

# Ethnicity and the Path through the Child Welfare System

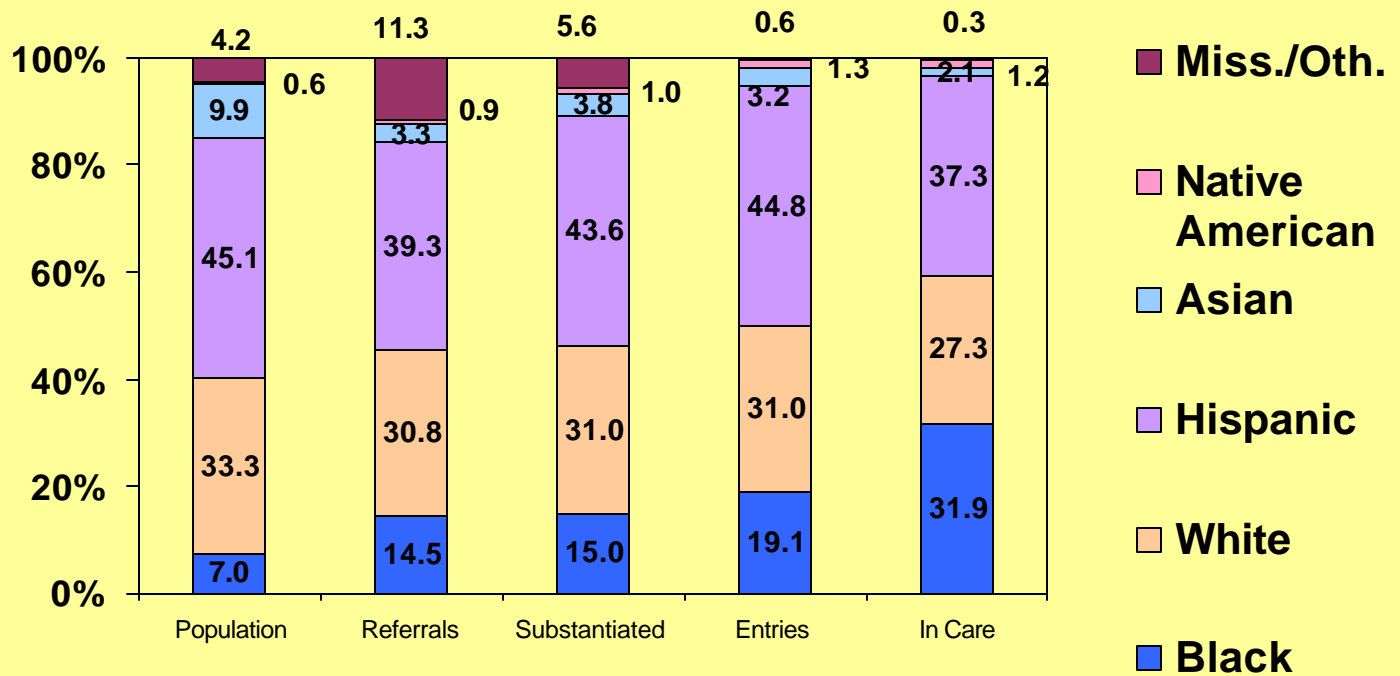
