



Racial Equity in Oregon Child Welfare

“Every Day Counts”

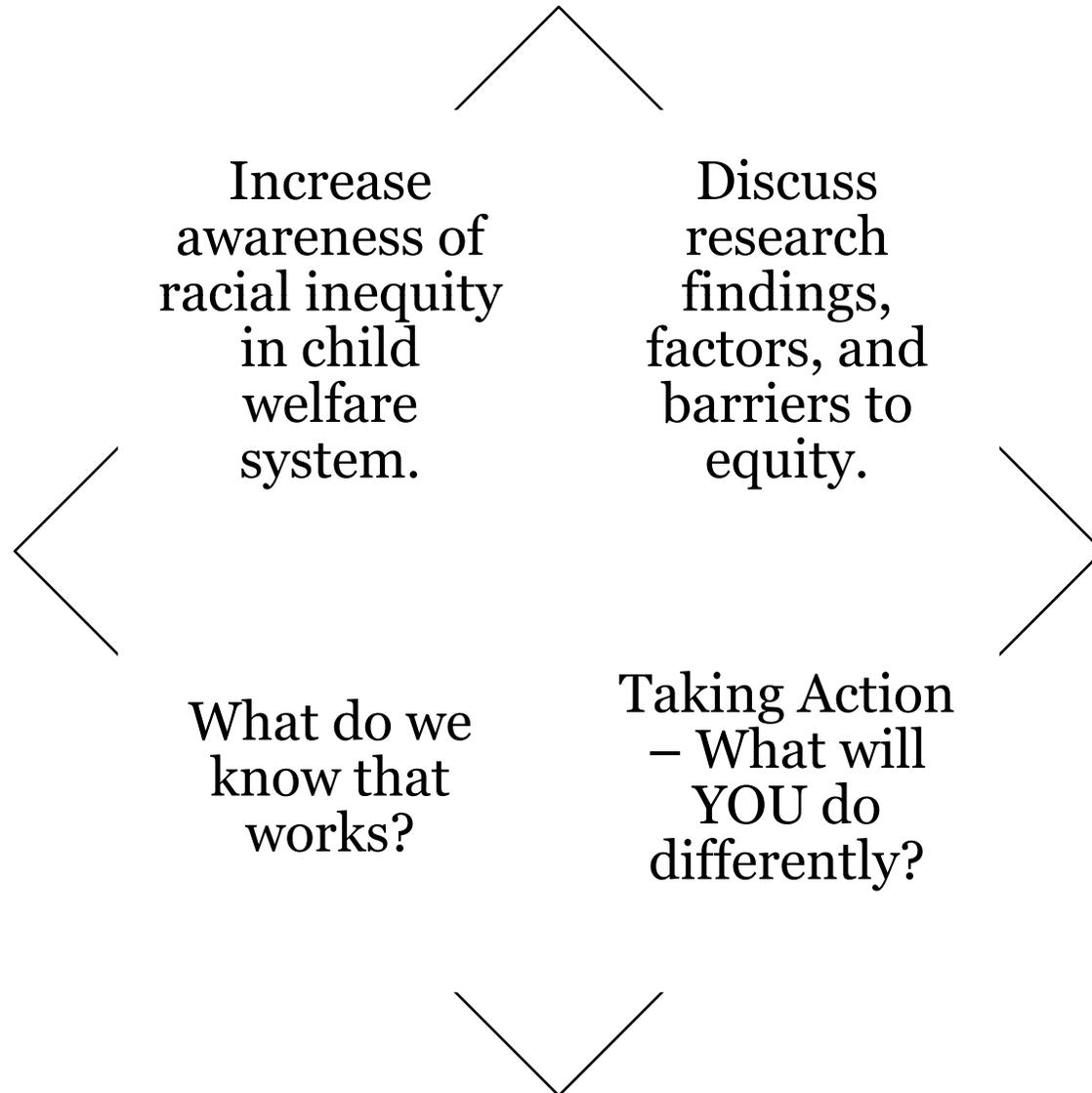
Citizen Review Board (CRB) Annual Training
Conference

April 24, 2010

*Kory Murphy, DHS
CAF Diversity Unit*



Objectives of today



Definitions

- **Disproportionality:** *when a group makes up a proportion of those experiencing some event that is higher or lower than that group's proportion of the population*

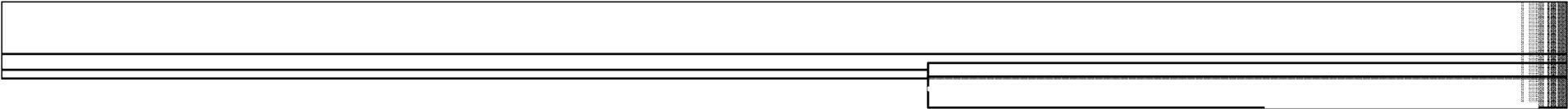
Over-representation: *a particular racial/ethnic group of children are represented in foster care at a higher percentage than they're represented in the general child population*

Disparity: *an illustrated lack of equality is present when a comparison of one group to another group is made (e.g, placement decisions, access to services, exit types, exit outcomes)*

Equity - *the quality of being fair or impartial; fairness; impartiality; something that is fair and just.*

