

## Aspirations:



- Identify and define ways to assess racial equity
- Define disproportionality and disparity
- Explore our child welfare's development and application of an equity lens
- Introduce cultural equity resources utilized by Community Partnerships for Protecting Children (CPPC), IDHS-child welfare, and other community partners




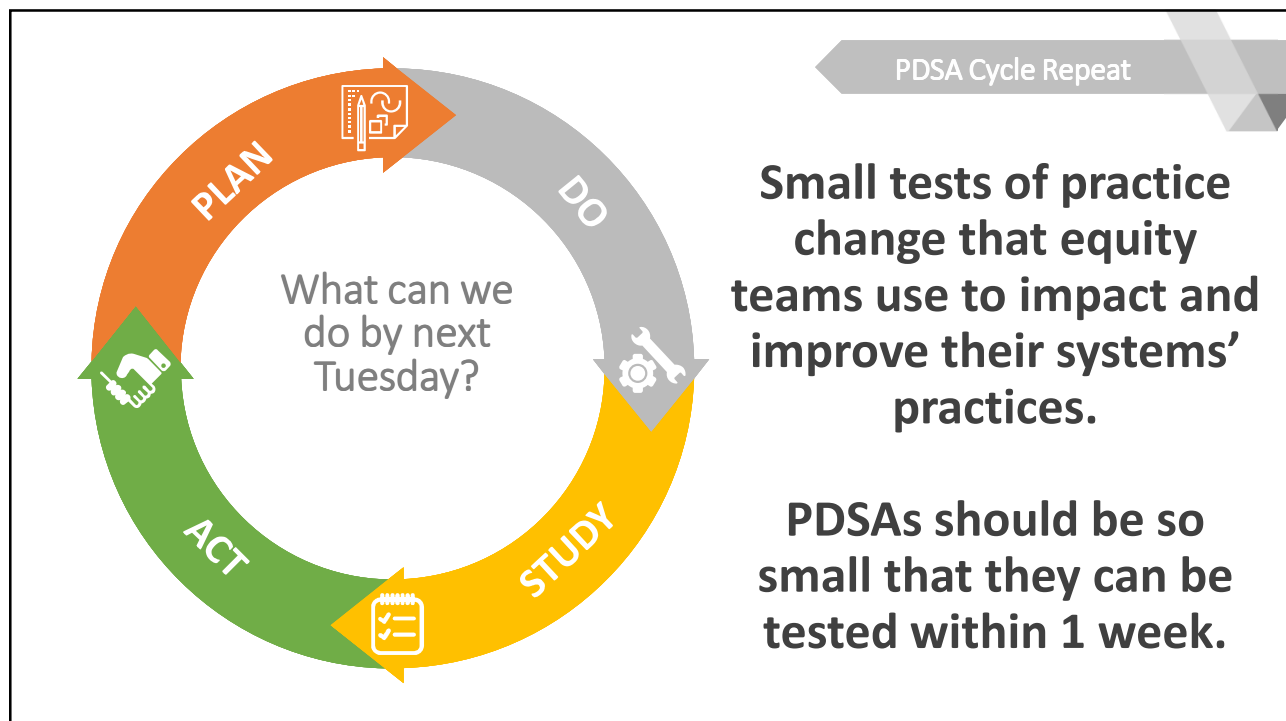
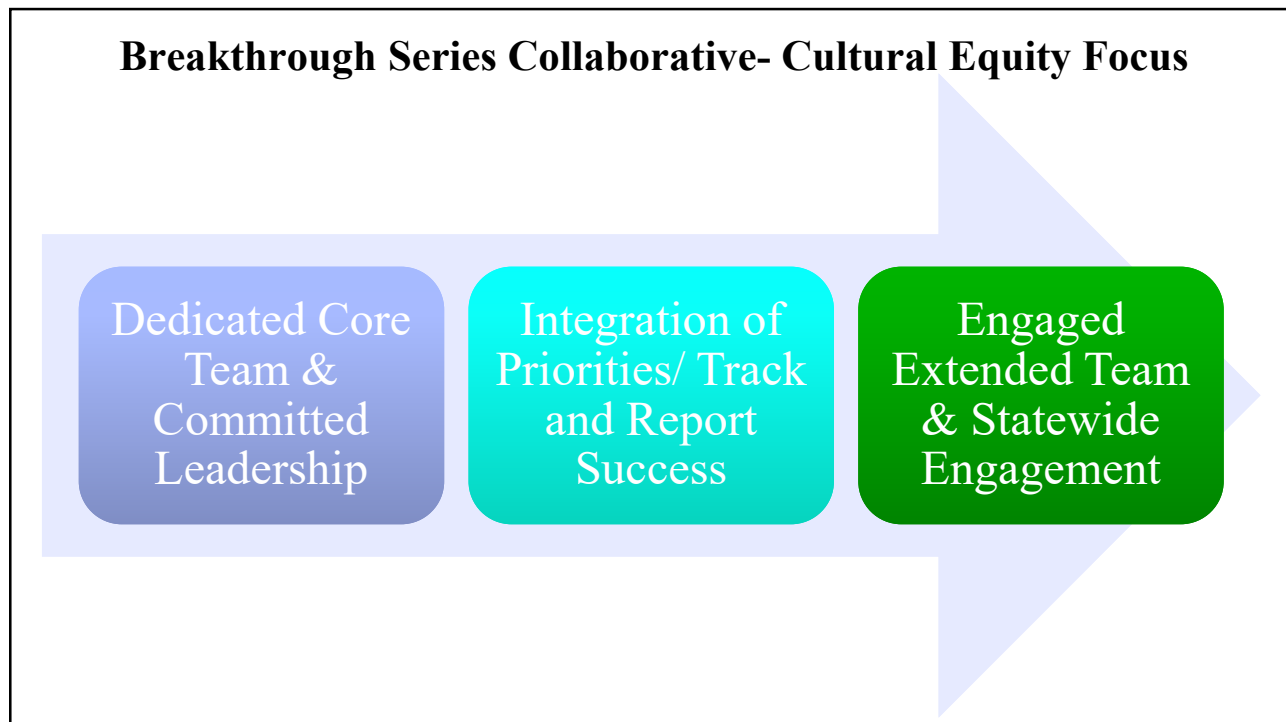
## Strategies of Community Partnerships for Protecting Children

