

# ***Fairness and Equity Presentation***

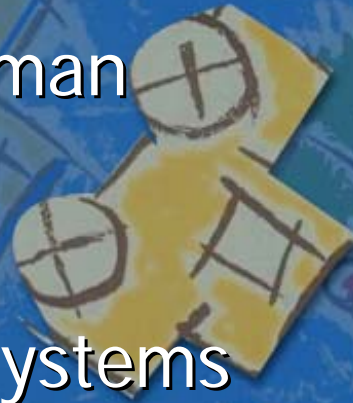
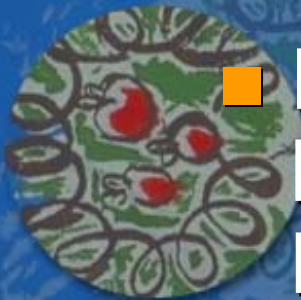
***18 November 2005***

Danna Fabella, MSW  
Director, Children and Family Services  
Contra Costa County



# NAPCWA

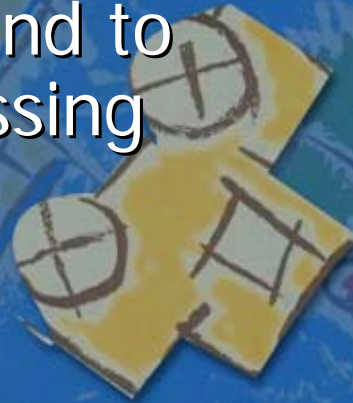
- National Association of Child Welfare Administrators
  - Affiliate of the American Public Human Services Association (APHSA)
- Committee Structure
  - Safety, Permanency, Well-Being, Systems Performance
- Disproportionality is a workgroup under both Permanency and Systems Performance





# Purpose

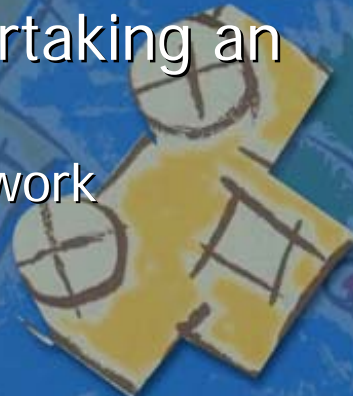
- To identify effective strategies that accurately identify where disproportionality is manifested within Public Child Welfare systems and to positively impact outcomes by addressing issues at the following levels
  - Individual
  - Systems
  - Societal
- We will strengthen awareness of attention to this issue through public child welfare services in both policy and practice