Disproportionality in Child Welfare

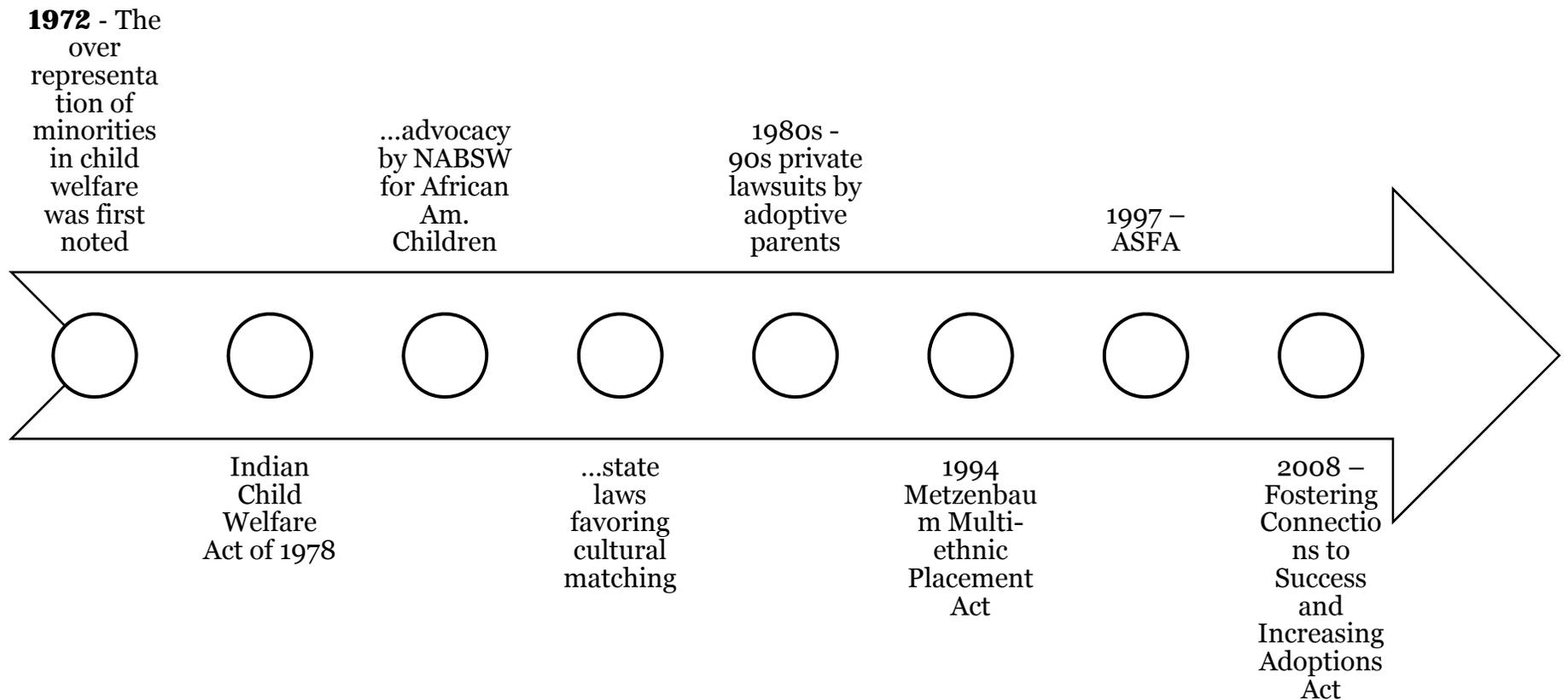
- *“...all states have a disproportionate representation of African American children in foster care. As of 2000, the child welfare system in 16 states had extreme rates of disproportionality that were more than three and one-half times the proportion of children in color in the state’s total child population.”*
 - - Robert B. Hill, Overrepresentation of Children of Color in Foster Care in 2000 – -Revised Working Paper, March 2005
- *“Hispanic/Latino children may be significantly over-represented based on locality (e.g., Santa Clara County, CA: Latino children represent 30% of child population, but 52% of child welfare cases).”*
 - - Congressional Research Service. August 2005. Race/Ethnicity and Child Welfare



