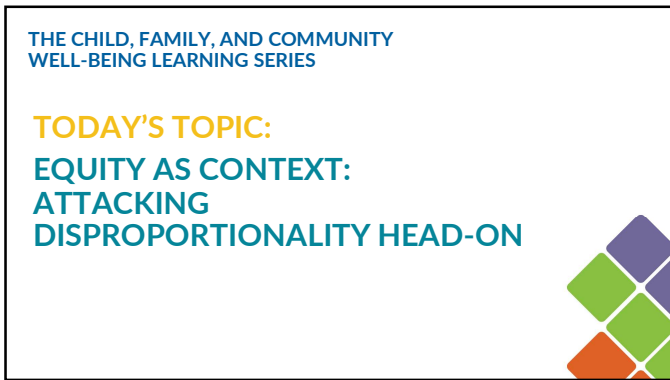


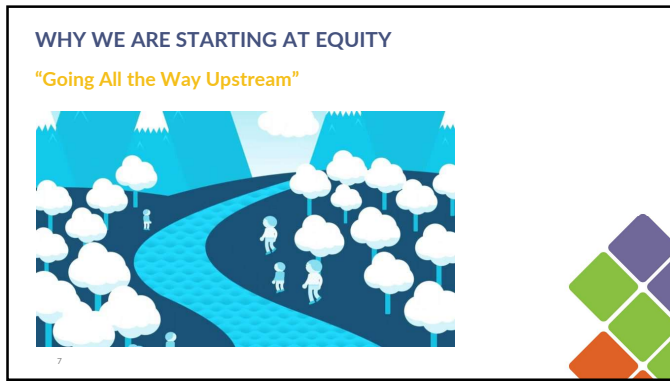

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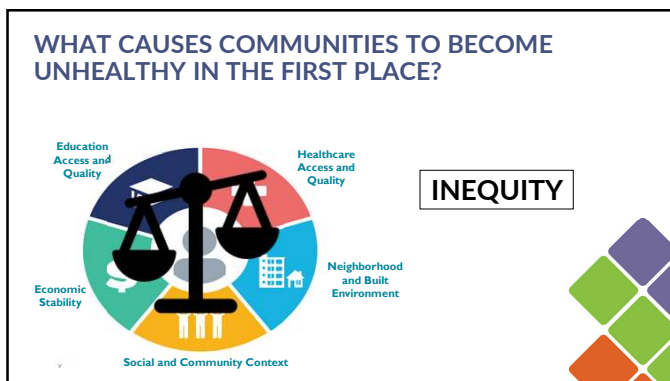
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9




"Primordial" prevention targets the underlying stage of family violence by targeting the underlying social conditions that promote its onset

10

WHAT RACIAL EQUITY AND INCLUSION (REI) WORK LOOKS LIKE

- Restoring health to communities by investing in them
- "Targeted Universalism"
- Community healing and self-efficacy
- Tribal sovereignty
- Encouraging mutual aid to ultimately render systems involvement obsolete





11

DEFINITION

A condition or circumstance of situational fairness, achieved by applying differential resources to unequal needs.

Can be achieved when we make **"targeted universalism"** actionable. For universally good outcomes, use targeted strategies to get there because people are situated differently.

Example: The Curb Cut Effect - "Equity: Not a Zero-Sum Game"
by Angela Glover Blackwell, author of "Curb-Cut Effect," published in Stanford Social Innovation Review, Winter 2017.

12

TARGETED UNIVERSALISM



ASPE: A Philanthropic Partnership for Black Communities

Othering
& Belonging
Institute

13

RESPONSIVE GOVERNMENT

Sec. 8. Engagement with Members of Underserved Communities

In carrying out this order, agencies shall consult with members of communities that have been historically underrepresented in the Federal Government and underserved by, or subject to discrimination in, Federal policies and programs. The head of each agency shall evaluate opportunities, consistent with applicable law, to increase coordination, communication, and engagement with community-based organizations and civil rights organizations.

