

# Racial Inequity in Child Protection

**Department of Child Safety**

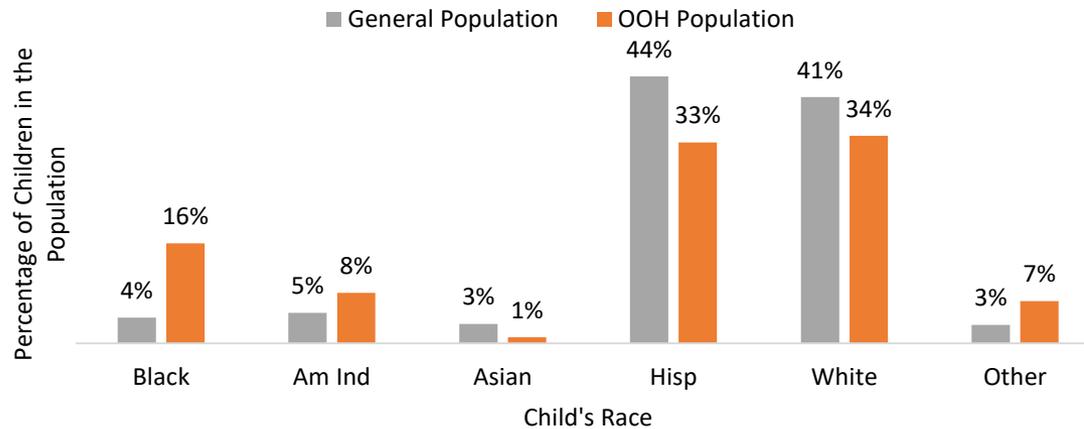
October 2, 2020

*Safety · Compassion · Change · Teaming · Advocacy · Engagement · Accountability · Family*

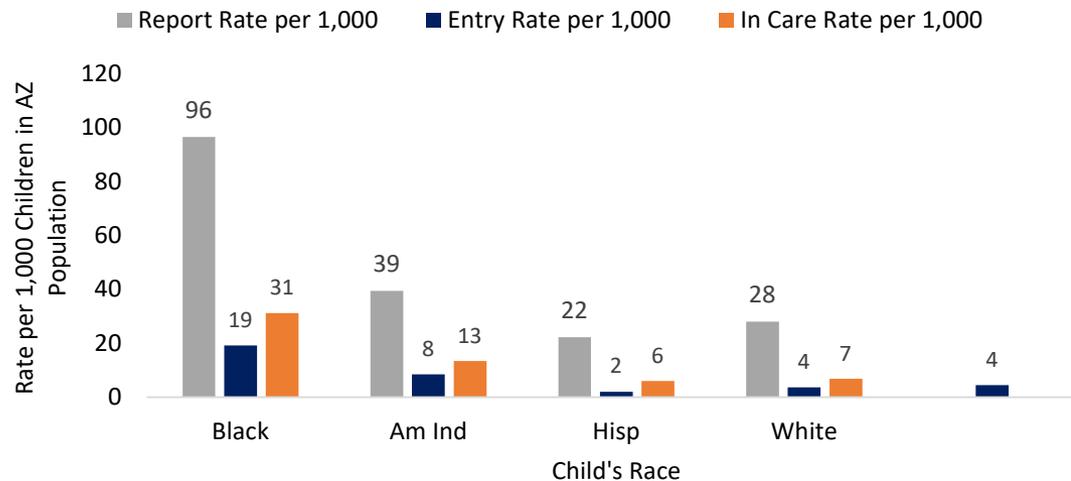


Black and American Indian children are disproportionately overrepresented in the out-of-home care population.

Hispanic and White children are underrepresented.