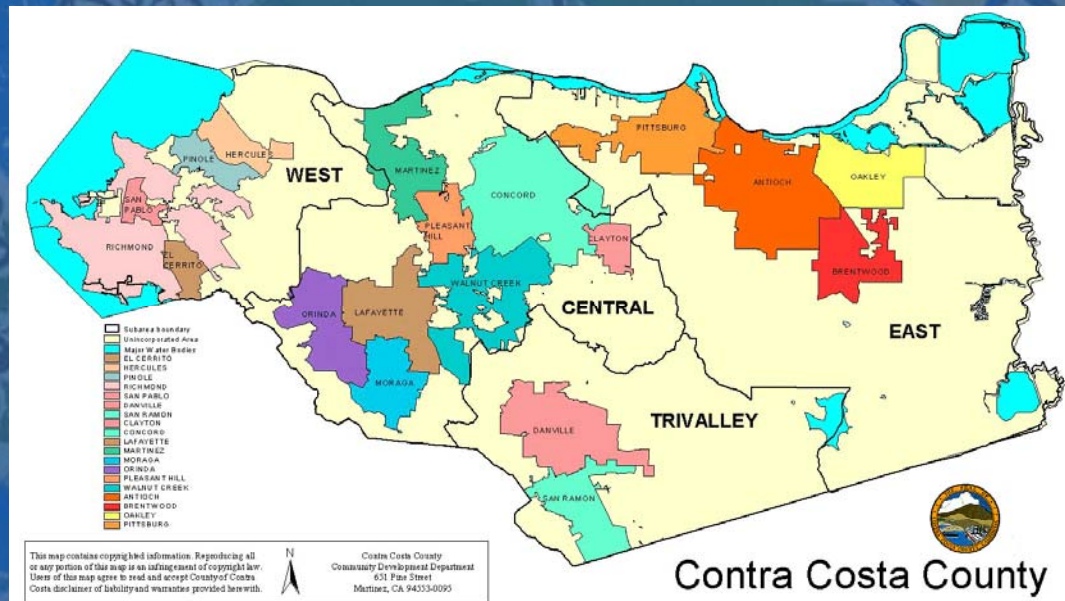
# To Date

- Developed Diagnostic Guidelines for assessing disproportionality in Child Welfare
  - A guide to assist administrators in undertaking an analysis of their agency
    - Assessing Readiness - outlines foundational work
    - Products - helps to define the work
    - Process - addresses methodology
- Surveyed States for emerging practices on the Individual, system, and community level
  - Data being compiled and analyzed
  - Present at March 2006 NAPCWA forum



# Background

- Contra Costa County
  - Over 1,000,000 in population
  - 9<sup>th</sup> most populous county in state
  - We divide County into 3 geographic areas
  - Growing at approximately 1%/year – County-wide
  - Some areas in East County growing at over 12%/year



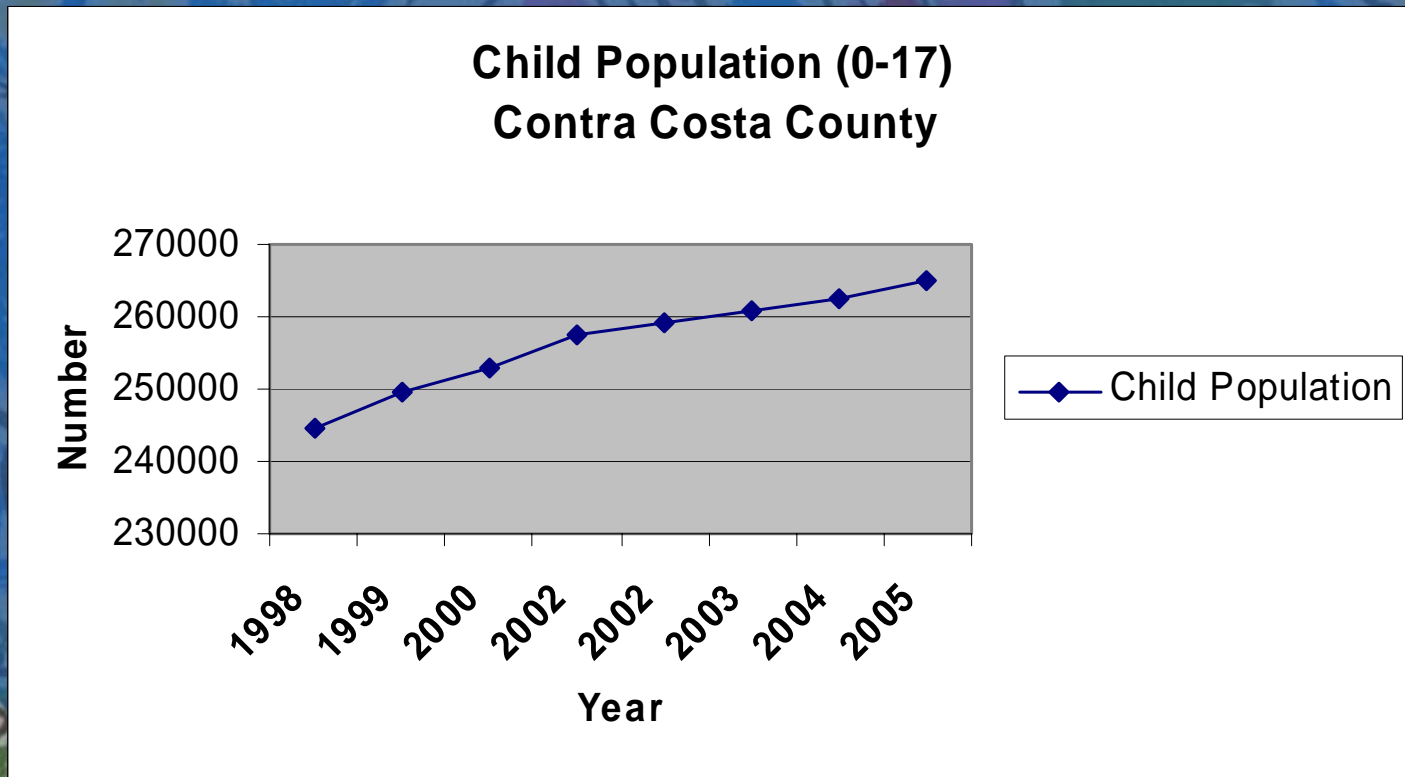
# Contra Costa County Children and Family Services Bureau



