



CALIFORNIA SOCIAL WORK EDUCATION CENTER
UNIVERSITY OF CALIFORNIA, BERKELEY
SCHOOL OF SOCIAL WELFARE

**Fairness and Equity Issues in Child Welfare:
A Suggested Bibliography by Topic Area**

Prepared for the Leadership Symposium on Fairness & Equity in Child Welfare November 2004

By

Dr. Sherrill Clark, University of California Berkeley

Overrepresentation and Disproportionality in Child Welfare

- Ards, S., Chung, C., & Myers, S. (1998). The effects of sample selection bias on racial differences in child abuse reporting. *Child Abuse and Neglect*, 22 (2), 103-115.
- Billings, P. Moore, T., & McDonald, T. (2003). What do we know about the relationship between public welfare and child welfare? *Children and Youth Services Review*, 25 (8), 633-650.
- Burns, B., Phillips, S., Wagner, H.R., Barth, R., Kolko, D., Campbell, Y., & Landsverk, J. (2004, August). Mental health need and access to mental health services by youths involved with child welfare: A national survey. *Journal of the American Academy of Child and Adolescent Psychiatry*, 43 (8), 960-977.

NOTE: This article, the report of a national survey, discusses a number of disparities, not only by race/ethnicity, in child need and subsequent access to mental health services. Authors recommend routine intake screening for mental health service needs for children in contact with the child welfare system.

Children and Youth Services Review (2003), 25 (5/6). Special Double Issue: The overrepresentation of children of color in the child welfare system:

- Ards, S., Myers, S., Malkis, A., Sugrue, E., & Zhou, L. Racial disproportionality in reported and substantiated child abuse and neglect: An examination of systematic bias. 375-392.
- Brooks, D., & James, S. Willingness to adopt Black foster children: Implications for child welfare policy and recruitment of adoptive families. 463-489
- Fluke, J., Yuan, Y., Hedderson, J., & Curtis, P. Disproportionate representation of race and ethnicity in child maltreatment: Investigation and victimization. 359-373.
- Garland, A., Landsverk, J., & Lau, A. Racial/ethnic disparities in mental health service use among children in foster care. 491-507.
- Harris, M., & Courtney, M. The interaction of race, ethnicity and family structure with respect to the timing of reunification. 409-429.
- Needell, B., Brookhart, M.A., & Lee, S. Black children and foster care placement in California. 393-408.

Wulczyn, F. Closing the gap: Are changing exit patterns reducing the time African American children spend in foster care relative to Caucasian children? 431-462.

Children's Bureau Express (2004, July/August). Overrepresentation of minority children: How the child welfare system is responding.

Cohen, E. (2003). Framework for culturally competent decision-making in child welfare. *Child Welfare, LXXXII* (2).

Curtis, C., & Denby, R. (2004). Impact of Adoption and Safe Families Act 1997 on families of color: Workers share their thoughts. *Families in Society: The Journal of Contemporary Human Services* 85 (1): 71 – 79.

NOTE: This article contains a discussion of the intended positive and unintended not-so-positive aspects of ASFA with respect to child welfare practice.

Denby, R., Curtis, C., & Alford, K. (1998). Family preservation services and special populations: The invisible target. *Families in Society: The Journal of Contemporary Human Services, 79* (1), 21-35.

NOTE: A clear description of the reason fairness and equity matters with respect to child welfare decision-making.

Derezotes, D., Poertner, J., & Testa, M. (2004). *Race Matters in Child Welfare: The Overrepresentation of African-American Children in the System*. Washington DC: Child Welfare League of America.

NOTE: Researchers at the University of Illinois at Urbana-Champaign, Children and Family Research Center compiled a number of papers that address the disproportionality of African American children in the child welfare system. This book is available at: <http://www.cwla.org/pubs/pubdetails.asp?PUBID=8749>

Green, M. (2002, November-December). Minorities as majority: Disproportionality in child welfare and juvenile justice. *Children's Voice*.

