

WASHINGTON STATE RACIAL
DISPROPORTIONALITY ADVISORY COMMITTEE

SHB 1472

Racial Disproportionality and Disparity in Washington State Report to the Legislature

Chapter 465, Laws of 2007 (SHB 1472)

January 1, 2014



CA Children's Administration

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Department of Social and Health Services

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A current list of Washington State Racial Disproportionality Advisory Committee Members can be found at <http://www.dshs.wa.gov/ca/about/disproportionbios.asp>.

Introduction

This is the fifth annual legislative update as required by the Washington Legislature in SHB 1472, regarding the efforts of the Department of Social and Health Services to remediate racial disproportionality in the Washington state child welfare system.

This report describes and reflects the thoughtful work of a network of DSHS leaders, staff, tribes, stakeholders, state partners and DSHS Children's Administration philanthropic partners such as Casey Family Programs and Annie E. Casey Foundation to reduce disparate outcomes for children of color in the child welfare system.

Racial disproportionality is defined as the overrepresentation of children of color in the child welfare system compared to their numbers in Washington state and in the general population. Across the country, children of color enter and remain in the child welfare system at rates greater than their proportions in the population. Racial disparity in the child welfare system refers to the treatment and services provided to children of color compared to White children. Nationally, children of color in the child welfare system do not have equitable access to culturally appropriate services and supports delivered by culturally competent and sensitive staff and service providers.

The results of a 2008 study conducted by the Washington State Institute for Public Policy (WSIPP) found that racial disproportionality exists for Native American, Black¹ and Hispanic children in the Washington state child welfare system. In response to these findings, the Washington State Racial Disproportionality Advisory Committee (WSRDAC) developed recommendations for remediation and the DSHS - Children's Administration began work to implement remediation activities.

In 2013, the department continued to address not only specific remediation initiatives but also other initiatives to safely reduce racial disproportionality. DSHS administrations convened staff trainings and workshops to educate and help staff address more directly racial disproportionality and disparity at an organizational level.

Children's Administration leadership continues to be committed to safely reducing racial disproportionality and racial disparity in the Washington state child welfare system. In their advisory role, WSRDAC provides guidance to CA about the focus of racial disproportionality efforts for CY2014.

Accomplishments this year include:

- In the spring of 2013, WSRDAC formed a subcommittee of CA staff and community members to develop a Race Equity Analysis (REA) Tool. After reviewing a variety of REA tools from different agencies the subcommittee

¹We use the term Black in this report to be inclusive of all African populations around the world, which include Sub-equatorial African, African American, Afro-Caribbean, Afro-Latin American and Black Canadian

developed its own REA Tool which was presented at the WSRDAC June 2013 retreat.

- As a result of a WSRDAC request to report on consistent monthly data, the Children's Administration Technological Services produced regional monthly disproportionality data for the WSRDAC June 2013 retreat. This allowed the Regional Disproportionality Leads to report on like data at the retreat.
- As part of the effort to identify meaningful metrics, the WSRDAC September meeting focused on data with presentations from the University of Washington Partners for Our Children on their Data Portal System and from the Administrative Office of the Courts on their Washington Court Data.
- The Disproportionality Program Manager and other CA disproportionality staff meet regularly with CA data staff to determine additional data measures to be tracked monthly.

The Disproportionality Program Manager is working with the Family Assessment Response (FAR) team on the Implementation Plan for the FAR Program to ensure disproportionality is a part of the implementation process of this new program. Disproportionality data and cultural competency information will be included in the FAR Trainings, Readiness Assessment, Guide and Evaluation process.

CA is developing a strategic plan and will implement it in early CY2014. The plan will include researching disproportionality tools for CA staff, consistent monthly data measures and additional training to provide the best social work possible to our families while decreasing disproportionality and disparity of services. As new programs, practices and policies begin to emerge, we continue to work toward having a "disproportionality lens" on all we plan and do. This will be evident in administrative and leadership support, training and education of staff and community stakeholders, collaboration with tribes, community, partner agencies, service providers, caregivers and others, because this work cannot be done alone.

Measuring Progress

Summary & Status:

The Department of Social and Health Services (DSHS) Children’s Administration (CA) monitors the progress and impact of implementation of the remediation plan. This fifth report to the legislature highlights changes in disproportionality rates from 2006 - 2012.

The table below lists each remediation activity and its current status, including the four supplemental remediation initiatives whose efforts began in 2012.

