 12 Counties including Los Angeles and S.I.T. Work Group
- June to December--On Site County Technical Assistance
- December/January--First Convening/Learning Session