- 359 Staff
- 20,513 calls a year to screening
- Approximately 2,000 children in out of home care at any given time



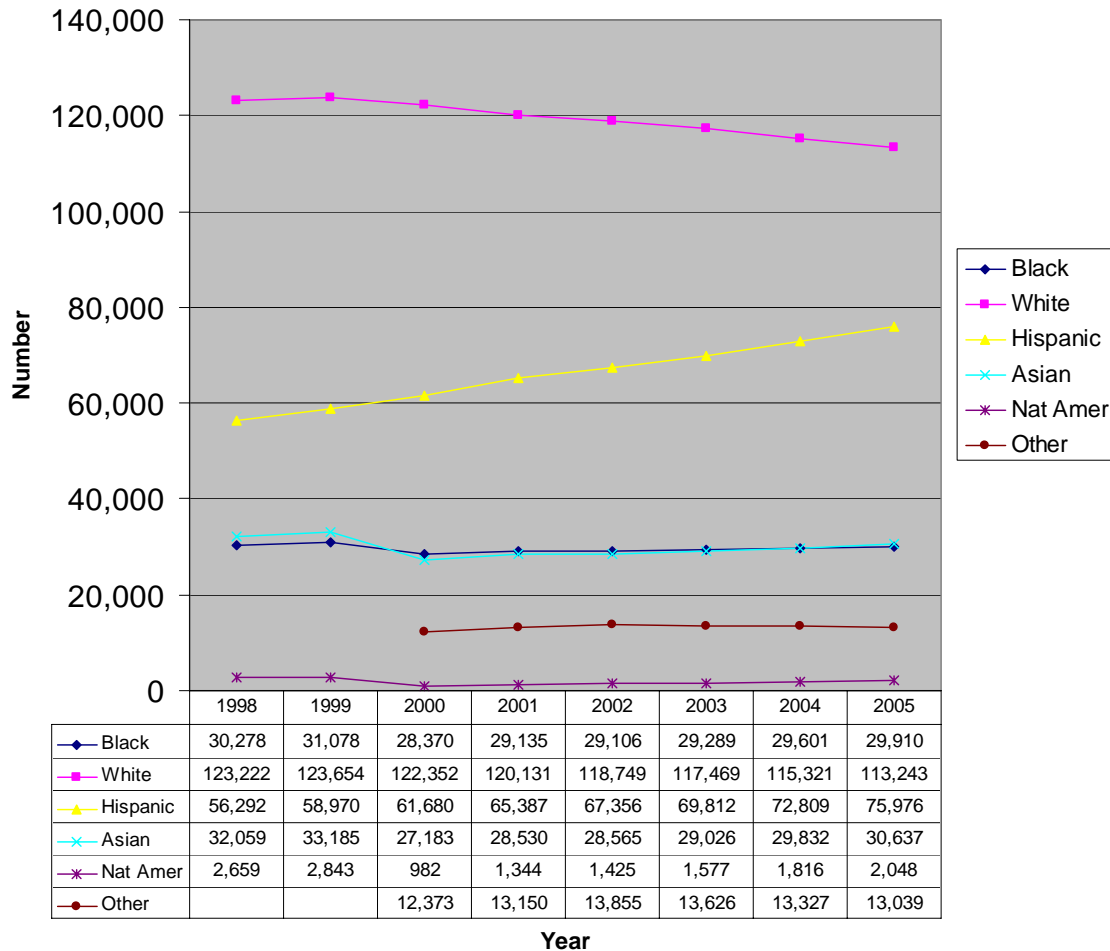
# Child Population



- Increase of approximately 20,000 between 1998 and 2005

# Child Population and Ethnicity

Children Ages 0-17 by Ethnicity for Contra Costa County





# 2001

- Contra Costa County Stakeholders Summit
  - Redesign Plan developed that included Cultural Competency Training to be developed
  - Partners with MH SOC that included Cultural Competency as a key principle



