

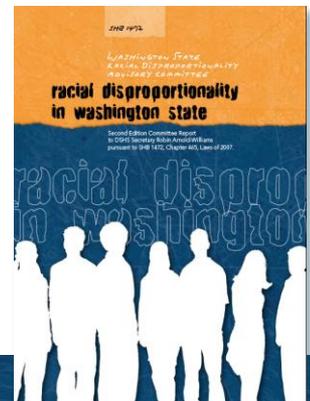
Washington State Racial Disproportionality Advisory Committee and the Washington State Child Welfare System

Regional Efforts

To reduce racial disproportionality and outcome disparity in child welfare

Presented to the
Washington State Racial Disproportionality
Advisory Committee

June 15, 2011



Region 1 North

**Washington State Racial
Disproportionality Advisory
Committee**

**Lily Haken, MS, LMHC
Regional Lead**

Mandatory Reporter Training

- 623 trained 2010 to present with emphasis on racial disproportionality
- Executive Summary shared and discussed
- Also added discussion about perceptions, biases, and lenses

Anti-Prejudice Training

- Building Bridges
 - Scheduled monthly through 2012
 - Staff, Tribes, CASA/GAL, Schools, etc. invited
 - Very well-received
 - Resistance

How Disproportionality Work is Integrated into Practice

- Targeted caregiver recruitment
- Training/Education
- Cultural Brown Bag Lunches
- CHET
- Placement Desk/HomeFinders
- Cultural Resource Fair
- Community Engagement
- Family Team Decision Making (FTDM)
- Diversity Child Protection Teams (D-CPT)

Use of Data to Guide Practice

- Audit of Unknowns
 - Developed handout for race/ethnicity documentation
- Training for mandatory reporters/staff
- Support for foster and relative placements
- Track Change/Recognize successes - Indian Child Welfare
- Communicate accurately with partners/community

Region 1 South

(Previously Region 2)

Washington State Racial Disproportionality Advisory Committee

Elisa Powell
Regional Lead

Diversity Training

October 2010, 14 social workers and supervisors were trained in Building Bridges

Diversity Training

October 2009 and March 2010

“Knowing Who You Are”

training was offered to CA supervisors and
Catholic Family & Child Service

Diversity Training

- Permanency Values & Skill Building has been offered 3 times in R1 South since 2009
- The goal has been to offer this training every quarter

Diversity Training

- **Obstacles with training**
 - Not enough certified trained staff for Building Bridges
 - On-line requirements of “Knowing Who You Are”

Permanency Roundtables

- Work began in 2009 in Region 1 South
 - CA Regional Administrator Ken Nichols and Lynn Biggs, Senior Director of Casey Family Programs Yakima Field Office developed a partnership
 - Strategies were developed on finding a solution for children who are lingering in the foster care system without legal permanency

Permanency Roundtables

- Casey Family Programs in Georgia started a project of Round Tables called *Going Home*.
- Ken and Lynn put a team together to use the same model as Going Home at the local level:
Permanency Roundtables were created!

Permanency Roundtable Orientations

- Participants invited and attending:
 - Court Administrators
 - Court staff
 - AAG's
 - Defense Attorney's
 - CASA/GAL, CPA's
 - Yakama Nation
 - CA Staff
 - Foster Youth Alumni
 - Veteran Parents

Permanency Roundtable Reviews

- **FIRST ROUND TABLE SERIES:**
 - November 2009
 - Scheduled for a two week period
 - Yakima, Toppenish, and Richland offices hosted consultations simultaneously

Permanency Roundtable Reviews

- PRT teams consisted of
 - Casey Family Programs staff
 - Department staff
 - Foster Care youth alumni
 - Veteran Parents
- 106 children cases were reviewed
 - **80** of those children were children of color.

Permanency Roundtable Work Continues....

- A second and a third set of reviews were held in November 2010 and in March 2011
 - LICWAC members were invited and participated
- To date there have been a total of 176 children reviewed in this process
 - **125** children are children of color

Permanency Roundtable Work Continues....

