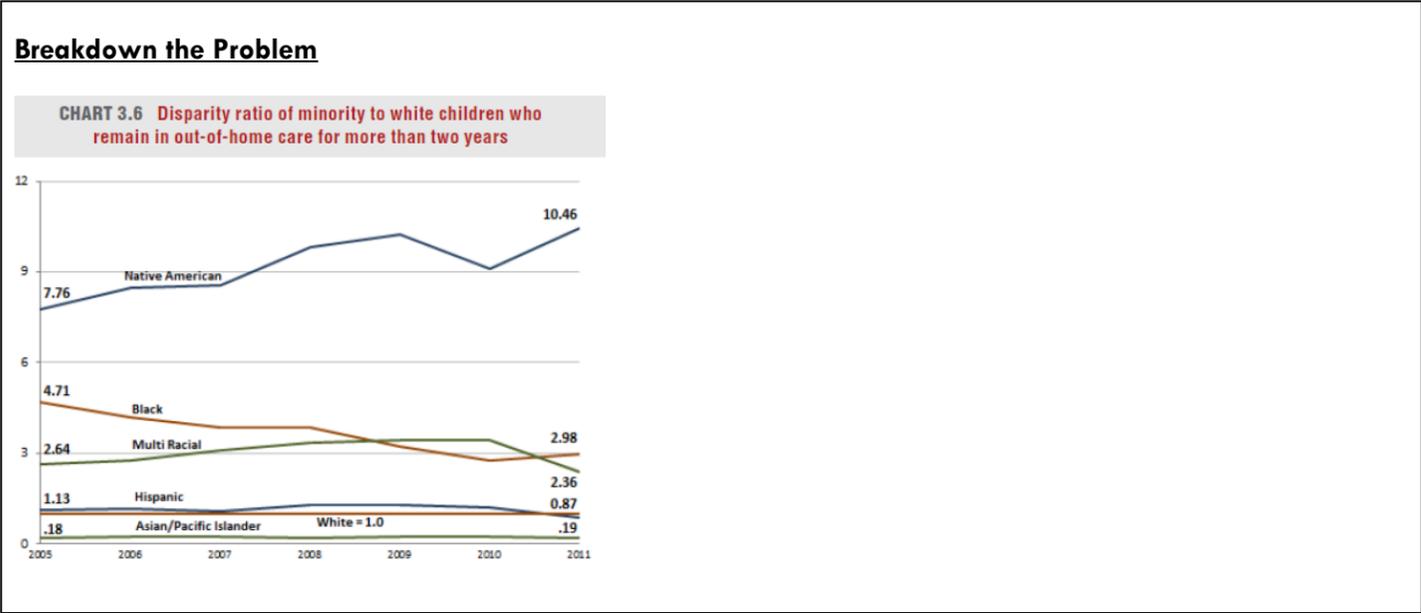
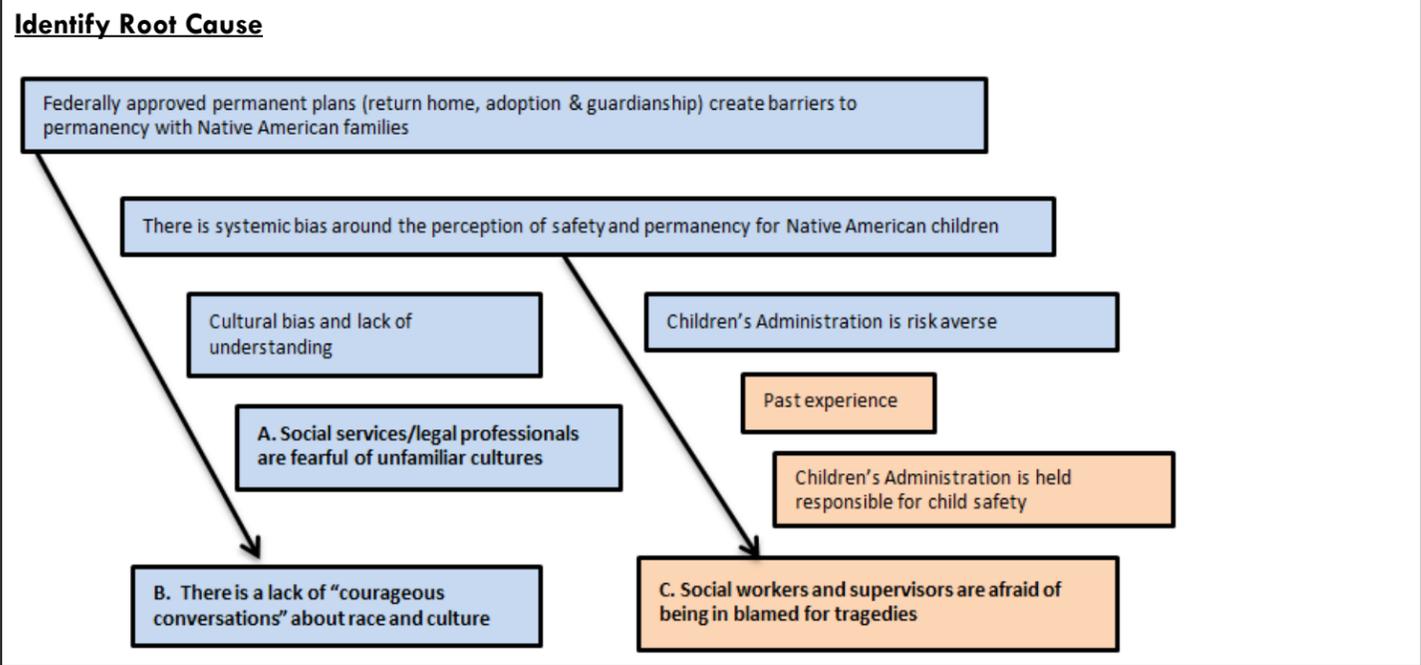