Sec. 9. Establishing an Equitable Data Working Group

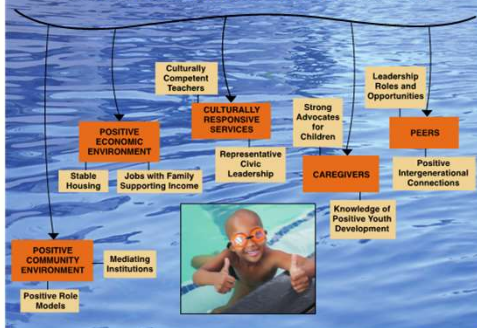
Many Federal datasets are not disaggregated by race, ethnicity, gender, disability, income, veteran status, or other key demographic variables. This lack of data has cascading effects and impedes efforts to measure and advance equity. A first step to promoting equity in Government action is to gather the data necessary to inform that effort.

Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

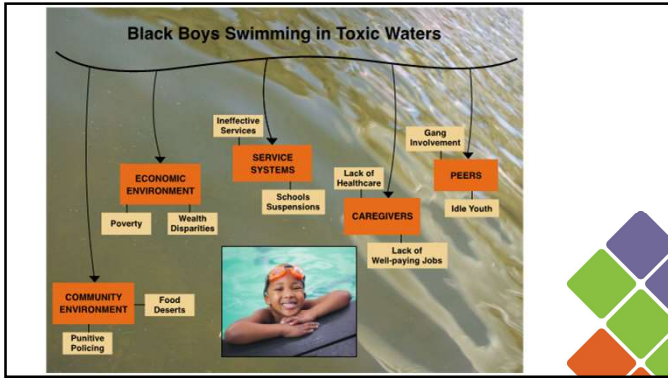


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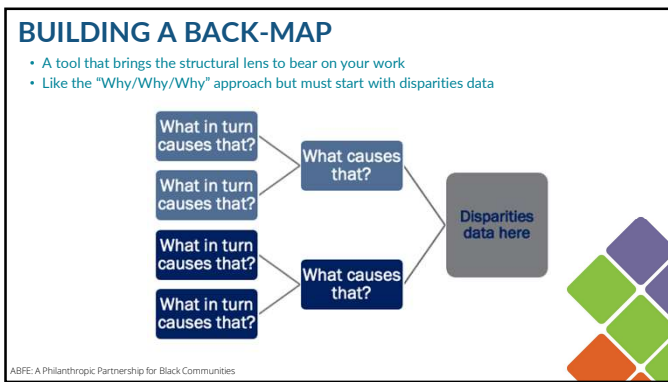
Black Boys Swimming in Nutrient-rich Environments



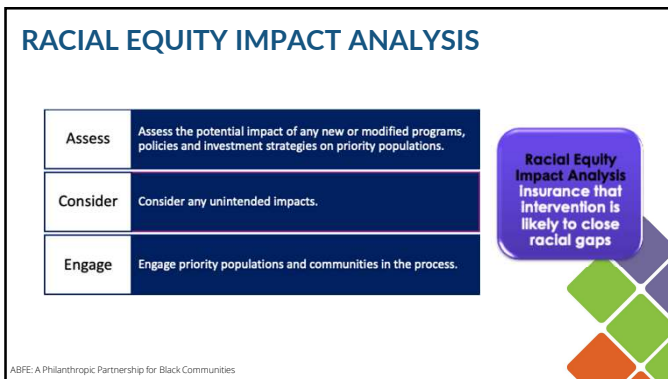
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18

RACIAL EQUITY IMPACT ANALYSIS TOOL

- Are the populations most affected by this investment/practice/decision represented at the table? Is there another "table" where they are present?
- For the investment/practice/decision being considered here (existing or new), what results are you trying to achieve?
- How will the investment/practice/decision affect the communities of focus?
- How will the investment/practice/decision be perceived by those communities? What's the basis for your beliefs?
- Do you think the investment/practice/decision worsens existing disparities faced by the different racial/ethnic groups or may produce other unintended consequences?
- Based on your answers to #1 through #5, how should the investment/practice/decision be revised?

SOURCE: Adapted from Race Matters, Annie E. Casey Foundation

ABFE: A Philanthropic Partnership for Black Communities



19

CONSIDER

- Recognize the persistent (often intentional) exclusion of marginalized voices in policy-making.
- Recognition of why those constituencies have not been engaged as much in the past.
- Seek to understand the intentional and un-intentional consequences of any "decisions" made.
- Center the experience of those historically marginalized constituencies in your strategic development.
- Make a sustained commitment to those you work with—that's how trust happens.



