



# Promoting Racial Equity in Child Welfare Outcomes

## The Alliance for Racial Equity in Child Welfare

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# Understanding, Addressing, and Reducing Disproportionality and Disparities in the Child Welfare System

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Casey Family Programs

# Definitions

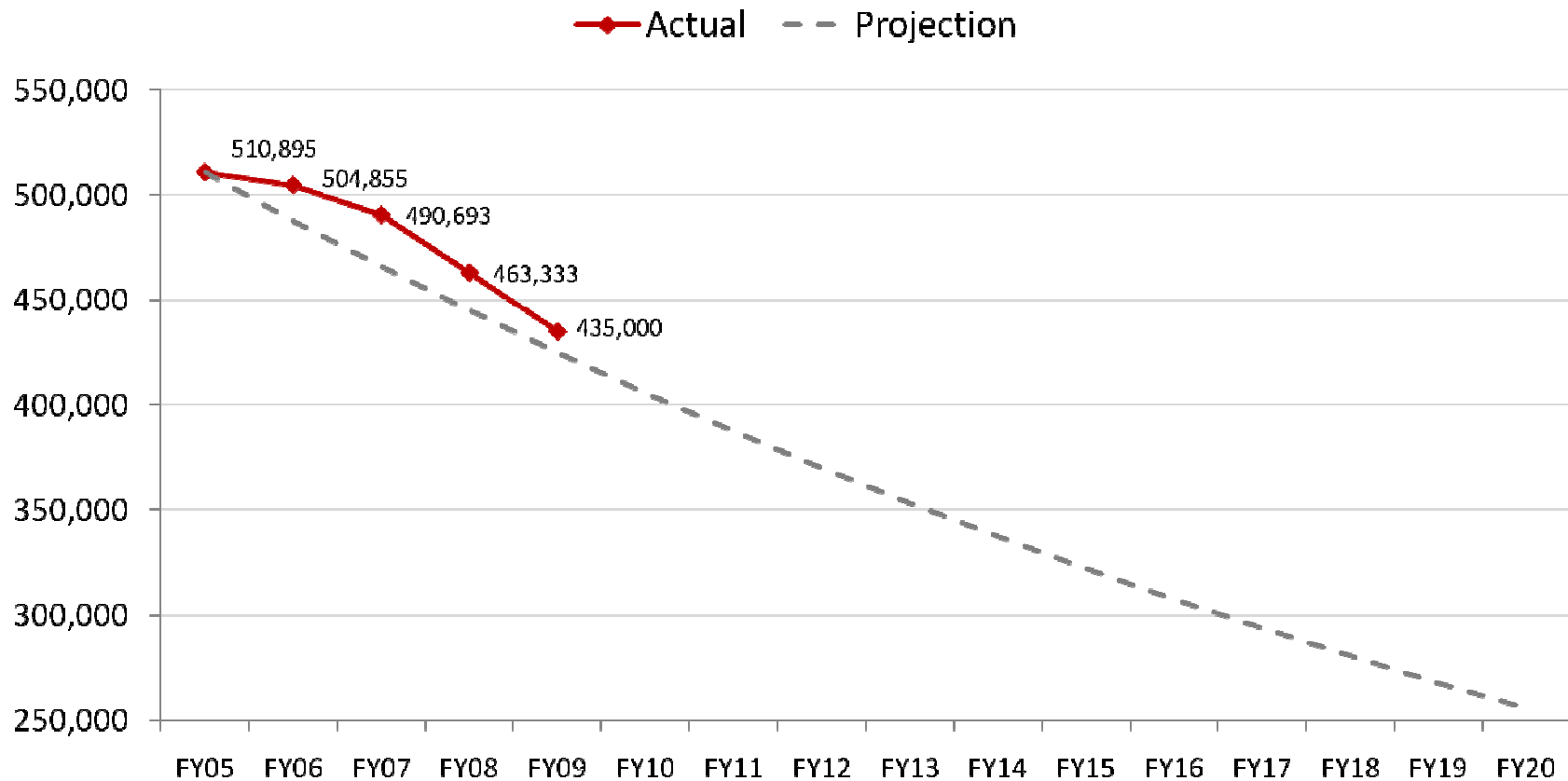
- **Disproportionality** – the relationship between a group's presence in the general population and their presence in the child welfare system
- **Disparate Outcomes** – the varied levels of resolution of child welfare cases by group (reunification, adoption, guardianship) or status of well-being outcomes (length of stay, education, mental health) by group

# Foster Care Population

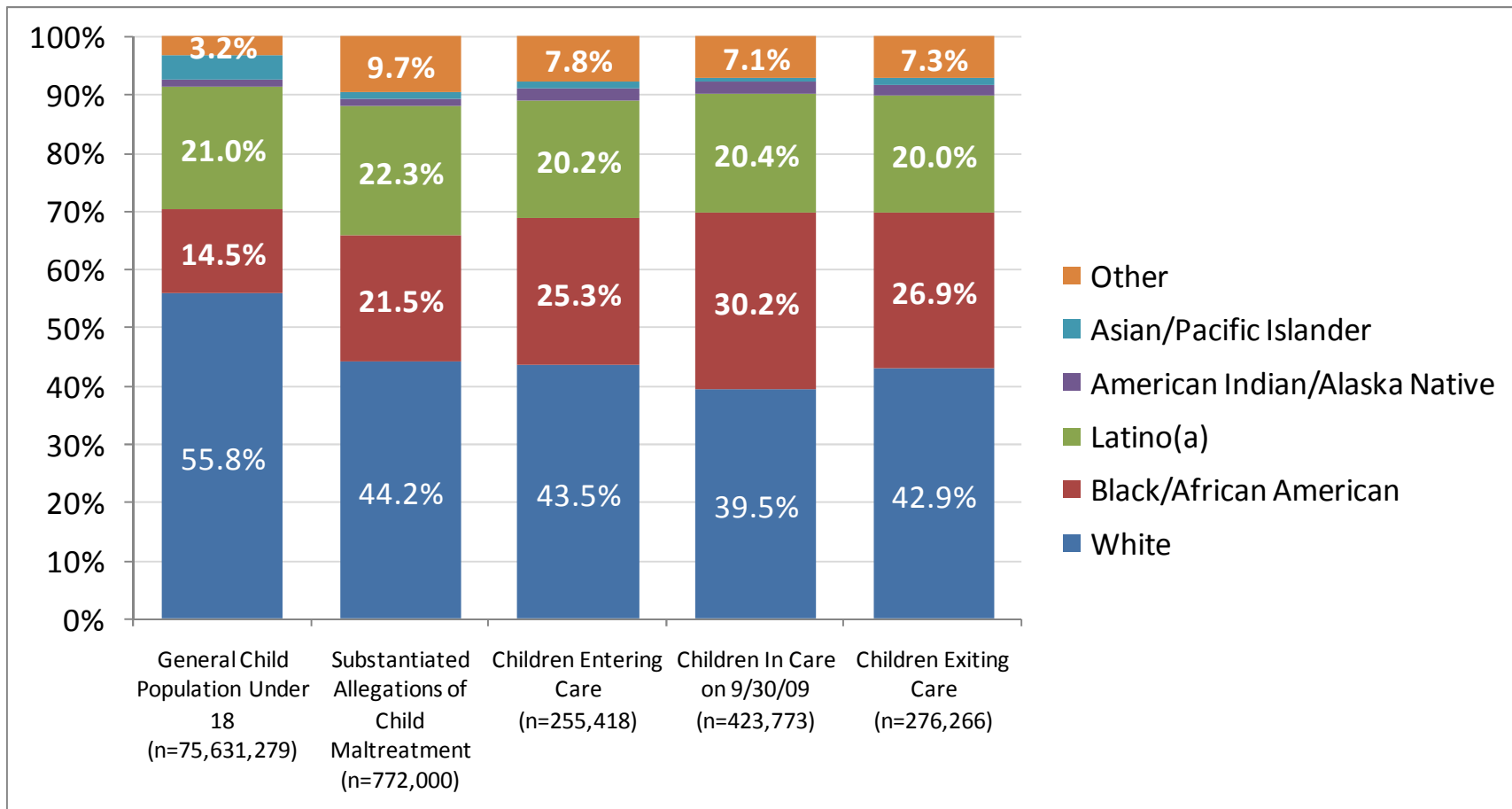
Of the national foster care population (427,000) on September 30, 2009:

