

# PROMOTING RACIAL EQUITY

Through workforce & organizational actions

## WHAT IS RACIAL EQUITY IN CHILD WELFARE?

Families and children of color involved in today's child welfare system experience worse outcomes as a whole. Racial equity<sup>1</sup> means that racial identity no longer predicts how someone will fare in the child welfare system related to assessment, service quality, or opportunities.

CHILD WELFARE CASES INVOLVING CHILDREN AND FAMILIES OF COLOR ARE MORE LIKELY TO BE:



## WHY WE NEED TO TAKE ACTION

Racial Equity is an **ethical** and **legal** responsibility.

- ⇒ Every child, youth, and family deserves effective supports and services to meet their unique needs. Social Justice is a core social work value.
- ⇒ Title VI of the Civil Rights Act of 1964 protects people of every race, color, or national origin from discrimination in programs, activities, and services administered by child welfare agencies and state court systems.

## HOW TO GET STARTED<sup>2</sup>



### Institutional Analysis

Examine organizational factors, such as administrative practices, that contribute to disparate outcomes and identify gaps between intent and outcomes.

### Agency and Workforce Development

Offer training and workforce development to staff at all levels, emphasizing reflective practices, on how racism and implicit bias impact the lives of children, families, and communities.



### Cross-Systems and Tribal Partnerships

Strengthen or create partnerships to support disparity-reduction efforts. Engage with tribal governments around ICWA compliance and improving tribal community outcomes.



### Agency-University Partnerships

Partner with social work programs in colleges and universities serving racially and ethnically diverse students to exchange resources and implement strategies.

### Data Collection & Analysis

Apply race/ethnicity and Decision Points Analysis<sup>2</sup> to understand racially disparate outcomes.



### Sustainability

Create structures and partnerships with community groups that provide accountability and sustainability of racial equity work.



<sup>1</sup>This infographic specifically addresses racial equity. Inequities are also observed along the lines of ethnicity, tribal status, sexual orientation and gender identity, and other identities and circumstances.

<sup>2</sup>Complete references and resource list: [https://ncwwi.org/files/Cultivating\\_Racial\\_Equity\\_References.pdf](https://ncwwi.org/files/Cultivating_Racial_Equity_References.pdf)

# Discussion Questions

- 1) The infographic is a call to action for organizations and suggests that this is an ethical responsibility. Review the [NASW Code of Ethics](#). Identify social work values that support this and identify specific content in the Code of Ethics that reinforce this responsibility.
- 2) The infographic identifies a number of ways to get started, can you identify any real world examples of how these strategies have been tried in organizations?
- 3) The infographic identifies strategies for organizations to get started, what do you believe are steps that you as an individual can take to impact race equity.
- 4) Select and review one article/report from the [Infographic Reference List](#). How does this article inform your understanding of the racial equity?