

Realizing The Vision:



Reducing Disparate Outcomes for Children of Color San Francisco Disproportionality Project

2005 Leadership Symposium on Fairness & Equity

November 17 – 18, 2005

DEFINING THE WORK:

Recommendations to Actions

- Research & Data – *What are the stories behind the data?*
- Casey Family Programs - *Breakthrough Series Collaborative on Reducing Disproportionality and Disparate Outcomes*
- Disproportionality Report – *“Raising Our Children Together”*

The Data:

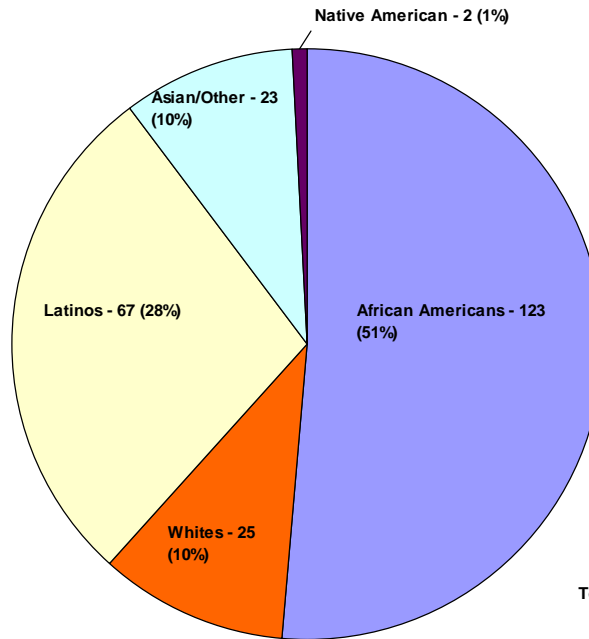
First Time Entries Into Care & Removal Reasons 2004

<i><u>Ethnic/Cultural Group</u></i>	<i><u>Population</u></i>	<i><u>%</u></i>	<i><u>Entered Care</u></i>	<i><u>%</u></i>
African American	12,793	11%	190	50%
White	25,967	23%	42	11%
Latino	24,785	22%	103	27%
Asian/Pacific Islander	42,148	37%	44	11%
Native American	220	<1%	4	1%
	112,802		390	100%

<i><u>Removal Reason</u></i>	<i><u>#</u></i>	<i><u>%</u></i>
Neglect	320	83.6
Physical	46	12
Sexual	11	2.9

The Data: San Francisco Reunification Rates 2004

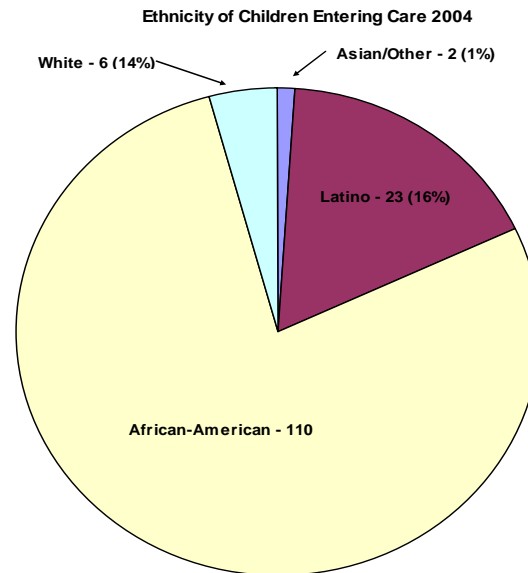
Children Reunified in 2004 by Ethnicity



Total Children Reunified = 240

The Data:

San Francisco Ethnicity of Children Re-entering Care 2004



LAYING THE GROUND WORK FOR CHANGE: *Courageous Conversations*

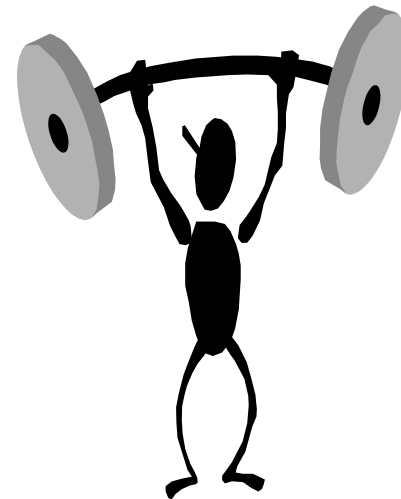
“Creating Safe Spaces & Places”

“Candid with Care Dialogue”

“Speaking the Truth”

“Speaking the Unspoken”

“Naming and Claiming”



LAYING THE GROUND WORK FOR CHANGE: *Challenging Beliefs, Perceptions and Assumptions*

Why are People Poor?