Status of Remediation Initiatives

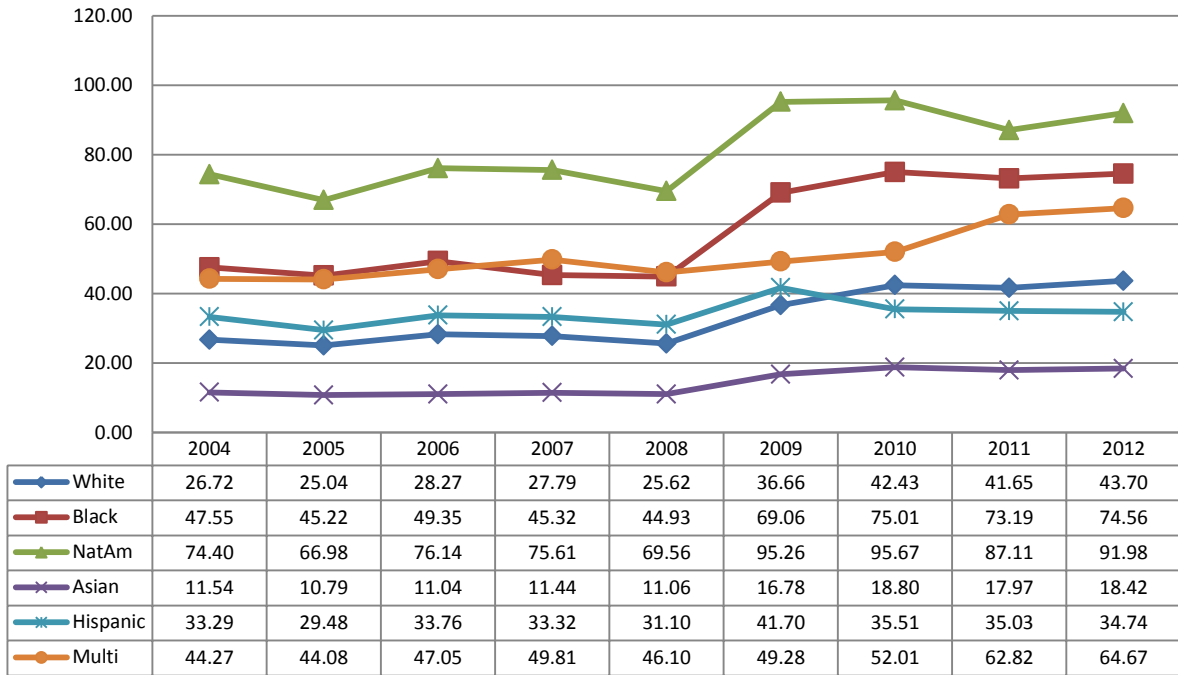
REMEDIATION INITIATIVES <i>These activities are expected to decrease disproportionality.</i>	Completed	Ongoing	Eliminated
Evaluate Structured Decision Making (SDM®)	X		
Evaluate Family Team Decision Making (FTDM)	X		
Implement Kinship Care Policies	X		
Maintain Compliance with Indian Child Welfare Act (ICWA)		X	
Enactment of a Washington State Indian Child Welfare Act	X		
Implement Cultural Competency and Anti-Racism Training (incorporated into supplemental initiative on training)	X		
Implement Council on Accreditation Caseload Standards			X
Implement Mandated Reporter Training	X		
Conduct Assessment of Children’s Administration		X	
Implement a Racial Equity Impact Analysis Tool		X	
Explore Implementation of In-Home, Community Based Services		X	
SUPPLEMENTAL REMEDIATION INITIATIVES			
Increased Recruitment and Licensing of Children of Color		X	
Increased Documentation of Racial, Ethnic and Tribal Affiliation Data in FamLink		X	
Elimination of the Use of Long-term Foster Care for Children of Color 12 years of age or older		X	
Make Disproportionality Awareness Training Mandatory for Children’s Administration Staff		X	

In 2011, Children’s Administration modified the performance metrics used to measure changes in racial disproportionality. CA continues to measure trends in key decision

points, and measures that relate to the types and stability of out-of-home placements.

CA began collecting information in 2009 on intakes screened in for investigation and those screened out by race. Including the screened out intakes affects the number and disproportionality of total intakes from 2009 forward. Figure 1 shows the effects of including these intakes. Intake rates for all racial groups except Hispanic children have increased in 2012.

Figure 1. Rates per Thousand, of Children Identified in any Intake



Source: FamLink Data Warehouse

Changes to Disproportionality Index After Referral (DIAR)

The DIAR is the ratio of a racial/ethnic group compared to whites, which controls for disproportionality at referral. FamLink, CA’s data system, changed the term “referral” to “intake.” Therefore, the statistic used in this report is the Disproportionality Index After Intake (DIAI). The DIAI measures any increase in disproportionality after a CPS intake. The meaning of the statistic is the same as in previous reports; values greater than one (1.0) indicate disproportionality; values less than one (1.0) indicate underrepresentation.

Racial Groups

Beginning with the January 2012 report, for measures based on children in CA care, we separated the multiracial group into three categories: Multiracial Native American, Multiracial Black and Multiracial Other. When we separate the multiracial category into these subcategories for children in care, the results show different rates of disproportionality for these three groups. These additional multiracial

categories are used for performance measures based on the child welfare population. However, we cannot calculate these new race categories for measures that use the state population estimates, so for those measures we used the original multiracial category (Figures 1, 2, and 3).

Results

Overall results are promising for current efforts to reduce disproportionality in the child welfare system. The rate of disproportionality in intakes has decreased for all, except for a slight increase for Native American children, even though the overall number of intakes has increased. Disproportionality in initial placement decreased for all groups of children. Disproportionality in placements lasting longer than two years decreased for Native American, Multiracial Native American and multiracial other children, but remains consistently high for Multiracial Black children.

Detailed Findings

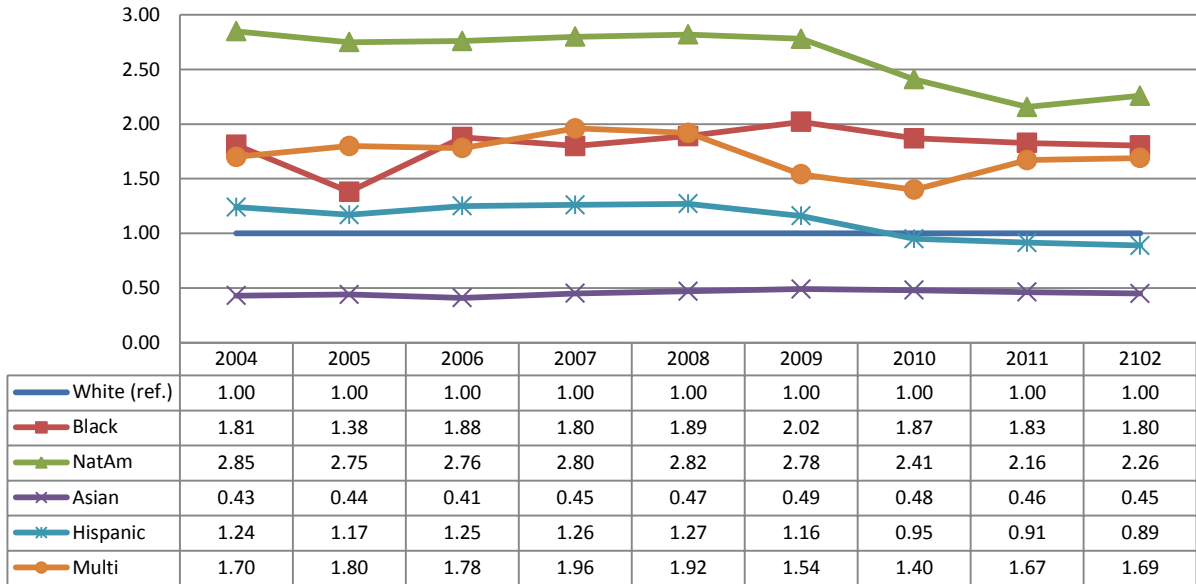
Racial disproportionality in all intakes has decreased slightly in 2012 for all groups except Native American children (Figure 2), and disproportionality in screened in intakes has decreased slightly for all groups except Native American and multiracial children which had a slight increase (Figure 3). The implementation of ICW policy and reviews may be influencing the number of Native American children who are receiving an intake.