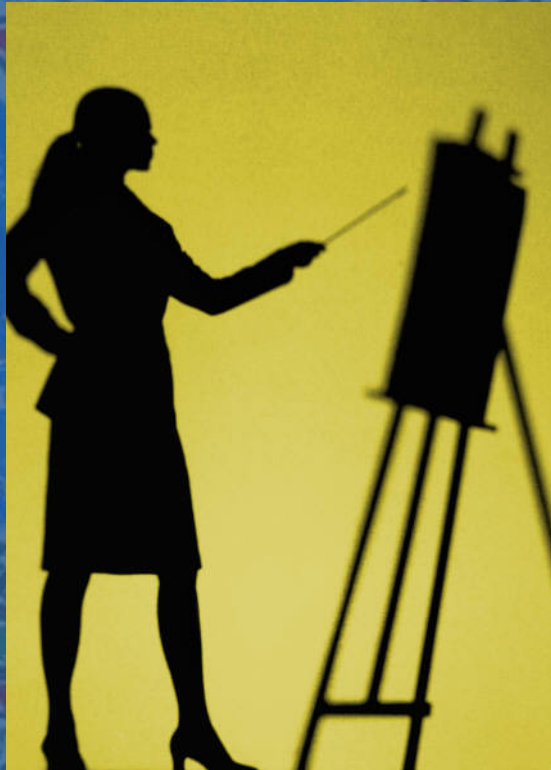


# 2002

- Implemented Cultural Competency Self-assessment and Survey
  - Analyzed Results
    - Indicated need for culturally specific training on our client population



2003



## ■ Staff Development and Bay Area Academy

- Developed 33 trainings
- 1219 Participants attended
- 137 community partners



# Interesting Observations

- Observed that the ethnicity being trained had the highest participant representation.
  - Except for “Exploring white Guilt and Privilege.”
- Often the same staff attending

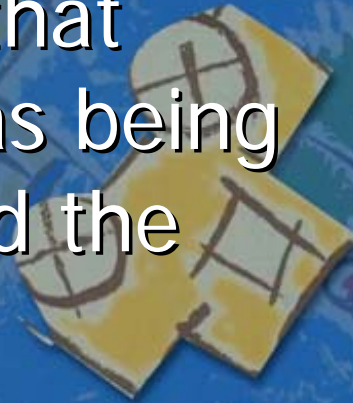


Diversity and Unity Build a Community



# Re-evaluating the baseline Nov. 2004

- Summary of findings:
  - While staff were more aware that cultural awareness training was being offered, but had not integrated the training into their practice.
  - Community agencies had increased their awareness and integrated learning into practice.







# Must have Management!!!

- Director and Management team strongly participated in and supported initiative.
- Wanted to incorporate awareness into practice.
- Had noticed changes in practice that were not reflected in the survey.





# Cultural Competency Oversight Committee

- Established a Bureau-wide cultural competency oversight committee, chaired by Director, Danna Fabella and Division Manager, Ray Merritt. Lisa Molinar facilitated the committee
  - Representatives include social workers, supervisors, SOC supervisor, clerical and foster care benefits from all geographical areas
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# Roll Out of “Strongly Encouraged Training”

- Cultural Competency Oversight Committee determined they could not endorse a training they hadn't “previewed” and had input into.
- April 20<sup>th</sup>, 2005 special screening of “One Worker, One Solution at a time.”