20

RACE MATTERS: HOW TO TALK ABOUT RACE

THE POWER OF STORYTELLING

If people see numbers that don't fit their thinking about race, they'll reject the numbers, but they can't reject powerful, moving stories from real people.

UNITING VALUES

Stress values that unite rather than divide, like having a job. Focus on situations that anyone might find themselves in, like loss of a job.

OPPORTUNITY

Opportunity for all is one value most everyone can agree upon. Framing issues in terms of opportunity resonates with the deeply held ideal of America as the land of opportunity.



21



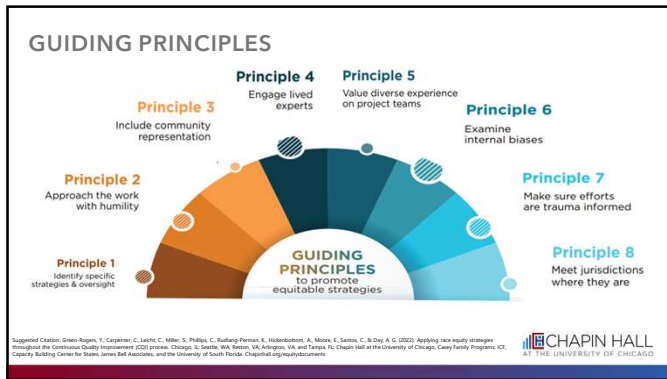
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25

IDENTIFYING AND ENGAGING PARTNERS

Gather the foundational information needed to effectively engage local leaders, lived experts and the workforce.

- Acknowledge the agency's role in this work
- Consider how the community would want to be approached
- Seek the community's perspective on the issues and the right language to use

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26

IDENTIFYING AND ENGAGING PARTNERS

Ensure that the necessary infrastructure is in place to support respectful and meaningful involvement of stakeholders

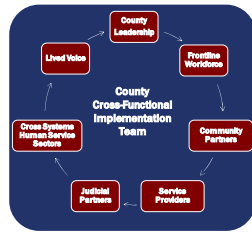
- Investment of time and effort
- Compensation
- Leadership support and resources

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GOVERNANCE STRUCTURE AND COMMUNICATION PATHWAYS

- In what forums will performance data and evidence be discussed, root causes identified and improvement strategies co-developed?
 - Front-line staff and supervisory team meetings
 - Meetings with service providers
 - Comprehensive CQI meetings that bring everyone together
 - Community meetings
- How often will meetings take place?
- Who are the key participants in those discussions?



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OPEN DISCUSSION:

Question #1:

- **How are you engaging community leaders in prevention planning?**

Question #2:

- **How are you engaging lived experts in prevention planning?**

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29



Using data & evidence to advance race equity and inform prevention planning

30

USING DATA AND EVIDENCE TO:

- Understand the degree of disproportionality and disparity
- Engage people in interpretation and analysis of the data
- Track and monitor progress



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MEASUREMENT DEFINITIONS - 3 D'S

- **Disaggregate:** Data broken down by sub-categories, for example by race or ethnic group.
- **Disproportionality:** The underrepresentation or overrepresentation of a racial or ethnic group compared to its percentage in the total population (i.e., one group is proportionately larger/overrepresented or smaller/underrepresented than in the general child population).
- **Disparity:** The unequal outcomes of one racial or ethnic group as compared to outcomes for another racial/ethnic group.

