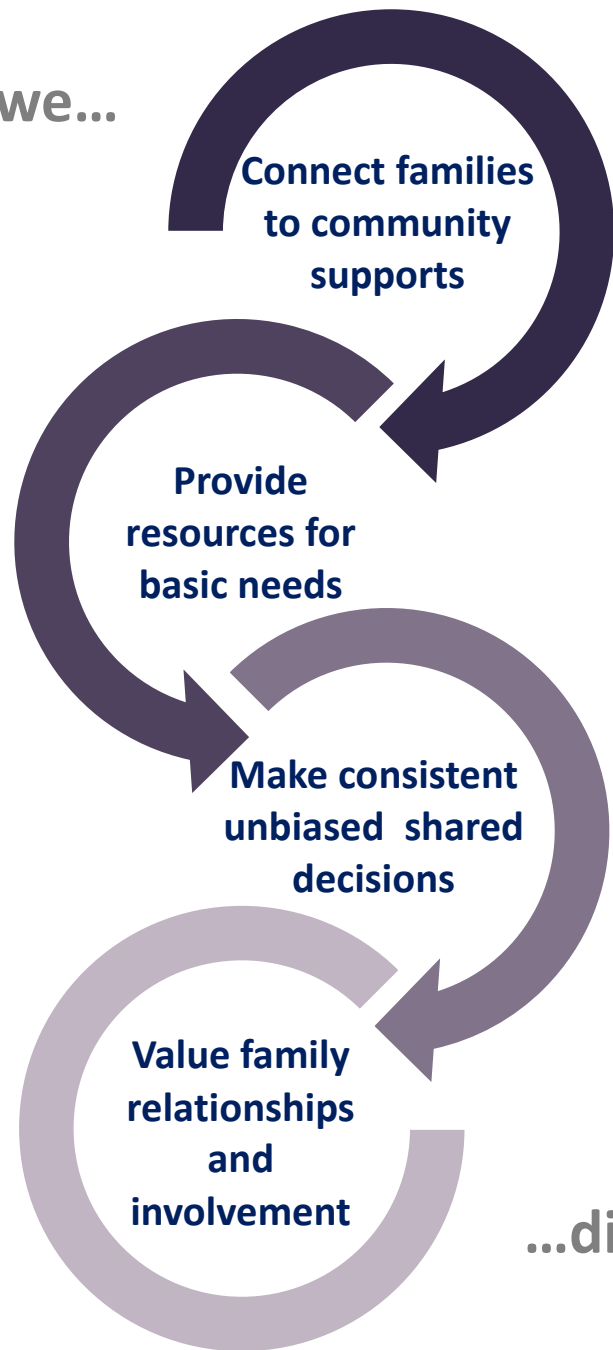




When we...



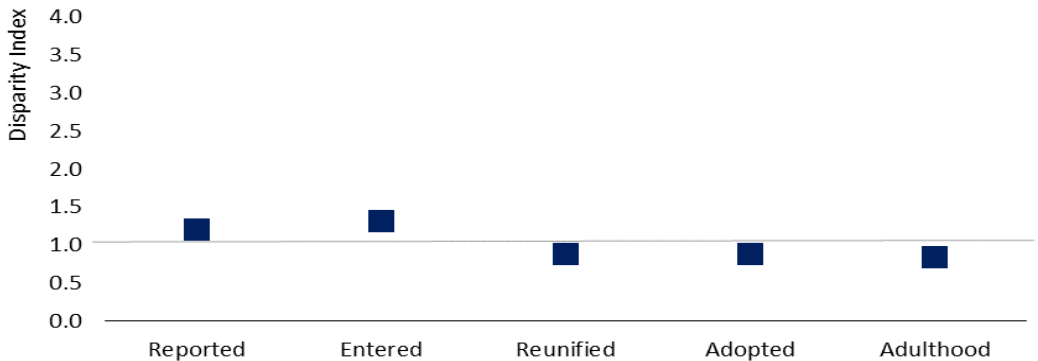
...disproportionality and disparity by race will reduce.