# One Worker, One Solution at a time

- Tickets necessary for entry
- Director served popcorn
- Ended the training early to debrief and make changes to learning objectives and curriculum
- Buy-in from the committee to “recommend” the training to their peers
- Logistics for future trainings determined





# Contra Costa County Children & Family Services

Presents a limited engagement of

## “One Worker, One Solution at a Time”

Engaging Families Through Fairness & Equity  
PRESENTED BY DR. RITA CAMERON-WEDDING

Private screenings for:  
PLEASE CHOOSE ONE

### Social Workers, Supervisors & Managers

JUNE 16, 24, JULY 18, 20  
AUGUST 2, 10, 16 OR 18  
FULL DAY, 9 AM-4 PM

### Clerical Staff

JUNE 28 (AM AND PM), JULY 26 (PM ONLY)  
HALF DAY, 9-12 OR 1-4

### Benefits Staff

JULY 26 (9-12 NOON)



Staff Development, 1465-D Enea Circle, Concord

Continental breakfast, lunch and afternoon snack will be provided.

(Morning and afternoon attendees for half-day sessions will have lunch together at noon)

**Advanced tickets available in your district office!**



WEST COUNTY TICKET MASTER



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Sequel Coming  
November 3rd  
11:30-4PM





# Learning Objectives

- To discuss how societal factors such as colorblindness, racial ideologies and institutional racism operate in tandem to mask the effects of modern racism
- To discuss how personal and institutional biases and their consequences can function virtually undetected in a “colorblind” society





# Learning Objectives

- To utilize a transfer of learning tool which explores, conditions, behaviors and attitudes that can perpetuate bias
- To help participants recognize and ultimately modify conditions, behaviors and attitudes that can promote bias in their social work practice





# Staff Attendance

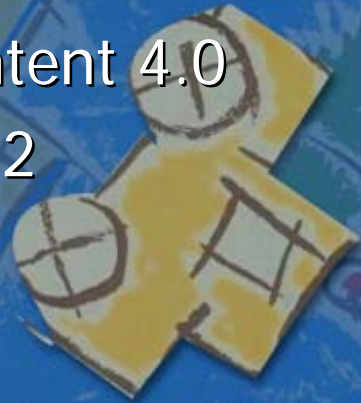
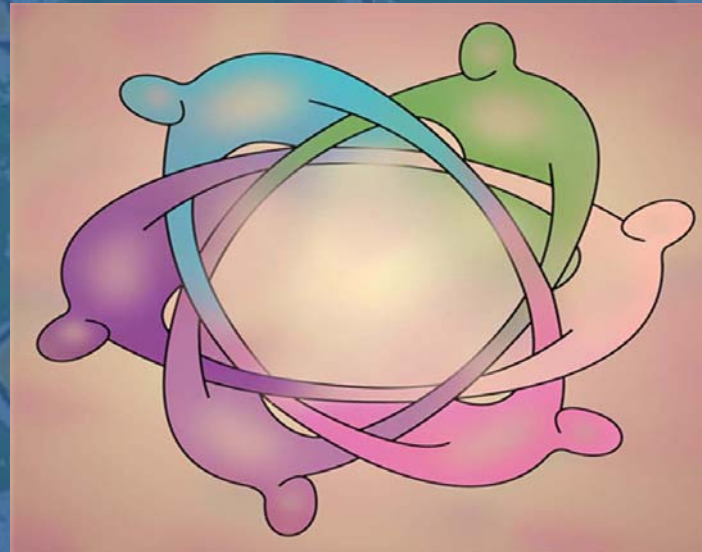
<b>CFS STAFF</b>	<b># of Attendees</b>	<b>Percentage</b>
Clerical (84)	68	81%
SCS I/II (201)	197	98%
Sups/Management (53)	52	98%
Benefits (23)	19	83%
<b>Total (359)</b>	<b>336</b>	<b>90%</b>





# Level 1 Evaluations



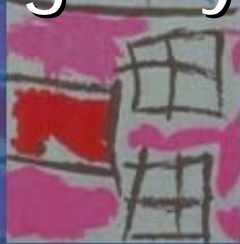
- Social workers, sups and managers
  - Course content 4.57
  - Trainer 4.77
- Clerical and Benefits staff
  - Course content 4.0
  - Trainer 4.52