Figure 2. DI of All Intakes (Screened Out or Screened-In)



Source: FamLink Data Warehouse

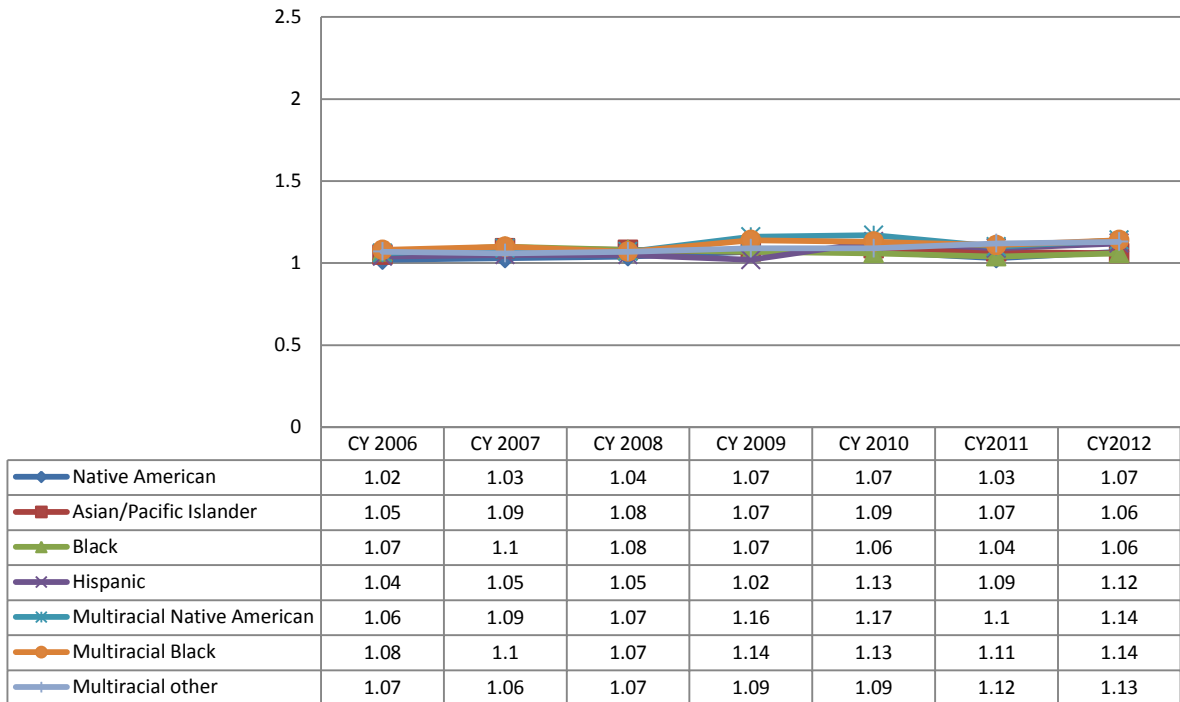
Figure 3. DI of Intakes (Screened-In)



Source: FamLink Data Warehouse

For screened-in intakes, there is very little disproportionality for any racial group. This finding has been consistent since CY 2006. (Figure 4)

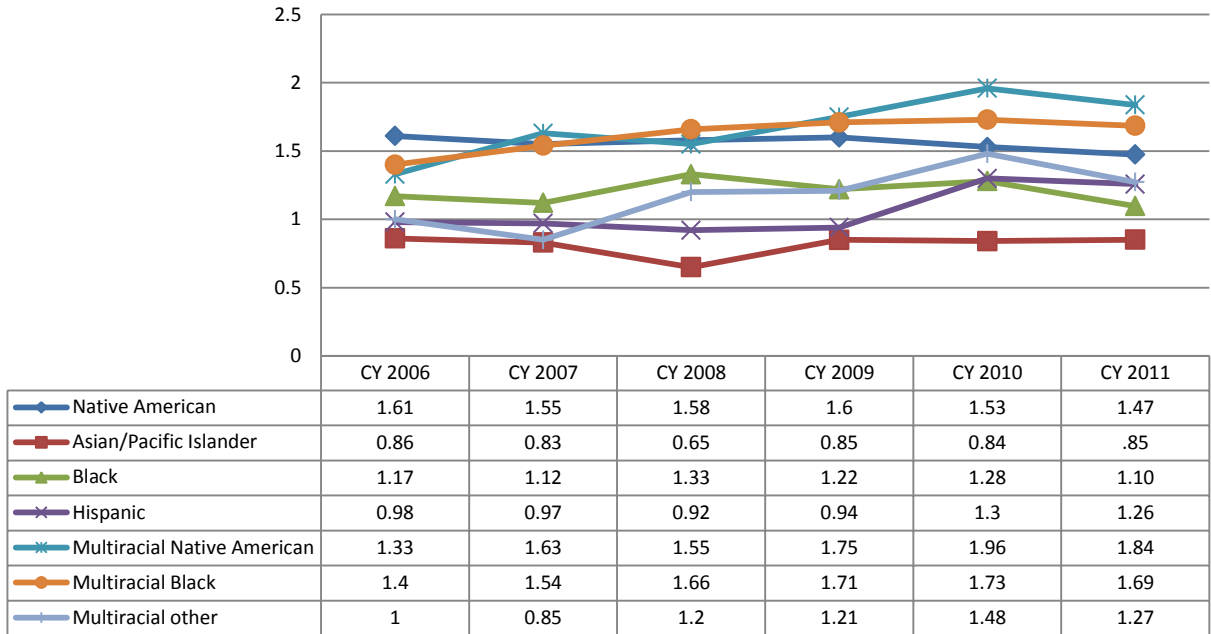
Figure 4. DIAI: Children in Screened-In CPS Intakes



