A SYMPOSIUM ON RACIAL EQUITY
May 9, 2019

A Symposium on Racial Equity
Our solutions open doors to new opportunities for children and families, encouraging them to build upon their strengths so they can realize their full potential.

Forever changing the foster care dynamic through innovative technology and strategic, proven approaches.
We refuse to accept the status quo – we all need to work for *every* family and *each* child.
The Smith Family
The reality...

• African-American children are disproportionately represented in the child welfare system
• African-American communities have less access to culturally competent service providers
  • Poverty and poverty-related circumstances – including limited access to education, health care and nutrition
  • Resource-poor communities
  • Geographically isolated from other communities that offer appropriate support
• Insufficient data
• Stereotypes can influence the decision-making process
Support the necessary change through:

- Strength in advocacy
- Building community partnerships
- Creating positive outcomes for children

We cannot do this work alone ...
Real change happens only when a community comes together
Broward County: Primary Race/Ethnicity* by Child Welfare Decision Point

*children with an unknown race/ethnicity are excluded
KEYNOTE SPEAKER

Corey B. Best

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Without BLINDERS

Seeing race, racism and race equity
Why are African-Americans and Native Americans three times more likely to be in the child welfare system than non-Hispanic Whites?

What causes children of color to enter foster care at higher rates, even when they and their families have the same characteristics as comparable White children and families?

What additional data do you need to acknowledge that our collective child welfare systems is another iteration of discriminatory, oppressive practices, rooted in euro-centric, individualistic values?

As a leader, when will you lead your workforce into the next level, share power and design a system that’s good enough for your children and families?
THE PAVED ROAD
Legacies of our American Inheritance
RACE TALK

- Shame, blame & guilt
- Invalidating experiences
- Whiteness as dominant
- How we’re categorized
- Telling on racism
- Anger, resentment, personal attacks
- Pessimistic and hopeless
- Embarrassed and insulted
- Innocence
- Master narrative
- Politeness protocol
- Academic protocol
- Color-blind protocol
- Fear of being racist
- Sidestepping differences
- Privilege-evasion
- Disingenuous
- Race is relegated as insignificant
- Myth of sameness and equity
- Dissociate problematic implicit biases
- Perpetuates racism
“It is nearly impossible not to notice race, especially the features of people of color” (Apfelbaum, Paukers, Sommers & Amabady 2011)

Has become a phenomenon and aspiration to become race-neutral and can produce procedural justice.

In the workplace minimizing differences reinforced majority group dominance and minority group marginalization.

Those who endorse color-blind ideology actually engage in a higher rate racially insensitive behaviors.

The assumptions that colorblindness will make one seem less prejudiced, promote equality are not supported by psychological literature.
BROWARD COUNTY
An equitable approach to strengthening families

The Why
- BSO would not remain complicit
- Focus on race equity
- Values became clear
- Being black will not become a danger threat
- Leadership fortitude

The What
- Organized and trained squad 5
- Deepened knowledge of racism
- Developed an hypothesis
- Experimented with innovative approach

The How
- Race Equity training
- Protective Factors
- Parent Partner Approach
- Flexible funding
- Laser emphasis on authentic family engagement

The Impact
- CPI’s reporting greater awareness of biases
- Supervision creates a safe space to discuss bias-driven practices
- Staff report added value through “finding the blue”
The Pathway to Improved Outcomes for Children and Families

**Core Functions**
- State, system, agency, program and community leaders work across systems to:
  - Build parent partnerships
  - Deepen knowledge and understanding
  - Shift practice, policy and systems
  - Ensure accountability

**Program Practice**
- Programs that serve children and families:
  - Shift organization culture to value and build upon families' strengths
  - Make policy changes to support changes in worker practice
  - Implement everyday actions that support families in building protective factors

**Individual Workers:**
- Have knowledge of protective factors and skills to help families build them
- Change their approach to relationships with parents
- Implement everyday actions that support families in building protective factors

**Protective Factors**
- Families are supported to build:
  - Parental resilience
  - Social connections
  - Knowledge of parenting and child development
  - Concrete support in times of need
  - Social and emotional competence of children

**Results**
- Strengthened families
- Optimal child development
- Reduced likelihood of child abuse and neglect

*Center for the Study of Social Policy's strengthening families*
Values-Based Practice

- Altruism
- Caring and Compassion
- Self-Awareness
- Diversity
- Cultural Humility
- Effective Communication
- Humility
- Inclusion
- Transparency
# ONE FAMILY AT A TIME

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ACHIEVING RACE EQUITY

Redefine your measure of success. Whose outcomes are you trying to achieve? Your agency’s or the family’s

Authentically invest time and effort into building partnerships with those you serve. Share power!

Learn how to confront conversations about race, racism and your role in achieving equity.

Determine your identity, cultivate courageous partnerships and challenge your core assumptions of families.

In ALL you do, seek the wisdom families. They know what’s best for them.
You Know Better
Do Better
Be Better
QUESTIONS FOR COREY

Please post your questions on Twitter or directly on the Institute’s Facebook page. Be sure to tag @FSUChildWelfare in your posts!

If you are not on social media, you can text questions directly to 352-325-1640.

#RacialEquity  #FICW2019  @FSUChildWelfare
PANEL DISCUSSION

MODERATOR  Reiko Boyd, Ph.D., Professor, UNIVERSITY OF HOUSTON

PANELISTS  Emma Ketteringham, Managing Director, Family Defense Practice, THE BRONX DEFENDERS
Zuleka Henderson, Ph.D., Lecturer, COLUMBIA UNIVERSITY
Calvin Martin, Director of Program Advocacy and Inclusion, GUARDIAN AD LITEM
Minnora Bishop, Disproportionality Coordinator, DEPARTMENT OF JUVENILE JUSTICE
ASK THE PANEL

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