Dismantling Racial Inequity Through Child Welfare Systems Change
Learning Exchange 6: Sustaining Racial Equity Improvements in Child Welfare

Panelists

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CHAT WINDOW
Send your questions or comments to “All Participants” in the Chat Window on the right

PHONE
Press *6 or #6 to unmute your telephone line and talk with the panelists and your peers

DISCUSSION
Overview of Today

- Ramsey County Background
- Continuous Quality Improvement Process Informed by Renewed Data
- Launch Plan for Community Engagement
- Decision Points along the CW Continuum
Please respond to the poll question by selecting your answer and then clicking “submit” → → →
Ramsey County’s Anti-Racism Initiative

• Guiding Vision and Purpose
• Successes and Challenges
• Social Services Race Equity Team
Ramsey County Child Welfare Structure

• Ramsey County Child Welfare System is expansive
• Multiple and different decision points
• Four areas:
  ✓ CP Intake and Screening
  ✓ CP Case Management
  ✓ Family Support Services
  ✓ Children’s Mental Health / Youth Engagement Program / Mother’s First
Continuous Quality Improvement Plan

- The core of any sustainability plan is continual and dedicated attention to racial disparities
- Sharing data and understanding the baseline
- Highlighting areas of concern and opportunities
- Setting the stage: Timelines and process
Strengths in Ramsey County

• Re-entry rates declining since 2010
• Maltreatment recurrence, despite rising since 2013, is well below state and national average
• Human Rights Campaign LGBT Seal of Recognition
• Increased work with the 0–5 year olds
• Meeting performance measure regarding timeliness to contact in child protection response
• In-house 24/7 child protection screening and response
Strengths in Ramsey County

• Human Services Warrants are keeping children out of the Juvenile Detention Center
• Increases efforts regarding Indian Child Welfare Act
• In-house children’s mental health crisis response
• Improved intake process and customer service response to residents in children’s mental health case management
Challenges in Ramsey County

• Children are lingering in the system
• Too many children experiencing out-of-home placement
• Disparate placements for children of color
• Minimal use of in-home safety plans and protective supervision
• Inexperienced workforce
Data-Informed Decision-Making

• Casey Family Programs support for deep data dive and analysis

• The story the data tells us about what is going well and what we are concerned about
Tracking Key Outcome Measures

1. Increase exits to entries ratio for placements
2. Decrease maltreatment recurrence
3. Decrease re-entry into out-of-home care
4. Increase timely permanency, including adoption for long stayers
5. Decrease rate of child maltreatment fatalities
Launch Steps

• Retain focus group facilitator and conduct focus groups to gather community and family input from the beginning

• Create Leadership Team and Steering Committee

• Prepare to train and implement a safety mapping process to prevent children from entering out-of-home placement and to safely reunify children when danger no longer exists

• Use voluntary placements with American Indian and African American families to address placement disparities

• Train in Collaborative Safety Model through DHS
Launch Steps (continued)

• Casey Family partnership to gather and analyze data

• Social Service Director and CFS Division Director site visit to San Diego County to observe their Safety System

• Develop and implement clear Structure for CW System Change

• Sub-committees:
  o Steering Committee: Guidance and implementation
  o Stakeholder Committee: Engagement, voice, transparency
  o Decision-Point Analysis Committee: Gather and analyze data around decision points, recommend changes to reduce disparities
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Resources

Archived Webinar Page

Racial Equity Special Collection

Racial Equity Infographic
Dismantling Racial Inequity through Child Welfare Systems Change Webinar Series

2017
1. Institutional Analysis (July)
2. Community Collaboration & Grassroots Effort (Sep)
3. Data Collection & Analysis (Dec)

2018
4. Agency and Workforce Development (Feb)
5. Agency-University Partnerships (Jun)
6. Sustainability (Sep)
PANELISTS

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Evaluation

Please complete the evaluation for this final session in the series
Feedback Welcome

How has this webinar and learning exchange, or other earlier webinars and learning exchanges in the series, influenced the work you and your organization are doing to promote change around racial inequities in child welfare?

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Thank You!