Source: FamLink Data Warehouse

Disproportionality in placement within 12 months of CPS intake remains, but is decreasing in all racial groups. (Figure 5)

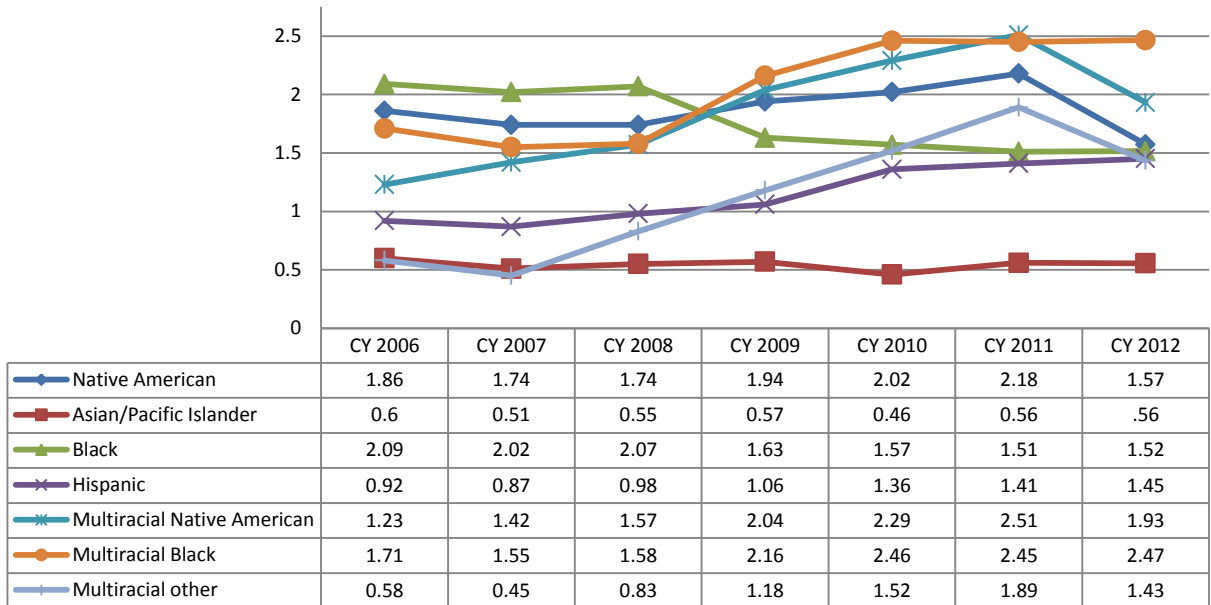
Figure 5. DIAI: Children Entering Placement within 12 Months of CPS Intake



Source: FamLink Data Warehouse

For children in care over 2 years, disproportionality decreased in 2012 for Native American, Multiracial Native American and multiracial other children. There is a small but continued increase for Hispanic children since 2007 and for all other groups there has been little change in disproportionality. (Figure 6)

Figure 6. DIAI: Children In Care for more than 2 Years

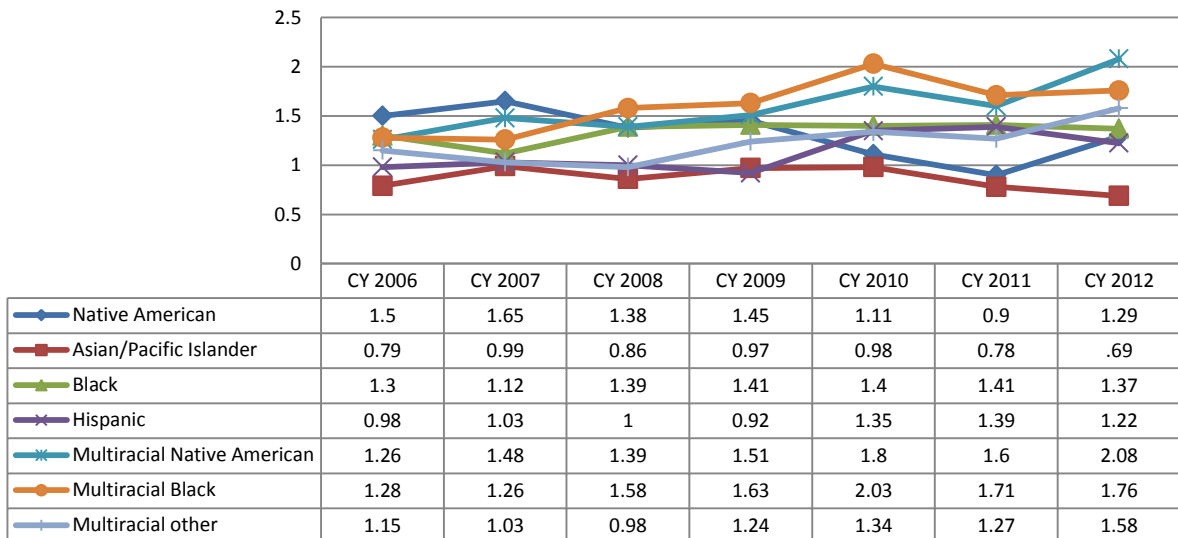


Source: FamLink Data Warehouse

Placement Measures

In 2012, all groups except Asian children were more likely not to be placed with relatives during their initial placement than were white children. This disproportionality increased in 2012 for Native American, Multiracial Native American, Multiracial Black and Multiracial other children. (Figure 7)