What *is* Risk?

Just File?

All or Nothing?

What *is* Good Casework?

Real or Perceived Barriers?



THE ROAD LESS TRAVELED:

Reducing Disproportionality and Improving Disparate Outcomes for Children of Color

Casey Family Programs – Breakthrough Series Collaborative

Brining together child welfare agencies across the nation that share a commitment to improving the way they respond to and provide services for children and families of color to:

Share Knowledge

Strategies

Challenges

Successes

OVERVIEW:

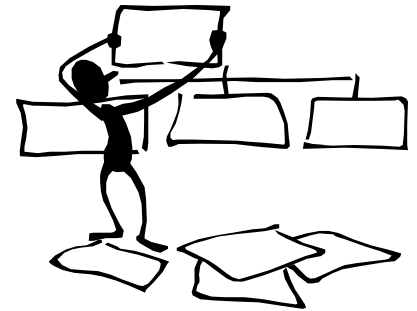
Casey Family Programs – Breakthrough Series Collaborative

- 13 Child Welfare Agencies Participating
- Collaborative Planning Team
- Framework for Change
- Team & Senior Leaders Conference Calls, Learning Sessions and Shared Learning via Extranet
- Concept Mapping, BSC Measures, Target Site Identification
- **Plan, Do, Study, Act** Methodology – Rapid, Small Tests of Change

FRAMEWORK FOR CHANGE:

The Key Components for Action

- Design agency mission, vision, values, policies and protocols that support anti-racist practice.
- Develop cross-system leadership to address issues related to disproportionality and disparity in outcomes for children of color.
- Collaborate with key stakeholders to support families in the context of their communities for safe diversion from the CWS system.



FRAMEWORK FOR CHANGE: *The Key Components for Action*

- Agency partners with the community about child maltreatment, disproportionality, racism and culture to focus on how communities, neighborhoods and tribes can develop strategies to build protective capacity for children.
- Train and educate the agency staff and stakeholders about institutional and structural racism and its impact on decision-making, policy and practice.
- Use cultural values, beliefs and practices of families, communities and tribes to shape family assessment, case planning, case service design and the case decision-making process.
- Develop and use data to measure success at key decision points in addressing disproportionality and disparate outcomes for children of color.

OUR KEY RECOMMENDATIONS

Reducing Disproportionality and Improving Outcomes for Children and Families

Community Involvement

- ⇒ Implement Circles of Support

Model Programs, Services and Initiatives

- ⇒ Develop Effective Family Support Strategies, Programs and Services
- ⇒ Strengthen Interdepartmental Collaboration
- ⇒ Focus on Youth Permanence

Recommendations for System Change

- ⇒ Implement Policies and Practices that Ensure Continuity, Consistency, Equity and Effectiveness within Family & Children's Services
- ⇒ Establish a Board of Supervisors Legislative Task Force to promote Interdepartmental collaboration, agency accountability and resource leveraging

IT'S ALL IN HOW YOU DO IT:

Integrating Promising Initiatives and Service Enhancements






Citywide Collaborations

-  **Legislative Task Force on Foster Care Improvement**
-  **Communities of Opportunities** (*Seven Street Corners*)
-  **San Francisco Family Support Network**
-  **Juvenile Detention Alternative Initiative (JDAI)**
-  **San Francisco Housing Authority Quarterly Meetings**
-  **Mental Health Partnership for Appropriate Placements for Youth**

IT'S ALL IN HOW YOU DO IT:

Integrating Promising Initiatives and Service Enhancements

CWS Initiatives & Service Enhancements

-  **Promoting Safe and Stable Families**
-  **FRCs & Family Support**
-  **Differential Response / Matrix Pilot Project**
-  **California Permanency Project for Youth / Connected by 25**
-  **Wraparound (SB163 Waiver)**