- Of the 175 children that have been staffed, 49 children cases have been dismissed out of the dependency system
 - 39 are children of color**

How has Disproportionality been integrated into practice?

Region 1 South Outcomes by Race

Outcome	Native American	African American	Hispanic	Caucasian
Remaining in placement less than 1 year (FY06 entries)	63.8%	64.9%	65.7%	64.8%
Remaining in placement no more than 2 years (FY05 entries)	83.0%*	91.5%*	79.7%	74.8%
Less than 2 moves (less than 3 events) in Placement – FY05 and FY06 Entries	86.5%	89.6%	86.4%	85.6%

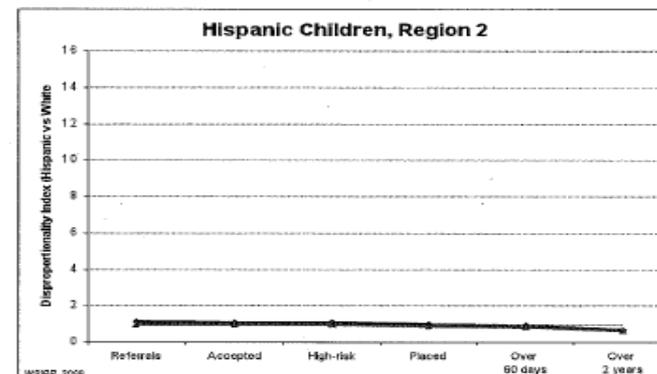
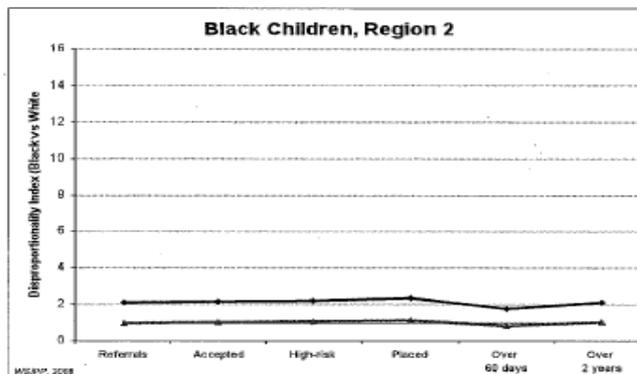
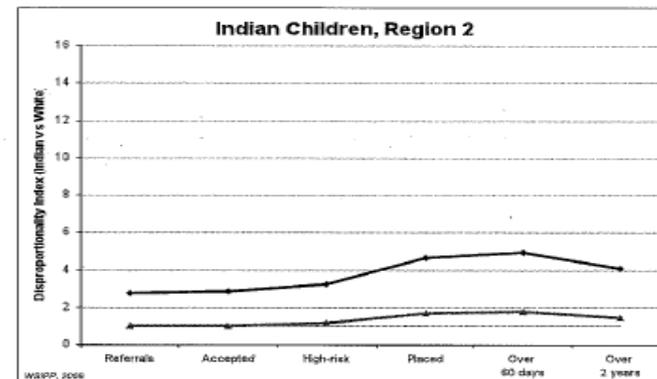
* = statistically significant compared to Caucasians	Green font = better outcomes	Red font = worse outcomes
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How has Disproportionality been integrated into practice?

Exhibit B2.3

Region 2: Disproportionality Indices for Children Referred to CPS, 2004 Cohort

These charts display the Disproportionality Index (DI) and Disproportionality Index After Referral (DIAR) by race for this DSHS region. The actual values are shown in Exhibit B2.2.



Disproportionality Index
 Disproportionality After Referral
 White Children

How has Disproportionality been integrated into practice?

- FTDM facilitators have been trained in the Roundtable Process. They are asking more questions about relative searches and engagement of families earlier in case staffings.

How has Disproportionality been integrated into practice?

- More Social workers and Supervisors have expanded their knowledge of the importance of engaging families, and the concept of permanency, not just for placement but for connections.

How has Disproportionality been integrated into practice?

- Diversity trainings remind us of the importance of who we are and where we have come from.

How has Disproportionality been integrated into practice?

- Youth transitioning into adulthood are gaining stronger transitional plans to include concurrent plans.

