



# Addressing Implicit Bias in the Child Welfare System

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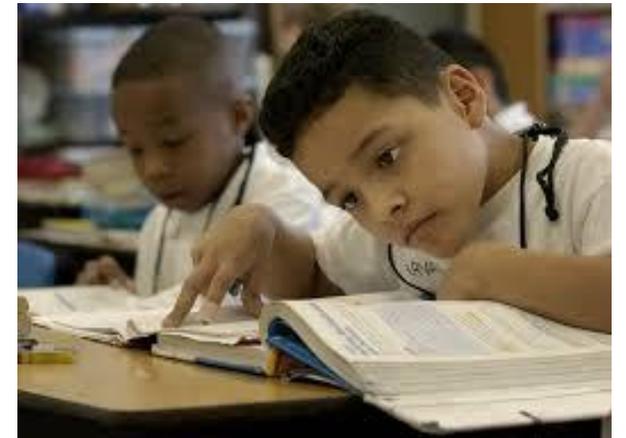
# Introduction

- Disproportionality within the Child Welfare System
- Disparity throughout the Process
  - Referral & Investigation
  - Substantiation
  - Removal & Out-of-Home Placement
- Impact of Implicit Bias



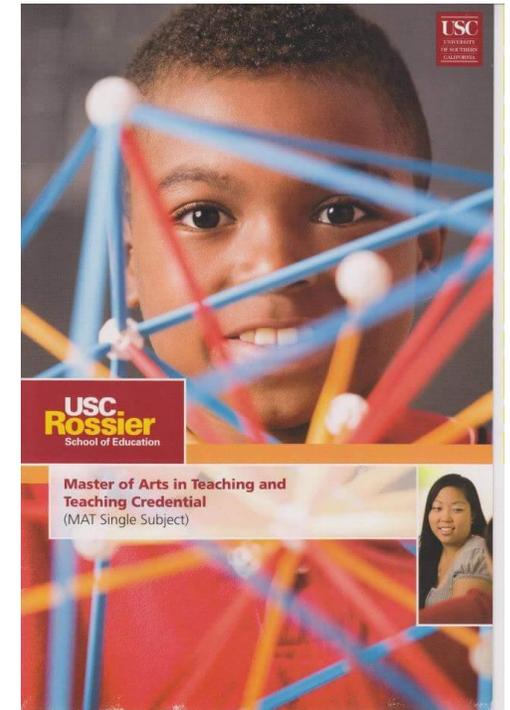
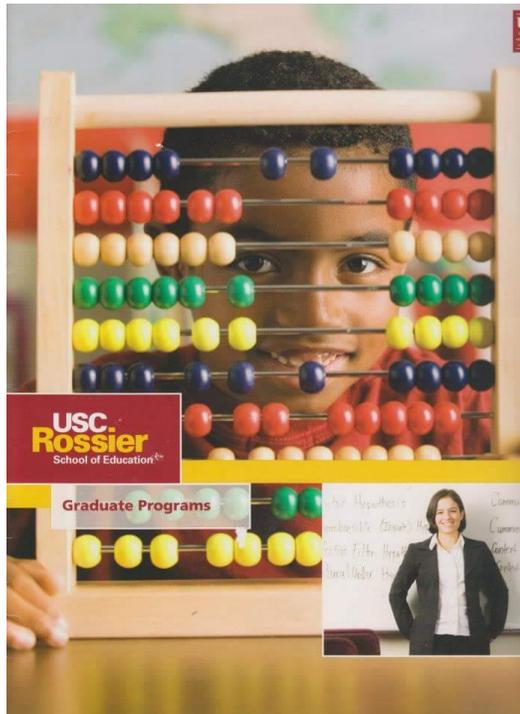
# Objective

- Increase Awareness of Disparities
- Understand and Recognize Bias
- Reduce Disparity within Child Welfare



# Are you Biased?

- Bias is Everywhere
- Explicit Bias Vs Implicit Bias
- Ice Breaker Activity



# Implicit Bias

- Unconscious attitudes and stereotypes
- Automatic and Involuntary
- Unknown and unintentional
- Affect our decisions and reactions
- Are both positive and negative



# Impact of Implicit Bias on Daily Life

- Prejudice
- Emotions
- Reactions
- Associations



# Implicit Bias Impact on Child Welfare

- Referrals
- Language
- Assessment
- Recommendations
- Judgment



# Racial Disproportionality and Disparity

## Racial Disproportionality

**Formula:**

$$\frac{\text{\# of x children in foster care}}{\text{\# of x children in the population}}$$

