## What are these resources?

- **Goals:** develop a culturally competent workforce that reviews/examines its work through an anti-racist and humanistic lens; reduce disproportionality and disparity of case outcomes, services and treatment; improve case practice by increasing caseworker knowledge, appreciation of and sensitivity to different cultures; help caseworkers more fully engage with families, better understand family actions/interactions, make culturally appropriate decisions; strengthen program, organizational and cross-systems functioning; and improve public perceptions.
- **Tactics include goal-setting, and collecting, researching, analyzing and proactively sharing data on systems outcomes by race/ethnicity, along with**
  - Leadership development to grow both systems/community leaders that are courageous/grounded in approach.
  - Community engagement to recognize strengths of grass roots community, hear ideas and include at all stages.
  - Cross systems collaboration to share data, training and dialogue with related systems, institutions and agencies.
  - Training and coaching defined by anti-racist principles that ensure efforts at cultural and institutional levels to understand the history of institutional racism and the impact on poor communities and communities of color, and develop common framework for analysis of racism/history resulting in current outcomes.
  - Training models:
    - *Undoing Institutional Racism* training to educate, challenge and empower to “undo” racist structures that hinder social change. *Knowing Who You Are* training to develop healthy sense of racial/ethnic identity; enhance psychological well-being and social competence.

## What are the critical findings?

- **Improved use of data across systems; higher level of consciousness and collective shift in thinking at all levels.**
- **Decrease in disproportionality in 2010; closing the removal gap for African American children and youth.**
- **Practice enhancements include information related to the disparities and how they impact families of color.**
- **Elevated outcomes for all, not just families of color (e.g. statewide decrease in removal rates).**
- **Increasing focus on areas with high disparities led to reduction at different decision points at regional and state level (e.g. focused adoption efforts in county led to increase in adoptions of African American children, plus increase of adoptions overall).** Improving the outcomes for those with the most disparate outcomes actually improves outcomes for all.
- **Hard to isolate the cause of disparities when several practices are put in place to reduce disproportionality at once.**

## What are the implications for our work?

- **Outcomes are not just about individuals; we must address underlying institutional contexts, and how this complex issue fits into day-to-day practice activities.** Must have a roadmap beyond the “ah-ha” moment and cultural competence training. Evaluate jurisdiction/agency and its climate/culture before implementing training.
- **Start at the leadership level:** give permission to question and be courageous; ensure leadership and accountability. Find champions in management; they will help lead the cultural shift if understand this work is the foundation of all the work we do and are able to articulate this to staff and stakeholders.
- **Attend to transfer of learning (TOL)/implementation supports and build internal TOL capacity in this area.**
- **Engage families, youth, community, faith-based leaders, and systems that touch lives of children, youth & families.**
- **Engage in conversations about data at all levels of agency and with partners to go deeper and determine root causes.**
- **Foresee resistance to change and develop plans for addressing it before resistance becomes a serious roadblock.**