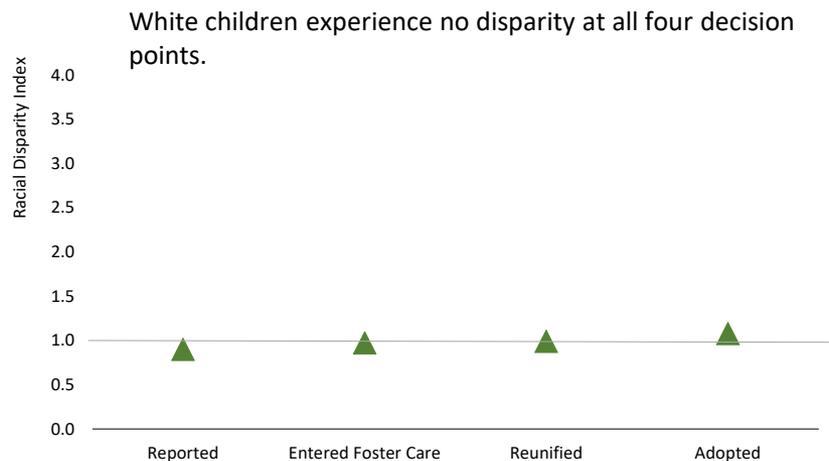
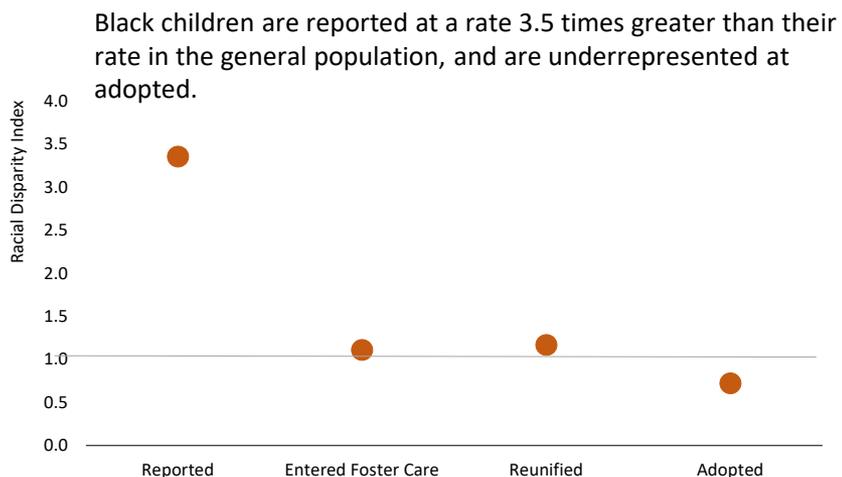
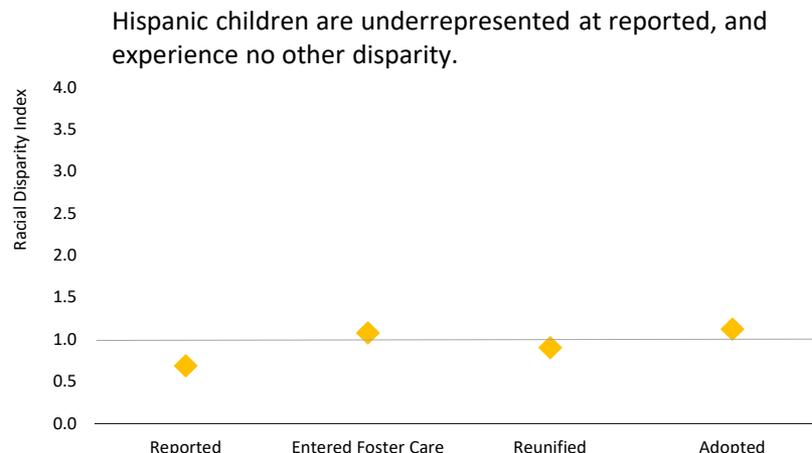
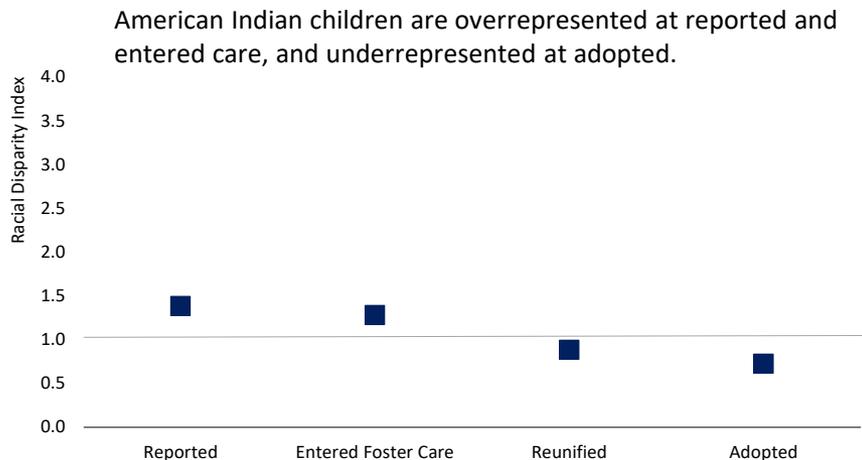


