

The background features three large, upward-pointing arrows. The leftmost arrow is orange, the middle one is blue, and the rightmost one is purple. Each arrow has a solid outline and a semi-transparent fill of the same color. They are arranged in a slightly overlapping, ascending sequence from left to right.

# **Child Welfare Race Equity**

Vision for Transformation



## **Guiding Principle 1: Supporting Families and Promoting Prevention**

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Our Child Welfare transformation is built on trauma-informed, family and community-centered and culturally responsive programs and services focused on engagement, equity, safety, well-being and prevention.





## Guiding Principle 2: Enhancing our Staff and Infrastructure

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Our Child Welfare transformation depends on a diverse, supported, skilled, respected and engaged workforce that reflects and embraces the communities we serve.





## Guiding Principle 3: Enhancing the Structure of our System by using Data with Continuous Quality Improvement (CQI)

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Our Child Welfare transformation is built on data-informed practice and is supported by continuous quality improvement and modernized information technology systems and tools.



# About the Vision for Transformation

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- Vision for Transformation brings a racial equity and anti-racist lens to every aspect of our work.
- The Child Welfare Vision for Transformation is the spirit of what we believe the child welfare system can and should be in Oregon.
- We envision a child welfare system built on our mission, core values, and a belief that children do best growing up in a family and their community.
- The Vision for Transformation was created through collaborative discussions with our workforce, community partners and Oregon Tribal Nations.

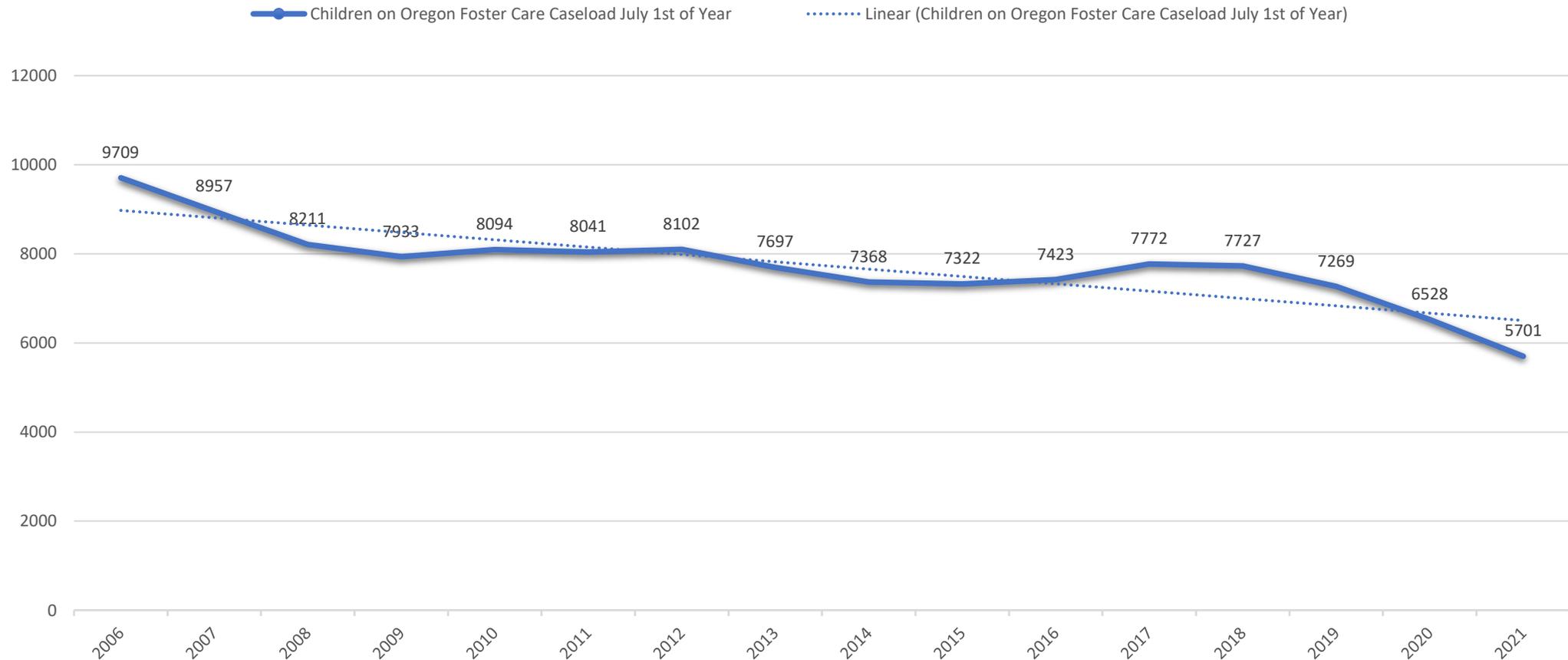
# Child Welfare is having a reckoning-how do we live into these values?