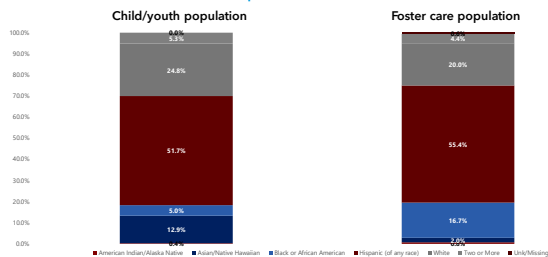
Capacity Building Center for States, (2022). Diversity, racial equity, and inclusion in child welfare: Terms and definitions.
Children's Bureau, Administration for Children and Families, U.S. Department of Health and Human Services.
<https://www.childrenswelfare.gov/links/resources/terms-and-definitions>
<https://www.pewtrust.org/en/research-and-analysis/data-coverage>

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32

DISAGGREGATED

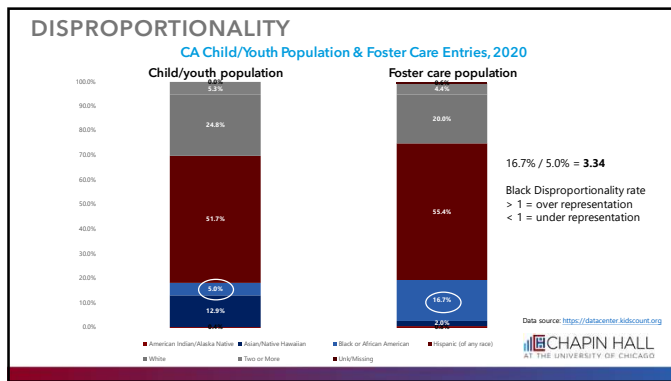
CA Child/Youth Population & Foster Care Entries, 2020



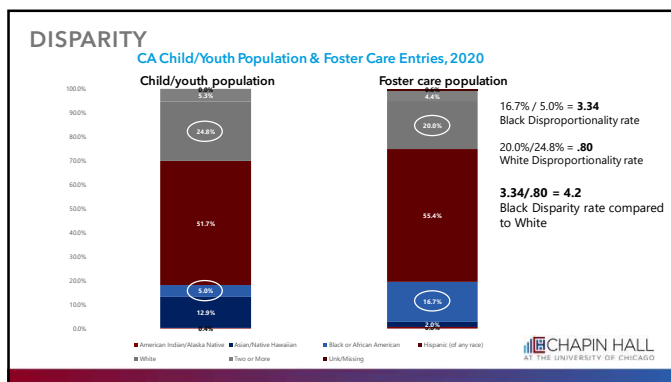
Data source: <https://datacenter.kidcount.org>

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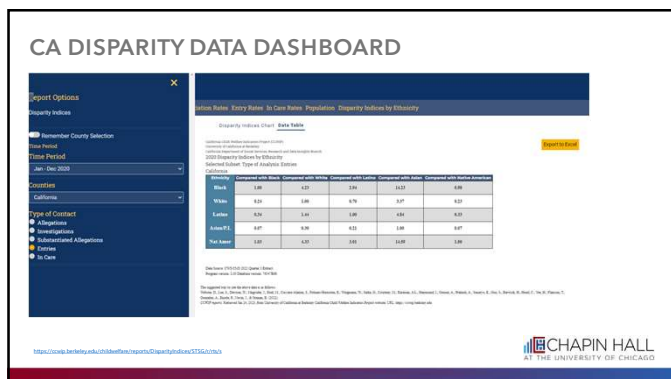
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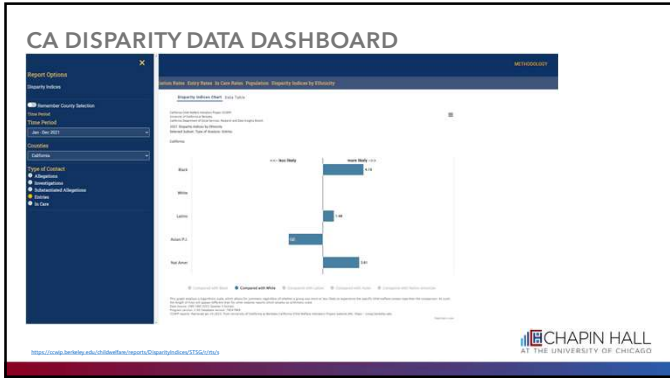
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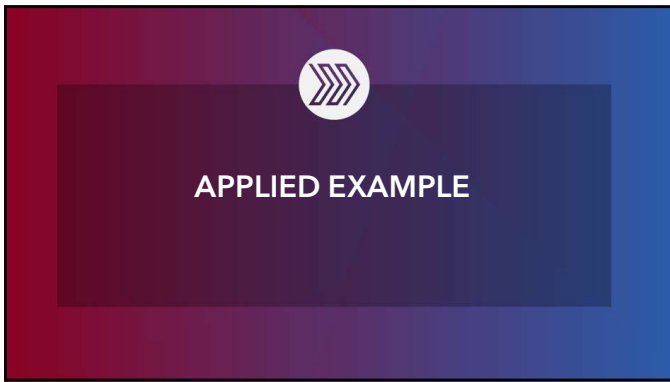
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38