# Infusing Fairness and Equity into Supervision and Management

## Learning objectives

- Understand how unconscious or implicit biases can distort service decisions
  - Recognize institutional racism in agency policies and procedures
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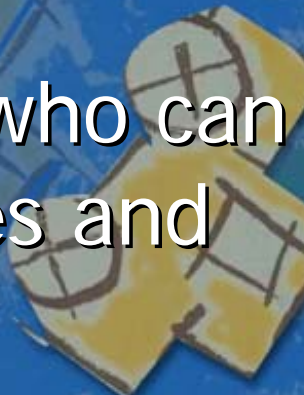


# Infusing Fairness and Equity into Supervision and Management

- Identify incremental and seemingly harmless “business as usual” actions that can produce and preserve bias along the continuum of decision-making points
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# Infusing Fairness and Equity into Supervision and Management

- Understand the role of supervisor/manager as a coach who can develop and implement strategies and tools for intervention
  - Assess the agency infra-structure for cultural competency
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# Off-site Retreats

- Have addressed the individual, institution and agency. Now we need to make an agency and geographically specific PLAN.
- Need to institutionalize Fairness and Equity into our divisions.





# Vision

- Improve the culturally competent communication in each Division
  - By creating a culturally aware workforce that is aware of how their biases affect their work and the work environment.





# Objectives and Desired Outcome

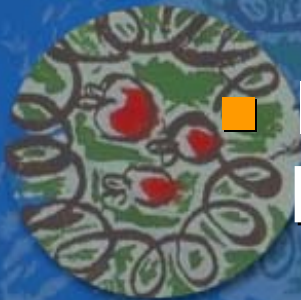
- Talk about biases and how we are going to bring attention to each other's biases in a safe environment.
- Each retreat will develop ideas for next steps related to Fairness and Equity in their work site and for the larger agency.





# Re-assessment of Baseline

- Re-administer CWLA tool
- Continue Cultural Communication series
- Award attendance certificates
- Staff in each site to develop own plans
- Incorporate plans into a CFS Bureau wide plan





So....?



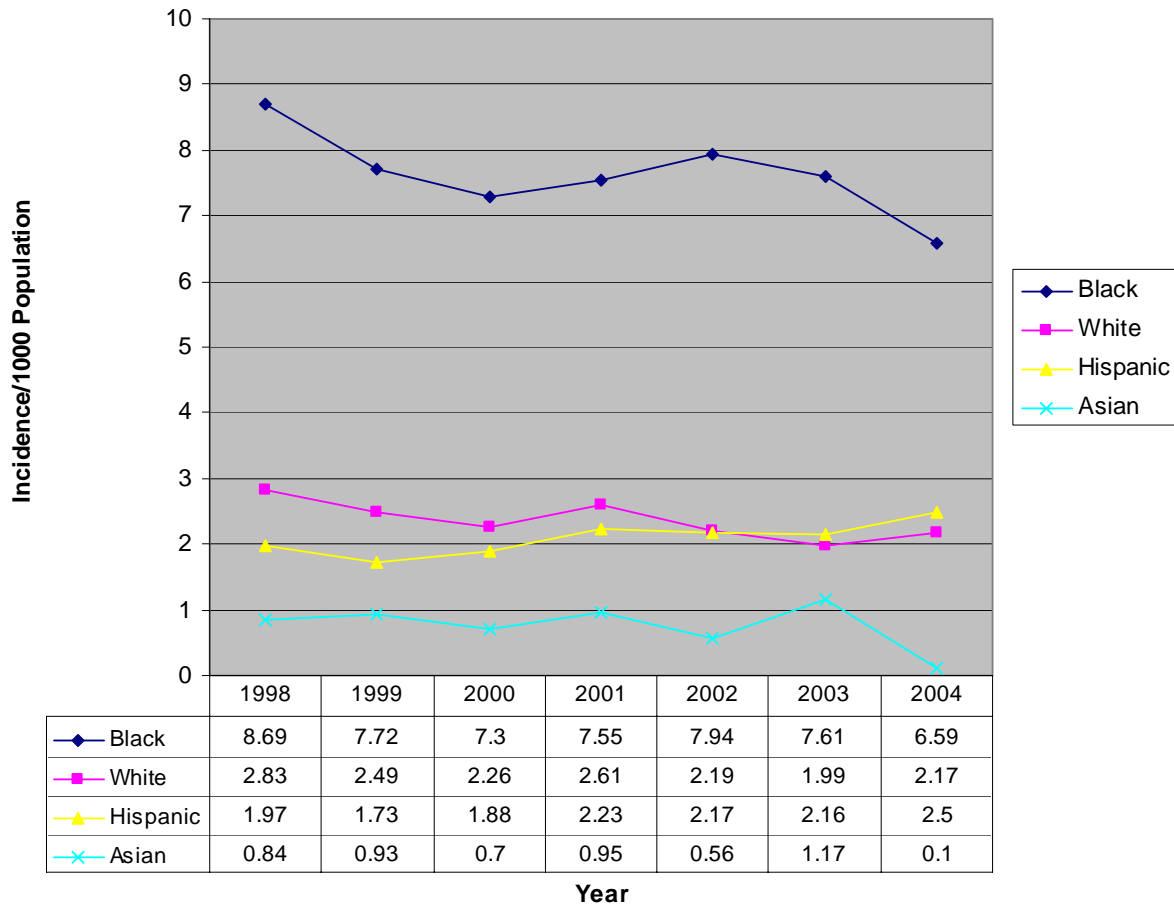
- Has this positively impacted children and families along with other strategies we have implemented???