How has Disproportionality been integrated into practice?

- Workers and supervisors are becoming more comfortable in addressing cultural elements in these consultations.

How is Disproportionality data used to improve performance?

- The disproportionality data from 2004 set the tone for Region 1 South. Those who suspected a problem, had it verified.
- It encouraged us to reach out to our community and ask for assistance. We saw the need to review our practice.

How is Disproportionality data used to improve performance?

- Our greatest obstacle is current data.
- If we pull information from FamLink, we often have to go back and do a hand count to make sure the data is correct.
- Some of our greatest strengths is our staff who are bilingual and bicultural.

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Region 2 North

(Previously Region 3)

Washington State Racial Disproportionality Advisory Committee

Jennifer Paddock
Regional Lead

How you are utilizing the Joyce James approach to integrate disproportionality in all that you do?

- Exposing the data through all-staff meetings, all-staff e-mails, and integration into our mandatory Building Bridges trainings (which includes participation from tribes, county govt., & community partners).
- Intent is to make the program visible and identify partners in helping us address these disproportionality issues.

Native American Children

- Region 2N services the highest number of Native American children in the state
- We have made a significant effort to collaborate with the eight tribes in our area
 - Regularly attend tribal leadership & case specific meetings
 - Tribal partners invited to all trainings
 - Facilitate tribal only Parent-Infant interactions trainings (to reduce the high number of infant fatalities in Indian Country)
- Choose areas with greatest diversity to hold our F2F meetings

Other Efforts

- Hold a Regional (5 county) Disproportionality Committee Monthly Meeting where we address barriers & work to improve services & system issues, e.g.,
 - Supported inclusion of cultural focus in FTDM
 - Performed case staffings
- We have strong leadership support & each office (7 in total) performs grass root efforts within their communities

Training

- Building Bridges training is required
- Completed 17 trainings, trained 370+ staff & community partners
- Each month a specific group (e.g., race, poverty, addiction) that is overrepresented in our system is highlighted & activities/information are provided to raise staff awareness & skill level

Local Office Expectations

- Each local office and other units (Adoptions, DLR, etc.) provide monthly reports at to activities, events, partnerships and concerns
- Information is combined into a 1 monthly report that is widely shared and distributed
- Expectation of all staff is that they display an openness to learning about disproportionality and to understand how they can either contribute to or reduce disparity and prejudice in their daily responsibilities
- Majority of members of regional disproportionality committee are supervisors & have authority to implement activities & events within their units & offices

Leadership

- Progress & barriers are discussed regularly with the management team to ensure leadership support & accountability
- Leaders are good role models for staff in their openness to learning and commitment to reduce disproportionality

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Region 2 King Co.

(Previously Region 4)

Washington State Racial Disproportionality Advisory Committee

Kathy Taylor
Regional Lead

How you are utilizing the Joyce James approach to integrate disproportionality in all that you do?

- Educating staff about disproportionality
- Exposing the data to show disproportionality exists
- Figuring out how to decrease and eliminate disproportionality

Training

- Keeping the conversation of disproportionality and racism on the table through a wide variety of trainings (e.g., MEPA/IEPA, Knowing Who You Are Video & discussion, etc.)
- Building Bridges Training Team is in the initial stages of planning (will be presented to leadership team this month)

Partnering & Collaboration

- Participates/leads King County Disproportionality Coalition
 - Produced video brochure about what disproportionality is and what the community can do
 - King County “2106” Meet & Greet Fair
 - Provided feedback for Performance Based Contracting RFP

Fatherhood Engagement Project

- Training provided to Region 2 South offices
- Contract extended through the summer
- Produced Video and PowerPoint to use as an advertisement for this project

Examples of Local Office Activities

- King East participates in East Side Refugee Immigration Coalition
- Central Office uses disproportionality data to better serve children of color in relative care by educating them early about permanency options and relative caregiver services
- King South developed a Diversity Committee
- ICW Office sponsored 3 cultural days for Native American foster youth & parents

Examples of Local Office Activities continued

- King West's Parkwood Project (excellent community involvement using F2F Program infrastructure)
- MLK Office continues to have community dialogue in the 9818 zip code to address the high intake rate; hoping to implement F2F program infrastructure

Permanency Roundtables

- Have held two Permanency Roundtable Sessions
 - First round was in the fall targeting on kids in care 2 years or more
 - Second round was in the spring targeting kids in care 7 years or more

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Region 3, Pierce Co.