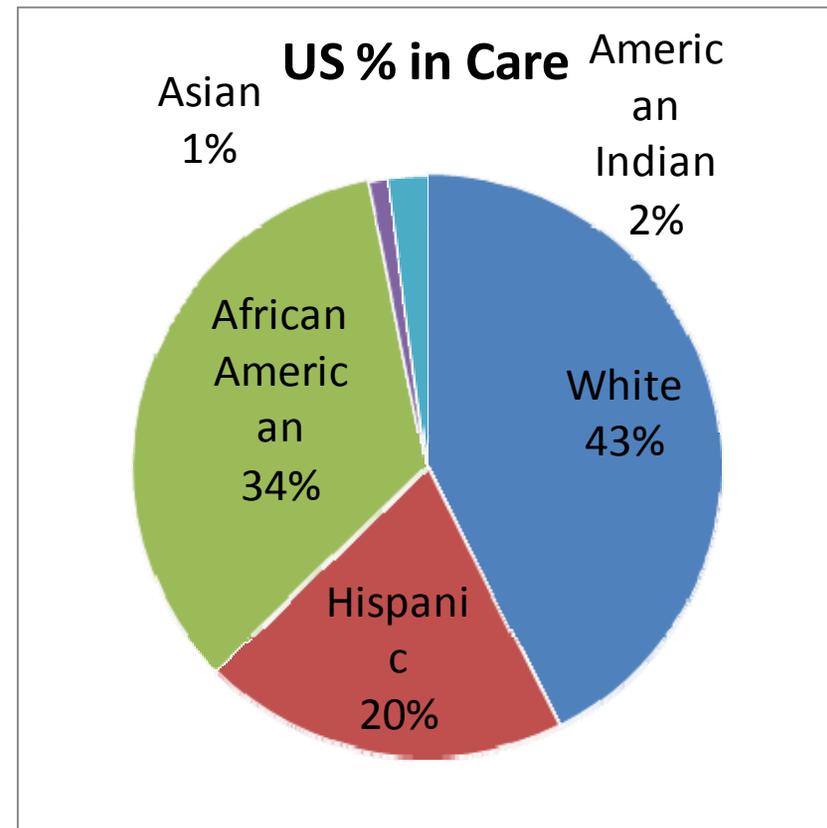
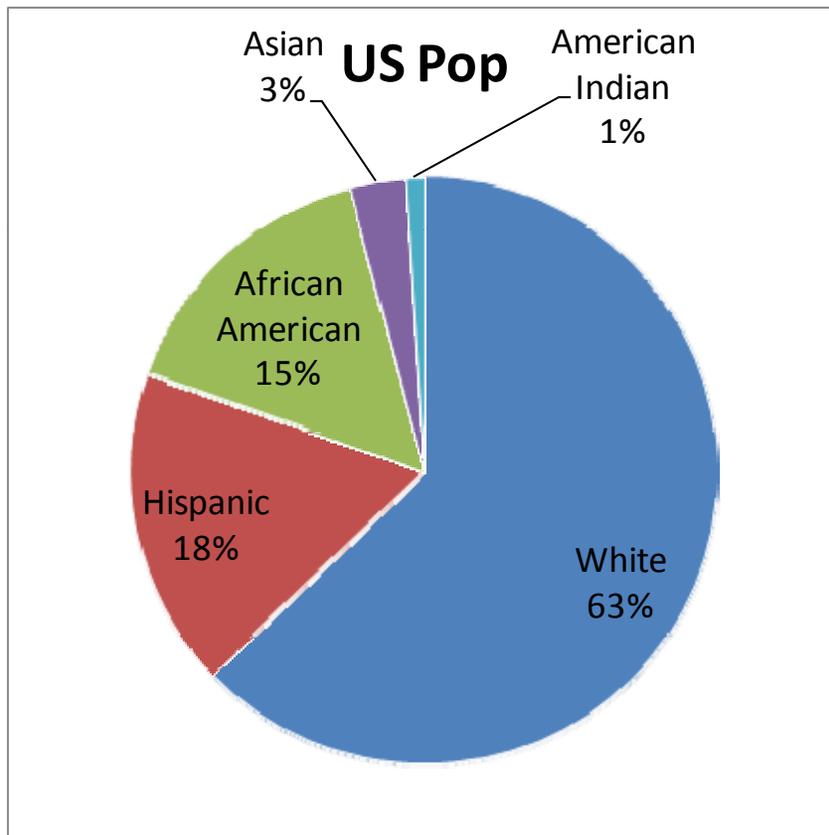
Disparities in Child Welfare

- “African American children who were determined to be victims of child abuse were 36% more likely than Caucasian children to be placed into foster care.”
 - - U.S. Department of Health and Human Services (2005).
- “First round of CFSRs shows that white children achieve permanency outcomes at a higher rate than children of color.”
 - - National Child Welfare Resource Center (2006).