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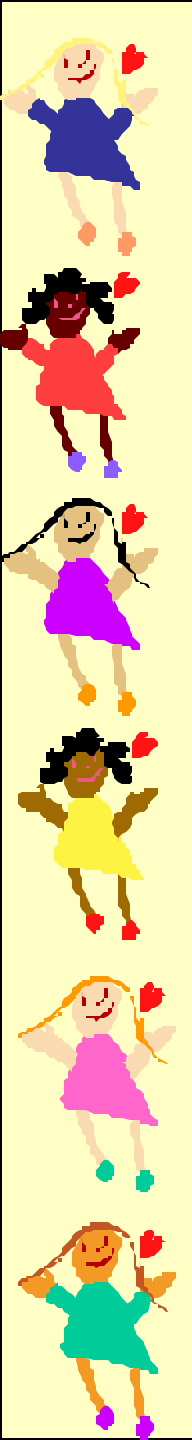
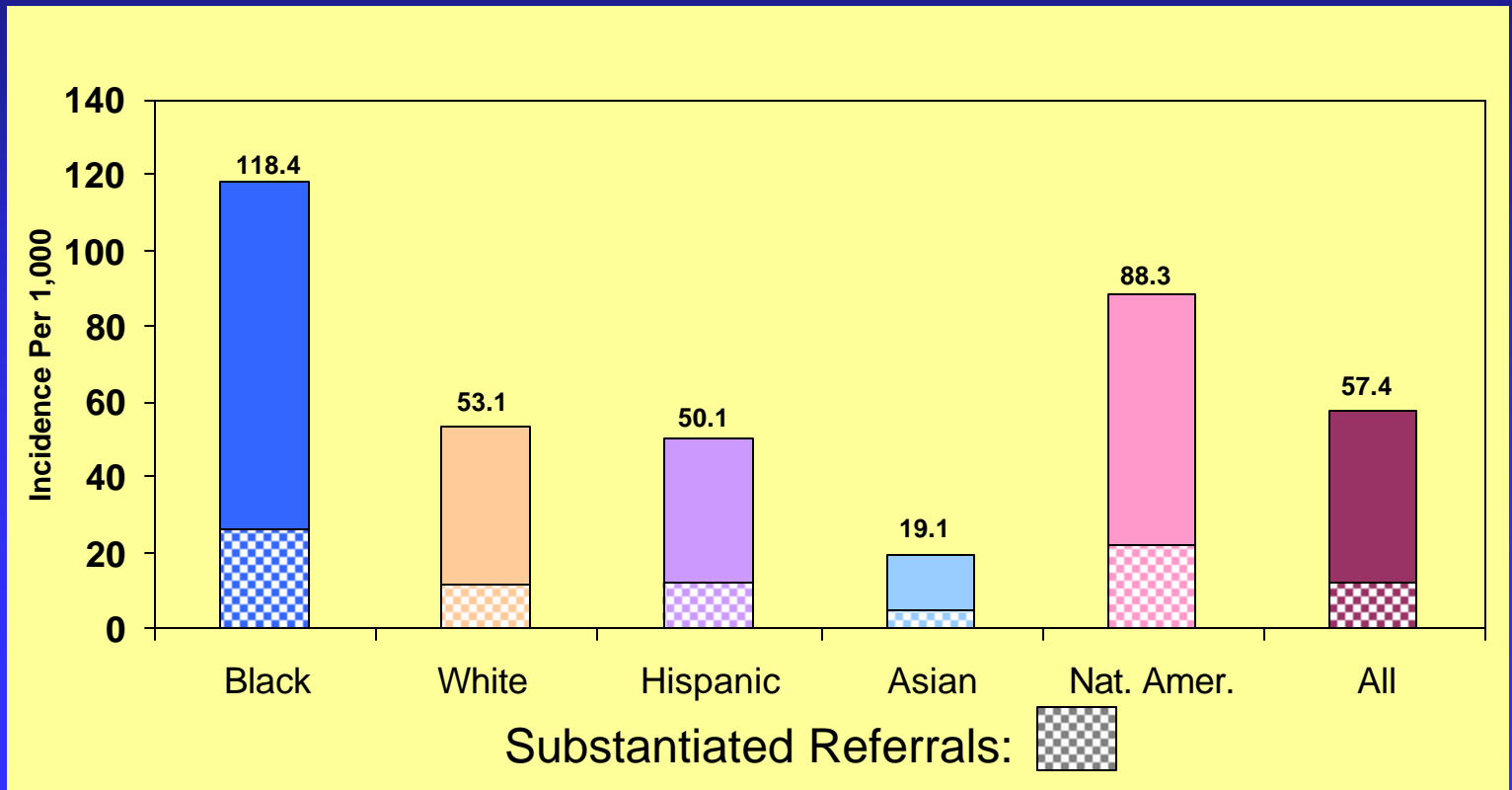