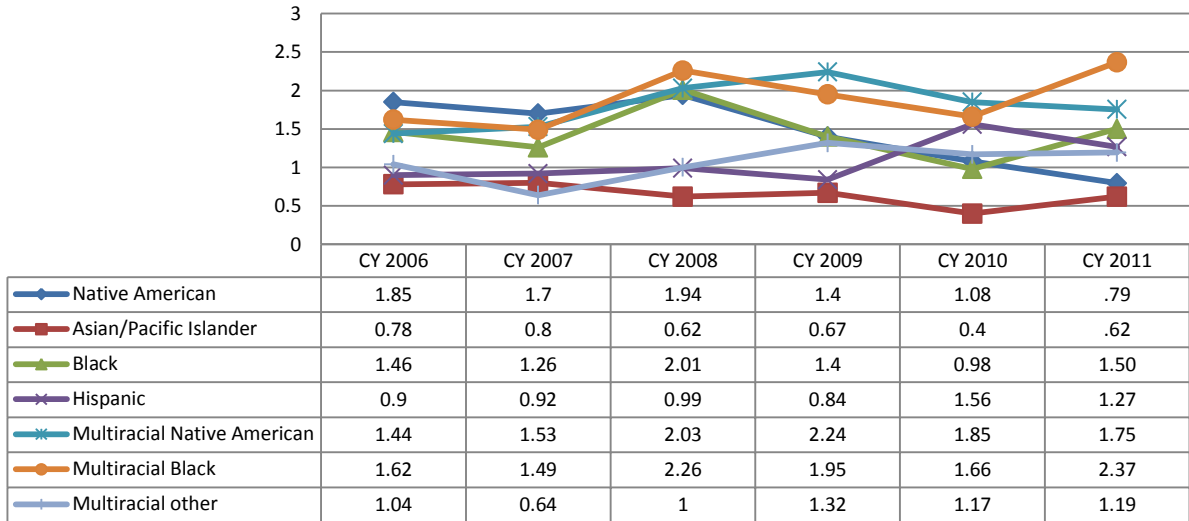
Figure 7. DIAI: Children Not Initially Placed with Relatives



Source: FamLink Data Warehouse

In 2011, disproportionality in placement stability during the first 12 months of placement decreased for Hispanic, Native American and Multiracial Native American children, and increased for Black and Multiracial Black children. (Figure 8)

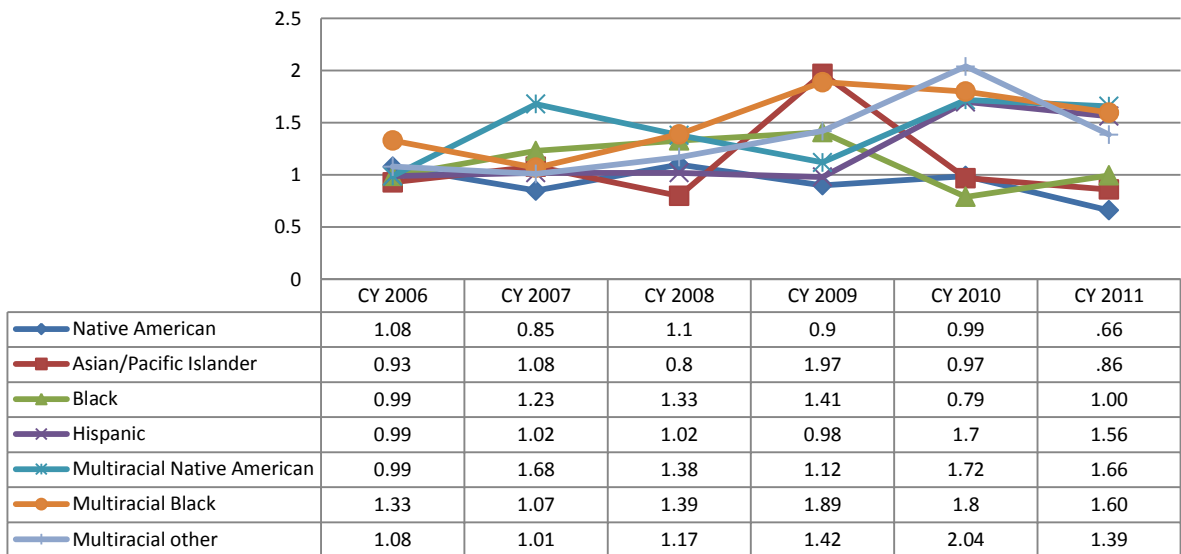
Figure 8. DIAI: State Trends, Children Moved twice or more during first 12 months of Placement



Source: FamLink Data Warehouse

In 2011, Asian and Native American children were reunified within 12 months of placement at rates slightly below those of white children.* Disproportionality in reunification decreased for all other groups. (Figure 9)