Race, Culture, & Child Welfare History

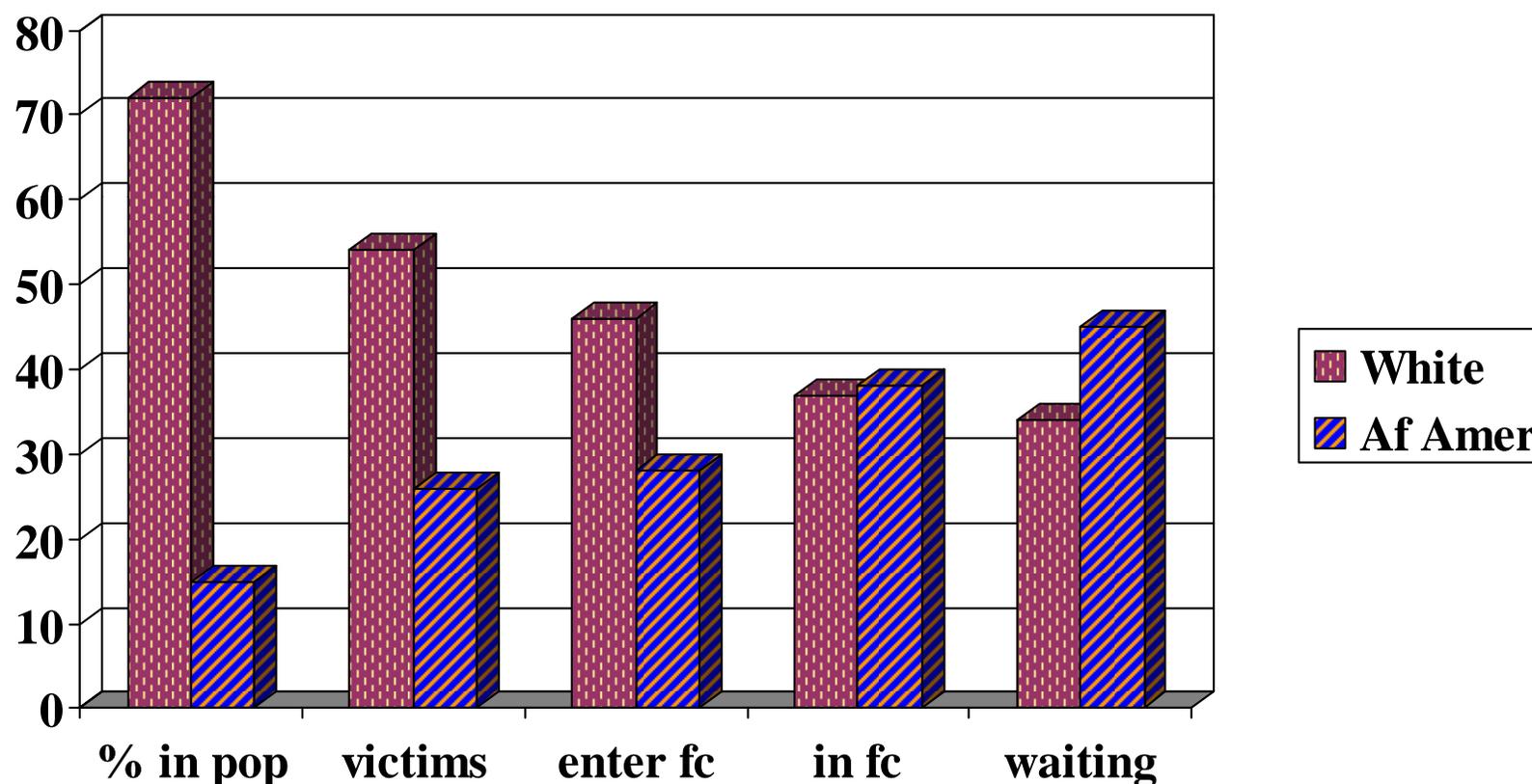


U.S. Child Population under 18 (% in care)



**510,000 children in care in FY 2006

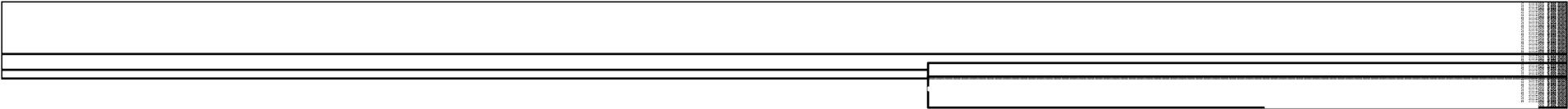
Percent of African American vs. White Children: in population, victims, entering foster care, in foster care, and waiting for adoption



Child Maltreatment 2002: <http://www.acf.hhs.gov/programs/cb/publications/cm02/index.htm>, p. 23

National Adoption and Foster Care Statistics: <http://www.acf.hhs.gov/programs/cb/dis/afcars/publications/afcars.htm>