- Black children comprised 33% in FC as compared to 14% of the child population (2.3x).
- Hispanic children comprised 18% in FC as compared to 22% of the child population (.8x).
- White non-Hispanic children comprised 40% in FC as compared to 56% of the child population (.7x).
- American Indian children comprised 3% in FC as compared to 1% of the child population ( 3x). (Public child welfare data only, not tribal.)

# On Track for 2020: Number of Children in Care



# Path through the Child Welfare System, FY09



*Note: All data is from 2009 with the exception of the child maltreatment data, which is from 2008  
 Source: population data is from Claritas, child maltreatment data is from NCANDS, placement data is from AFCARS*

# Theories on Why Disproportionality Exists

- Poverty
- Joblessness
- Substance Abuse
- Mental Health Issues

Parent/Family  
Risk Factors



- Poverty
- Homelessness
- Crime & Violence

Community Risk  
Factors

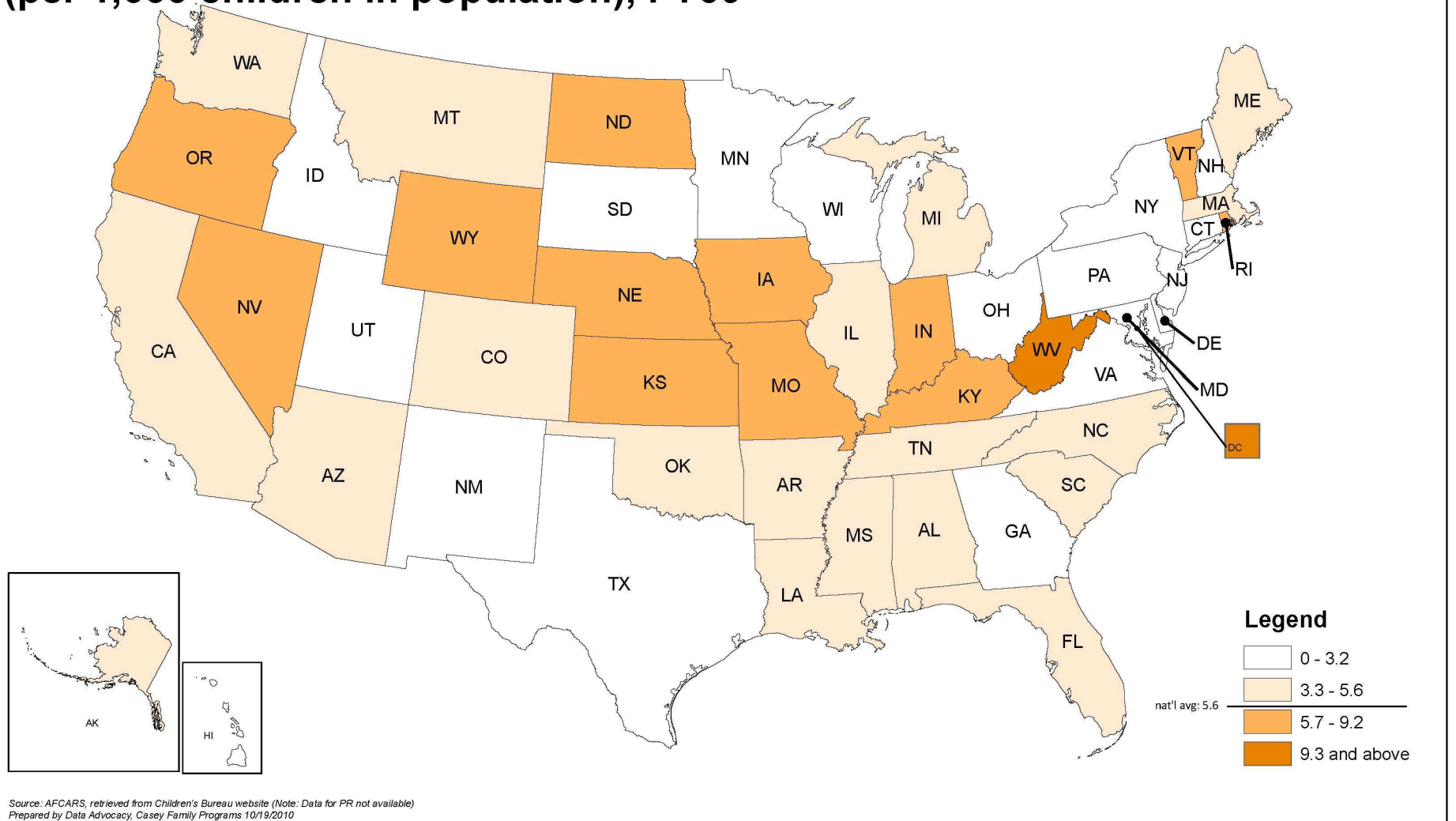


- Bias/Cultural Insensitivity of Workers