PREVENTING FOSTER CARE ENTRIES

22%

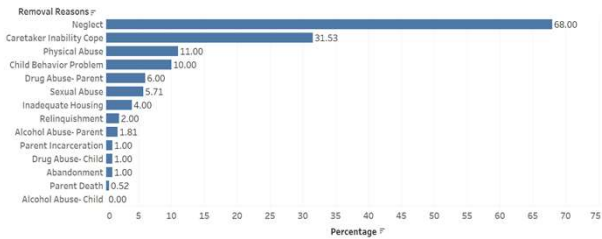
- OF ALL CA FOSTER CARE ENTRIES ARE YOUTH AGES 12-17
- CONSISTENT TREND OVER THE LAST 6 YEARS

39

WHY ARE YOUTH 12-17 ENTERING FOSTER CARE?
ARE THERE DIFFERENCES BY RACE AND ETHNICITY?

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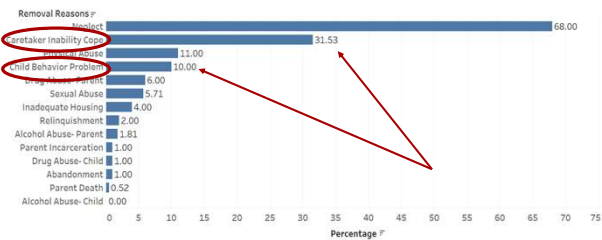
**CALIFORNIA: CIRCUMSTANCES OF INITIAL REMOVAL:
YOUTH AGES 12-17**



Data source: AFCARS FFY 2015-2020

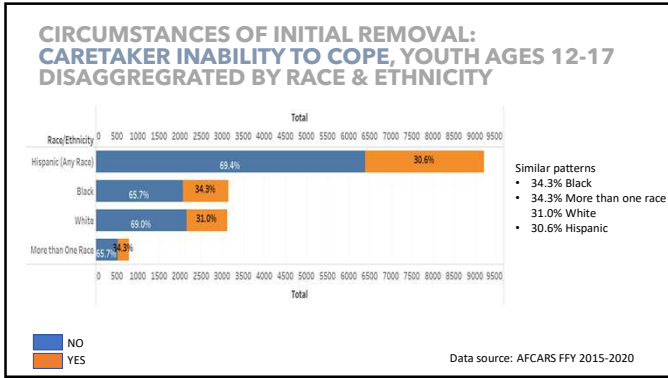
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**CALIFORNIA: CIRCUMSTANCES OF INITIAL REMOVAL:
YOUTH AGES 12-17**