YES!!!



# First Entries to Care by Ethnicity

Incidence Rate of First Entries to Care by Ethnicity in Contra Costa County Child Welfare








# Net Change in Foster Care Population - 2004

- Taking into account first entries, reentries, and exits, the following net changes occurred in calendar year 2004

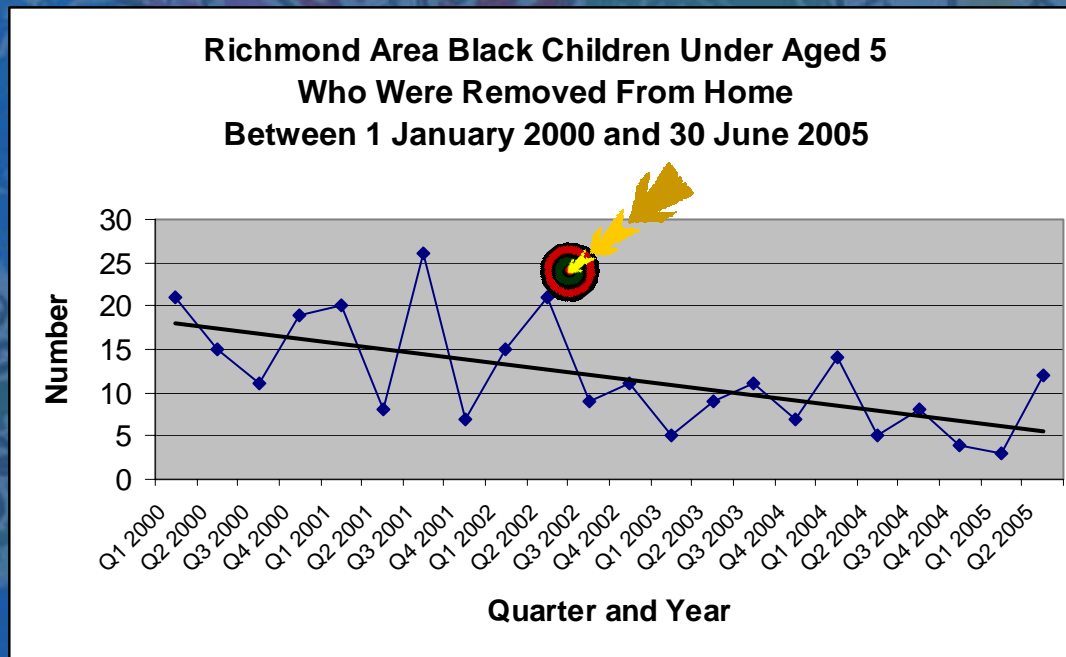
Ethnicity	Net Change
Black	-96
White	-32
Hispanic	+5
Asian/Oth	-2
Nat Amer	-4





# First Entry to Care Data

- Since inception in 2002/2003
  - Decreased incidence rates of first entries for Black children
  - Some changes in target area and target population (**arrow shows approximate program start date**)



# Questions/Comments