- Biased Practices
- Biased Policies

Organizational/  
Structural  
Factors

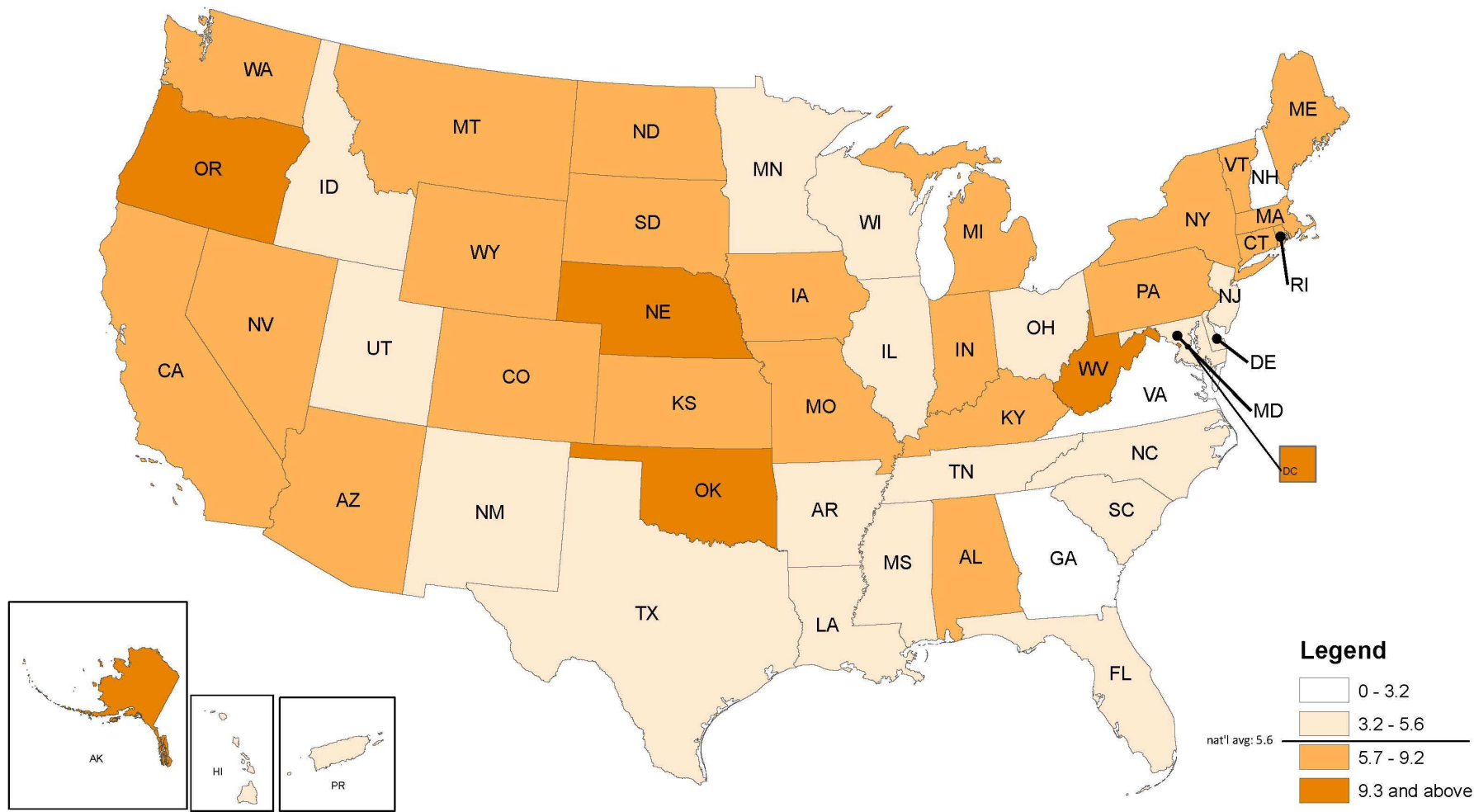


# Rate of White Children in Out-of-Home Care (per 1,000 children in population), FY09



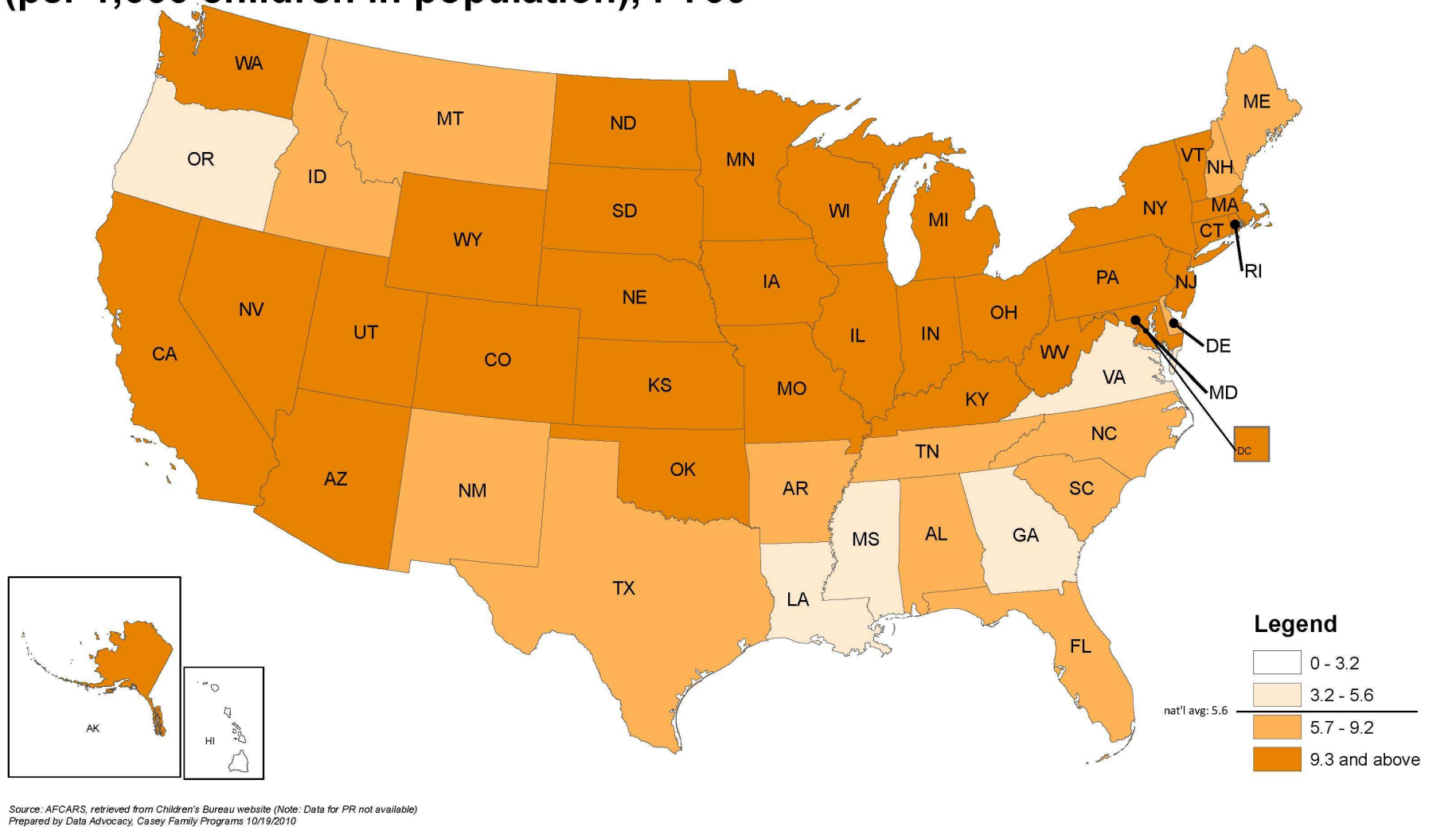


# Rate of Children in Out-of-Home Care (per 1,000 children in population), FY09

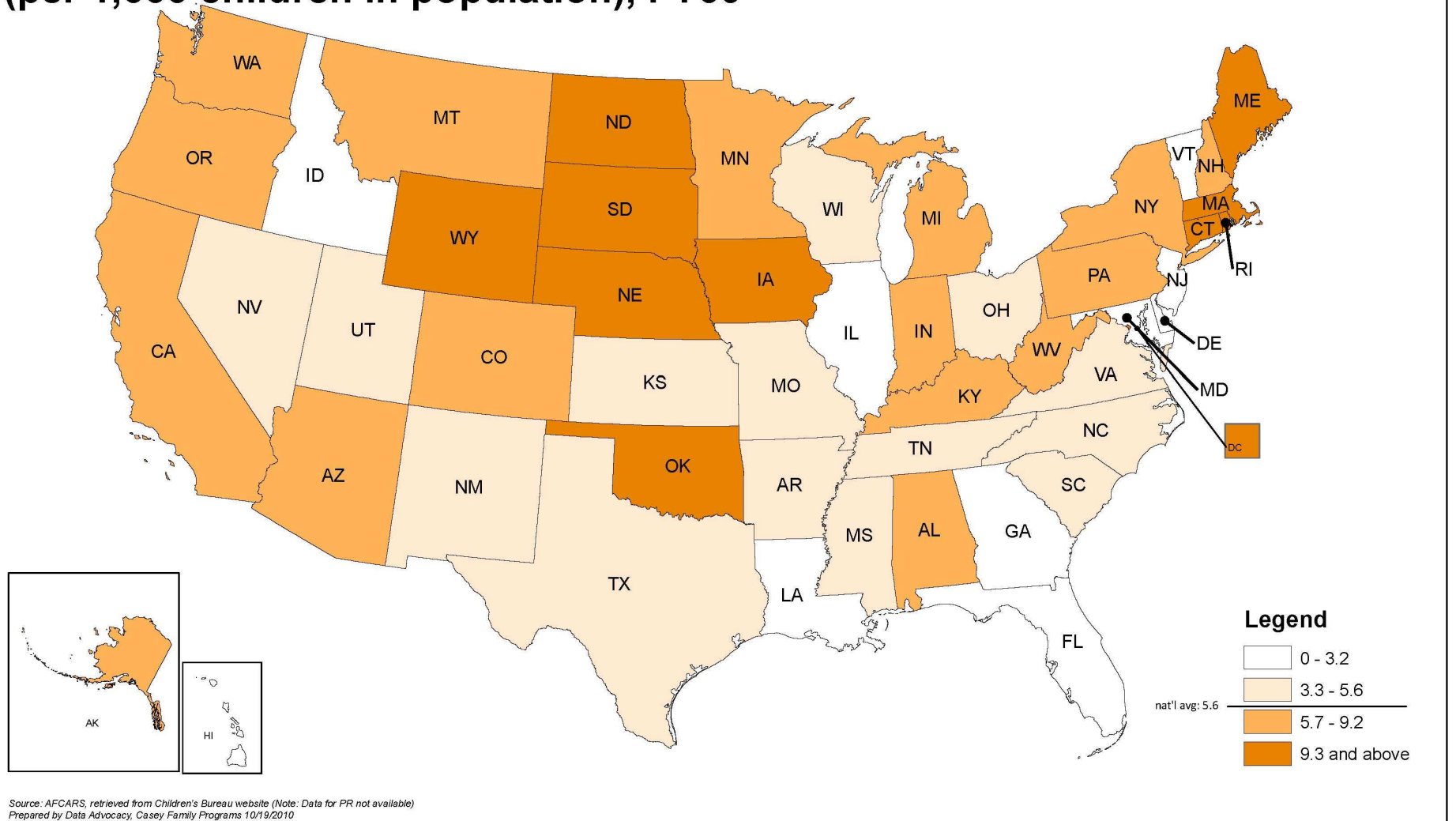


Source: AFCARS, retrieved from Children's Bureau website  
 Prepared by Data Advocacy, Casey Family Programs 10/19/2010