## Racial Disparity

**Formula:**

$$\frac{\text{\# experiencing the event}}{\text{\# in the population}} \quad \text{Compared to} \quad \frac{\text{\# of y children in foster care}}{\text{\# of y children in the population}}$$

# National Foster Care Demographics

Nationally, African-American children are about 3.5 times as likely as white children to be in state protective custody.<sup>1</sup>

<u>Race/Ethnicity</u>	<u>In out-of-home care</u> <sup>2</sup>	<u>In general population</u> <sup>3</sup>
White ( <i>non-Hispanic</i> )	41%	61%
Black ( <i>non-Hispanic</i> )	32%	15%
Hispanic	18%	17%
Am. Indian/Alaska Native ( <i>non-Hispanic</i> )	2%	1%
Asian/Pacific Islander ( <i>non-Hispanic</i> )	1%	3%
Unknown	2%	N/A
2 or More Races ( <i>non-Hispanic</i> )	3%	4%

1 Child Welfare League of America - National Data Analysis System  
[http://ndas.cwla.org/research\\_info/specialtopic1a.asp](http://ndas.cwla.org/research_info/specialtopic1a.asp)

2 Adoption and Foster Care Analysis and Reporting System (AFCARS)  
[http://www.acf.dhhs.gov/programs/cb/stats\\_research/afcars/tar/report13.htm](http://www.acf.dhhs.gov/programs/cb/stats_research/afcars/tar/report13.htm)

3 U.S. Census Bureau, Census 2000, special tabulation. Characteristics of Children Under 18 Years by Age, Race, and Hispanic or Latino Origin, for the United States: 2000. <http://www.census.gov>



# Racial Entries into Foster Care



Year	Ethnicity	Entries(1)		Census Numbers		Rate per 1,000	DM(2)
		n	%	n	%		
2006	<b>Total</b>	977	100.00	358,510	100.00	2.73	
	<b>Black</b>	474	48.52	51,533	14.37	9.20	3.375
	<b>White</b>	235	24.05	81,839	22.83	2.87	1.054
	<b>Hispanic</b>	202	20.68	111,884	31.21	1.81	0.663
	<b>Asian</b>	57	5.83	90,494	25.24	0.63	0.231
	<b>Native American</b>	9	0.92	2,670	0.74	3.37	1.237

Needell, B., Webster, D., Armijo, M., Lee, S., Cuccaro-Alamin, S., Shaw, T., Dawson, W., Piccus, W., Magruder, J., Exel, M., Smith, J., Dunn, A., Frerer, K., Putnam Hornstein, E., Ataie, Y., Atkinson, L., & Lee, S.H. (2007). *Child Welfare Services Reports for California*. Retrieved [month day, year], from University of California at Berkeley Center for Social Services Research website. URL: <<http://cssr.berkeley.edu/CWSCMSreports/>>

# Perceptions

- First Impressions
- Halo/Devil Effect
- Stereotypes
  - Group Activity
  - Cracking the Code



# White Privilege

- Professor Peggy McIntosh (1988)
- Societal Advantage
- Heated Topic



# Colorblindness Vs Multiculturalism

- Colorblindness
  - “Melting pot”
- Multiculturalism
  - “Salad Bowl”



# Colorblindness in Child Welfare

- Contributes to Racism
  - Denies whole identity
  - Denies racist experiences
  - Denies there is a problem
  - Denies reality



# Multiculturalism in Child Welfare

- Improved Services
  - Recognizes differences
  - Include natural helpers
  - Respect traditions
  - Include appropriate resources



# How to Move Beyond?

## Five Ways to Reduce Disparity in Child Welfare

1. Increase Awareness about Biases
2. Attending Cultural Trainings and Functions
3. Participate in Work Groups
4. Gain Knowledge
5. Critical Thinking



# Commit Today!

- Take the Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

- Stay Abreast of Findings

<http://kirwaninstitute.osu.edu/wp-content/uploads/2016/07/implicit-bias-2016.pdf>

- Read or take a Workshop

<http://biasproject.org/>

- Start a Work Group

Orange County ERDD (Eliminating Racial Disproportionality and Disparity Advisory Group)

<https://www.youtube.com/watch?v=mR8u-iMB8I8&feature=youtu.be>



# Questions and Answers



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