Estimates based on AFCARS data 3/04



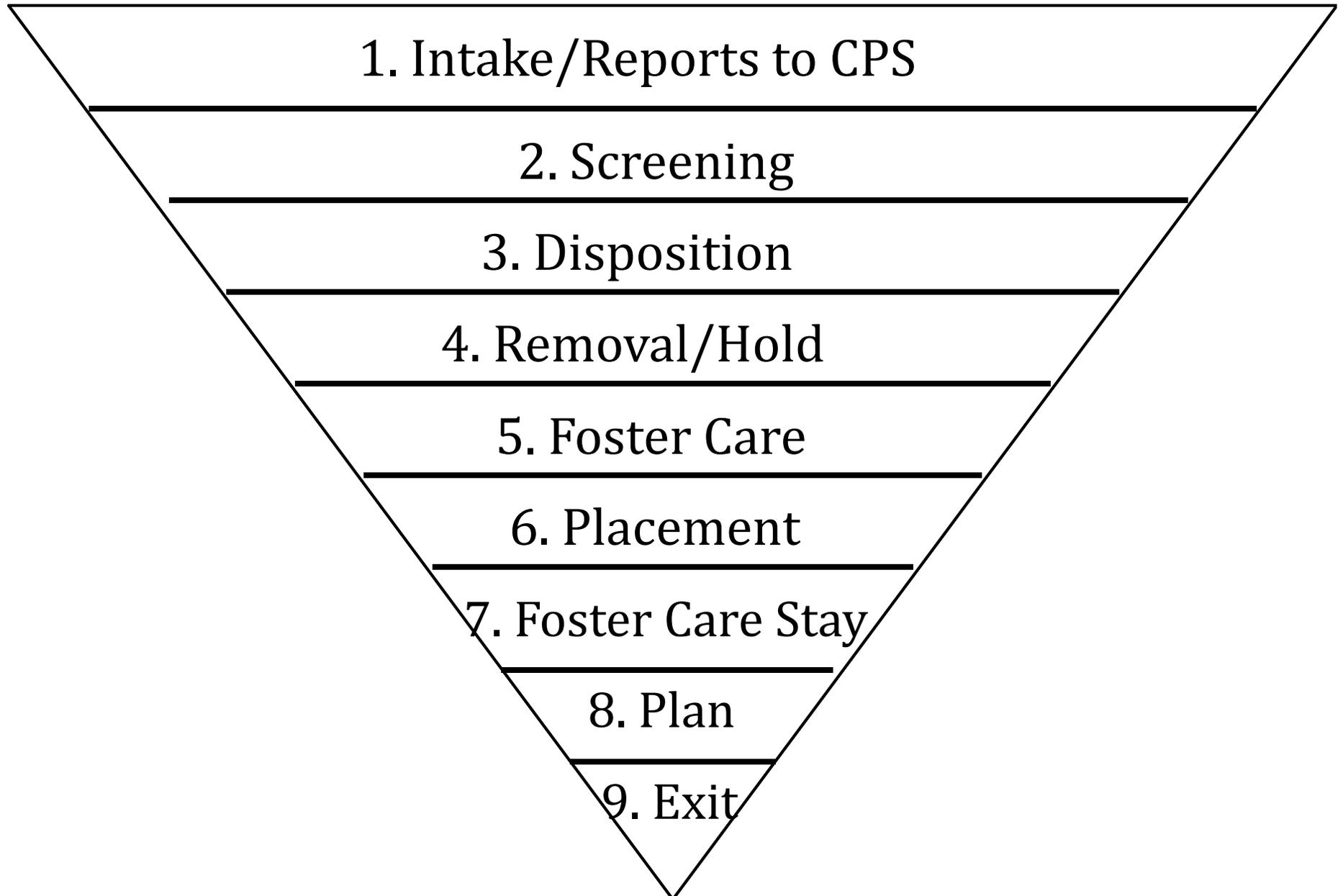
Oregon Decision Point Research

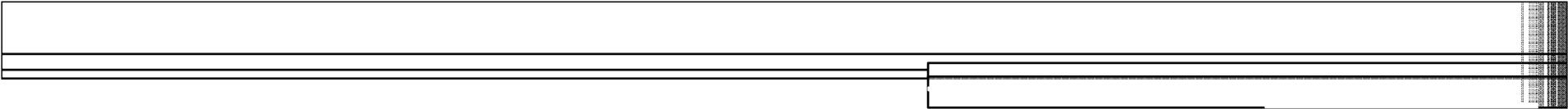
Statewide Findings
Winter 2010

Study Components

- I. Literature Review
- II. Analyzing Administrative Data to explore differences in pathways and outcomes for children and families
- III. Conducting focus groups to obtain individuals' perspectives on the differences in pathways and outcomes for children and families

Figure 1. Nine Major Decision Points



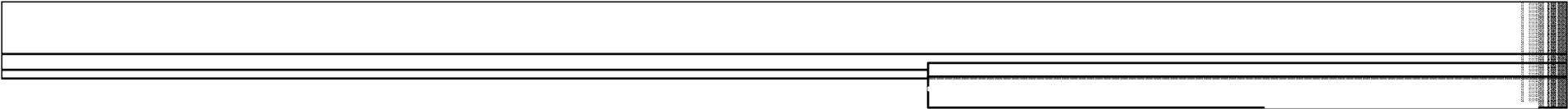


CRB Finding:

DHS has made reasonable efforts to prevent or eliminate the need for removal of the child from the home.

Findings...

- Reports: *“AI/AlN families...nearly 2 times more likely and Black families... nearly 2.5 times more likely to be represented among reports to CPS in Oregon’s gen pop.”*
- Removal: *“The data suggests that a greater percentage of American Indian/Alaskan Native (51.4%), Pacific Islander (56.8%), and Black (43.3%) children were removed from their parents than White children (40.1%). Asian (26.9%), Hispanic (31.6%), and designated race “Unknown” (28.2%) children were removed at a lower rate than White families (40.1%).*
- In Care: *“Native American/Alaska Native children are placed out of home foster care at over 5.5 times the rate of White children, and Black children are in out of home placement at four times the rate of White children. Pacific Islander children nearly 2 times more likely than White children to be in Oregon’s foster care system.”*

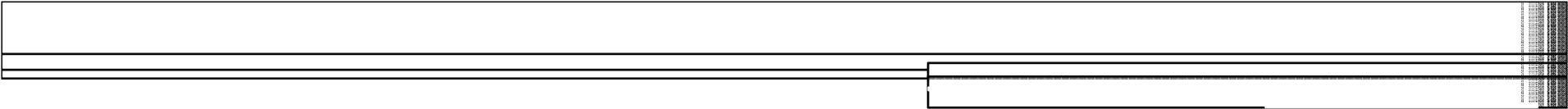


CRB Finding:

DHS made reasonable efforts to provide services to make it possible for the child to return home.

Findings...

- Hispanic children (77.2%) were the most likely to exit by reunification. White (62.3%) and Black (65.8%) children exited by reunification in similar percentages. Asian (58.6%), Pacific Islander (55.6%), and designated race/ethnicity “Unknown” (56.6%) children were less likely to exit by reunification than the average for all races/ethnicities (60%). American Indian/Alaskan Native children (46.6%) and American Indian/Alaskan Native ICWA (40.3%) were the least likely to exit foster care through reunification.



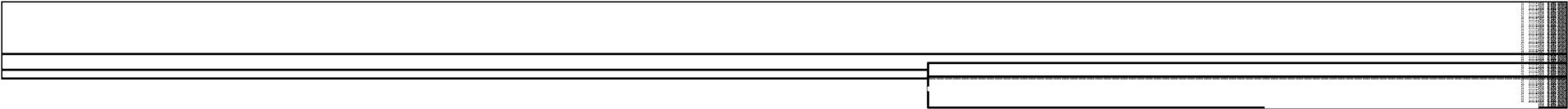
CRB Finding:

DHS has made diligent efforts to place the child with a relative or person who has a caregiver relationship.

Findings...

- *“There were no racial/ethnic groups that were in kinship care at exceptionally high percentages. However, there were some racial/ethnic group differences. American Indian/Alaskan Native ICWA children were the most likely to be placed in kinship care than all other racial/ethnic groups (16% of all children were in relative foster care)”*

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- *American Indian/Alaskan Native ICWA-eligible children were the most likely to be placed in kinship care. Nearly one quarter of Native American/Alaskan Native ICWA-eligible children were in relative foster placements (24.9%). When combined with trial home visits almost 40% (39.2) were with family. Over 20% (20.3%) of American Indian/Alaskan Native children were in kinship care (36.5% if combined with trial home visits), followed by Hispanic children (18.8%), and Black children (17.8% in care with relatives). White children (15.7%) and Asian children (14.7%) had the lowest percentages in kinship care.*
 - *Of all children in foster care during this period, over half of the Black children (51.3%) were in non-relative foster care, compared to 46.3% of the White children.*

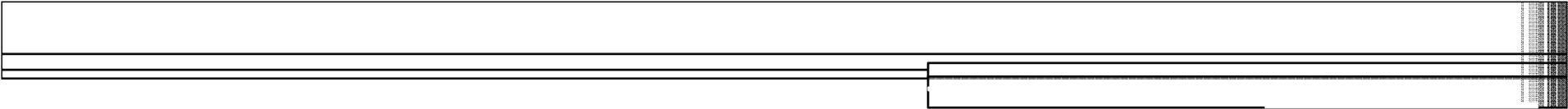


CRB Finding:

DHS made reasonable efforts in accordance with the case plan to place the child in a timely manner, and complete the steps necessary to finalize the permanent placement, including an interstate placement if appropriate.