# California: Ethnicity and the Path through the Child Welfare System



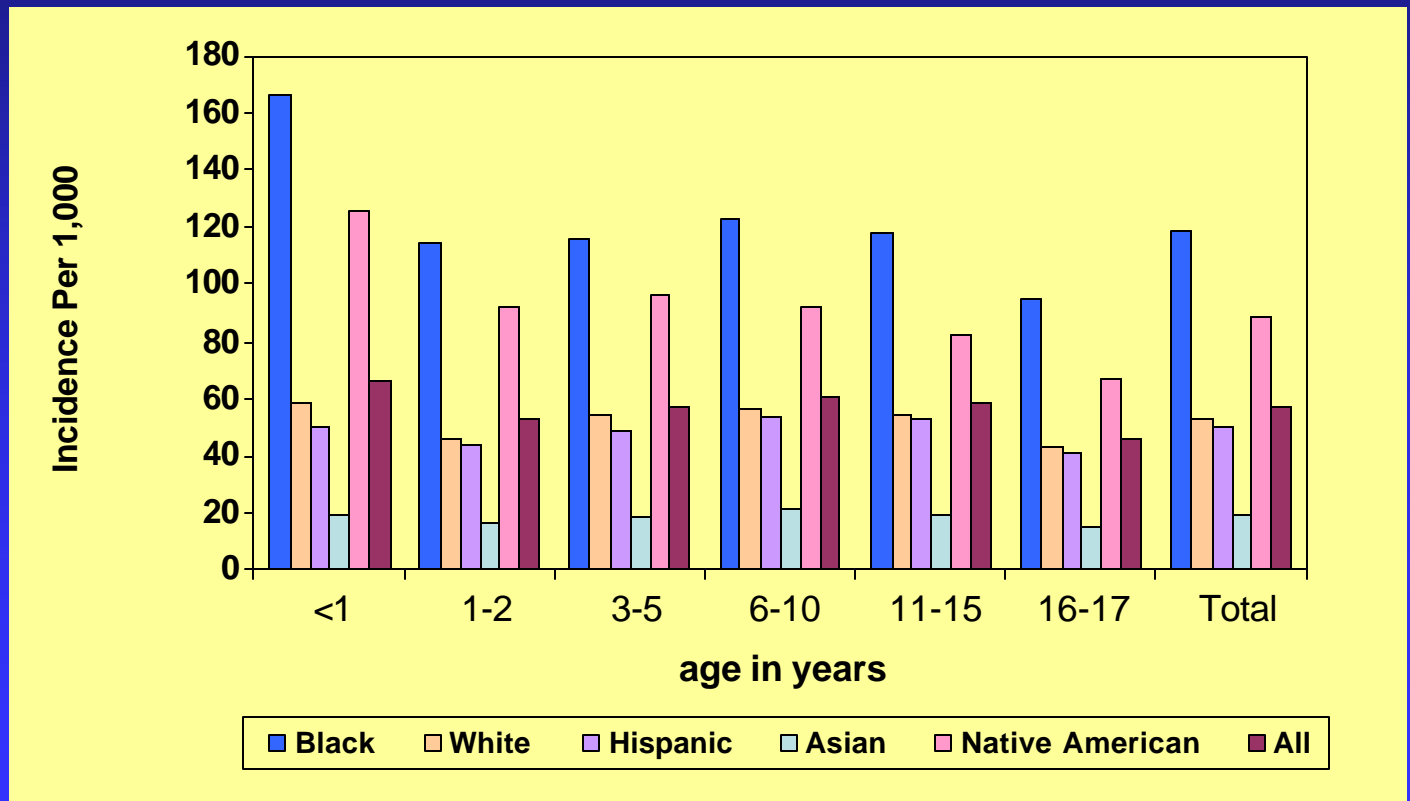
2002

# California : Incidence of Referrals per 1,000 by Ethnicity