The ratio of entry to reported children is 1:5 for Black and American Indian children, 1:11 for Hispanic children, and 1:7 for White children.



# Disproportionality of Black children at foster care entry and in-care results from disparity in the reported rate per Black children in the general population.

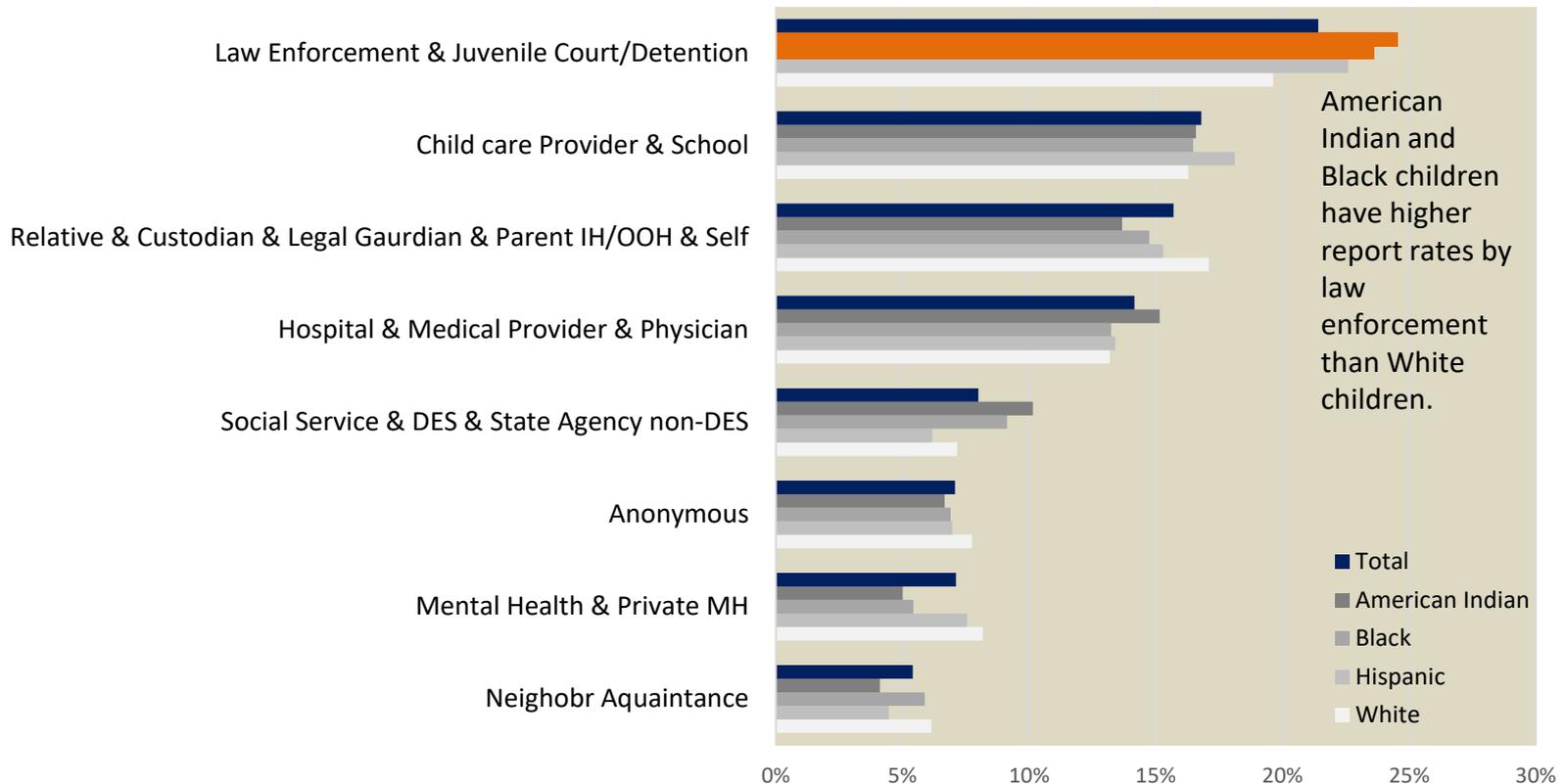
American Indian children experience cumulative disparity at the entry/removal, reunification, and adoption decisions.