- What would their protest signs say?
- We've known about our disproportionality problem for decades
- We have to change to get to better outcomes
- "Silence is making a statement"

# Children in Foster Care Trend

## Count of Children on Foster Care Caseload July 1st By Year



# Disproportionality & Disparity – 2009 & 2020

2009 Disproportionality & Disparity Indices Table

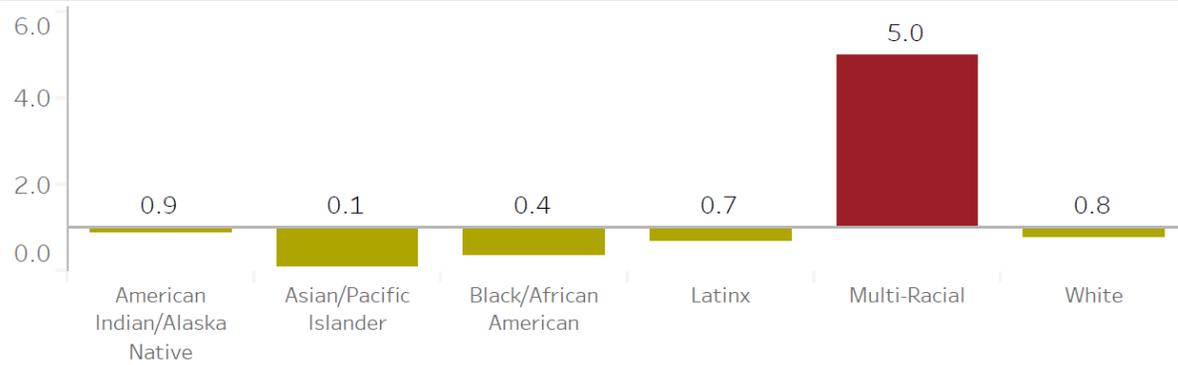
	Census	Census (% total)	In Care	In Care (% total)	Dispro.	Disparity
American Indian/Alaska Native	13K	1%	108	1%	0.9	1.1
Asian/Pacific Islander	37K	4%	41	1%	0.1	0.1
Black/African American	20K	2%	69	1%	0.4	0.5
Latinx	152K	18%	1,018	12%	0.7	0.9
Multi-Racial	38K	4%	1,799	22%	5.0	6.4
White	605K	70%	4,495	55%	0.8	1.0

2020 Disproportionality & Disparity Indices Table

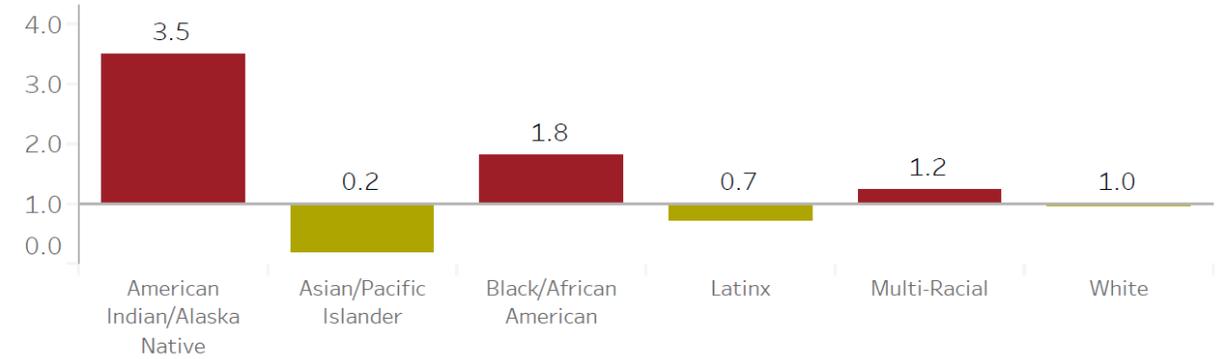
	Census	Census (% total)	Entries	Entries (% total)	Dispro.	Disparity
American Indian/Alaska Native	11K	1%	120	4%	3.5	3.6
Asian/Pacific Islander	46K	5%	17	1%	0.1	0.1
Black/African American	22K	3%	109	4%	1.6	1.6
Latinx	221K	25%	464	17%	0.7	0.7
Multi-Racial	60K	7%	189	7%	1.0	1.1
White	528K	59%	1,565	57%	1.0	1.0

