

4.14 Research on Disproportionality Reduction: MYFI



Kellee McCrory

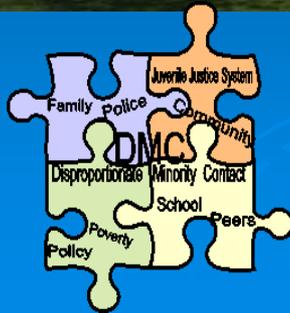
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4.14 Research and Evaluation on a Disproportionality Reduction Model in Child Welfare: The MYFI Approach

**Brad Richardson, PhD, Research Director and Adjunct Associate Professor,
The University of Iowa School of Social Work /National Resource Center for
Family Centered Practice & NRC for In-Home Services**

*Results from work to reduce disparities in the child welfare system among Native
and African American families.*

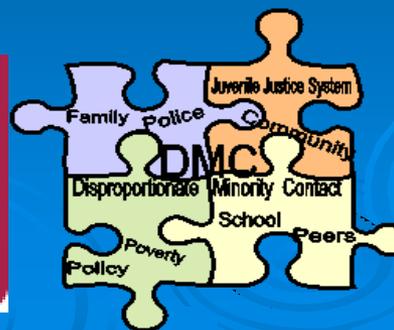
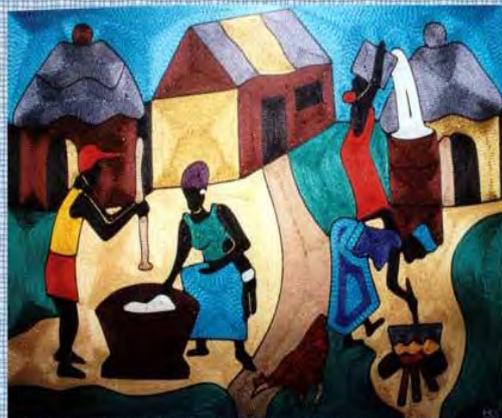
**Kellee Thorburn McCrory, MPH, The University of Iowa School of Social
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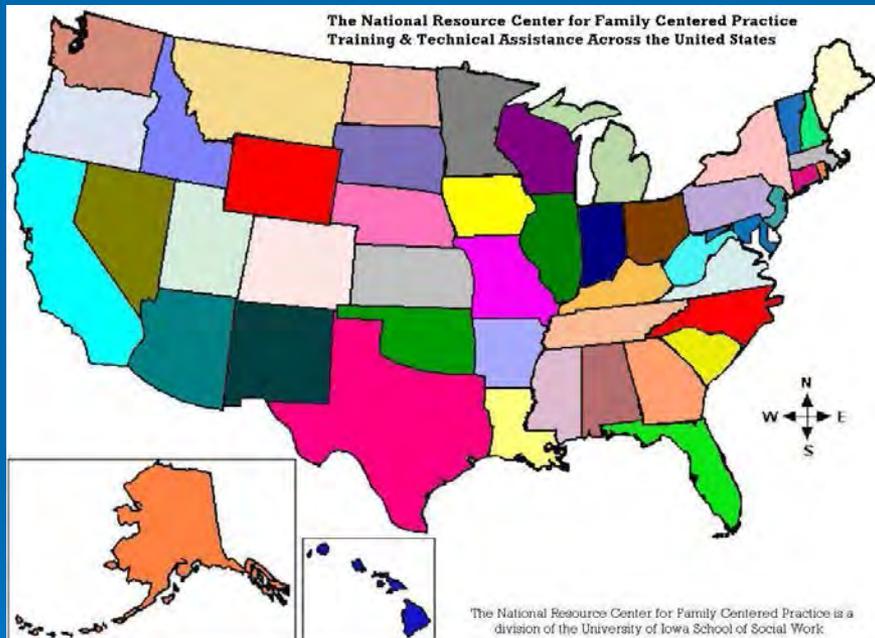
STRENGTHENING PRACTICE • INFORMING POLICY
2011 NATIONAL CHILD WELFARE EVALUATION SUMMIT
 BUILDING EVIDENCE •



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The National Resource Center for Family Centered Practice



- Established in 1977 as a national consulting division of the University of Iowa School of Social Work
- NRC specializes in research-supported, strength-based culturally competent family centered practice; “Doctor Outcomes”
- Beginning 2009 1 of 10 Federal Children’s Bureau NRCs – NRC for In Home Svc

Research & Evaluation Information/Education



Training/Tech. Asst

Cultural Competence





National Resource Center
for Family Centered Practice



Research & Evaluation Division



DMC Resource Center &

Minority Youth & Families Initiative



Iowa Center for
Evaluation Research





NEWS FROM THE NRC
Announcing New Family Support Supervision Course
[read more]

UI Wins \$4.75 Million as National Resource Center for In-Home Services

Welcome to the National Resource Center for Family Centered Practice at the [University of Iowa School of Social Work](#). Our mission is to promote family-centered, community-based, culturally competent practice through research and evaluation, training and technical assistance, and information dissemination.

CLICK ON A LINK BELOW or explore our website to learn more about the NRCFCP.