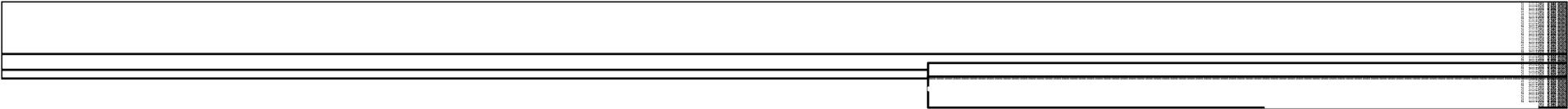
Findings...

- *“American Indian/Alaskan Native and Black children were more likely to remain in foster care 4 or more years. There were 28.6% of American Indian/Alaskan Native ICWA-eligible and 28.2% of Black children in foster care over 4 years as compared to 18.9% of White children still in care over 4 years.”*
- *“In a surprising finding, American Indian/Alaskan Native children, including children who were ICWA eligible, were the most likely group to exit via adoption, with guardianship second. Black children and children of Hispanic origin were the most likely to exit by reunification (both more than White children).”*

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- “American Indian/Alaskan Native ICWA-designated and Black children had the highest percentages of long-term foster care permanency plans, 27.5% and 23.3% respectively, compared to Whites at 18.4%.”

Summary in Oregon

- Front end: Families of color are more likely to be reported, but once they enter the system, their pathways vary.
- Black families are less likely to have a founded report, but Black children are more likely to be removed and white children.
- American Indian Alaskan native families are more likely than others to have a report founded **AND** American Indian Alaska native children are more likely than white children to be removed.
- Children of color more likely to stay longer than 4 years.



Summary in Oregon

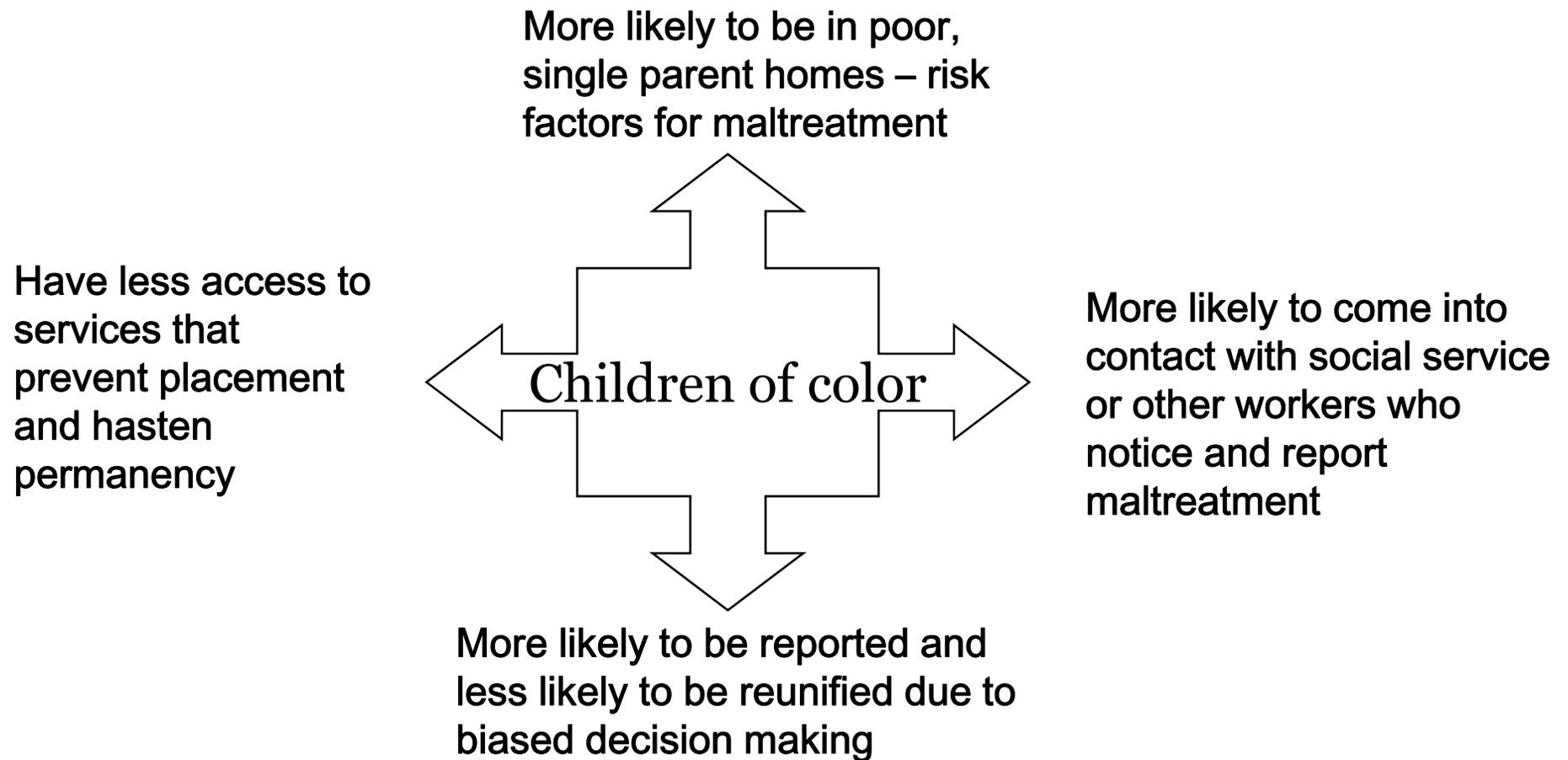
- AI/AN – highest percentages of children with kinship foster homes
- Hispanic and Black children are more likely than White children to reunify
- Unknown's are a concerning reality, but a great opportunity.