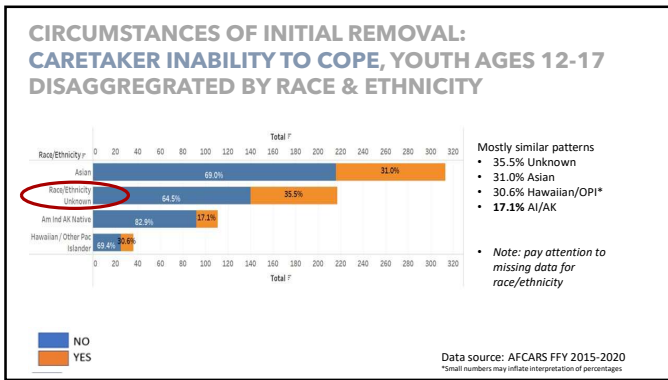


Data source: AFCARS FFY 2015-2020

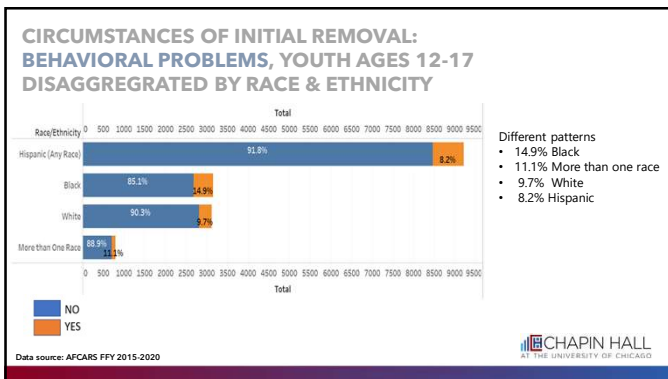
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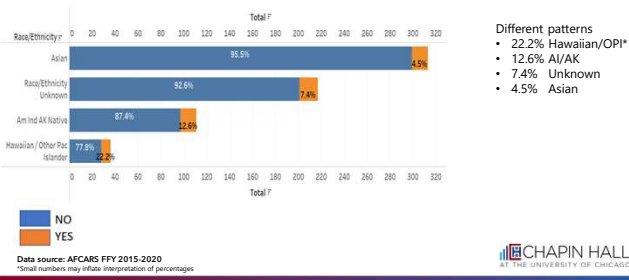


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45

CIRCUMSTANCES OF INITIAL REMOVAL: BEHAVIORAL PROBLEMS, YOUTH AGES 12-17 DISAGGREGATED BY RACE & ETHNICITY



Different patterns

- 22.2% Hawaiian/OPI*
- 12.6% AI/AK
- 7.4% Unknown
- 4.5% Asian

46

EQUITY IMPLICATIONS

- **CROSS SYSTEM COORDINATED PREVENTION SERVICES CAN BE PROVIDED TO REDUCE YOUTH FROM ENTERING CARE** DUE TO CAREGIVER INABILITY TO COPE AND FOR BEHAVIORAL PROBLEMS
- **REDUCING ALL YOUTH FROM ENTERING CARE WILL REDUCE DISPROPORTIONALITY AND DISPARITY**
- **SOME POPULATIONS MORE LIKELY TO BE LABELED AS HAVING BEHAVIORAL PROBLEMS WHICH IS A DRIVER OF SYSTEM INVOLVEMENT**
- **PREVENTION STRATEGIES FOR SUBPOPULATIONS NEED TO BE DRIVEN BY THEIR COMMUNITIES**

47

EQUITY STRATEGIES IN A CONTINUOUS QUALITY IMPROVEMENT CONTEXT



48

OVERARCHING STRATEGIES

Examine your own background and biases and how they influence your worldview and ways of being/working.

Engage in self-reflection on how your values manifest into perceptions, attitudes, and other types of judgements – prejudicial or not (PPA, 2015).

Establish an understanding of race equity and inclusion principles by CQI leaders and those involved in the CQI process (Annie E. Casey Foundation, 2018).

Center the interests, values, and desired outcomes of communities of Black, Indigenous, and people of color in CQI and evaluation efforts (Dean-Coffey et al., 2014; Center for Evaluation Innovation et al., 2017).

Devote money and time toward efforts that allow for relationship building with community participants for co-designing and testing instruments, planning, data collection, and dissemination (Center for Evaluation Innovation et al., 2017).

Create an advisory board dedicated to youth and family voice that includes multiple perspectives.

Add youth and family voices to an existing CQI or strategic planning advisory board. These voices should not be tokenized (Daya et al., 2020).

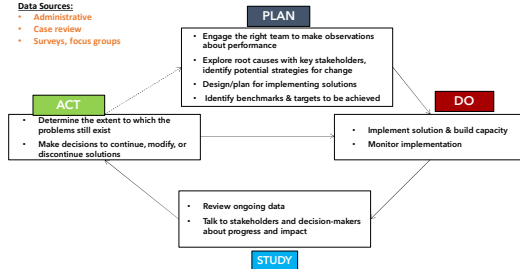
Build and expand partnerships across organizations to increase collective impact.