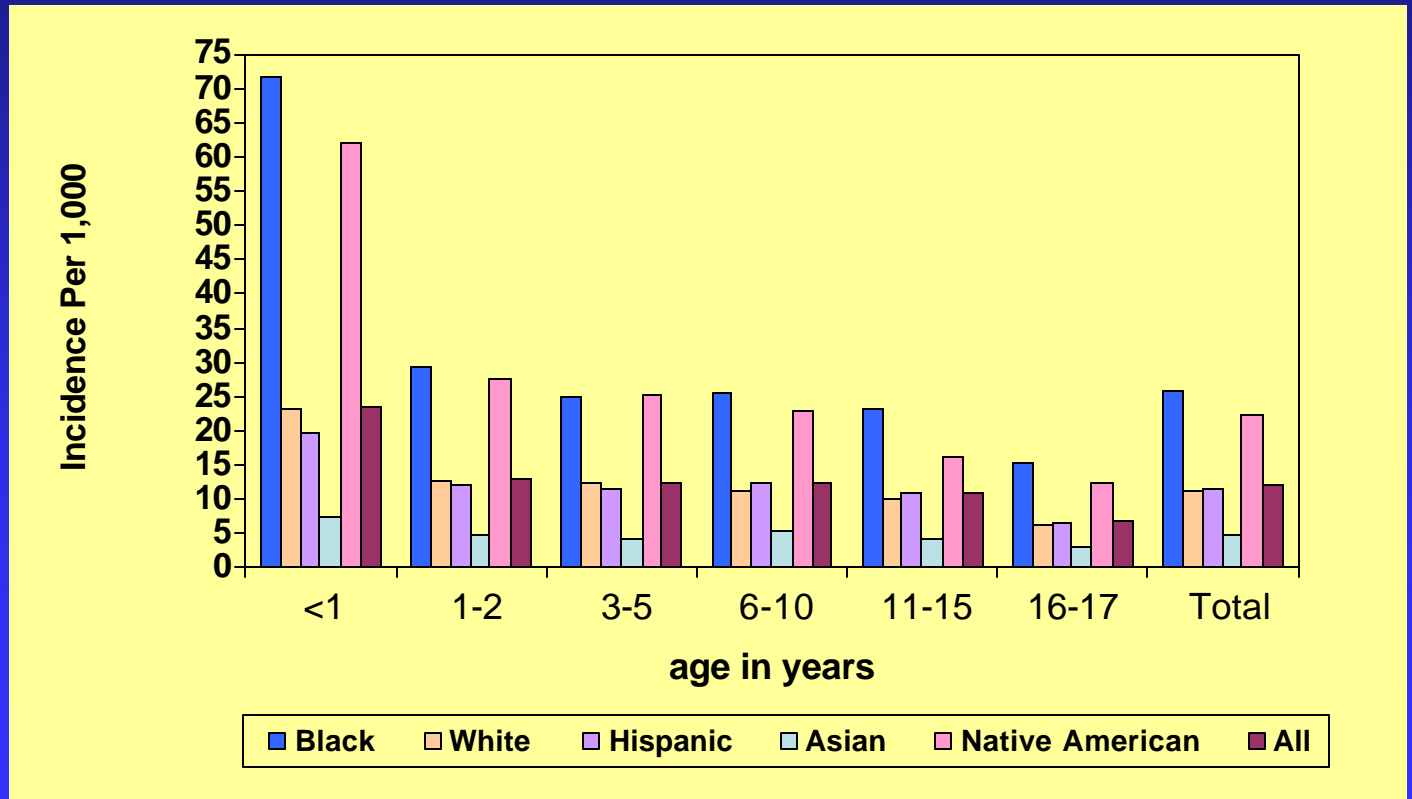
2002

# California: Referrals Incidence per 1,000 by Age and Ethnicity

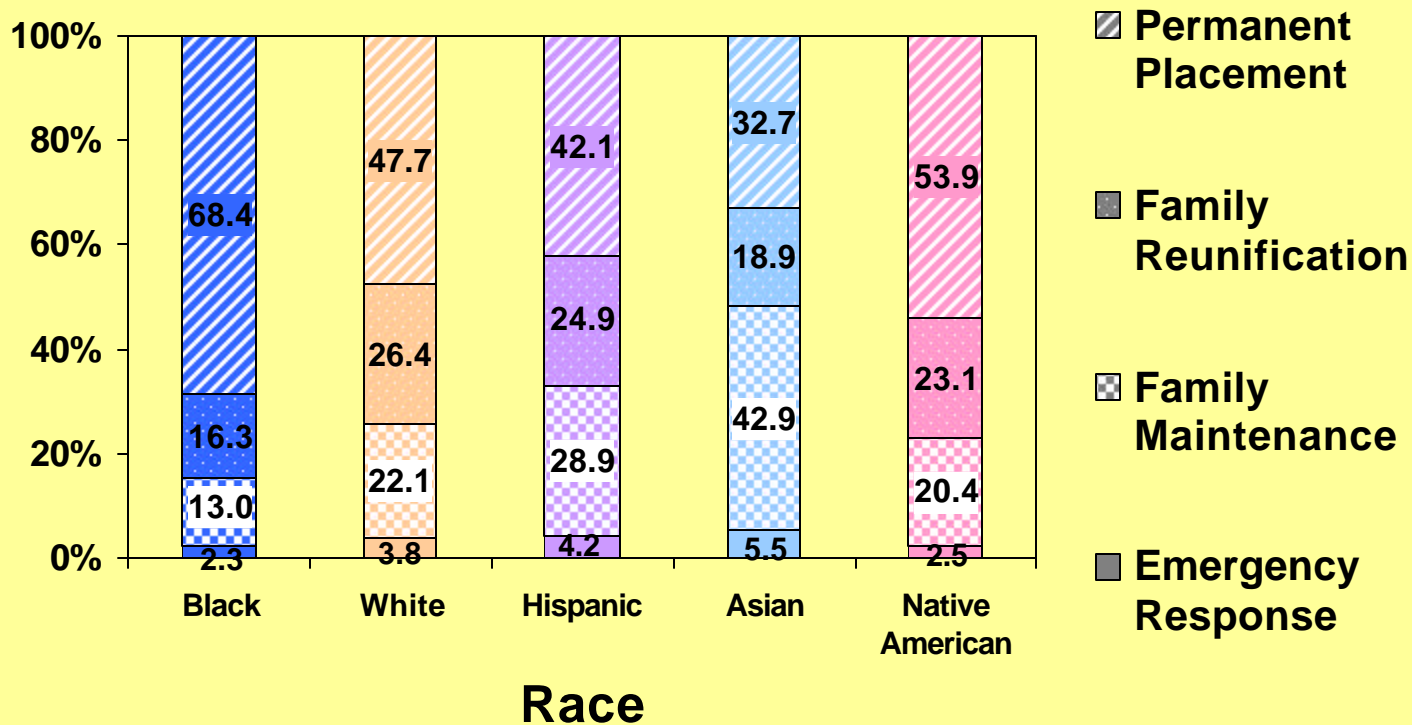


2002