Figure 9. DIAI: Children Reunified within 12 Months of Placement

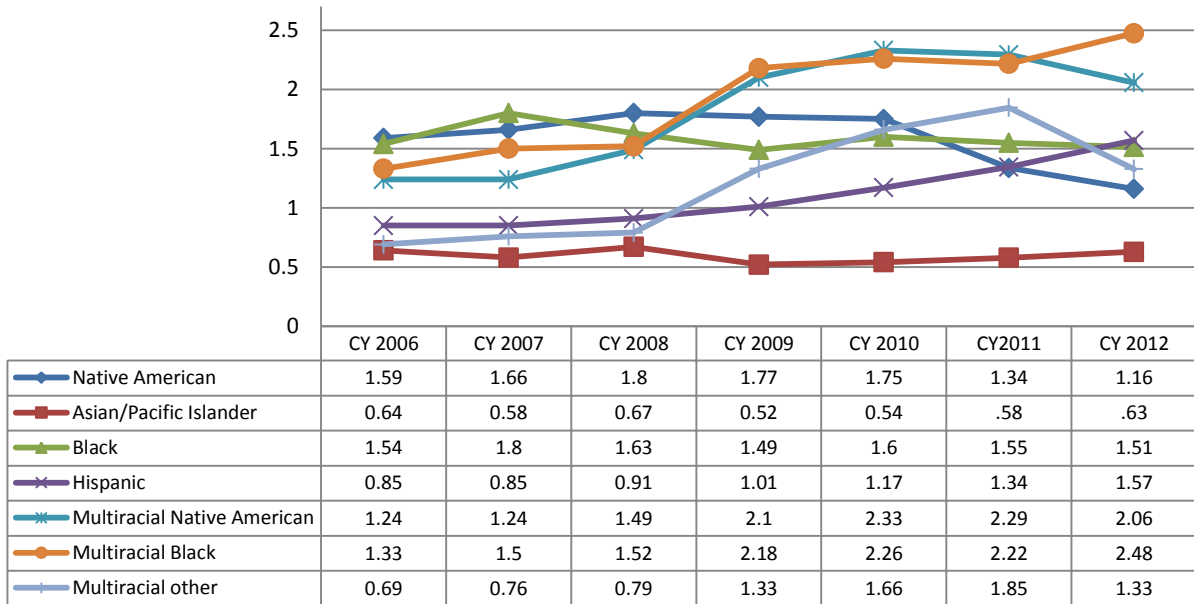


*For this indicator only, **values above 1 are positive**, indicating that children are more likely to be reunified within 12 months

Source: FamLink Data Warehouse

When in care two years or more, Multiracial Native American children were two times more likely and Multiracial Black children were two and a half times more likely than White children to have moved within the last year. Disproportionality has decreased for Native American, Multiracial Native American and multiracial other children. (Figure 10)

**Figure 10. DIAI: Ongoing (In)stability:
Children in long-term care who moved within last 12 months**



Source: FamLink Data Warehouse

Recommendation A: Compliance with Indian Child Welfare Act

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“DSHS should comply with ICWA. The Indian Child Welfare Case Review Model developed in collaboration with Tribal partners and the Indian Policy Advisory Committee (IPAC) should be the anchor for an enhanced ICW quality improvement/compliance measurement system.”

Status:

Children’s Administration (CA) values the government-to-government relationship with the 29 federally recognized tribes in Washington state. CA continues to collaborate with tribes and Recognized American Indian Organizations (RAIOs) in administering the Indian Child Welfare Case Review (ICW CR). CA has convened three ICW Case Reviews in 2007, 2009 and 2012. DSHS staff updated the ICW Case Review tool for 2012 in partnership with the Office of Indian Policy and tribal partners. This new tool improves the reviewer’s ability to verify compliance with both the state and federal ICWA. Early identification of Indian children, early engagement of tribes and timely legal notice continue to be primary goals.

In 2012/2013 the following activities occurred:

- A statewide ICW Case Review was conducted from August 2012 to October 2012. Two hundred and four cases, including 303 children, were reviewed. The ICW Case Review results are the foundation to ICW quality improvement activities at the regional and statewide level. The Review includes measures of compliance in areas of practice related to reducing disproportionality, which include:
 - Early identification of Indian children – The Case Review showed that the early identification of whether or not a child is Indian has increased slightly since the 2009 review to about 69 percent of all cases.
 - Early engagement and ongoing collaboration with tribes – This has not changed since the 2009 review and remains at 49 percent throughout the state.
 - Active efforts to provide services to parents and families to prevent the removal of the child, or to safely return the child home – Since the 2009 review, early engagement and ongoing collaboration with active efforts to the father improved from 48 percent to 54 percent, while active efforts for mothers remained the same at 77 percent.
 - Timely legal notice to tribes – This was a new question in the 2012 review. Timely notice was provided 67 percent of the time.
- CA provided tribes in Washington state expanded read-only access to data in FamLink, CA’s information system.

- CA staff is working with all 29 tribes to update all tribal Memorandums of Understanding (MOU) by December 2013. MOUs support early legal notice to tribes, early engagement of tribes and productive working relationships between CA and tribes. Completed agreements are posted on the intranet and internet for easy access.
- CA reviewed and corrected where necessary 1,800 tribal names in FamLink to ensure the correct tribal name is used when contacting tribes. Using the correct tribal name will help ensure information about Indian children served by CA is more accurate.
- Representatives of the Hoh, Muckleshoot, Chehalis, Spokane, Kalispel and Quinault Tribes participated in the four-day Family Team Decision Making (FTDM) facilitator training. FTDMs have resulted in more Native children being placed with relatives.
- On October 23, 2013, a Local Indian Child Welfare Advisory Committee (LICWAC) retreat was held to bring together all LICWAC members in the state to provide training and help improve the consistency of LICWACs statewide. LICWACs are located throughout the state and serve as advisory boards on cases involving children who are potentially members of a tribe but that tribe has either not responded to inquiries or has designated the committee to represent its interests in the case.

Timeline:

CA will monitor the Continuous Quality Improvement Plan to address the concerns of the 2012 ICW Case Review. The initial primary focus will be on tribal inquiries and the completion of the ancestry chart by CA staff.

Recommendation B: Assessment of Children's Administration

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“CA, its service providers, and child placing agencies should assess their organizational cultural competency and commitment to the elimination of racial disproportionality for children of color. The National Association of Public Child Welfare Administrators (NAPCWA) Disproportionality Diagnostic Tool should be used to conduct the assessments. This tool is used to evaluate social, systemic, and individual factors that may be contributing to disparate treatment of children of color in the child welfare system.”