Hines, A., Lemon, K., Wyatt, P., & Merdinger, J. (2004). Factors related to the disproportionate involvement of children of color in the child welfare system: A review and emerging themes. *Children and Youth Services Review, 26*, 507-527.

NOTE: A good review of the state-of-the-published-research on disproportionality in the child welfare system and ideas for additional questions needing research attention, done by the people who did the Santa Clara study.

Horejsi, C., Craig, B., & Pablo, J. (1992). Reactions of Native American parents to child protection agencies: cultural and community factors. *Child Welfare, 71* (4), 329-343.

National Child Welfare Center for Family-Centered Practice. (2003). The color of mental health in child welfare. *Best Practice/Next Practice*, Summer.

NOTE: This newsletter is one of the best resources going. One may subscribe by accessing their Web site: www.cwresource.org. This issue has two handy insets: one contains the definitions of overrepresentation and disproportionality showing the difference and the other contains suggestions for "12 steps to lessen disproportionality in child welfare."

- U. S. General Accounting Office (July 17, 2003). Child Welfare and Juvenile Justice: Several Factors Influence the Placement of Children Solely to Obtain Mental Health Services. (GAO-03-865-T). Washington, DC : Author.
- Wolock, I., Sherman, P., Feldman, L., & Metzger, B. (2001). Child abuse and neglect referral patterns: A longitudinal study, *Children and Youth Services Review*, 23 (1), 21-47.
- Zuravin, S., McMillen, C., DePanfilis, D., & Risely-Curtis, C. (1996). The intergenerational cycle of child maltreatment. *Journal of Interpersonal Violence*, 11 (3), 315-335.

Risk Assessment Tools

- Baird, C., Ereth, J., & Wagner, D. (1999). *Research-based risk assessment: Adding equity to CPS decision making*. Madison, WI: Children's Research Center.
- Pecora, P. (1991). Investigating allegations of child maltreatment: The strengths and limitations of current risk assessment systems. *Child and Youth Services Review*, 15 (2), 73-92.
- U.S. Department of Justice Office of Juvenile Justice and Delinquency Prevention. (2001, July). Wiebush, R., Freitag, R., & Baird, C. Preventing delinquency through improved child protection services. (NCJ 18775). *Juvenile Justice Bulletin*.

Workplace Issues & Resources

- Council on Accreditation (1999). Cultural competence in the workplace. *The COA Standard*, Fall, 4-5.
- Elliott, J.R., & Smith, R.A. (2001). Ethnic matching of supervisors to subordinate work groups: Findings on 'bottom-up' ascription and social closure. *Social Problems*, 48 (2).
- Gatmon, D., Jackson, D., Koshkarian, L., Martos-Perry, N., Molina, A., Patel, N., & Rodolfa, E. (2001). Exploring ethnic, gender, and sexual orientation variables in supervision: Do they really matter? *Journal of Multicultural Counseling and Development*, 29 (2), 102-113.
- NOTE: This article discusses the contexts that support discussion of cultural variables in supervision. They found that supervisors initiate such discussions with a relatively low frequency, suggesting that more training is necessary to provide supervisors comfort in handling these issues. "The findings suggest that it is not the cultural match that is important but rather the presence and quality of the discussion of difference and similarity."
- Hugman, R. (1996). Professionalization in social work: The challenge of diversity. *International Social Work*, 39 (2), 131-148.
- Jayaratne, S., Brabson, H. V., Gant, L.M., Nagda, B.A., Singh, A. K., & Chess, W. (1992). African Americans' perceptions of their supervisors: Emotional support, social undermining and criticism. *Administration in Social Work*, 16 (2), 17-44.
- MacEachron, A.E. (1994). Supervision in tribal and state child welfare agencies: Professionalization responsibilities, training needs, and satisfaction. *Child Welfare*, 73 (2), 117-29.
- McPhatter, A. (1997). Cultural competence in child welfare: What is it? How do we achieve it? What happens without it? *Child Welfare*, 76 (1), 255-279.