49

IMPROVEMENT PLANNING USING THE PLAN-DO-STUDY-ACT APPROACH

Data Sources:

- Administrative
- Case review
- Surveys, focus groups



50

IMPROVEMENT PLANNING STRATEGY

Engage partners to get their insight into what may be driving factors behind the data and potential solutions based on their expertise and experiences with the system.

Action Steps:

- Support involvement in convenings where performance data are reviewed and discussed
- Promote ongoing involvement vs isolated data review meetings
- Provide support

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IMPROVEMENT PLANNING STRATEGY

Identify strategies and target resources to address root causes of inequities revealed through data analysis (Annie E. Casey foundation)



Action Steps:

- Active involvement in the analysis of root causes to get the story behind the data
- Representation of youth and lived expertise on the team, and ensure equal footing
- Engagement of a broader cross-section of youth and family voices with lived expertise to provide additional perspectives on potential root causes and solutions to consider

52

Contributing factors to racial disproportionality & disparity

- **Bias and inconsistencies at key decision-making points**
 - Related interventions to explore include improving worker decision making
- **Differential needs and poverty**
 - Related interventions to explore include prevention practices and economic supports
- **Systems related factors**
 - Related interventions to explore include collaborations with community partners, leadership & sustained commitment

• [Understanding and Addressing Racial/Ethnic Disproportionality](https://www.childwelfare.gov/pubs/issue-briefs/racial-disproportionality/)
<https://www.childwelfare.gov/pubs/issue-briefs/racial-disproportionality/>

53

IMPROVEMENT PLANNING STRATEGY

Explore specifically what it would take to implement performance improvement solutions and recommendations with and in specific communities



Action Steps:

- Develop an implementation plan that identifies and addresses the supports needed to implement the intervention in a way that advances equity and inclusion
- Identify potential barriers or factors that could contribute to inequity in implementation

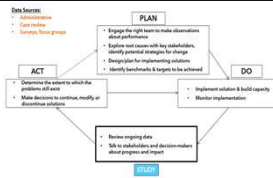
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IMPROVEMENT PLANNING STRATEGY

Evaluate the effectiveness of improvement strategies and adaptations as needed (Annie E. Casey Foundation, 2018)

Action Steps:

- Close feedback loops with participants to confirm how their feedback informed the agency's change efforts.



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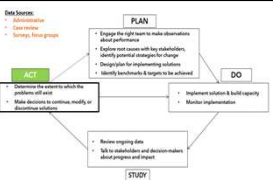
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IMPROVEMENT PLANNING STRATEGY

Communicate decisions, progress, and next steps with all stakeholders throughout the entire CQI process.

Action Steps:

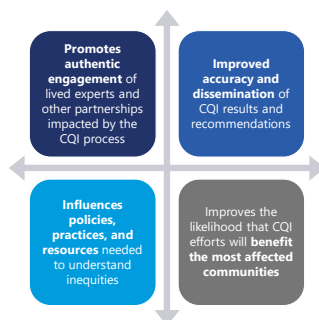
- Develop a communication plan that includes consistent and ongoing communication with stakeholders. Making stakeholder feedback visible can improve engagement and reinforce understanding.



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BENEFITS OF CENTERING RACE EQUITY IN CQI




57



58

HOW THIS APPLIES TO YOUR COMPREHENSIVE PREVENTION PLAN

- Selecting a target population**
 - Who is disproportionately represented in your entry cohorts?
 - Have you disaggregated those data by race, age, community, and/or geographic location?
 - What will true community engagement look like at this stage?
- Determining primary prevention strategies**
 - How are the folks you have identified faring in the Social Determinants of Health?
 - What will true community engagement look like at this stage?
- Coming together in support of families**
 - Are you prepared to engage in targeted universalism?
 - Will you relocate investments where there is the best chance of closing health gaps?
 - What will true community engagement look like at this stage?



59

Thanks for joining us!

WHAT'S NEXT?

- Survey and certificate in the chat now
- Register for Primary Prevention Planning on March 2!
 - Bring a list of the formal and informal leaders in the communities associated with your target population along with your implementation team's plan to engage the community
- Recording and resources available within two days
- Watch your inbox for the next issue of CalTrin Connect



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60