Status:

In January 2012, Children's Administration (CA) released the results of the NAPCWA assessment that was distributed to all CA staff, the WSRDAC and the Children Youth and Family Services Advisory Committee. A prominent theme was the disparity between how CA management staff viewed our efforts to reduce racial disproportionality compared with field staff. The findings showed that management staff had the most knowledge about racial disproportionality efforts in the administration, followed by program managers, social work supervisors, social workers and finally administrative, clerical and other non-social work staff who had the least knowledge.

The NAPCWA survey was administered again to all CA staff in early 2013. The intent of this survey was to determine if there was increased knowledge of regional staff about racial disproportionality and efforts in the administration to reduce racial disproportionality. This survey had a very low response rate with 753 CA staff responding, compared to 2,100 responses to the original survey. Three possible reasons for the low response rate include a different administration of the survey, another survey was initiated at the same time and leadership turnover that occurred in DSHS and CA during the launch of the survey. Because of the low response rate, we are wary of comparing these responses to the earlier survey.

When reviewing the results of both surveys, there doesn't appear to be a significant change in CA staff's awareness of disproportionality nor of their use of a disproportionality lens in their social work practice. Despite the low response rate, it seems clear that we need to continue to educate and train our staff about disproportionality – specifically supervisors and social workers who provide direct service to clients. In addition, we should ensure that staff understand how their actions both negatively and positively impact disproportionality.

Timeline:

The results of the 2013 survey and appropriate next steps will be discussed at the November 2013 WSRDAC meeting.

Recommendation C: Implement a Racial Equity Impact Analysis Tool

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“DSHS, Office of Superintendent of Public Instruction (OSPI), relevant legislative committees and staff, relevant judicial committees and staff should use this tool to review all policies and practices. The policy staff of legislative, judicial, and executive branch agencies, including DSHS, should be trained in the use of a tool that assesses the racial disproportionality impact of legislation, administrative policies, practices and procedures. These agencies should be required to apply the tool. The Applied Research Center has developed an analysis tool that is currently used in the child welfare system in Ramsey County, Minnesota.”

Status:

Early in 2013, WSRDAC formed a subcommittee of CA staff and community members to develop a Race Equity Analysis (REA) Tool to help assess whether policy, programs or practice are negatively impacting disproportionality. The subcommittee reviewed several REA Tools including:

- Annie E. Casey Racial Equity Impact Analysis Tool
- Applied Research Center Analysis Tool, Ramsey County, MN
- Racial Social Justice Initiative Tool, City of Seattle
- Puget Sound Education School District Tool, Renton, WA

After studying and reviewing the above tools, the subcommittee developed and presented a draft tool at the WSRDAC 2013 Disproportionality Retreat. WSRDAC recommended the subcommittee test the tool on an existing policy or on a new practice or program. They also recommended the subcommittee invite the tribes, service providers, community partners, caregivers, veteran parents and others to participate. They lastly asked the subcommittee to report on the results and make a recommendation for the use of the tool.

The subcommittee used the draft tool to analyze an existing CA policy and requested feedback on whether the tool helped improve the policy and if the tool was easy to understand and use. The policy being assessed concerned the impact that permanent disqualifiers on the Secretary’s List has on families who are seeking to be licensed as caregivers.

Timeline:

The subcommittee presented its findings at the November 2013 WSRDAC meeting. The WSRDAC will recommend in 2014 whether the tool is practical for CA to use based on their findings.

Recommendation D: In-Home Community Based Services

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“Explore Implementation of in-home, community based services that will keep children safe and reduce the need for out-of home placement.”

Status:

Children’s Administration believes for some families, implementing in-home community based services is best practice and plans to use the implementation of Family Support and Related Services to increase in-home services for the children and families we serve.

In June 2012, E2SHB 2264 was enacted and required CA to implement performance-based contracts with Network Administrators for Family Support and Related Services by the end of 2013. This legislation was amended in 2013 and extended the timeline to fully implement these contracts to July 2015.

In 2012, CA consulted with department caseworkers, WSRDAC, King County Disproportionality Coalition, tribal representatives and other partners and stakeholders to help identify the categories of Family Support and Related Services. Input received from these stakeholders will be incorporated into the implementation plan as strategies to safely reduce racial disproportionality and disparity.

During 2013, CA held two public meetings attended by providers, stakeholders and organizations and received consultation and recommendations regarding the implementation of HB 2264.

In 2012, HB 2536 was also enacted which identified the need for CA and other administrations in DSHS to sustainably increase the use of Evidence Based Practices (EBP) over the next two fiscal years. In 2013, CA submitted a report that identified the use of EBPs within CA. CA developed estimates for expanding the use of EBPs for a December 2013 report.

At the September 2013 WSRDAC meeting, the EBP program manager made a presentation on EBPs and solicited feedback from the committee regarding strategies for engaging families and communities of color to participate in EBP services. The manager requested recommendations about ways to substantially increase the use of EBPs. In addition, the manager involved disproportionality staff in strategizing ways to support service providers of color in becoming EBP service providers and to develop culturally competent EBP services.

Timeline:

CA will determine the best approach to move forward to implement HB 2264 by July 2015 and include strategies that address disproportionality. CA is actively working to increase the use of EBPs that are culturally responsive.

Recommendation E: Increased Recruitment and Licensing of Foster Caregivers of Color

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“The Department of Social and Health Services (DSHS) Children’s Administration (CA) should increase the number of Native American caregivers, caregivers of African descent, and mixed race caregivers by 10% by January 2013 through evidence informed, culturally focused recruitment and licensing efforts. To support this endeavor, DSHS CA should ensure that by January 2013 all recruitment and licensing materials, along with training tools are culturally appropriate and mirror the language of the potential caregivers.”

