A Community Approach to Addressing Disproportionality in Child Welfare

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Workshop Outline

1. History and Background
2. Overview of “Foster Care Re-design”
3. Overview of Racial Disparity Data for Alachua County
4. Conclusions Drawn from Data Analysis
5. Strategies to Address Contributing Factors
6. Question and Answer
Casey Family Programs

“2020 Vision”
Alachua County, Circuits 3 & 8

- 13 Counties
- 561,000 Est. pop for 2009
- Alachua Co. pop. 240,000+
- Gainesville
- ( )
What is Different in Florida?

- Community Based Care (CBC)
  - Statewide privatization of child welfare services since 2004
- Title IVE Waiver
  - Flexibility in use of federal IV-E funds
  - Being used for front-end services for at-risk population
Circuit 3 & 8 Timeline

IV-E Waiver Project Begins 06/06
Casey Family Programs Begins Work With FL 08/07
Secretary Bob Butterworth Sets 2012 Goal 12/07
Foster Care Redesign Officially Launched in Circuit 3 & 8 06/08
Circuit 3 Exceeds 50% Reduction in OHC 06/09
The Library Partnership Opens It’s Doors 06/09
Major Components of “Foster Care Redesign”

- Culture change
- Team Decision-Making
- Rapid Response Services
- Diversion & In Home Supervision
- Family-Centered Practice
- Prevention *(The Library Partnership)*
Circuit 3 & 8- Children in Out of Home Care

Total C3&C8 Children in All Types Out of Home Care

44% Reduction To Date
Foster Care Redesign to Keep Children Safe & Home: Progress in Alachua County

Children in Out of Home Care - Alachua

[Bar chart showing the decrease in children in out of home care from January 2008 to May 2010.]
Progress – Except for the Racial Disparity in Children Sheltered

- Research shows no racial differences in abuse rates
- Yet, nationwide – more reports of abuse, more sheltered in out-of-home placements, longer lengths of stay
- Florida mirrors national picture – as does Alachua County
Percentages by Child Population, Reports to Child Abuse Hotline & Children Sheltered Out of Home - 2008-09

<table>
<thead>
<tr>
<th>Population</th>
<th>Reported</th>
<th>Sheltered</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>64%</td>
<td>44%</td>
</tr>
<tr>
<td>African-American</td>
<td>50%</td>
<td>46%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Bar chart showing percentages for White, African-American, and Other populations.
Alachua County - Rate in Out of Home Care per 1,000 (Dec. 2009)

- All Children: 7.41
- Black: 13.67
- Other: 5.10
- White: 4.66
Alachua County in Comparison
Rate per 1,000 Children in Population who are
in Out of Home Care by Race (Dec. 2009)

Data from DCF Reports – Ddc 2009
All Children in Out of Home Care by County and Race – May 2010

- **Alachua**: 210
- **Baker**: 110
- **Bradford**: 2
- **Columbia**: 12
- **Dixie**: 28
- **Gilchrist**: 73
- **Levy**: 16
- **Madison**: 11
- **Taylor**: 3
- **Union**: 54

Legend:
- **ASIAN**
- **BLACK**
- **WHITE**
So, What Else Do We Know?

- Who makes reports to hotline?
- Maltreatments reported and verified
- Reasons children are sheltered
- In home services to families
- Impact of poverty?
- Review our plan to address the disparity
Reported Types – All Cases
Transferred to Services, Feb. 2009 to
Sept. 2010 (Alachua County)

- Grand Total: 306
- Law Enforcement: 90
- School: 46
- Medical Staff: 35
- Relative: 31
- CBC: 22
- Neighbor/Friend: 18
- Parent: 18
- Provider: 17
- DCF Staff: 13
- Service Referral: 12
- Anonymous: 3
- Court Staff: 1
Alachua County – Child Maltreatments Feb 2009 to March 2010 (All Cases Transferred to Services)

- Grand Total: 899
- Substance Misuse: 188
- Threatened Harm: 187
- Inadequate Supervision: 158
- Physical Injury: 104
- Environmental Hazards: 101
- Medical Neglect: 79
- Reopen: 19
- Abandonment: 14
- Sexual Abuse: 13
- Failure to Protect: 12
- Mental Injury: 8
- Parent Assistance: 7
- Special conditions: 6
- Human Trafficking: 2
- Maltreatments: 1
Alachua County - Ages of Child Victims, Unduplicated Total
Feb. 2009 to Mar. 2010

- 50.5% - age 4 or younger
- 30% - ages 5 to 10
- 19.5% - ages 11 to 17
Alachua County - Reasons Children Were Sheltered (Feb. 2009 to Mar. 2010)

N= 248 Sheltered Children
- White Children: 89
- Black Children: 146
- Bi-racial Children: 3
- Hispanic Children: 7
- Asian Indian: 2
Disproportionality in Rates of Domestic Violence Calls to Law Enforcement in Alachua County (2009)

Gainesville Police Department - Victims of DV by Race - Total 611 (Oct 1, 2008 - Oct 1, 2009)

- Asian 4
- African American 374
- American Indian/Alaskan Native 1
- Unknown 2
- Caucasian 230

Alachua County Sheriff’s Office - Victims of DV by Race - Total 419 (2009)

- Black
- White
- Hispanic
- Other
Is there a connection between poverty and placement in OOH Care?

Alachua & Duval have similar percent of children on free & reduced lunch, but disparity in OOH care is much greater in Alachua.

DCF Data Reports – May 2009
Conclusions from Data Analysis

- In the 13 counties of Circuits 3&8, African American children are disproportionate in only one - Alachua.
- Reviewed Factors: poverty, worker bias, and agency policies and practices associated with the problem elsewhere.
- High poverty rates and limited social services but no disproportionality in other counties.
- CPI’s in Alachua County mirror the demographics of the community.
- Review of shelters by worker and unit did not reveal any bias patterns.
- The average and median length of stay in care for African American children in Alachua County is the same as that for white children.
- The one factor that seems to be driving the over-representation is the high rate of reports on African American families to the abuse hotline & high rates of DV in African American households as reported to LE.
- Further analysis of this pattern is necessary for us to determine why this disparity exists.
Strategies to Address Factors

Factors to Overcome

1. Bias in Decision Making

2. Lack of Access to Support Services

Strategies to Mitigate Factors:

1. 
   - Involve family in decision making
   - Team Decision Making
   - Train cross cultural competency
   - Outreach to Mandated Reporters
   - Structured Decision Making
   - LAP – Lethality Assessment
   - Solution-Based Casework

2. 
   - Library Partnership in 32609 zip code
   - Interagency Agreements
   - Provide services to families not shelter children
   - Provide prevention services to African American families - focus on domestic violence
   * Possible SW Gainesville center
Factors to Overcome

3. Challenges in finding permanent homes
4. Lack of focused attention

Strategies to Mitigate Factors:

3. ☑ Search for fathers/kin
☑ Recruit African American adoptive families
☑ Concurrent Planning
☑ Placement / Stability Workgroups
* Provide financial support to non-relative guardians

4. ☑ Establish Councils
☑ Taking advantage of community interest in DV
☑ Continue research on best-practice, data analysis, work with Casey Family Programs