# California: Substantiated Referrals Incidence per 1,000 by Age and Ethnicity

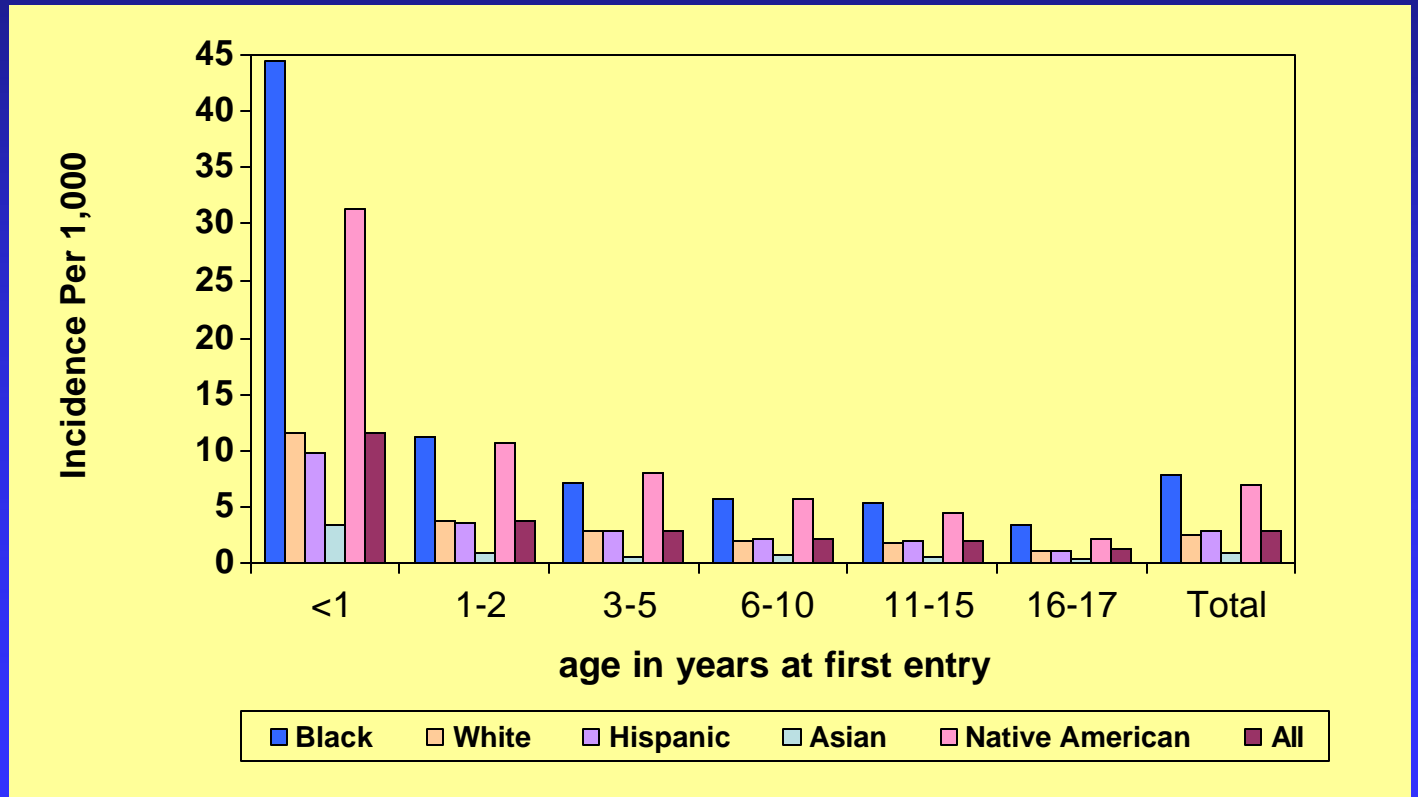


# California July 1, 2003: Case Service Components

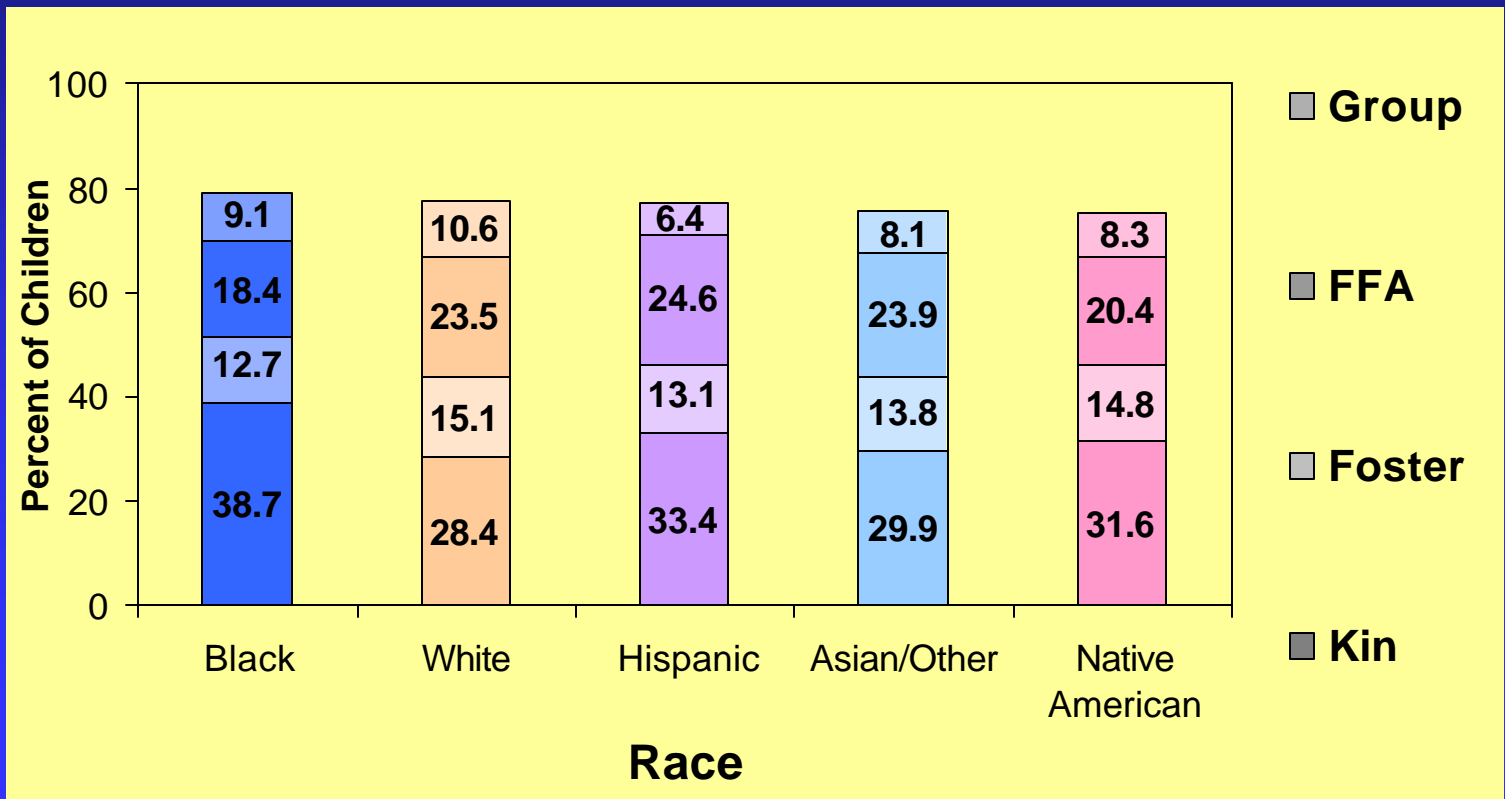


