Co-creating Racial Equity in Broward’s Child Welfare System: Community Participatory Action Research

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Pathway

- Racial Equity
- Integrated Data System
- Community Participatory Action Research

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Racism is Woven into the Fabric of Our:

• Stories
• Structures
• Systems
• Programs & Interactions
<table>
<thead>
<tr>
<th>Event</th>
<th>Year</th>
<th>Description</th>
</tr>
</thead>
</table>
| Bacon’s Rebellion | 1674 | - Slave Codes  
                  - Violence to maintain racial hierarchy  
                  - Message – Blacks are not human  
                  - Protests & Resistance |
| Civil War      | 1864 | - Black Codes (Jim Crow)  
                  - Violence to maintain racial hierarchy  
                  - Message – Blacks should be separate  
                  - Protests & Resistance |
| Civil Rights   | 1964 | - Race Neutral Policies  
                  - Violence to maintain racial hierarchy  
                  - Message – Blacks behavior is wrong  
                  - Protests & Resistance |

Carol Anderson, Ibram X. Kendi

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Economic & Political Elites create racial discrimination to build wealth and power, self-interest

Racist ideas & messaging

Ignorance and hate

Kendi, Ibram (2016) Stamped from the Beginning
Approaches to Overcome

• Colorblind
• Treat everyone equally
• Blame and fix individual behavior rather than community and system conditions
History of Racism & Resistance in Fort Lauderdale
(Deborah Work, 2001)

1920s
- White leaders decided it was bad business to mingle the races.
- White tourists did not want to see Blacks except as help.
- Use of eminent domain - many black families forced to sell houses east of US 1 for less than value.
- 1923: Dr. James Steinhubl - Black physician arrived, news 1st segregation.
- Planning officials created city plan that established segregation.
- City officials restricted where black families could live and port services at April or needed permission from white people.
- Jim Crow practices in effect: blacks to swim in separate, water fountains, black only streetcar, horse only on beach.
- Black beaches: substandard.
- Black businesses: segregated.
- Police force and white vigilante justice created fear and mistrust.
- Black children only allowed to go to school 3 months of year.

1930s
- Dillard School went up to 10th grade.
- Black students had to walk from Oakland Park & Dania to get to school.
- Schools for white children were only for white children.
- Black neighborhoods had no sidewalks and limited sanitation services.
- Violence by whites against blacks was common in the 30s.
- Jim Crow practices continued.
- Attempt to organize Ft. Lauderdale's Black Commission failed because there was not enough Black support.
- 1937: Dr. Von D. Mizell arrived.
- 1938: James L. Bass 1st Black dentist arrived.
- 1939: Ft. Lauderdale's 1st public housing project built.

1940s
- Dr. Mizell requested library, park, and beach access.
- Segregation was increased.
- Police protection not granted until 1940s.
- 1940: Segregation Hospital was created (Shriver).
- Black doctors were not allowed to do surgery in White hospitals.
- Blacks could not receive treatment in White hospitals.
- 1943: 1st year Black children go 9 months of school; whites wanted them to work in the fields.
- 1945: Dr. Mizell founded the Ft. Lauderdale NAACP chapter.
- He arrested police, making them work in the fields.
- 1946: Federal Government to mandate 17-month school year for Black children.
- 1947: First 2 Black cops were hired.

1950s & 1960s
- 1955: All due no access to restaurants, libraries, beaches.
- 1955: Voting barriers were in place for Blacks.
- 1963: Blacks had the legal right to vote anywhere, yet it took years to integrate.
- It was not allowed in restaurants or hotels.
- 1964: Integration of hospitals was mandated.
- Blacks received care, whereas in White hospitals, Black doctors not allowed to work in White.
- 1966: Conditions in Fort Lauderdale schools at protest highlighted poor prison conditions.
- NAACP protested "colored room" scenario, legal set aside for Fort Lauderdale-Medina school.
- 1968: Prayer meetings end hotels and restaurants to Blacks.

1970s
- Civil rights movement prevalent in Ft. Lauderdale.
- KKK maintained a strong presence & responded violently to freedom rides, sit-ins, & mass demonstrations.
- 1973: Andrew DeGraffenreid elected to Black City Commissioner.
- 1972: Thomas J. Reddick appointed 1st Black Circuit Court Judge.
- 1974: R.C.W. Kathleen C. White was 1st Black female, elected to school board.
- 1970s: Residential segregation increases as white flight occurs.
- Boys abandoned urban areas from new developments in suburbs.