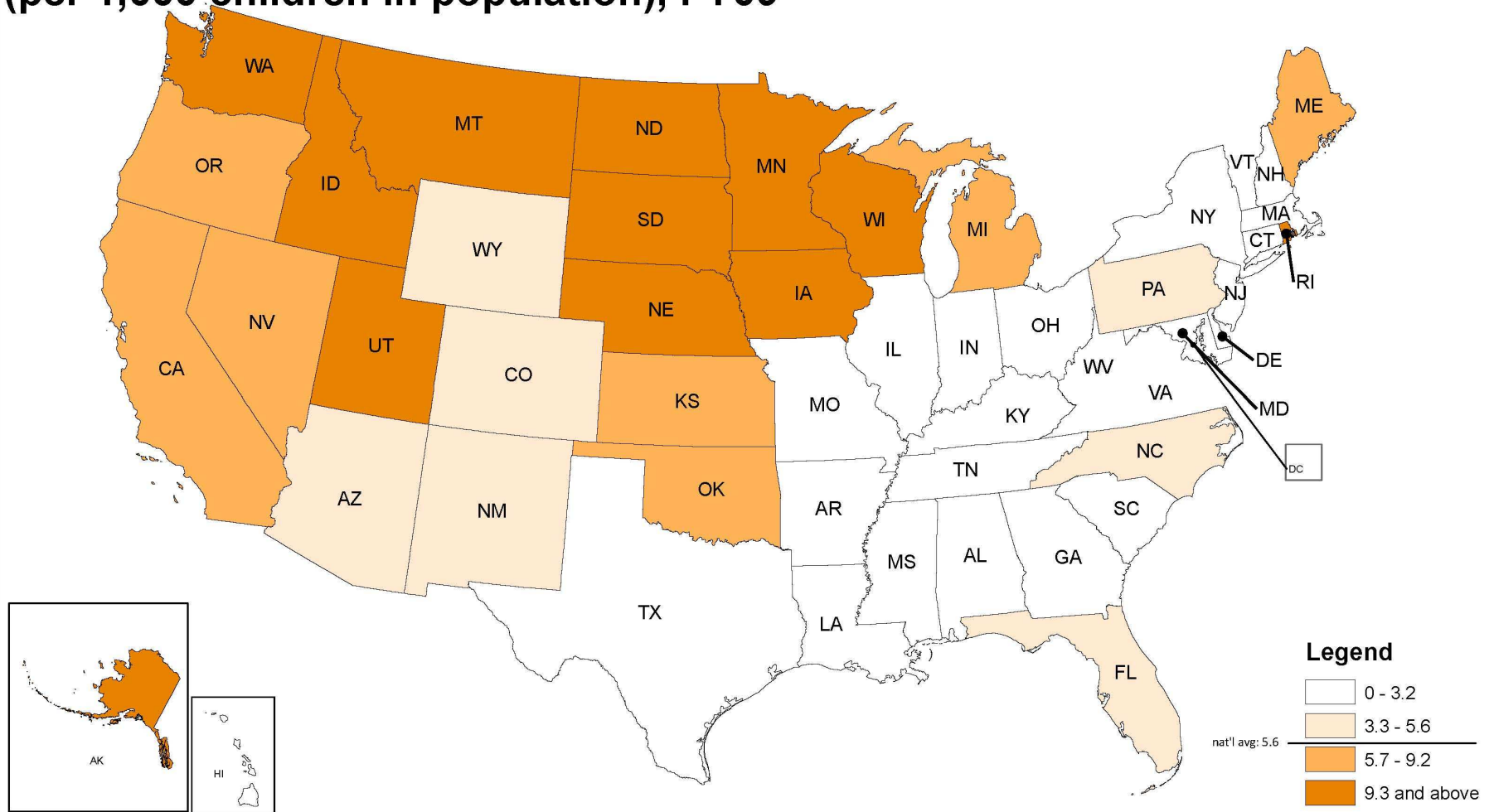
# Rate of African American/Black Children in Out-of-Home Care (per 1,000 children in population), FY09



# Rate of Latino(a) Children in Out-of-Home Care (per 1,000 children in population), FY09



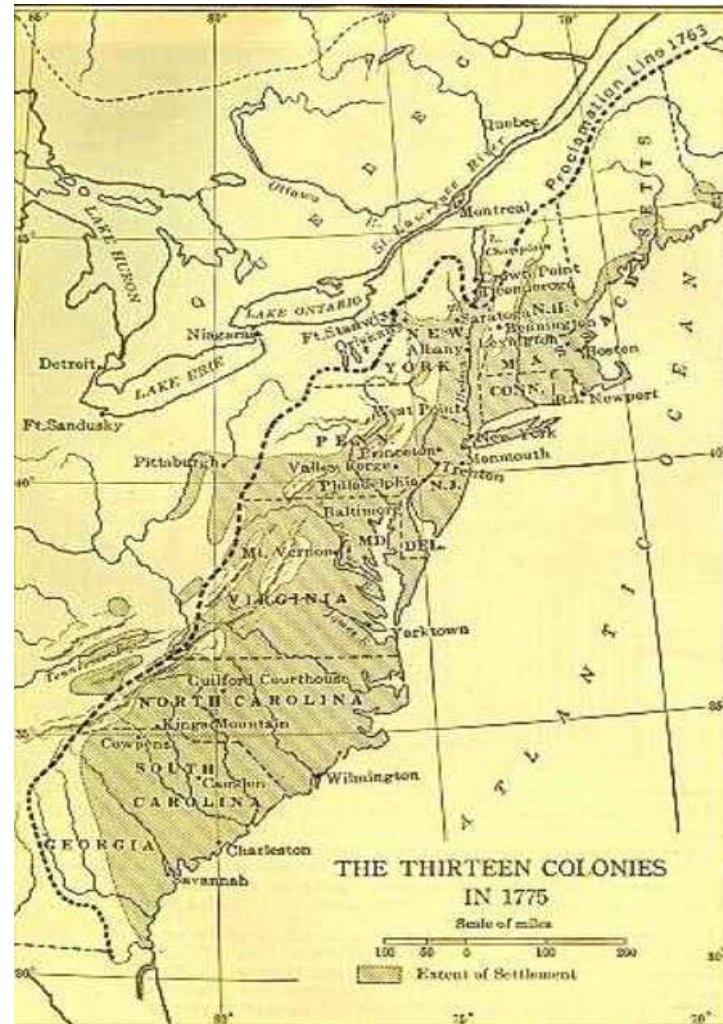
# Rate of Native American/Alaska Native Children in Out-of-Home Care (per 1,000 children in population), FY09



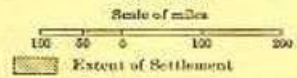
Source: AFCARS, retrieved from Children's Bureau website (Note: There are no Native American/Alaska Native children in care in DC, PR, VT, VA, and WV)  
 Prepared by Data Advocacy, Casey Family Programs 10/19/2010

# **History of Child Welfare in the United States**

What was done historically  
can be undone!



THE THIRTEEN COLONIES  
IN 1775









# The Confederate States









# HOMES WANTED

—FOR—

## CHILDREN

—A—

### Company of Orphan Children

of different ages in charge of an agent will arrive at your town on date here-in mentioned. The object of the coming of these children is to find homes in your midst, especially among farmers, where they may enjoy a happy and wholesome family life where kind care, good example and moral training will fit them for a life of self-support and usefulness. They come under the auspices of the New York Children's Aid Society. They have been tested and found to be well-meaning boys and girls anxious for homes.