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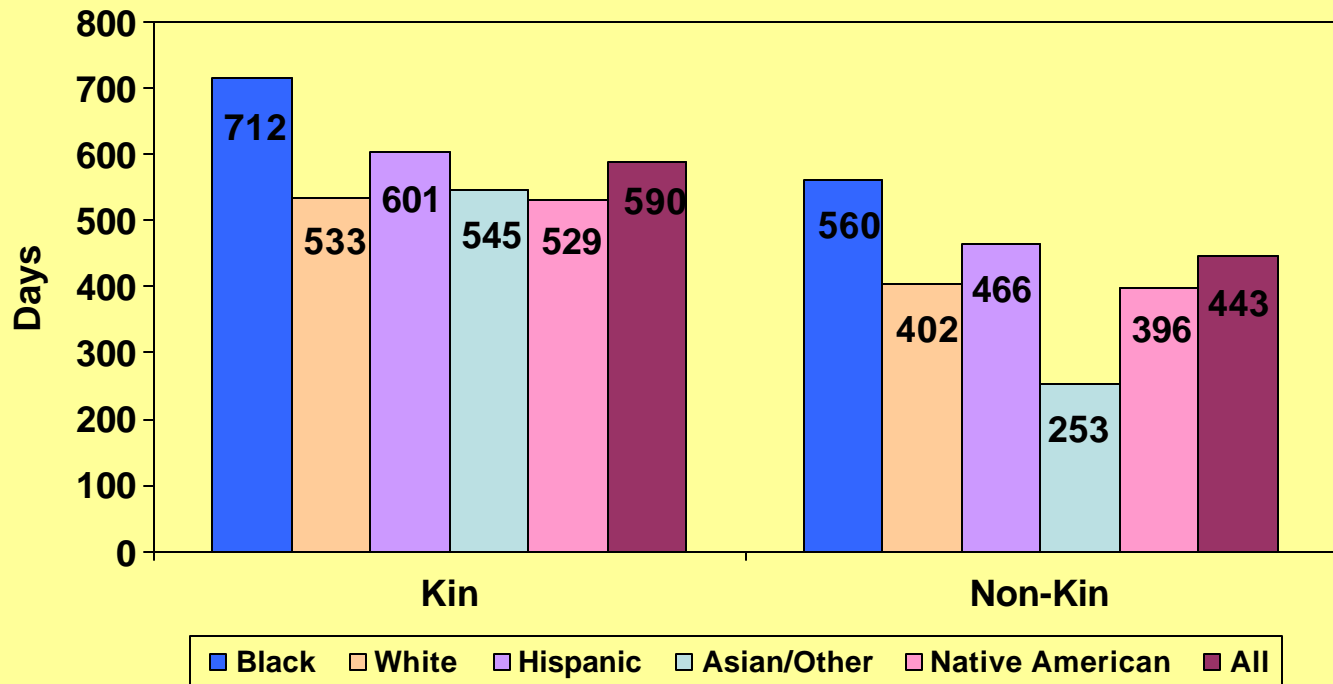
# California: First Entries Incidence per 1,000 by Age and Ethnicity