Why? Factors, Challenges and Barriers

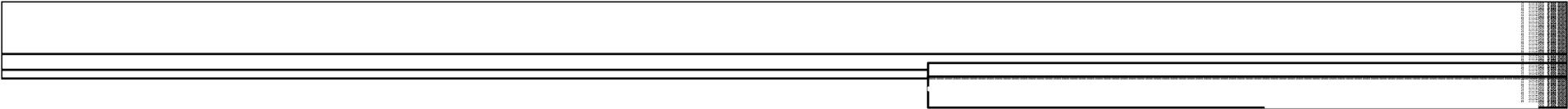
- Data development & analysis
- Workforce demographics
- Institutional racism & personal biases
- Access to quality services
- Relationship with communities of color
- Poverty

What else can you think of?

Disproportionality Theories: Research



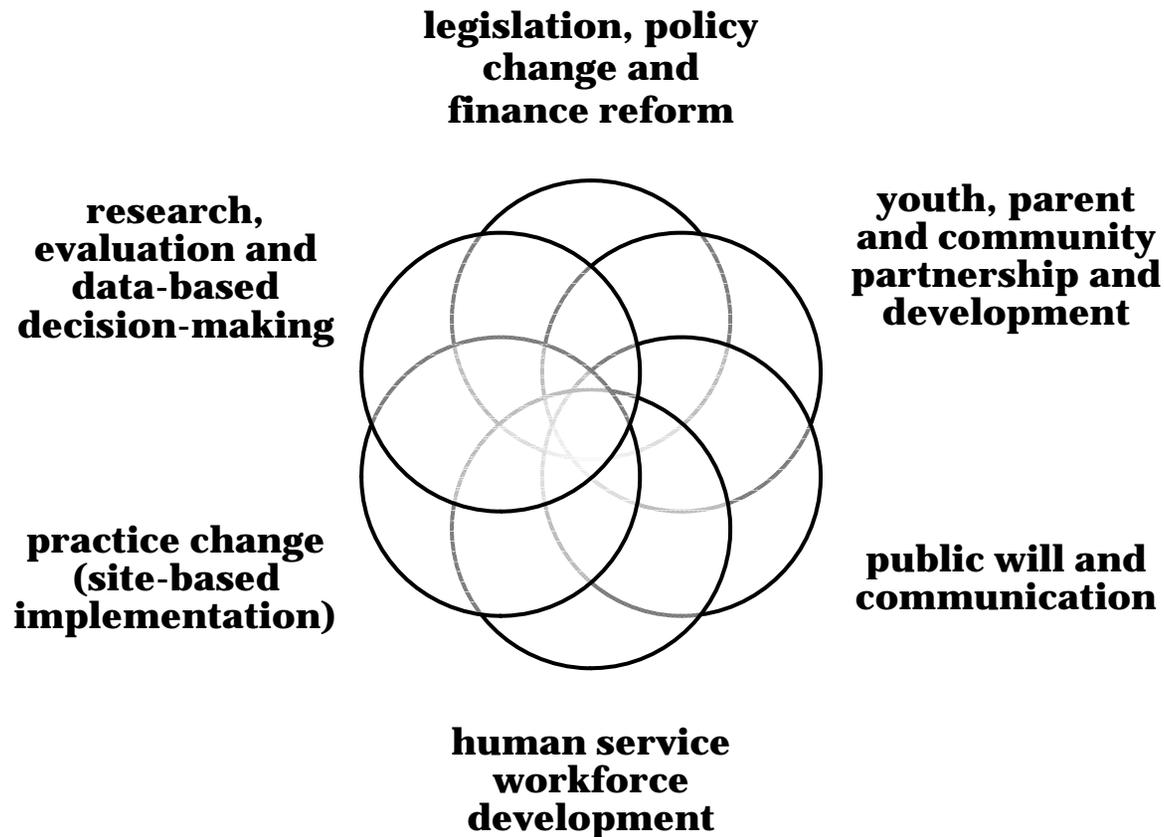
Adapted from Congressional Research Service. August 2005. Race/Ethnicity and Child Welfare.



Small group discussion #1:

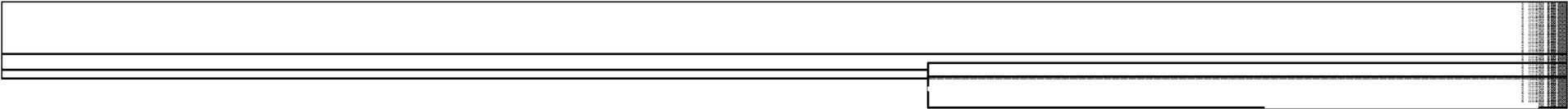
- What do you think about all of this?
- Is there at consensus or least a majority that believes *something* needs to be done?
 - If so, what?
 - If not, why not?

Moving Toward Equity: 6 “critical levers”

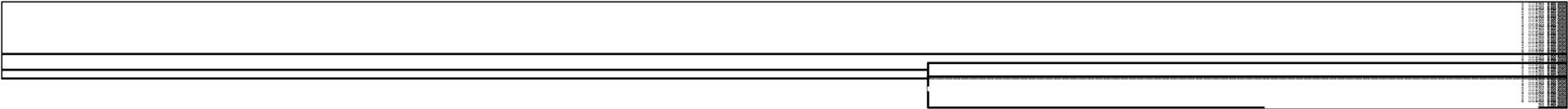


Best & Promising Practices

- Clear data capture and reporting
- Objective CPS assessment process (family strengths-based)
- Family based decision making / group conferencing
- Family Finding/Relative placements & connections
- System-wide, anti-bias training
- Culturally competent practice and services
- Diligent diverse adoption recruitment



How is Oregon addressing this?