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Population by Race and Ethnicity
Census Tracts, Broward County, FL 2010

Broward County Table P1: Hispanic or Latino, and Not Hispanic or Latino by Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Total</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic or Latino</td>
<td>435,347</td>
<td>35.07%</td>
</tr>
<tr>
<td>Not Hispanic or Latino</td>
<td>1,349,919</td>
<td>74.93%</td>
</tr>
<tr>
<td>White alone</td>
<td>760,817</td>
<td>43.52%</td>
</tr>
<tr>
<td>Black or African American alone</td>
<td>449,677</td>
<td>25.72%</td>
</tr>
<tr>
<td>American Indian and Alaska Native alone</td>
<td>3,394</td>
<td>0.19%</td>
</tr>
<tr>
<td>Asian alone</td>
<td>55,592</td>
<td>3.19%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander alone</td>
<td>782</td>
<td>0.05%</td>
</tr>
<tr>
<td>Some Other Race alone</td>
<td>5,152</td>
<td>0.32%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>73,725</td>
<td>4.42%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,748,066</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Minority Population as % of total

- Light yellow: To 20%
- Light orange: 20.1-35%
- Orange: 35.1-55%
- Dark orange: 55.1-75%
- Red: Over 75%

Data Source: 2010 Census, Redistricting Data, Table P2.
Data and Data Systems as Tools & Opportunities for Growing Equitable Relationships & Communities
Broward Data Collaborative
Integrated Data System

Broward IDS Partners

CSC Broward Goals for IDS

1. Measure and contract around long-term, cross-system, and two-generational outcomes

2. Apply a racial equity lens to this enhanced outcomes-oriented contracting and IDS work

3. Empower providers and participants to be co-researchers in pursuit of long-term outcomes

4. Share model of IDS-enabled, outcomes-oriented contracting at scale with State and nationally
“These numbers are me and I am more than these numbers”

Best cure for the misuse of Big Data is telling Better Stories (Eubanks, 2018)
# Participants as Co-Researchers: Growing Equitable Relationships, Spaces & Communities

- Engage people whose data is in the system
  - CPAR – design, collect, analyze & co-create products

- Center the lived experiences of people whose data is in the system

- Richly contextualize the data processes in history, structures, policies and participant stories
Behavioral Health Video_https://youtu.be/KwZNSCuLes8
Community Participation Action Research (CPAR)

CPAR is an approach to research based on the idea that the people of a community possess expert knowledge about their lived experience and community conditions in a way that cannot be understood strictly through academic research.

Enhance collaboration between community members, community organizations, and researchers in every step of the research process.

Action-oriented, taking the results and process of the research to drive social change.

Relevant, as the community works together to define problems.

Innovative, because community members understand best what resources already exist to go towards addressing their issues.

Critical, awareness of institutional and structural racism.
Key Phases of CPAR

- Establishing a Research Team
- Group Knowledge Building
- Clarifying Topic, Questions, Audience, Purpose
- Deciding Methods – What Kinds of Data will be most useful for you?
- Collecting Data
- Analyzing Data – Making Sense of what you’ve learned
- Creating Research Products
Worries & Warnings

- Be aware of problematic dynamics including use of power
  - Ideologies, assumptions, discourse arising from structural racism and prejudice
- Challenging “Objective Data”
- Blaming Individuals rather than looking at systemic conditions
- Focus on “Fixing Individuals” rather than systems
2019 – 2020 CPAR in Broward County

Capacity building

Workshops with Dr. Maria Elena Torre and
Dr. Sarah Zeller-Berkman,
Public Science Project, CUNY

July 2019    Relationships / Design Project
Aug – Nov 2019 Data Gathering
Dec 2019    Listening & Creating
Jan – Mar 2020 Create Research Products

4 Adults    6 Youth    10 System Partners
References


References


• Mulzer, A. & Urs, T. However Kindly Intentioned: Structural Racism and Volunteer CASA Programs, 20 CUNY L. Rev. 23 (2016).


• Racial Equity Tools (https://www.racialequitytools.org/module/power-analysis)

Questions? Keep in touch!

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