# California July 1, 2003 Foster Care Caseload: Child Welfare

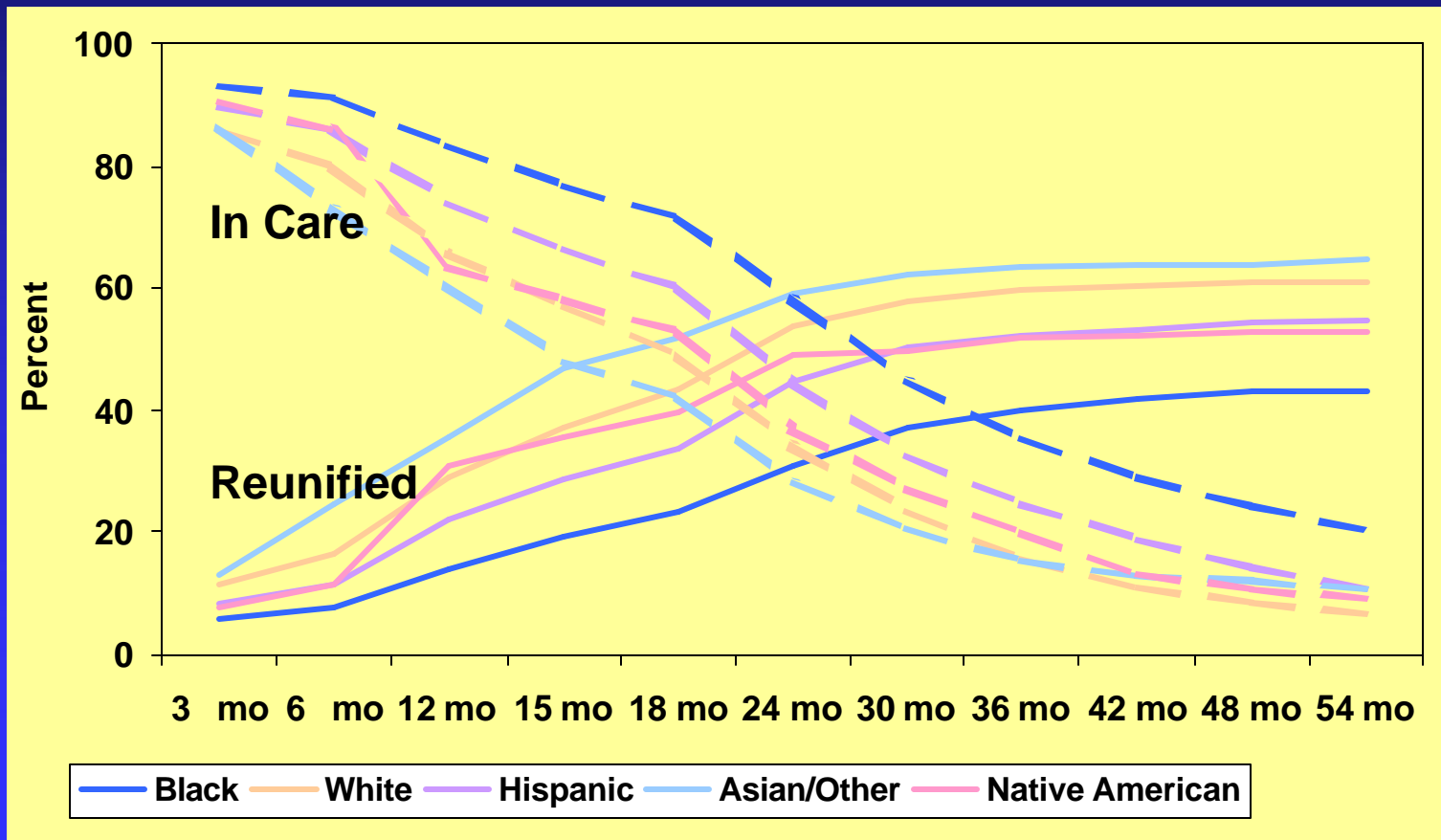


# California 1999-2001 Entries: Length of Stay in First Spell



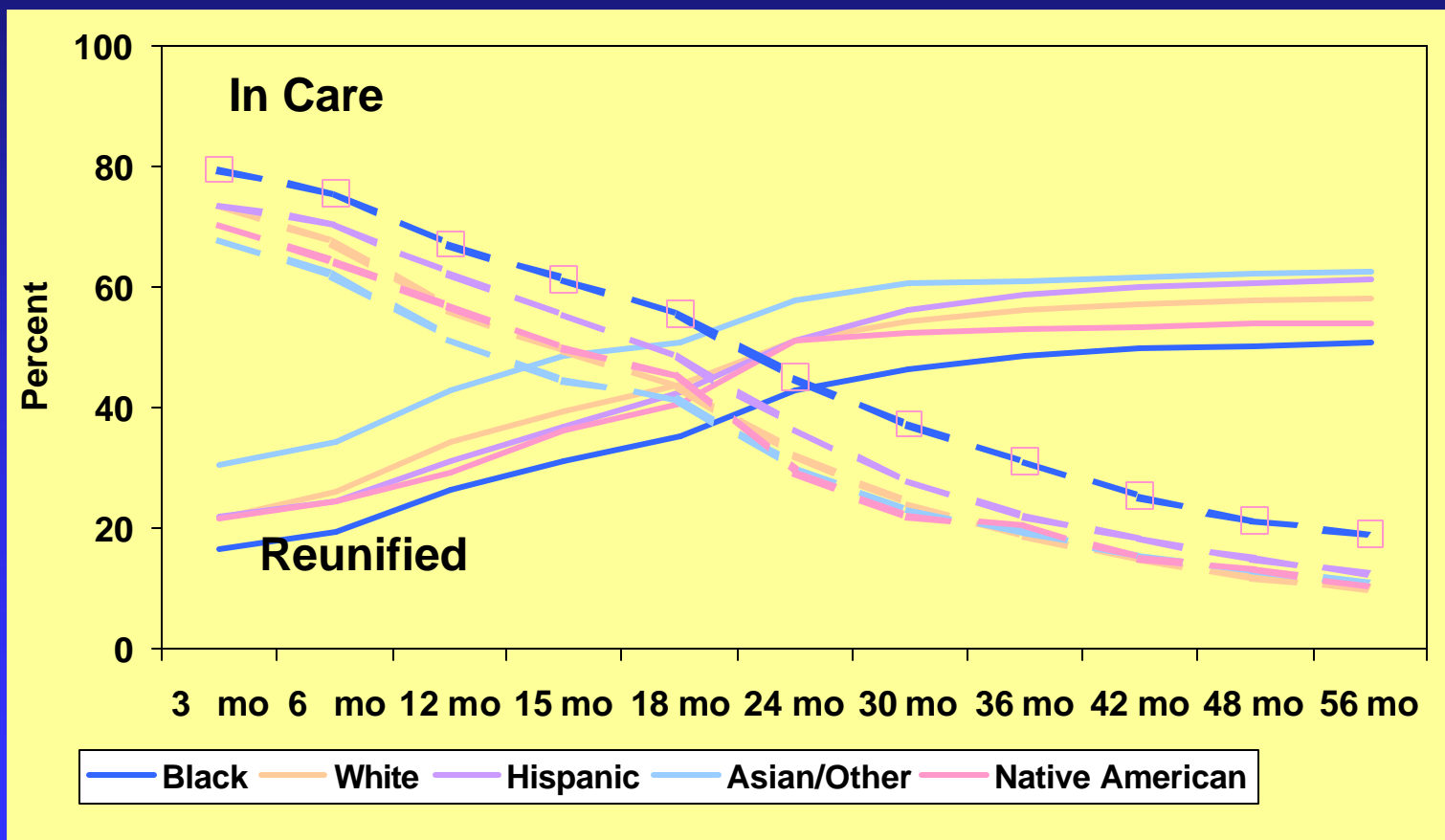
# California 1998 Exits Over Time

## Reunified and Still in Care: Kin



# California 1998 Exits Over Time

## Reunified and Still in Care: Non-Kin



# Summary

- **Black children are referred for maltreatment proportionally more than any other group.** Black children make up 7% of the total child population, but account for 14% of referrals.
- **Once referred, children are equally likely to have a substantiation.** Across racial groups approximately 21-25% of children who are referred are substantiated.
- **Black children with open cases are the least likely to be served at home and the most likely to be in long term foster care.** Only 13% of the Black children with open cases are in the Family Maintenance Program, compared to 22.1% of White Children, and 28.9% of Hispanic children.



# Summary, continued

- **Black children are the most likely to enter foster care.** Black children enter care at a rate of 8.0 per 1,000--compared to 2.7 per 1,000 for White children, and 2.9 per 1,000 for Hispanic Children. The rate is 44.4 per thousand Black infants.
- **Black children are the least likely to be reunified.** After 4 years, 43.0% of Black children with kin and 50.3% of those with non-kin were reunified. For White children, 60.7% with kin and 57.9% with non-kin were reunified, for Hispanic children, 54.2% with kin and 60.9% with non-kin were reunified.



# Summary, continued

- **Black children stay in care longer than children from other racial groups.** For children in kin care the median length of stay is 712 days for Black children, 533 days for White children, and 601 days for Hispanic children. Among children in non-kin care the median length of stay is 560 days for Black children, 402 days for White children, and 466 days for Hispanic children.



# F2F Response

These next slides were stolen  
shamelessly from a presentation  
given by

**John Mattingly**

at the Annie E. Casey Foundation's  
Annual Family to Family Conference  
Portland Oregon, June 2003



# Two Issues

- Over-representation of African American families whose children are removed
- Over-representation of poor outcomes for black children who are in care



# Key Factors

- Individual issues
- Environmental factors
- System factors



# Environmental Factors

- Poverty, drugs, homelessness
- Inadequate services
- Racism