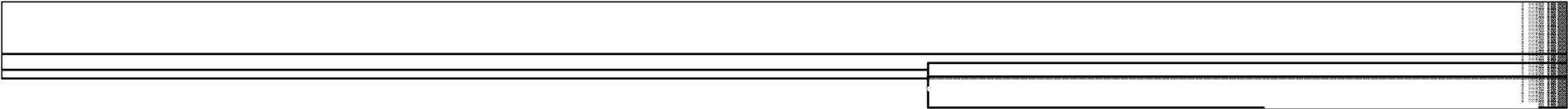


Safe & Equitable Foster Care Reduction Partnership

DHS, OCCF, Model Court, Casey

6 statewide goals to be met by 2011:

1. Safely reduce children in foster care
2. Increase relative placements
3. Reduce children entering care
4. Increase foster care exits
5. Reduce disproportionality for Native and African American children
6. Hold the child abuse, neglect rate

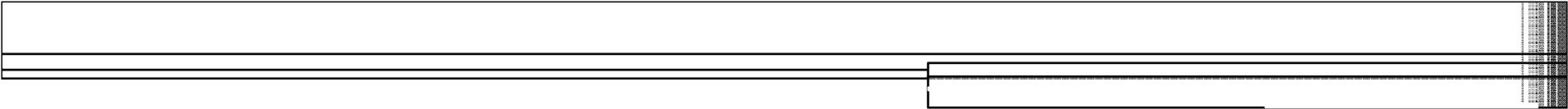


Why?

- Government does not make a good parent.
- Foster care is temporary.
- Children grow up in foster care are more likely to have poorer outcomes throughout life.
- Increased efforts to keep children safely in their homes, family networks or Tribes.
- Oregon has one of the highest foster care placement rates in the country.
- Black and Native children are over-represented in Oregon's system.

Critical Pieces

- Executive Leadership commitment
- N8V Summit Strategic Planning
- Child Welfare Equity Taskforce/SB 630
- PSU Decision Point Research
- Model Court/ Courts Catalyzing Change
- 8 “Safe & Equitable Reduction” Pilot Counties
- Community Engagement & Collaboration



8 Pilot Counties

- Coos
- Deschutes
- Jackson
- Malheur
- Marion
- Multnomah
- Tillamook
- Washington

Child Welfare Equity Task Force

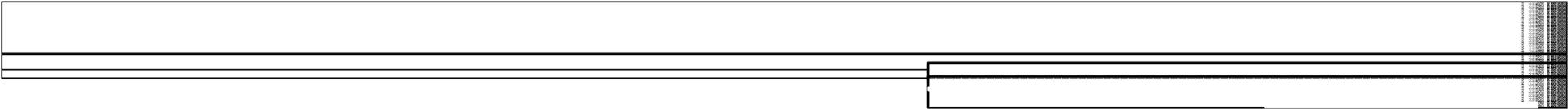
“The Task Force shall study the reasons for, and develop a plan to reduce, the disproportionality of minorities in the child welfare foster care system.” (3)

The Task Force may...

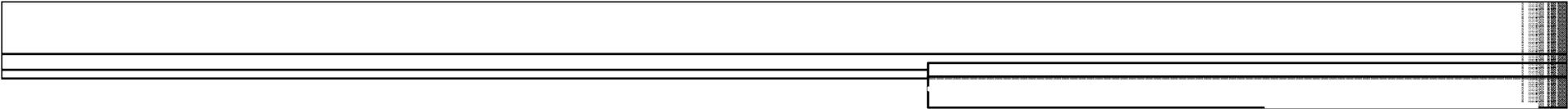
- Collect and analyze **data** (4c)
- **Set specific goals** to reduce disproportionality of minorities in child welfare (4a)
- Study, assess, and recommend strategies:
 - To enhance **recruitment and retention efforts** to increase minority representation (4b)
 - Concerning **staff and community partner training** (4e)
 - Prevention of **future** disparity and disproportionality (4f)

Community Collaboration

- “Traditional” Community partners
 - Portland State University
 - Wraparound Oregon
 - Juvenile Justice/Oregon Youth Authority
 - CRB
 - JRP, juvenile attorneys
 - Service providers
 - Foster parents
- “Non-traditional “ partners
 - Coalition for Communities of Color
 - OMHS
 - Emerging community organizations



**How will the CRB support
moving toward Equity?**



Small group discussion #2:

- What should the CRB's responsibility to this issue be?
 - What opportunities for better family outcomes do you see?
- What recommendations do you have for improvement and sustainability?
- How will you continue learning about this issue?

“Micro” Practice Principles

- The 5 “C’s”
- Cultural humility: Understand and be humble about the power you hold. Keep learning from families and from the community.
- Watch out for code words (ex. ‘hostile affect’, ‘non-compliant’, etc.). Dig deeper.
- Learn to confront or appeal policies that tend to embed disproportionality (ex. licensing)
- Develop relationships with people who are culturally different from you.
- Work with others to develop a culturally responsive service array

Literature Review: Top 3 Hits

Best Places to look in literature

- Morton
- Hill, Robert. (March, 2006) Synthesis of Research on Disproportionality in Child Welfare. Prepared for the Casey Alliance on Racial Equity
- Promising Practices To Address Racial Disproportionality in Child Welfare (December, 2006) Center for Study of Social Policy, Ernestine Jones. Prepared for the Casey Alliance
- 2007 GAO Report

Next Steps

Educate and strengthen awareness (using decision point research)

Establish Community Partnerships & Collaborations

Develop Taskforce recommendations

Implement research based strategies

Measure and Evaluate

Thank you!

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