(Previously region 5)

Washington State Racial Disproportionality Advisory Committee

Veronica Hinojosa
Regional Lead

Training

Efforts to train all staff in Kitsap/Pierce County offices are underway.

- Half of our staff have been trained.
- The rest will be trained by the end of 2011.
- Three trainings will be offered the end of June with more to be schedule in the fall of 2011 as needed.

Workgroup

A local workgroup has been meeting monthly since December 2009.

- The meetings have been occurring in the community.
- The workgroup developed a goal statement, a flyer and PowerPoint to help educate staff and community about racial disproportionality and to help recruit new members.
- A primary focus was the need to develop an action plan around early identification of fathers of children placed in out of home care. The action plan focused on search, outreach and engagement.
- Another area of focus was internal Indian Child Welfare work and tracking compliance.

How do you track any activities/events/issues in this arena and what are your expectations of staff?

- We are tracking the number staffed who participated in the training with the goal of training all staff by the end of 2011.
- The local workgroup has been meeting on a regular basis. The workgroup just recently targeted local offices to recruit members who have a passion for doing this work. Each office selected an office lead(s) and made a renewed commitment to develop action plans and report progress at monthly meetings. Area Administrators were invited to participate and meetings notes were sent to all management team members to ensure management support for this work.

How do you track any activities/ events/issues in this arena and what are your expectations of staff?

- Members from each office (Kitsap/Pierce) attended a Fatherhood Forum sponsored by Catalyst for Kids in 2010 who came back to the local offices and presented information about how to better engage father at All Staff meetings. The relative search process in Kitsap/Pierce was restructured to better support this work. Intake staff are more focused on asking about fathers and Tribal affiliations for the sake of early engagement of fathers and Tribes.
- The ICW remediation plan is tracking compliance around ICW practice which includes early engagement of fathers/tribes.

How do you hold supervisors accountable?

- Action plan and will be reporting progress toward implementing the actions plans at monthly racial disproportionality meetings. The Racial Disproportionality Lead will report progress to State office and local Manager. The ICW remediation plan also tracks compliance that all staff are responsible for implementing.

What training has been offered to mandatory reporters?

- Ongoing mandatory reporting training occurs on a regular basis in Kitsap and Pierce Counties. The training material will soon include addressing racial disproportionality in child welfare. The Intake Supervisors take lead here. They will track the dates that these occur, what community partners and/or staff participated. The plan is to also present this training to CA staff in an effort to remind staff of mandatory reporting requirements and to educate them about racial disproportionality. Local offices will incorporate this piece into their local office action plans.

What anti-racism training has been scheduled? Where? And how was it received?

- The Building Bridges training is the only training offered in Kitsap/Pierce counties at this time. As soon as training is complete, the Disproportionality workgroup will discuss additional training needs and each local office will address these training needs in their local office action plans.

How is disproportionality work integrated into practice?

- The development of local office action plans will increase expectations placed upon offices to own this work. Supervisors and managers will ensure the action plans are being implemented because they need to provide monthly reports regarding status that gets reported to State office monthly.

How is disproportionality data used to improve performance?

- Until recently, we have functioned with older information that was not reflective of current efforts. Recently, Braam measures and GMAP reports have been revised so that the performance measures reflect disparate performance by race. We are just beginning to fully utilize this data to target training and support to areas where it is needed.

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Region 3 SW

(Previously Region 6)

Washington State Racial Disproportionality Advisory Committee

Peggy Devoy
Regional Lead

How you are utilizing the Joyce James approach to integrate disproportionality in all that you do?