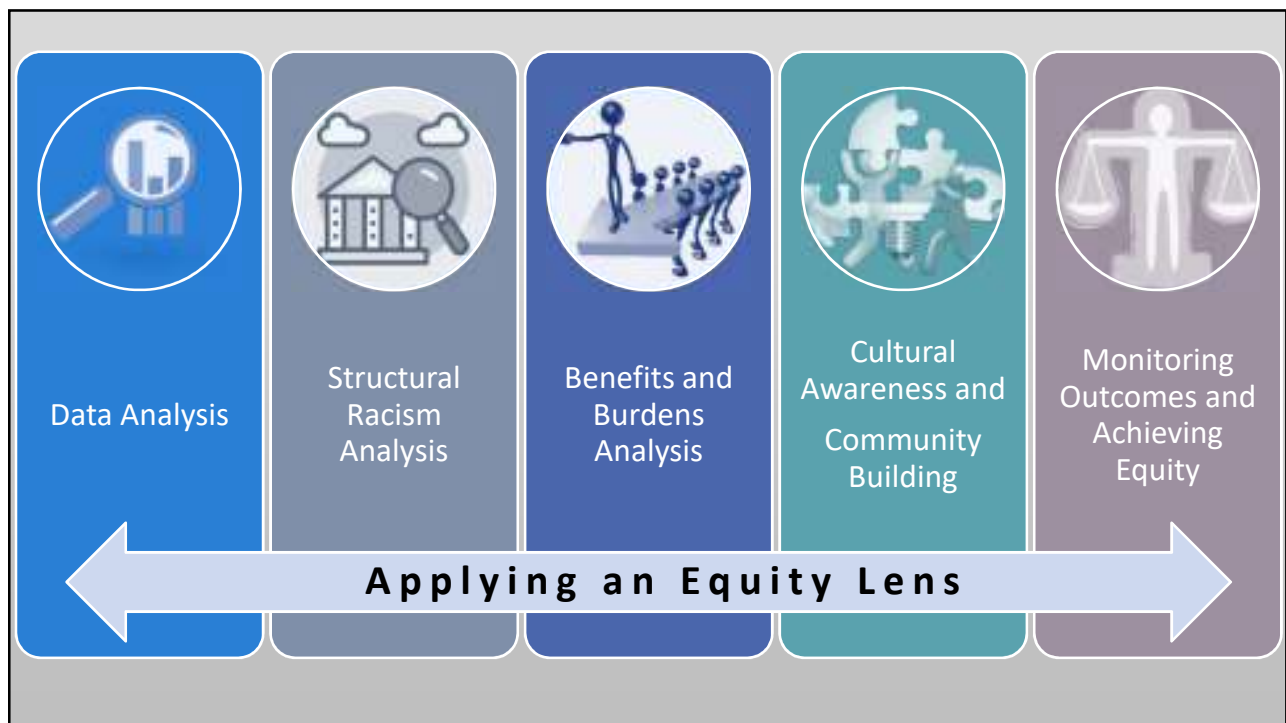
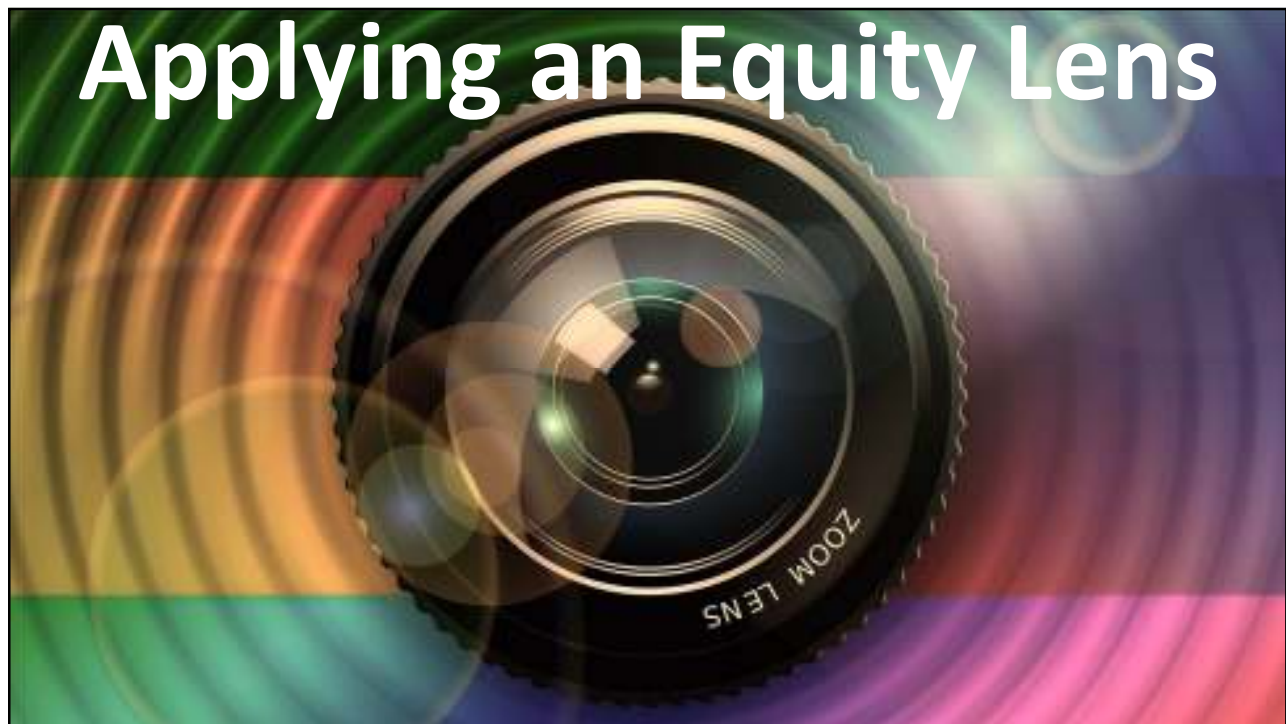
<b>Shared Decision Making</b>	<ul style="list-style-type: none"> <li>• Provide leadership for collaborative efforts that promote community responsibility for the safety and well-being of children.</li> </ul>
<b>Neighborhood/Community Networking</b>	<ul style="list-style-type: none"> <li>• Promote cooperation and form alliances to provide more accessible and relevant informal and professional supports, services and resources for families whose children are at risk of abuse and neglect.</li> </ul>
<b>Individualized Course of Action</b>	<ul style="list-style-type: none"> <li>• Genuinely engage families and youth to identify strengths, resources, and supports to reduce barriers and help families succeed through family team and youth transition decision making.</li> </ul>
<b>Policy and Practice Change</b>	<ul style="list-style-type: none"> <li>• Improve policies and practices that reduce barriers and increase accessibility and relevance of service that lead to positive family outcomes.</li> </ul>