Clarify the Problem
Racial Disproportionality is the overrepresentation of children of color in the child welfare system compared to their number in the population. In Washington state, children of color are up to 10.46 times more likely than white children to remain on out of home care for two or more years. The Children's Administration Strategic outcome 3.6 states, "Disparity ratio of minority-to-white children who remain in out-of-home care for more than two years will decrease."



Target Setting
Children's Administration will reduce the disparity ratio of Native American children remaining in out- of-home care from 10.46 to 8.46 by July 2016. The trend will be tracked in six month intervals



Identify Countermeasures

Root Cause	Proposed Countermeasure	Feasibility	Cost	Risk	Impact
B. There is a lack of "Courageous conversation" about race and culture	1. Provide training/coaching to staff on how to have courageous conversations about race and culture. Designate person to coach.	High	Low	Low	High
B	2. Create a safe environment for talking about race and culture (and about safety and cases) free of consequences – guided conversations. Establish groundrules to create culture where it is safe to make mistakes/blunders.	Low	Low	Low	High
B	3. Pilot adding/standardizing conversation about race/culture/bias to case consultations (community consultation teams? diversity CPTs? incorporate in all shared decision making)	High	Low	Low	High
B	4. Request message from assistant secretary (or deputy) to encourage courageous conversations about race as standing agenda item on all-staff meetings & unit meetings.	High	Low	Low	High
B	5. Developing and identifying a variety of allies to participate in training and to engage in conversations. All offices to identify RD leads/teams who have passion and time (flexibility) for this work supported by management.	Low	High	Low	High
C. CA social workers/Supervisors are afraid of being blamed for tragedies	6. Pilot PRTs for all Native American children in care for 12 months (or less) in one office/region.	High	High	Low	High
C.	7. Obtain Evaluation of Early Education Staffing (Children's Home Society) impact on services and outcomes for children.	High	Low	Low	Low
C	8. In meeting with community response teams (and RDS and Family to Family), include discussion and preparation for the fact that communities and families are responsible (in partnership with CA) for child safety.	High	Low	Low	High
A. Social service/legal professionals are afraid of people who are different from them	9. Discuss with Bob Smith how CA line staff and supervisors can increase communication and engagement with local Tribes, i. e. opportunities for staff to visit via unit meetings, cultural events, retreats.	High	Low	Low	High
A	10. Regional Core Training to help facilitate (by adding ICW competency) early contact between new social workers and local tribes. Designate Racial Disproportionality representative be designated to serve on ICW curriculum re-write.	High	Low	Low	High
A	11. Explore Government to Government training more widely available to all staff. Partner with Alliance and Governor's Office of Indian Affairs to increase availability.	High	Low	Low	Low

Action Plan

ID#	Root Cause	Action Item	Lead	Due Date	Status
1	B	Provide training/coaching to staff on how to have conversations about race and disproportionality. Designate person(s) to coach	Shanne/ Veronica Berniece and Brandon	6/4/14	Trainings are occurring statewide
3	B	Pilot adding/standardizing conversation about race/culture/bias/disproportionality to case consultations. Incorporate in all Shared Decision Making	Kristen/ Cheryl R/ Dianne Kidner	Not achievable at this time	
4	B	Request message from assistant secretary (or deputy) to encourage courageous conversations about race as standing agenda items on all-staff meetings & unit meetings.	Angel/Kathy/Deborah	6/4/14	Completed – message sent out
6	C	Pilot PRTs for all Native American children in care for 12 months (or less) in one office/unit/region.	Sandy/Roxanne (Kathy P.)	6/4/14	Planning in process
8	C	In meeting with community response teams (and RDS and Family to Family), include discussion and preparation for the fact that communities and families are responsible (in partnership with CA) for child safety. Racial disproportionality data will be incorporated into Family Assessment Response community presentations	Brandon / Sandy	6/4/14	In process
9	A	Discuss with ICW Program Manager how CA line staff and supervisors can increase communication and engagement with Tribes on local reservations. Create opportunities for staff to go and visit (unit meetings, cultural events, retreats).	Shanne and Berniece	6/4/14	Complete
10	A	Designate Racial Disproportionality representative be designated to serve on ICW curriculum re-write.	Roxanne / Berniece/Camelita	6/4/14	Complete

Evaluate Results Standardize , then Repeat