In Region 6 we have recognized that much of what we have formerly done to address disproportionality has not been integrated firmly into our practice but has been addressed as separate activities. To remediate this we have committed to the following additions to our practice on an office-by-office and worker-by-worker basis:

- All staff will be trained in the “Building Bridges” curriculum before December 31, 2011. The trainings will be open to our community partners and will be taught in partnership with local communities-of-color in many cases.
- Information about cultural activities will be distributed regularly to staff, foster parents and relative caregivers.
- All ICW cases will be presented to LICWAC regularly as per policy.
- Each DCFS office in the Region will conduct a review of their ICW cases and develop an improvement plan as indicated by the outcomes.
- As part of these reviews staff will attend local Native American cultural activities.
- Community Protection Teams (CPT) will be augmented to more closely reflect the racial and cultural makeup of the communities they serve.

How you are utilizing the Joyce James approach to integrate disproportionality in all that you do?

- Staff will provide training to mandated reporters using the curriculum developed for this purpose (Mandated Reporter Training).
- Community members will be recruited to reflect the racial, ethnic and cultural makeup of the community and trained to actively participate in FTDM.
- DCFS staff will work with the designated contractor for foster parent recruitment to identify, train and support families of color toward licensure.
- Informal Cultural Consultants have been identified and incorporated into permanency planning for African-American children. Cultural consultants for mixed-race children are being recruited. A review of the use of cultural consultants in other communities is being conducted and will be used to enhance our practice.
- Local office Disproportionality Teams or Study Groups will be formed and meet regularly.
- The local office groups will be provided with resources and study-guides to enhance their learning and their ability to communicate this information to others.
- Each office will assess the way they offer services to fathers and develop ways in which to enhance these services and encourage fathers to engage in working toward reunification.
- Disproportionality will be addressed at each regional 7.01 meeting as a standing agenda item.

How do you track any activities/ events/issues in this arena and what are your expectations of staff?

- The Regional Disproportionality Lead is responsible for providing the Area Administrators with the resources they need to conduct the activities described above and assessing and reporting on these activities on a monthly basis. A monthly report is presented during the statewide conference call of regional Disproportionality Leads and to the Regional Administrator.
- Supervisors address racial disproportionality and the issues affecting fathers in the child welfare system at monthly unit meetings and review ICW practice compliance. Area Administrators discuss their disproportionality-related issues and activities at monthly Management Team meetings.
- The regional Disproportionality Lead works with the Area administrators each year to develop the region's disproportionality remediation plan and both assists them and monitors their progress throughout the year.

How do you hold supervisors accountable?

- The supervisors' ability to support the goals established by the region and to conduct the activities identified to address disproportionality are considered performance measures and are addressed at monthly supervision meetings with the Area Administrators. Units' compliance with ICW policies and practices (as assessed by the office-specific reviews) will be addressed and evaluated monthly as well.

What training has been offered to mandatory reporters?

- DCFS staff has long provided training to mandated reporters upon request from their communities. These trainings will soon include the newly developed curriculum addressing disproportionality in child welfare. The regional Disproportionality Lead will track these presentations and document them in the monthly reports. Resources have been purchased and will be made available for staff to use with mandated reporters to illustrate how disproportionality has historically impacted children and families and connect mandated reporters with their personal responsibility.

What anti-racism training has been scheduled? Where? and how was it received?

- The “Building Bridges” training has been conducted in seven of the region’s offices and scheduled in three others. The remaining two offices are scheduling the trainings around the availability of their tribal partners to assist the trainers in presenting the workshops.

How is disproportionality work integrated into practice?

- This will be accomplished through the activities described previously, the development of local office Disproportionality teams or study groups and the increased expectations placed upon supervisors and Area Administrators to incorporate disproportionality awareness and remediation activities into each social worker's practice. DCFS staff will partner with the Division of Licensed Resources (DLR) licensors and trainers as well as the private child placing agencies to enhance the training and support caregivers receive to meet the cultural needs of our foster children.

How is disproportionality data used to improve performance?

- Until recently, we have functioned with older information that was not reflective of current efforts. Recently, Braam measures and GMAP reports have been revised so that the performance measures reflect disparate performance by race. We are just beginning to fully utilize this data to target training and support to areas where it is needed.

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