## Strategies of CPPC- Apply an Equity Lens

<b>Shared Decision Making</b>	
<b>Neighborhood/Community Networking</b>	
<b>Individualized Course of Action</b>	
<b>Policy and Practice Change</b>	







**Disproportionality** -the over or under representation of minority children under age 18 in the child welfare system to their representation in the general population.

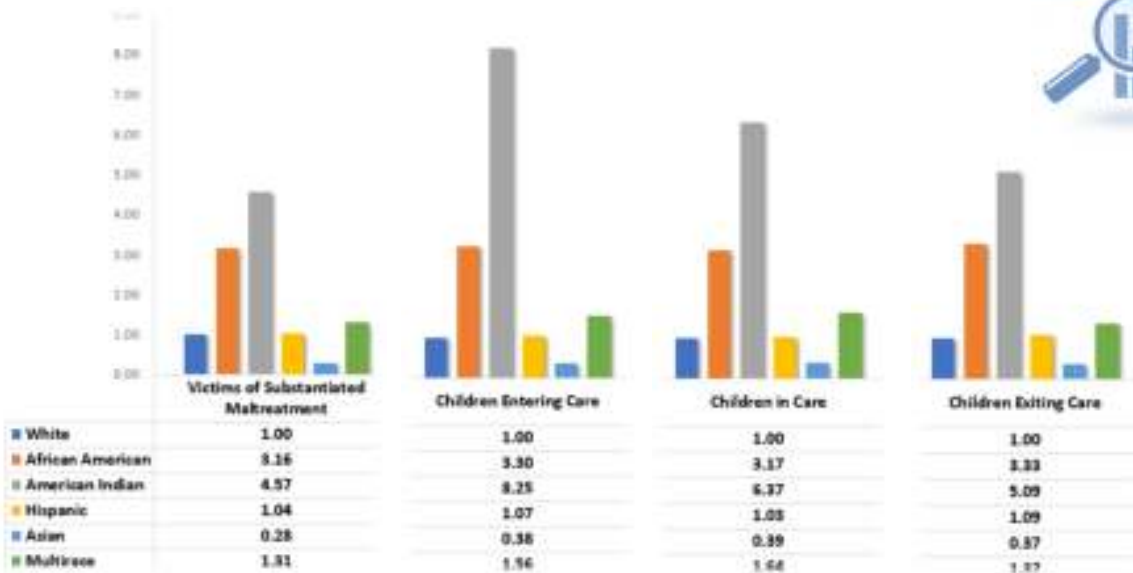