- Lawmakers, media, leaders' biases
- Referral source biases



# *A Family To Family Principle*

- Our responsibility as individuals, citizens, community members
- Our responsibility as child welfare system leaders and members
- We can't shoulder the world's responsibility
- We can shoulder our own



# Systemic Factors

- System overload
- Lack of connections to communities we serve
- Caregiver distances from communities
- Weak in-home services
- Staff bias
- Institutional bias



# System Factors (2)

- Agency culture of disempowerment
- Lack of data or inadequate analysis
- Referral source bias left  
Unaddressed
- Birth parent and youth views  
unattended to



# *Family To Family Response*

- Community partnerships as central organizing principle of F2F
- Recruitment and retention of caregivers
- Team decision making
- Self evaluation
- Partnership with families, youth, etc.



# *Family To Family Principle*

- Bringing communities, neighbors, foster families, birth families, recovering substance abusers, youth in care, and other partners into the child welfare system's central decisions and actions gives us a better chance to avoid some of the bias that can lead to disproportionality.



# Other Responses

- Targeted data
- Case analyses
- Shared discussion of findings
- Policy reviews
- Review of incentive systems
- Targeted team decision making
- Kinship care policy reviews
- Broad involvement in community partnerships
- Broad involvement of parents in governance
- Leadership on issue by agency leaders

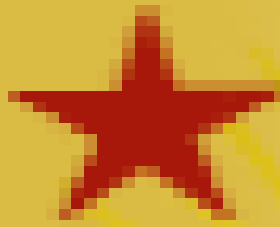


# MODEL OF CHILD WELFARE BIAS AND RESPONSE

Families at High Risk Because of Race, Poverty, Single Parent,  
Neighborhood

Agency Action	Current Systems	Examples (Only) of Interventions Available in Child Welfare Agency	New System
Referral (Source)	Potential Bias	Clear Specific Policy Procedures	Fewer Referrals Based on Bias
Accept for Invest.	Potential Bias	Worker Skills/Cap/Training/Knowledge of Community	Fewer Initiations Caused by Bias
Invest/ Finding	Potential Bias	Careful Super. Community Supports	Fewer Biased Findings
Placement	Potential Bias in Decision or Action	Family Svcs. Resources Special Neglect Resp. Strength Based Resp. Neighborhood Supports	Fewer Placements Caused by Bias
Permanency Outcome	Potential Biased Outcome	Kinship Support Guardianship Family-Centered Drug Treatment Neighborhood Supports	LOS Not Affected by Bias





# The End

[cssr.berkeley.edu/cwscmsreports](http://cssr.berkeley.edu/cwscmsreports)

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