The conditions are that these children shall be properly clothed, treated as members of the family, given proper school advantages and remain in the family until they are eighteen years of age. At the expiration of the time specified it is hoped that arrangements can be made whereby they may be able to remain in the family, or definitely. The society retains the right to remove a child at any time for just cause and agrees to remove any found unsatisfactory after being notified. Remember the time and place. All are invited. Come out and hear the address. Applications may be made to any one of the following well-known citizens, who have consented to act as local committee to aid the agent in securing homes.

N. W. ROWELL, H. F. SPURGEON, DR. J. W. LAUDER, E. W. McLENNAN,  
B. T. NIX, C. E. SANDER, G. L. GARNUM, A. T. BURROWS.

The Distribution Will Take Place

At the Opera House, Afton, Iowa, on  
Thursday, April 5, 1906,

At 1:30 p. m.

Office, 107 E. 42nd Street,  
New York City.

B. W. TICE and H. D. CLARKE, Agents



# Homeless . . . . Children.

**THE CHILDRENS' HOME SOCIETY**

HAS PROVIDED

**2990 Children With Homes, in Families.**

All children received under the care of this Association are of **SPECIAL PROMISE** in intelligence and health, and are in age from one month to twelve years, and are sent **FREE** to those receiving them, on ninety days trial, **UNLESS** a special contract is otherwise made.

Homes are wanted for the following children:

**8 BOYS** Ages, 10, 6 and 4. Brothers, all fine, healthy, good looks. Of good parentage. Brothers 6 and 4 years; English parents, blondes. Very promising, 2 years old, blonde, fine looking, healthy, American; has had his foot straightened. Walks now O. K. Six years old, dark hair and eyes, good looking and intelligent, American.

**10 BABES** Boys and girls from one month to three months. One boy baby, has fine head and face, black eyes and hair, fat and pretty; three months old. Send two stamps.

**REV. M. B. V. VAN ARSDALE,**  
General Superintendent.

Room 48, 280 La Salle Street, CHICAGO.







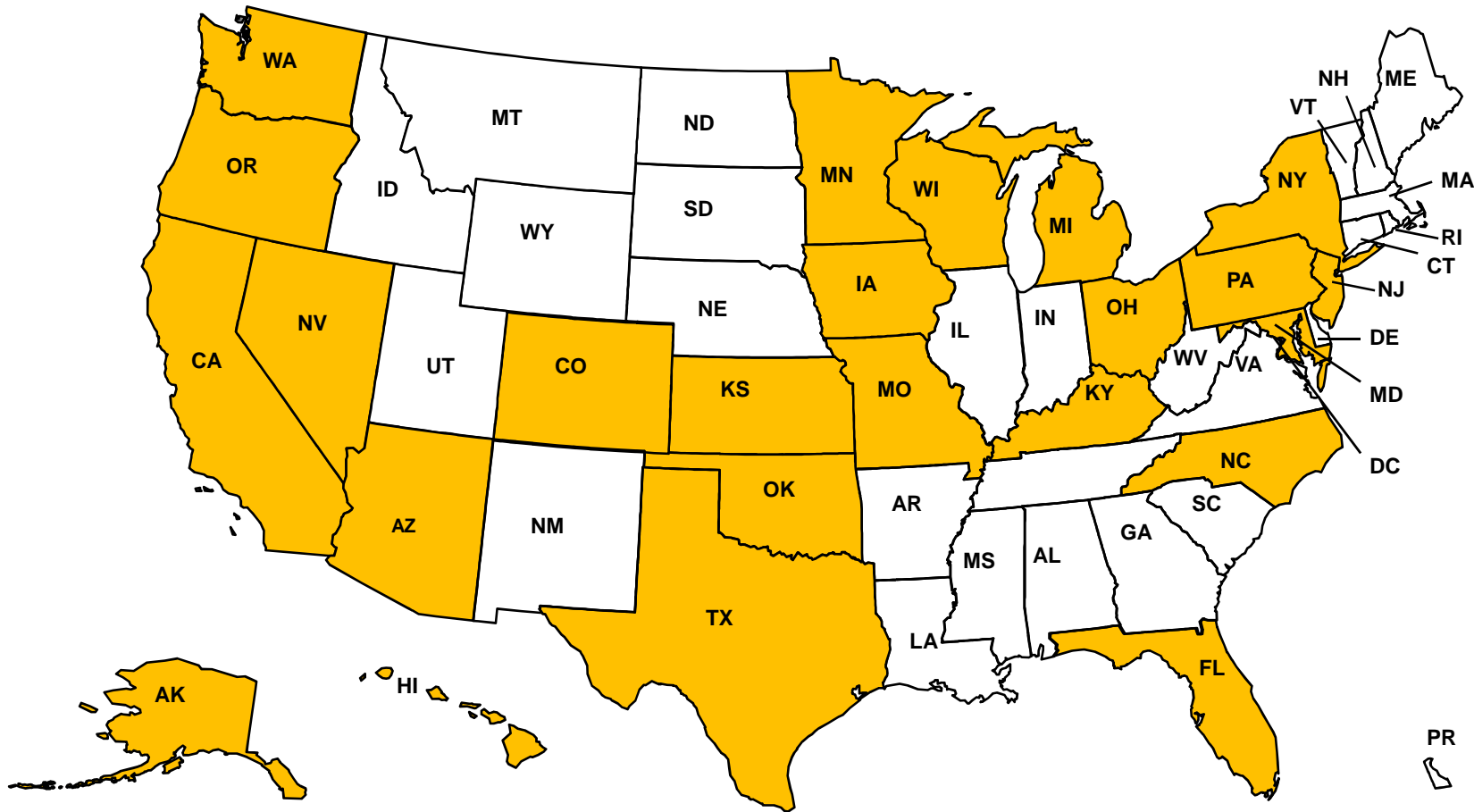








# Jurisdictions Addressing Disproportionality/Disparate Outcomes



# Estimated Cost Savings of Eliminating Disproportionality

- In 2010, an estimated \$4.6 billion in Title IV-E funds will be spent on foster care.
- This included almost \$2 billion in maintenance and over \$2 billion in administration costs.
- If the federal funding streams for child welfare could be reformed, allowing more flexibility in the use of IV-E funds, and if disproportionality were eliminated for African American, Latino, and American Indian children, there is a potential savings of \$1.2 billion that could be reinvested into improving the system, AND, the overall foster care population could be reduced by almost 27%.