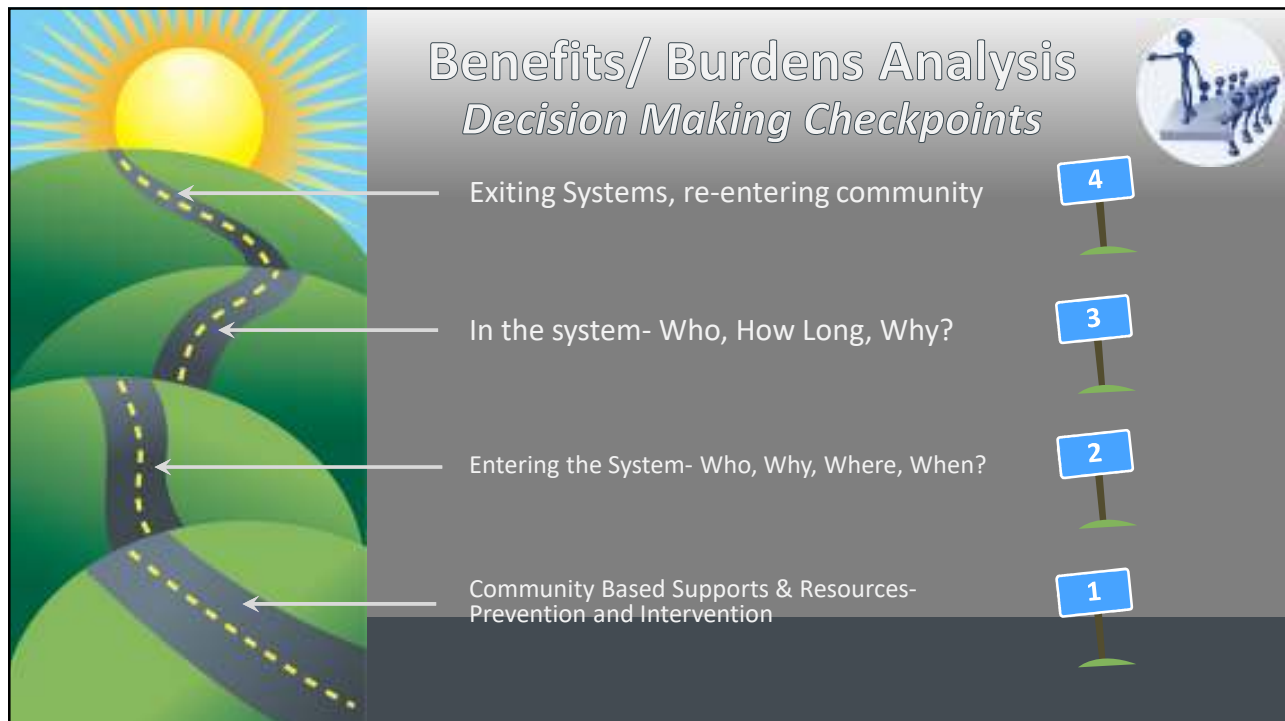
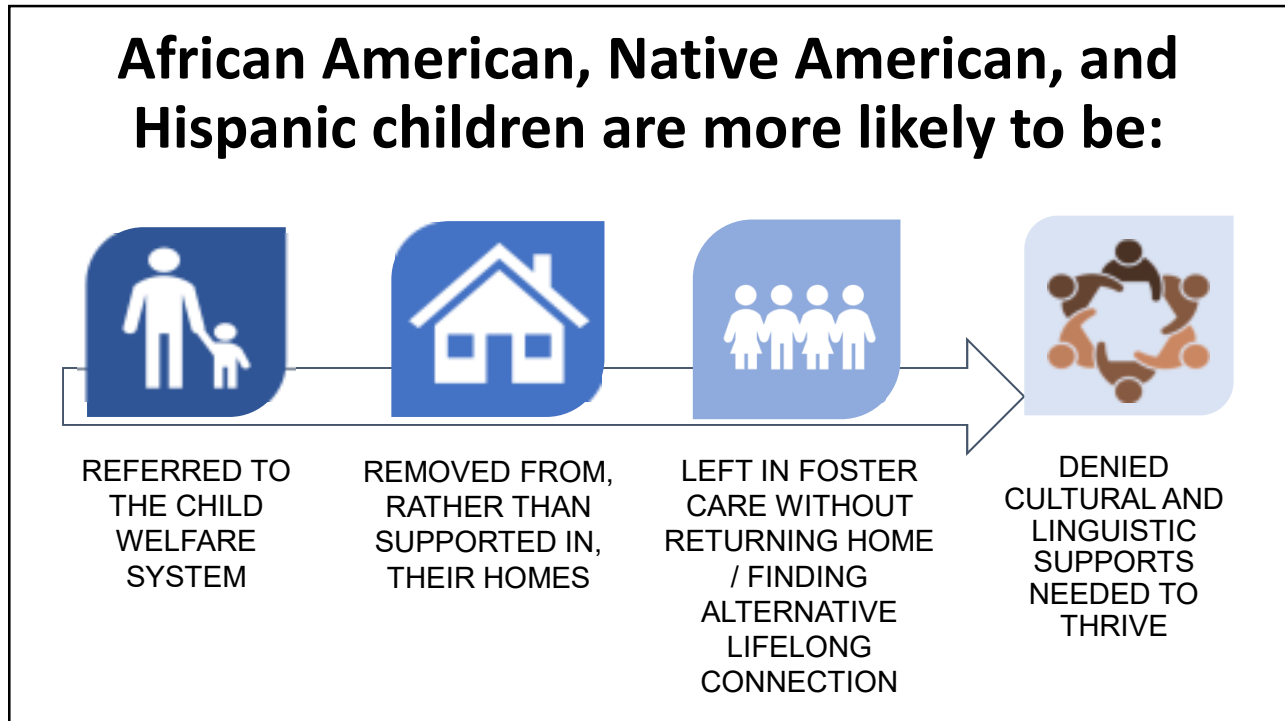
**Disparity**- is disparate or unequal treatment, services (types, quality, and quantity) and outcomes for minority children in the child welfare system as compared to those provided to similarly situated white children.