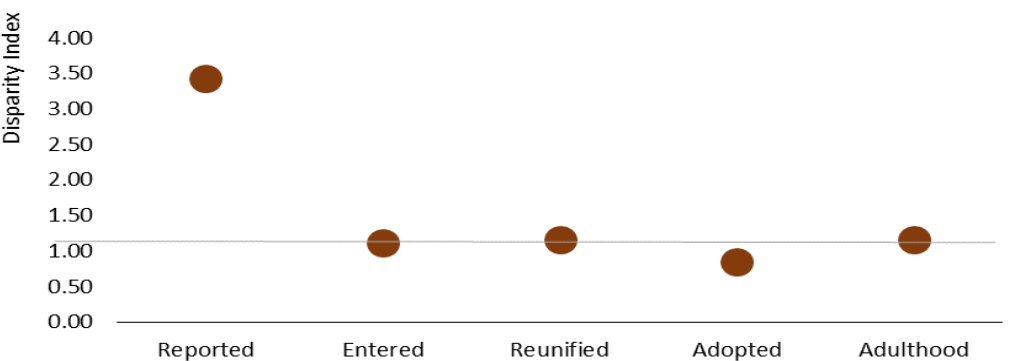
# Disparity Indices

## Decision Point Comparison as an Index

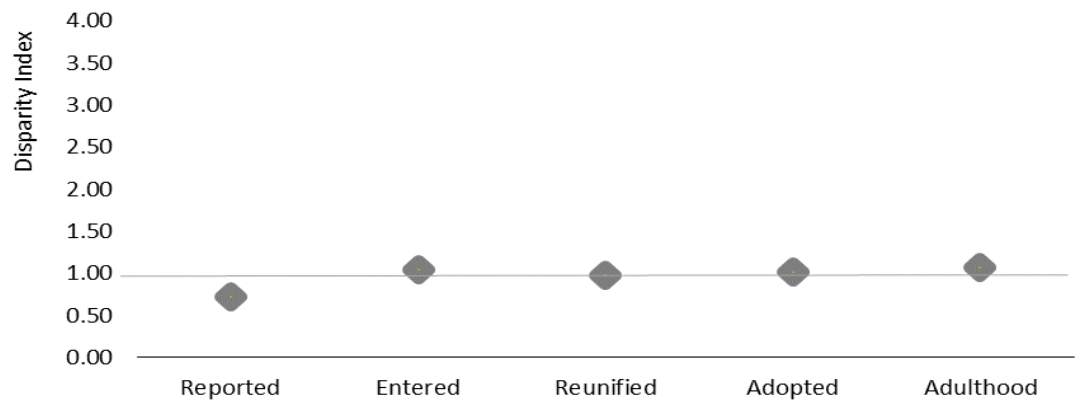
American Indian children are overrepresented at reported and entered.



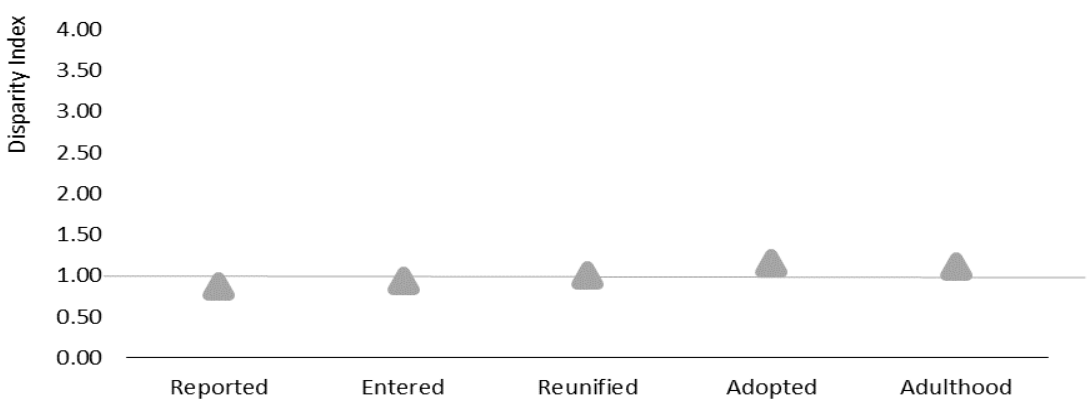
Black/African American children are reported at a rate 3.4 times higher than their percentage in the general population.



Latinx children are underrepresented at reported.



White children are underrepresented at reported.



Racial Disparity Indices compare the percentage of children who experience an event (reported, entered, reunified, adopted) to the percentage by race of the preceding event. That is, % reported : % in the general population; % entered : % reported; % reunified/adopted/adulthood : % entered.



# Impact Disproportionality by Connecting to Community and Basic Resources

## Concrete Support

Access to housing, food, health care, child care, income

- Prevention service training for mandated reports w/ Prevent Child Abuse Arizona (date)
- Concrete supports using American Rescue Plan CB Child Abuse Prevention funds.
- Next Event Analysis to inform policy about when DCS should be involved and prevention program design

## Kinship Support

Support without DCS involvement when the children are safe

- *Opportunity – Expand legal services to provide legal means to care for a child*

## Services for Intact Families

Availability of programs that support in-home safety plans, infants and toddlers

- All DCS contracted services can be provided to families with children at home
- Family Connections addresses concrete needs and protective factors, includes flex funds
- Availability of providers that look like the families served
- SENSE Program for Substance Exposed Newborns, in-home with a parent

## Service Expansion

Programs in home communities without DCS involvement

- Advocating for federal FFPSA funding for Infant-Toddler Home Visiting programs
- *Opportunity - Partnerships with community-based programs, faith-based programs, and DES to provide concrete resources and social supports*

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



# Impact Disproportionality by Making Consistent Unbiased Shared Decisions

## Mandated Reporting

Consistency in decisions to make a DCS report

- Mandated reporter training based on objective criteria of statute

## Safety Decision Model

Practice fidelity to a comprehensive model

- SAFE AZ model supported by Supervision and Supervision Coach Program for practice proficiency
- Domestic Violence practice model for accuracy in safety assessment – partnering with ACESDV and GOYFF
- Proficiency of SAFE AZ application in TDM meetings

## Cultural Humility & Empathy

Self-awareness and access to information

- Cultural Humility and Empathy training for all DCS Field Operations staff (summer 2022)
- Information exchange and partnership with refugee and immigrant communities
- Dialogue about bias, culture, and assumptions in all Clinical Supervision discussions
- Culture Brokers, Parent Allies, Team-Based Parent Representation

## Case Reviews

Impact a family and raise staff proficiency

- Cases identified by African American community members or the parent
- Cases identified by DCS
- Independent from field operations, obtain expert guidance when applicable, family meetings led by Casey Family Programs

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



# Impact Disproportionality by Valuing Family Relationships and Involvement

## Engage Fathers

Value their contribution to single female-headed households

- Fatherhood Engagement program with Family Involvement Center – prevention services to increase father involvement with their children, parent allies for families involved with DCS, speaking at conferences

## Team Decision Making

Share problem solving and decisions with family and community

- Technical assistance to improve family and community participation

## Parenting Time

More natural and less supervised to increase hope and engagement

- Field Guides on safety management in parenting time
- Executive leadership communication about parenting time being less supervised and more natural
- Change in court templates and orders
- Parenting time supervision practice update & staff training

## Kin Support

Alternatives to dependency

- Dependency Alternative Program expansion statewide