Status:

In CY 2013, Children’s Administration worked closely with Olive Crest, the statewide contracted provider for recruitment and retention of foster homes. Olive Crest met with the tribes, community partners and CA staff to listen to their concerns and suggestions regarding the best methods to recruit and retain families of color. The contract specifically outlines expectations for targeted recruitment and retention of African American, Native American, and Hispanic foster homes.

In early 2013, the Olive Crest Director, CA Program Manager and several Foster Care Community Coordinators attended a WSRDAC meeting and presented their plan to recruit and retain families of color. WSRDAC offered several ideas for recruiting specific populations of color.

WSRDAC suggested the CA Regional Disproportionality Leads ensure targeted recruitment of caregivers of color occurred. Regional leads incorporated these recruitment efforts into their action plans and provided monthly reports to the Statewide Disproportionality Program Manager.

Regional Reports at the 2013 Retreat showed very low numbers of caregivers of color across the state. The department is moving to a regionally based recruitment model with a focus on local community needs to address this issue.

Timeline:

Children’s Administration is developing a new regionally based recruitment and retention model to increase the pool of all foster caregivers, including those of color, for CY 2014.

Recommendation F: Increased Documentation of Racial, Ethnic, and Tribal Affiliation Data in FamLink

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“DSHS CA should increase documentation of the ethnic and racial background and tribal affiliation of the children and families it serves as well as the caregivers and service providers it uses by 10% by January 2013. This ethnic, racial, and tribal data should be entered, confirmed and/or documented in FamLink and other appropriate information systems and databases throughout the life of a case.

DSHS CA should develop and implement a process to ensure that the tribal affiliation of each child served by CA is identified and documented in FamLink.”

Status:

In CY 2012, a workgroup was formed to develop recommendations to implement this initiative. The recommendations were:

- Expand the ethnic identity form to allow all families to self-identify their race for FamLink entry within 72 hours
- Develop a short online training for documentation of racial, ethnic and tribal affiliation data entry in FamLink, including use of the weekly AFCARS report

CA did not implement these specific recommendations because of additional cost and workload to staff. Instead, CA prioritized documenting ethnic and racial background and tribal affiliation of children and families which resulted in greatly improving this documentation in FamLink. Each region developed methods to improve and track these outcomes and reported on the percent of missing documentation at the WSRDAC meetings. One area still needing work is the documentation of Hispanic ethnicity which CA will work on in CY2014.

Timeline:

CA disproportionality and FamLink staff will work to improve the documentation of Hispanic ethnicity in CY 2014. CA will have statewide data on increased documentation of ethnic and racial background and tribal affiliation and will share this information with the WSRDAC in CY 2014.

Recommendation G: Elimination of Long-Term Foster Care for children 12+ years

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“DSHS CA should eliminate the use of long-term foster care as a permanency goal for children of color age 12 or older (and for all children). In addition, long-term foster care as a permanency goal should be eliminated. In order to assess progress toward this recommendation, current children of color with this permanency plan should be identified and staffed. This will be the baseline discussed at the February 2012 WSRDAC meeting.”

Status:

Children’s Administration does not favor long-term foster care as a permanent plan. However, CA allows the use of long-term foster care when no permanent plan such as adoption, reunification or guardianship is available. Each child’s case must be reviewed and approved by a regional administrator for those where long-term foster care is the permanent plan.

In 2013, the regional administrators developed a plan for tracking children with the identified plan of long-term foster care. CA social workers and supervisors were asked to reevaluate the plan of long-term foster care for these children and work toward identifying a permanent plan. If a permanent plan was not possible, they were required to explain why and what could be done to alleviate the barrier(s) to permanency.

At each WSRDAC meeting the regional administrator or Regional Disproportionality Lead reported on progress with this initiative. At the WSRDAC 2013 retreat, the Regional Data Reports evidenced a decrease in using long-term foster care as an identified plan statewide.

CA continues to convene Permanency Round Tables (PRT), which focus on achieving legal permanency for children in out-of-home care and decreasing the number of long-term foster care plans. CA will continue to focus on improved permanency for children of color, particularly for Multiracial Black and Multiracial Native American children who have the highest rates of disproportionality in permanency.

Timeline:

Children’s Administration will continue its work of eliminating long-term foster care and will continue to convene Permanency Round Tables in CY2014.

Recommendation H: Mandatory disproportionality awareness training

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“To increase awareness of the issues underpinning overrepresentation of children of color in the child welfare system, all CA staff should be required to attend disproportionality awareness training, such as a Prejudice Reduction Workshop (formerly known as Building Bridges), Knowing Who You Are, or other identified training.

In order to assess progress toward this recommendation, staff that have completed training should be identified to establish a baseline.”

Status:

In CY 2013, Children’s Administration (CA) continued to provide the Prejudice Reduction Workshop to CA staff with the goal of training all employees. Community partners, tribes and stakeholders have also participated in the workshop. Many of the initial trainers are either no longer employed with the department or are not available to train when called upon. The training has been ongoing with minimal trainers. CA contracted with the National Coalition Building Institute to provide a one day refresher course for the remaining trainers of the Prejudice Reduction Training. We have partnered with the Alliance for Child Welfare Excellence to provide training in February 2014 to expand the number of Prejudice Reduction trainers available for this workshop.

One of the department’s goals for the successful implementation of FAR is to prepare staff to be aware and conscious of their biases and learn to manage them. For instance, Intake staff answer calls from the CPS hotline and will decide whether the case goes to the CPS or FAR pathway, a decision point that could be influenced by bias. Therefore, in preparation for the implementation of FAR, all Intake staff who have not taken the Prejudice Reduction Workshop will attend the training by the end of CY2013. Additionally, all Intake staff will view the Racial Disproportionality Mandated Reporter Video by the end of CY2013.

CA will begin training Intake staff in early November 2013.

Timeline:

CA will continue monitoring the Prejudice Reduction Training to be sure all employees complete the training. Training for more staff to become trainers to provide the Prejudice Reduction Workshop trainings will occur in February 2014.