**Disproportionality and disparity can be equally harmful.**

### 2019 Disparity Ratio by Child Welfare Decision Points





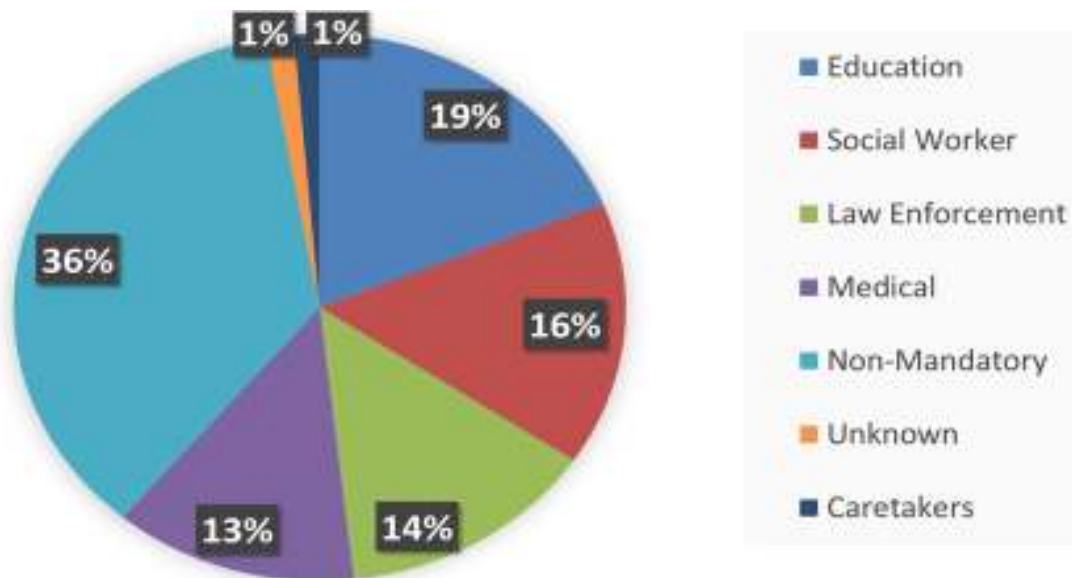


Equality is leaving the door open for anyone who has the means to approach it;

Equity is ensuring there is a pathway to that door for those who need it.

*Caroline Belden*

### Child Abuse Intake Calls by Reporter Type



Child Welfare System Involvement	<b>Homelessness</b>
<b>Individual poor decisions</b> <i>Unsafe communities</i>	Juvenile Justice System Involvement
Substance Use <b>Mental Illness</b>	<i>Pathology</i> <i>Unemployment</i>
<b>Incarceration</b> Lack of Education	<b>Cycles</b> <i>ANGER</i>
<i>Dysfunction</i> <i>Distrust</i>	Pollution <i>FEAR</i>
<i>Poverty</i>	<b>Survivors</b> Victims
Not working hard enough...	<i>What is wrong with you?</i>

Socioeconomic status <b>NEGLECT</b> Criminalization	<b>Violence</b> Marginalization Voter suppression
<b>POVERTY</b> <i>Sexism</i> Food Insecurity	<b>OPPRESSION</b> <i>Injustice</i> <i>Sexual Assault</i> <i>anti-Asian</i>
Stress <b>TRAUMA</b> Abuse Coercion <i>Mental Health</i>	<b>RACISM</b> <i>Unmet Needs</i> Colorism <i>anti-native</i>
Mass Incarceration <b>Police Brutality</b>	Colonization <b>WHITE SUPREMACY</b>
<i>Access to Housing &amp; Healthcare &amp; Education</i>	Social and legal exclusion <i>Unsafe Environments</i>
Antisemitism <b>Ageism</b> <b>Homophobia</b> <i>Size-ism</i>	Denied rights <b>Climate Change</b>
Discrimination <b>war</b> natural disasters <i>Pandemic</i>	<b>Adverse Childhood Experiences (ACEs)</b>

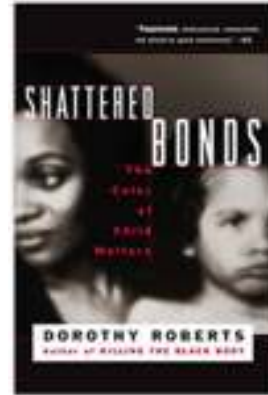


## Structural Racism Analysis



*“If you came with no preconceptions about the purpose of the child welfare system, you would have to conclude that it is an institution designed to monitor, regulate, and punish poor families of color.”*