Racial Disparity Indexes compare by race the percentage of children who experience an event (reported, entered, reunified, adopted) to the percentage of the population for which that event can occur. For example, % reported compared to % in the general population, and % entered care compared to % reported.



38% of reports come from law enforcement, school, and child care.  
 There is little variation in reporting source by race.

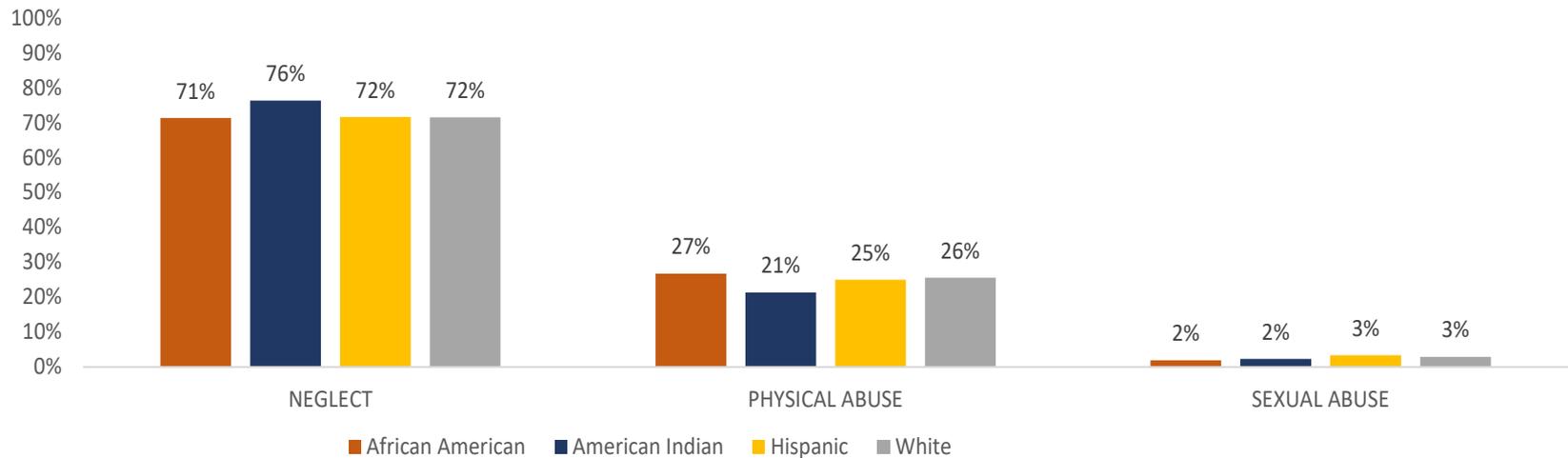


Data source: Disproportionality ad hoc report from L. Hawkins; Tableau Intake report for source variable



## The percentage of reports alleging neglect is slightly higher for American Indian children.

There is little variation in highest allegation category comparing African American, Hispanic, and White children.