For more information go to  
[www.casey.org](http://www.casey.org)





# The Power of Change: Reducing Disproportionality and Disparities

**Khatib Waheed**  
Senior Fellow  
Center for the Study of Social Policy





# What is the Alliance for Racial Equity in Child Welfare?

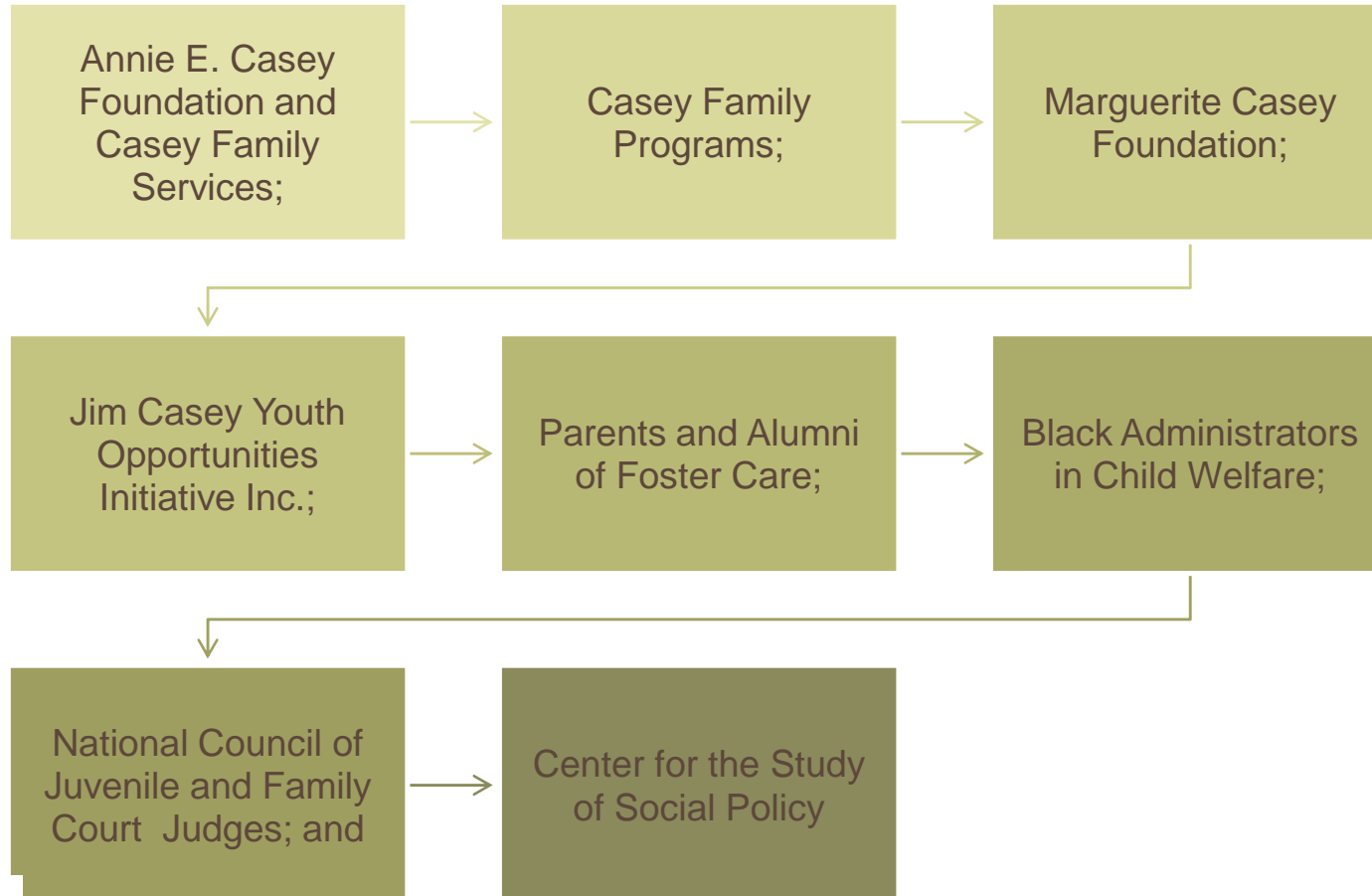


# The Alliance for Racial Equity in Child Welfare

A partnership of organizations established to develop and implement a national, multi-year campaign to address and reduce racial disparities and the disproportionate representation of children of color in the nation's child welfare system.



# The Alliance for Racial Equity in Child Welfare





# **Why was the Alliance for Racial Equity in Child Welfare established?**



# The Alliance for Racial Equity in Child Welfare

**Mission:** To create a child welfare system that is free of structural racism and that benefits all children, families, and communities.

**Long-Term Goal:** By 2015, to significantly reduce racial and ethnic disproportionality and disparity in jurisdictions partnering with us.





# What do we mean when we talk about leading with race?

*Why we take time, care, and other measures to talk about race*

# Leading with Race and Having Courageous Conversations

**What do we mean when we talk about leading with race?**

- Interpreting the data and making analyses of the issues
- Introducing the topic into the conversations

**Why are we having these courageous conversations about racial/ethnic disproportionality, disparity, and equity?**



# Leading with Race and Having Courageous Conversations

**We are having these courageous conversations because families of color are more likely to have their children:**

- referred to the child welfare system;
- removed unnecessarily from their homes;
- languish in foster care without returning home or finding an alternative lifelong family connection; and
- denied the culturally and linguistically competent support and family connections they need to transition successfully to adulthood.