# Disproportionality – 2009 & 2020

2009 Disproportionality Index

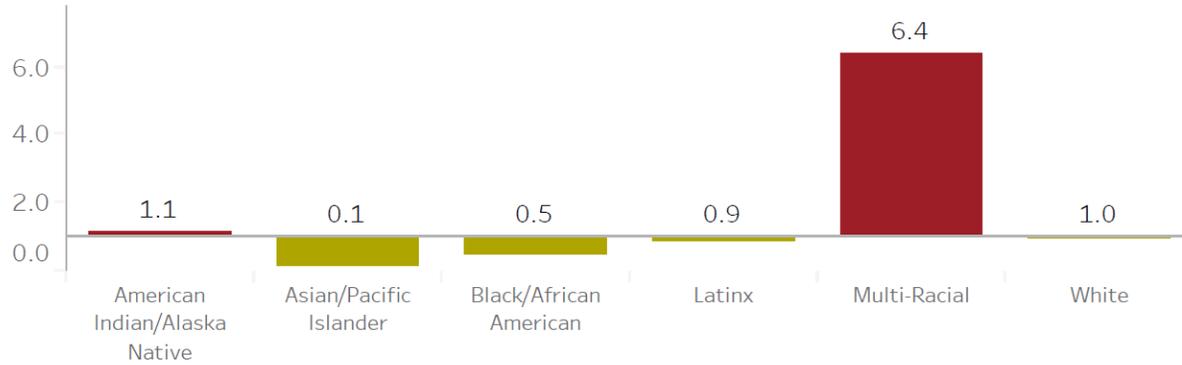


2020 Disproportionality Index

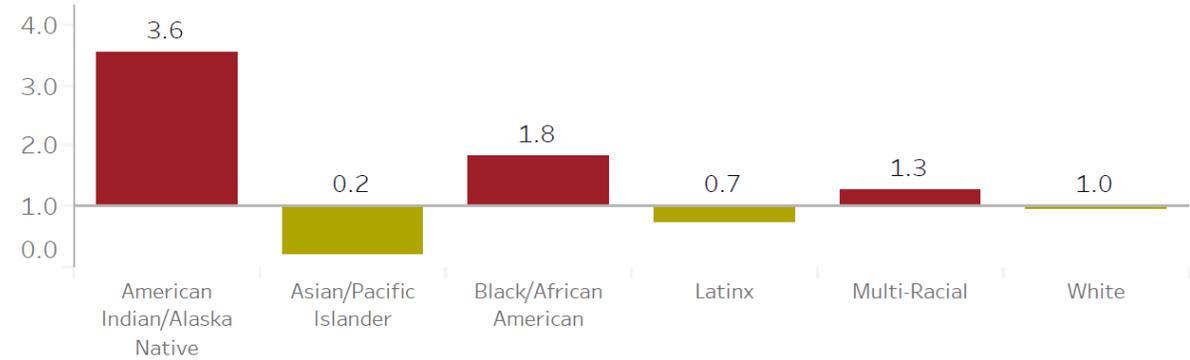


# Disparity – 2009 & 2020

2009 Disparity Index



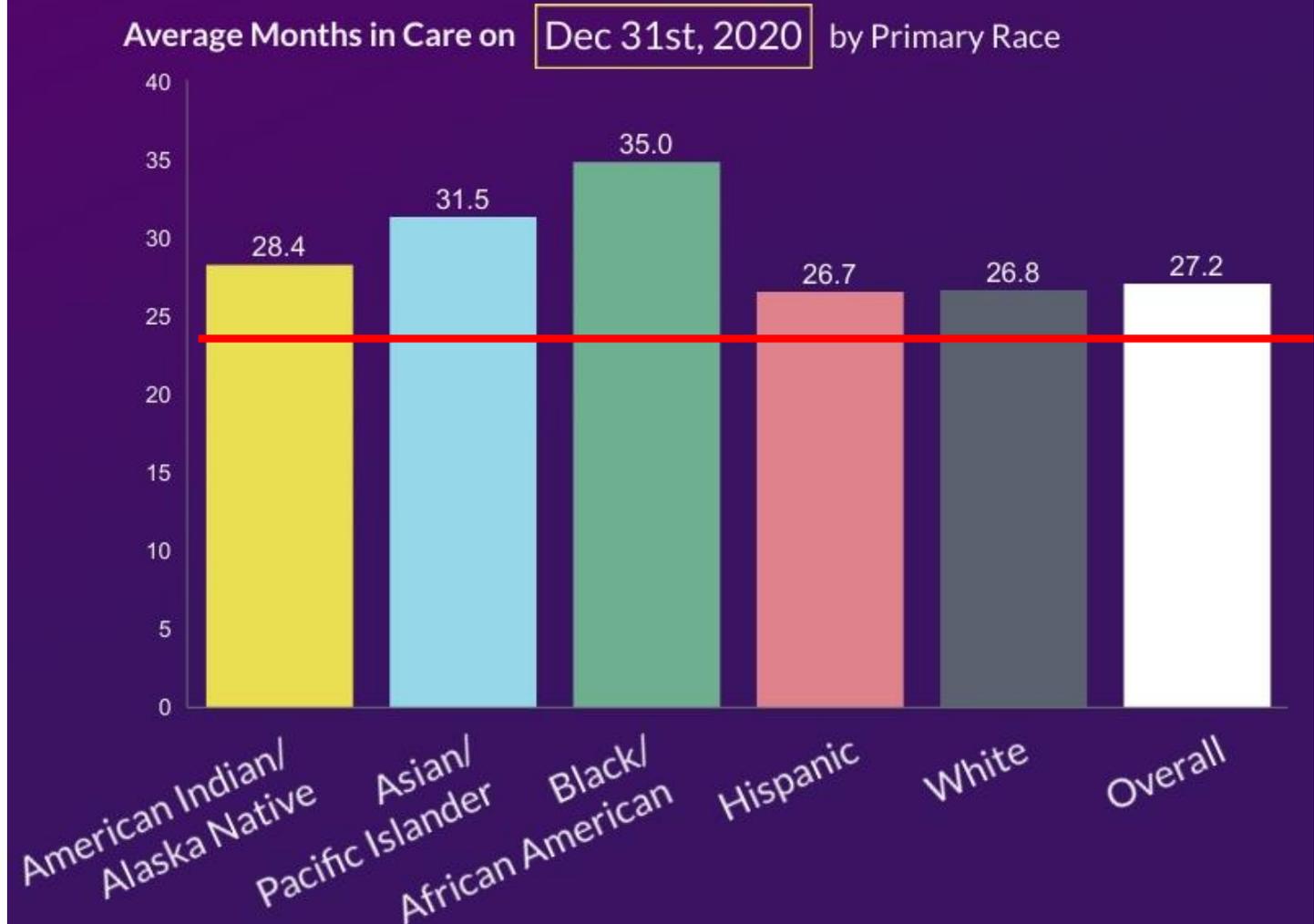
2020 Disparity Index



# Length of Time in Care

National standard is 24 months

## Lengths of time in *Foster Care*

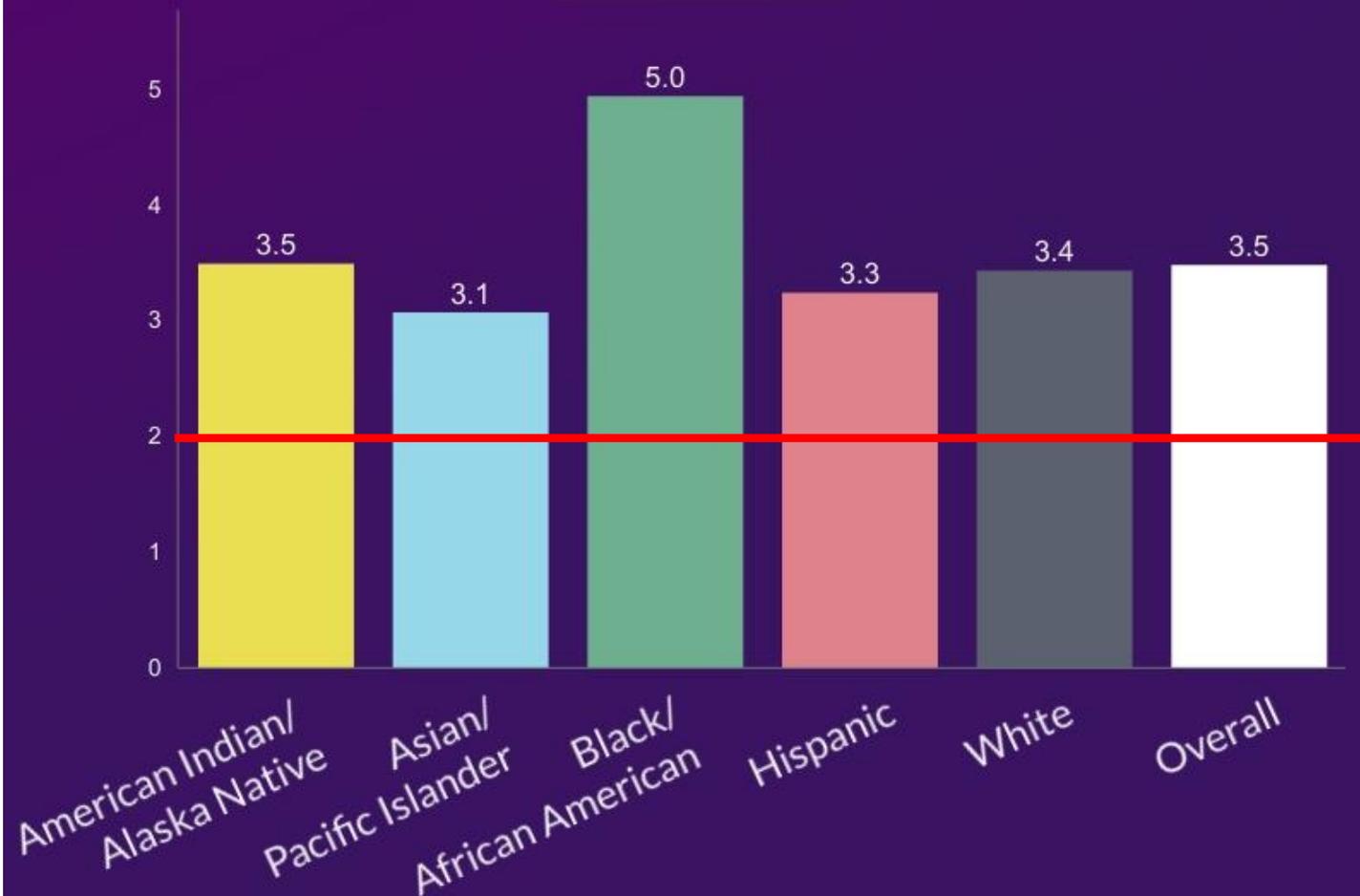


# Foster Care Placements

National standard is 2 placements

## Number of Foster Care Placements

Average Placements on Dec 31st, 2020 by Primary Race



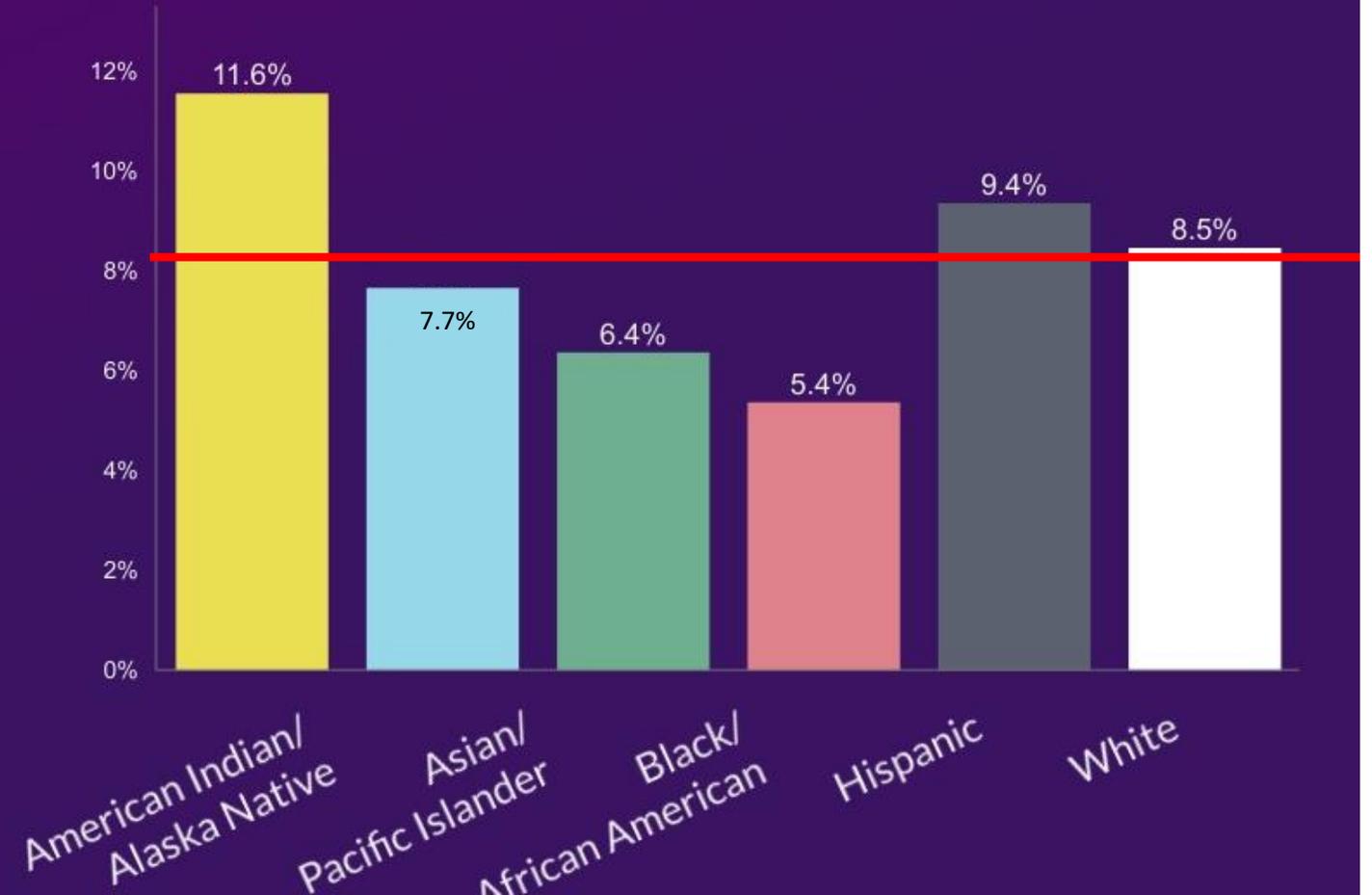