Toporek, R., Ortega-villalobos, L., & Pope-Davis, D. (2004). Critical incidents in multicultural supervision: Exploring supervisees' and supervisors' experiences. *Journal of Multicultural Counseling Development*, 32 (2), 66-83.

Tummala-Nara, P. (2004). Dynamics of race and culture in the supervisory encounter. *Psychoanalytic Psychology*, 21 (2), 300-311.

NOTE: Do not be put off by the heavy-duty journal. This article offers concrete examples on supervisor-supervisee encounters with recommendations for creating "safe space" for supervisory discussions about race and culture.

Training and Education

Shulman, L. (1993). *Teaching the helping skills: A field instructor's guide* (2nd ed.). Alexandria, VA: Council on Social Work Education.

NOTE: Shulman's work is particularly specific about issues of racial and ethnic diversity that may hamper worker-supervisor relationships if not addressed.

Sue, D.W. (Ed.) (2003, November). *Psychological treatment of ethnic minority populations*. Washington, D.C.: Association of Black Psychologists.

NOTE: This is a brochure/booklet developed collaboratively by member groups of the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests: the Asian American Psychological Association, The Association of Black Psychologists, the National Latina/o Psychological Association, and the Society of Indian Psychologists. It contains a wealth of information, including cautions about applying the recommendations without taking the clinician's/worker's judgment into account. Competencies are described; references are included. Contact information for each of the associations is given. This could be a useful beginning tool for a multicultural competency training curriculum.

Toporek, R., & Reza, J. (2001, January). Context as a critical dimension of multicultural counseling: articulating personal, professional, and institutional competence. *Journal of Multicultural Counseling and Development*, 29 (1), 13- ??

NOTE: This article elaborates on the multicultural competence model noted in Sue, et al. above and includes references on other models. The models are relevant to organizational practice. This article includes some assessment questions that could be useful for individuals in evaluating cultural competency.

Weaver, H. (2000). Culture and professional education: The experiences of Native American social workers. *Journal of Social Work Education*, 36 (30), 415-428.

Research on Cross-cultural Client/Family-Therapist/Worker Relationships

Allen-Meares, P., & Burman, S. (1999). Cross-cultural therapeutic relationships: Entering the world of African Americans. *Journal of Social Work Practice*, 13 (1), 49-57.

Atkinson, D. R. (1985, October). A meta-review of research on cross-cultural counseling and psychotherapy. *Journal of Multicultural Counseling and Development*, 138-153.

- Block, C. (1981). Black Americans and the cross-cultural counseling and psychotherapy experience. In A.J. Marsella & P.B. Pedersen (Eds.), *Cross Cultural Counseling and Psychotherapy* (177-194), Pergamon general psychology series. New York: Pergamon Press.
- Chau, K.L. (1991). Social work with ethnic minorities: Practice issues and potentials. *Journal of Multicultural Social Work, 1* (1), 23-29.
- Dyche, L., & Zayas, L. (2001). Cross-cultural empathy and training the contemporary psychotherapist. *Clinical Social Work Journal, 29* (3), 245-258.
- Goldberg, M. (2000). Conflicting principles in multicultural social work. *Families in Society: The Journal of Contemporary Human Services, 81* (1), 12-21.
- NOTE: This article presents some examples of the other side of the coin with respect to cultural sensitivity—when safety issues can be overlooked and why this topic deserves critical assessment.
- Proctor, E., & Davis, L. (1994). The challenge of racial difference: Skills for clinical practice. *Social Work, 39* (3), 314-323.
- Snowden, L., Hu, T., & Jerrell, J.M. (1995, October). Emergency care avoidance: ethnic matching and participation in minority-serving programs. *Community Mental Health Journal, 31* (5), 463-474.
- Sue, D.W., Carter, R.T., Casas, J., Fouad, N., Ivey, A., Jensen, M., LaFromboise, T., Manese, J., Ponterotto, J., & Vazquez-Nuttall, E. (1998). *Multicultural counseling competencies: Individual and organizational development*. Thousand Oaks, CA: Sage.