Dorothy Roberts (2002)  
acclaimed scholar on race, gender, and law

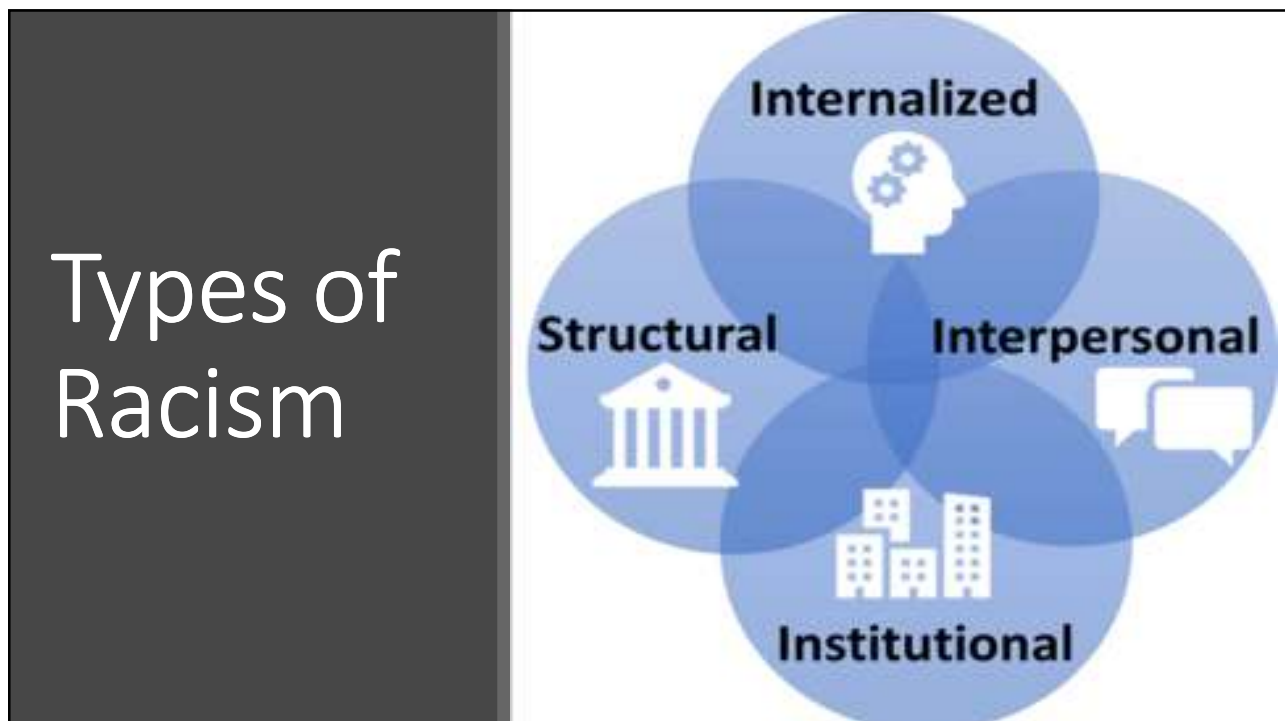


## Structural Racism Analysis



*ONLY by acknowledging the **historical** relationship between child welfare and **institutionalized racism**, can **true child welfare reform** begin.*





## Statewide and Localized Efforts

- **Cultural Equity Alliance- A Statewide Child Welfare System Steering Committee**

Vision: Eliminating racism and achieving racial and cultural equity in Iowa's child welfare system.

Mission: To create an antiracist and culturally responsive child welfare system through growth of an equity focused workforce, cross sector collaboration, and policy and practice reform to address disproportionality and disparity in Iowa's child welfare system.

- **Adoption of the Guiding Principles for Cultural Equity** (2015)
- **County Equity Teams** (aka Breakthrough Series Collaborative since 2009)
- **Statewide Learning Sessions**

## Guiding Principles

Provide effective, equitable, understandable and respectful quality supports and services that are responsive to diverse cultural beliefs and practices, preferred languages, health literacy and other communication needs.



- **Governance, Leadership and Workforce**
- **Communication and Language Assistance**
- **Engagement, Continuous Improvement and Accountability**



**The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist.**

**Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward.**

*Ijeoma Oluo*





What is **1** thing you learned today that can inform your path in planting or cultivating cultural and racial equity?

- Share out (*in chat*)