# Re-Entry Rate

National standard is 8.3%

## Rate of *Re-Entry into Foster Care*

Of all children who enter foster care in a 12-month target period and discharged within 12 months to reunification, living with a relative(s), or guardianship, what percent re-entered foster care within 12 months of discharge

Pulled for **December 2020** by Primary Race





# Oppression (isms) happens at every level

## • **Internalized (Personal)**

- **Within** individuals
- Beliefs & biases, influenced by culture
- Internalized oppression/superiority

## • **Interpersonal**

- **Between** individuals
- Personal prejudice & intentional bias in action

## • **Institutional**

- Within **institutions & systems**
- Policies & practices that maintain discrimination / oppression

## • **Structural**

- **Among institutions & across society**
- In human services, collaboration across systems can reinforce racism's impact



## Antidotes on every level

### • **Internalized (Personal)**

- Changing mindset
- Interrogating the historic narrative
- Doing our own internal work

### • **Interpersonal**

- Listening & believing those affected
- Building relationships across differences

### • **Institutional**

- Understanding & speak up about race and equity
- Engaging those affected by decisions in decision-making

### • **Structural**

- Being accountable for your part in dismantling racism
- Publicly advocating for equity
- Ceding and sharing power with the affected

# A Full Equity Framework



**Commitment, Leadership & Governance**  
**Racial Equity Policies & Implementation**  
**Practices**

**Organizational Climate, Culture &**  
**Communications**

**Service Equity**

**Consumer Voice & Influence**

**Workforce Composition & Quality**

**Community & Tribal Consultation &**  
**Collaboration**

**Resource Allocation & Contracting**  
**Practices**

**Data, Metrics & CQI**

**ALL** are welcome **HERE**



We ALL impact  
transformation of  
child welfare