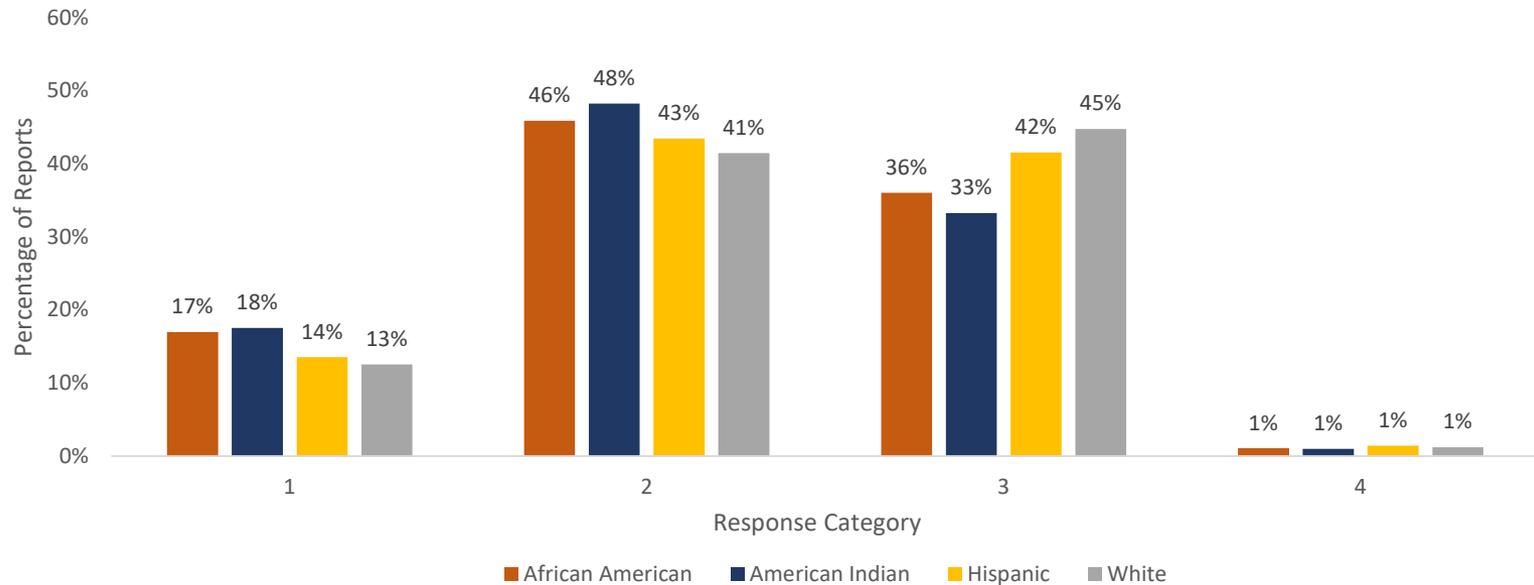


Source: Disproportionality data set created by OQI Data Analyst July 2020.  
Time period: 9/1/2019 – 3/31/2020



# African American and American Indian children have higher rates of response time 1 and 2 reports compared to Hispanic and White children.

Response time is based on the severity and immediacy of the danger, and child vulnerability.



Source: Disproportionality data set created by OQI Data Analyst July 2020.  
Time period: 9/1/2019 – 3/31/2020



# Inclusion and Self-Reflection

Strategies for relationships and problem exploration

- **Build Relationships and Trust**
  - Inclusion
  - Communication
  - Action
- **Develop a DCS Diversity Council**
  - 1<sup>st</sup> focus on disparate outcomes for African American families
  - Influence policy and practice models
- **Organizational Assessment**
  - Toolkit to be released this fall by Black Administrators in Child Welfare
  - Equity impact analysis; organizational culture and competency assessment
- **Data analysis for Exploration and Accountability**
  - For problem solving
  - For recurring review to measure progress – what does success look like?



# Practice Models and Service Array

Existing initiatives with opportunity for inclusion

- **FFPSA & the Service Array Revolution**
- **Family Connections & Nurturing Parenting Program**
- **Team Decision Making**
  - 1<sup>st</sup> focus on disparate outcomes for African American families
  - Influence policy and practice models



# Foundational Supports

Recent DCS improvements make now the right time to be successful

- **Capacity**
  - Workload
  - Practice models for consistent decision making (SAFE AZ)
- **Culture of Safety**
  - Psychological Safety
  - Learning environment
  - Openness to change
- **Accountability Mechanisms**
  - Fidelity
  - Oversight
- **Strength-Based Supervision and Supervision Coach Program**
  - Discussions occur at the point of key decisions