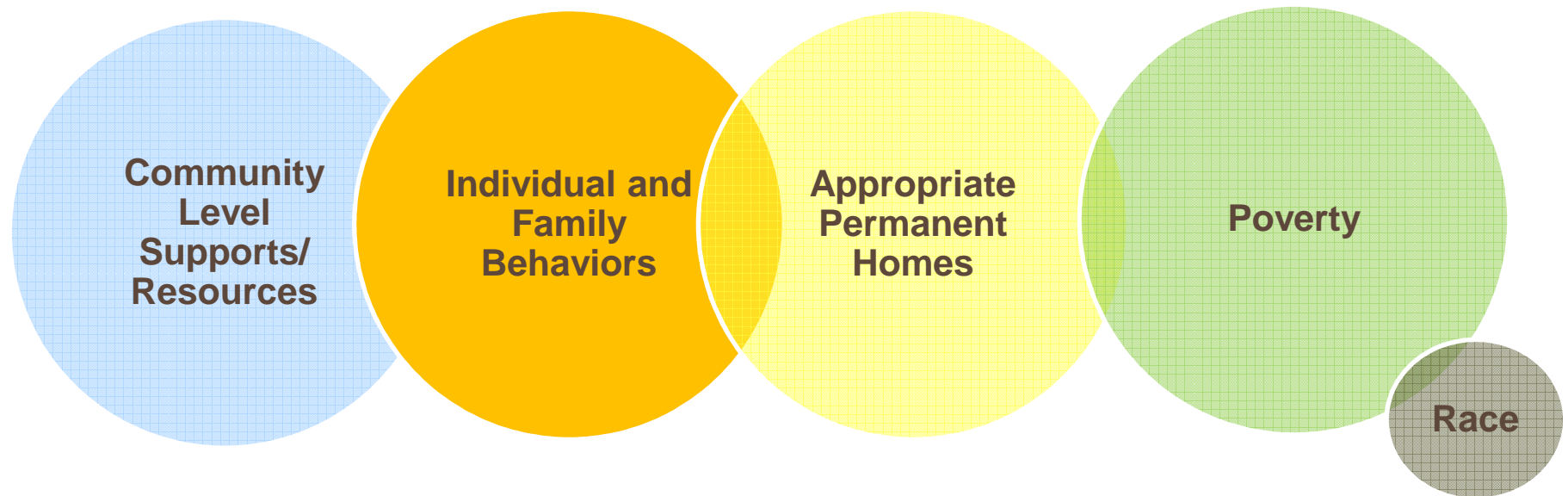
# Leading with Race and Having Courageous Conversations

The Alliance views the safe reduction of both disproportionality and disparities as outcomes to achieve and issues to help guide child welfare reform.



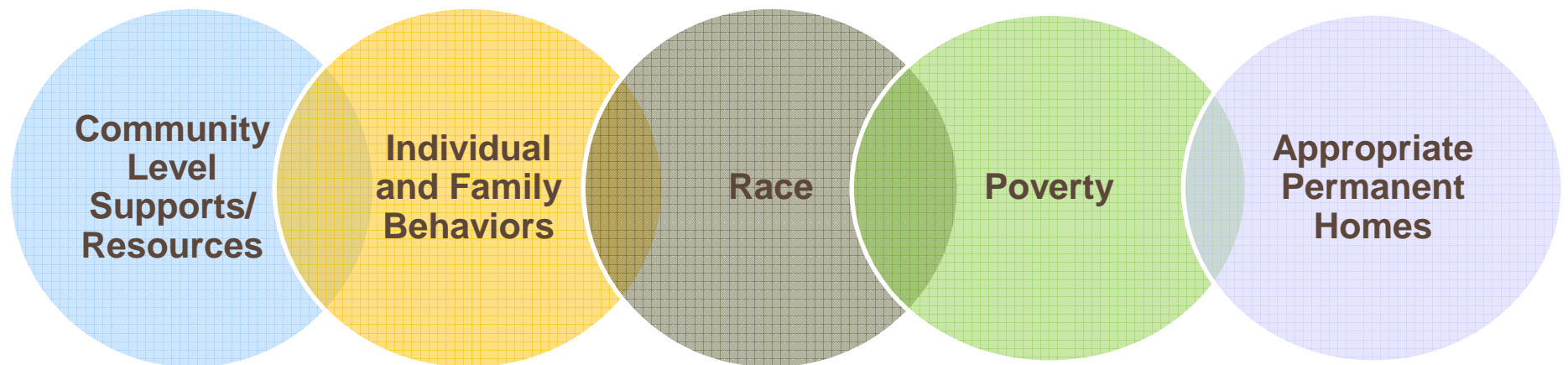
# The Importance of Considering the Impact of Race

When structural racism and racial equity are not a part of the analysis about disproportionality and disparity, then the proportion of emphasis placed upon how race impacts these issues looks something like this:



# The Importance of Considering the Impact of Race

When structural racism and racial equity are considered as a part of the analysis about disproportionality and disparity, then the proportion of emphasis placed upon how race impacts these issues should look more like this:





**What has been our approach?**

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# What has been our approach?

## **Working with specific jurisdictions to help them:**

- become clearer about what reducing disproportionality and disparity means;
- compile, analyze and interpret state /county level data;
- identify, address and reduce the institutional policies, patterns and practices that contribute to racial/ethnic disparities in child welfare;
- develop the capacity to have courageous conversations about race and structural racism;
- engage birth parents, youth, extended families, tribes and diverse stakeholders as equal partners; and
- develop an overall framework or theory of change.



# What has been our approach?

Developing and using theory of change framework to guide our work:

## 1. **Research, evaluation and data-based decision-making**

(knowledge development): Developing and disseminating new knowledge and new tools

- Racial Equity Scorecards – Alliance tool
- Quality Service Reviews – Woodbury County, Iowa
- Synthesis of Research on Disproportionality in Child Welfare – Alliance tool



# What has been our approach?

## 2. Youth, parent and community partnership and development (constituent engagement): Assuring meaningful roles for birth parents, alumni and youth

- Parent Navigators and Cultural Consultants – Ramsey County, Minnesota
- Recover Our Children Annual March and Community Initiative for Native Children and Families – Woodbury County, Iowa
- Authentic Voices – Alliance tool
- Knowing *Who You Are* – CFP tool



# What has been our approach?

## 3. **Public will and communication:** Building broad-based public awareness, concern, and will

- Presenting at numerous conferences
- Convening Congressional briefings
- Convening roundtable discussions
- Providing training and TA
- Testifying before Congress
- Convening national- and county-level media events





# What has been our approach?

4. **Legislation, policy change and finance reform:** Promoting and providing education about effective federal, state, and local policies
  - Fostering Connections to Success Act – federal legislation
  - Senate Bill 6 – state legislation in Texas
  - House Bill 1472 – state legislation in Washington State



# What has been our approach?

5. **Human service workforce development:** Identifying, recruiting, training, and retaining culturally-competent workers
  - Anti-Racism Training – Texas and Guilford County, North Carolina
  - Cultural Competence and Anti-Racism Training – Ramsey County
  - ICWA and Anti-Racism Training – Woodbury County
  - Courageous Conversations – NCJFCJ'S Courts Catalyzing Change Initiative



# What has been our approach?

6. **Practice change (site-based implementation):** Identifying, supporting and sharing polices and practices that are effective
  - Differential Response or Family Assessment Track – Ramsey County, Minnesota;
  - Subsidized Guardianship – Illinois
  - Child Welfare System Navigator – Woodbury County, Iowa
  - Family Group Decision Making – Texas and Ramsey County, Minnesota
  - Bench Cards – NCJFCJ’s Model Courts
  - Father Support Group – Guilford County, North Carolina





## The Alliance for Racial Equity in Child Welfare

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