- HOME
- ABOUT NRCFCP
- TRAINING
- RESEARCH & EVALUATION
- IOWA CENTER FOR RESEARCH & EVALUATION
- TECHNICAL ASSISTANCE
- RESOURCES & RELATED LINKS
- DMC RESOURCE CENTER

CHILD WELFARE
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WORKFORCE DEVELOPMENT
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JUVENILE JUSTICE
CLICK HERE



EDUCATION
CLICK HERE

CULTURAL COMPETENCE
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WELCOME

The National Resource Center for In-Home Services is a new service of the Children's Bureau's national child welfare training and technical assistance network. NRC In-Home will be a national center of child welfare expertise on in-home services designed to ensure the safety and well-being of children and youth in their homes, prevent their initial placement or re-entry into foster care, and preserve, support and stabilize their families. The NRC In-Home provides free, on-site technical assistance and training to States and Tribes to build systemic capacity to provide effective family preservation and post-reunification services, through implementation of child welfare best practices and by strengthening systems of care.



The best place for children to grow up is in their families. Safe solutions can often be found in partnerships with parents so that children can remain in their homes while their families are offered supports and services that engage, involve, support and strengthen them. These in-home services should be high quality, family centered, culturally competent, and shown to be effective to reduce maltreatment, improve caretaking and coping skills, enhance family resilience, support healthy and nurturing relationships, and foster children's physical, mental, emotional and educational well-being.

Highlights

Promoting Safe and Stable Families (PSSF) annual state administrators meeting, June 8-9, 2010 Grand Hyatt Hotel, Washington, D.C.

[Click here for pictures and story](#)

>

Upcoming NRC In-Home National Advisory Board Annual Meeting, September 23, 2010, Doubletree Hotel Chicago Magnificent Mile, Chicago, IL.



What we'll cover today . . .

- Practices designed to make a difference for Native and African American children & families in two cities
- Ways these are being evaluated, with special focus on:
 - The Scorecard to measure racial disproportionality
 - Relative vs. stranger placement
 - Services being provided
- Community collaboration
- What the numbers tell us?

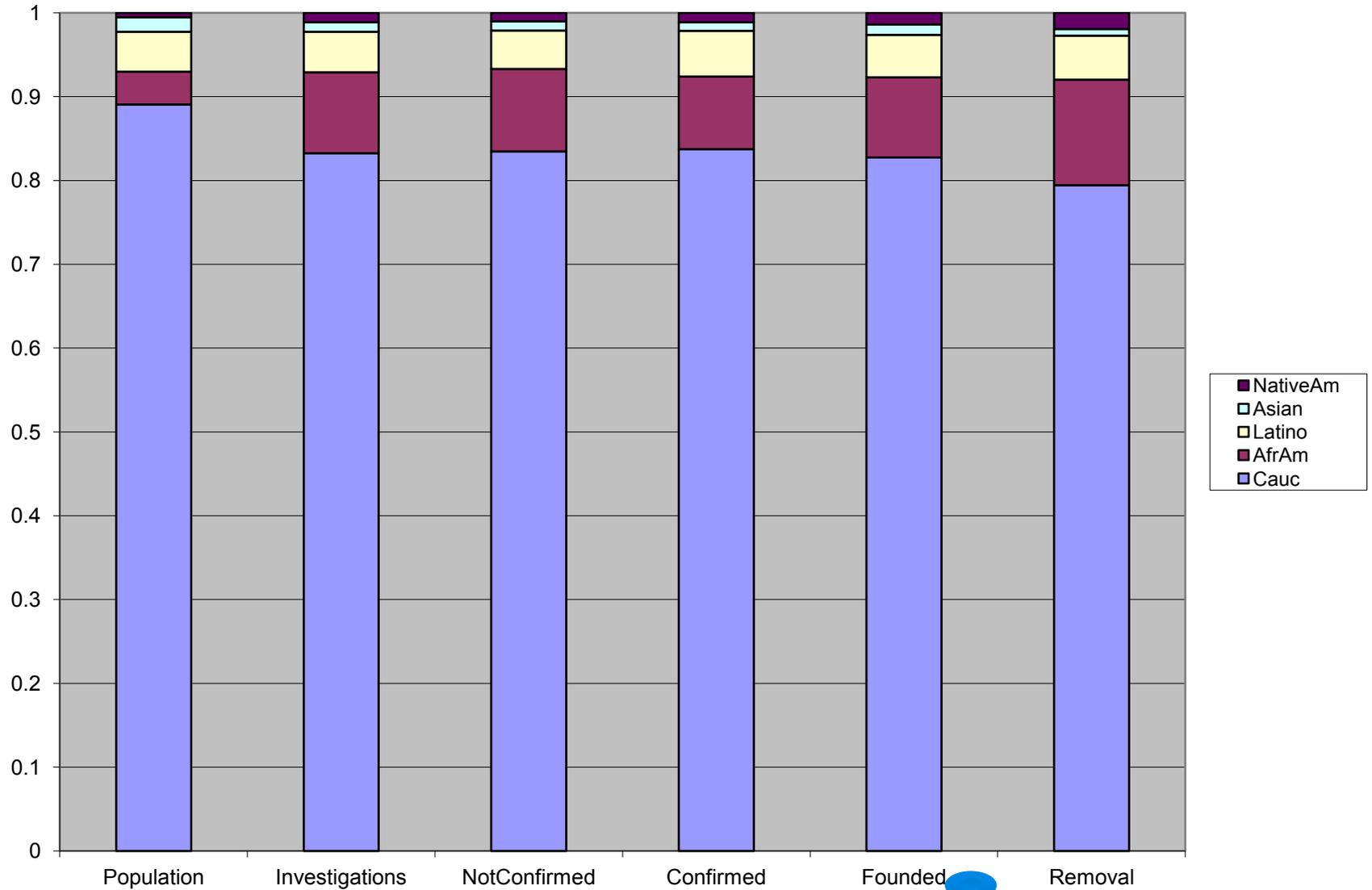


Extreme Disproportion

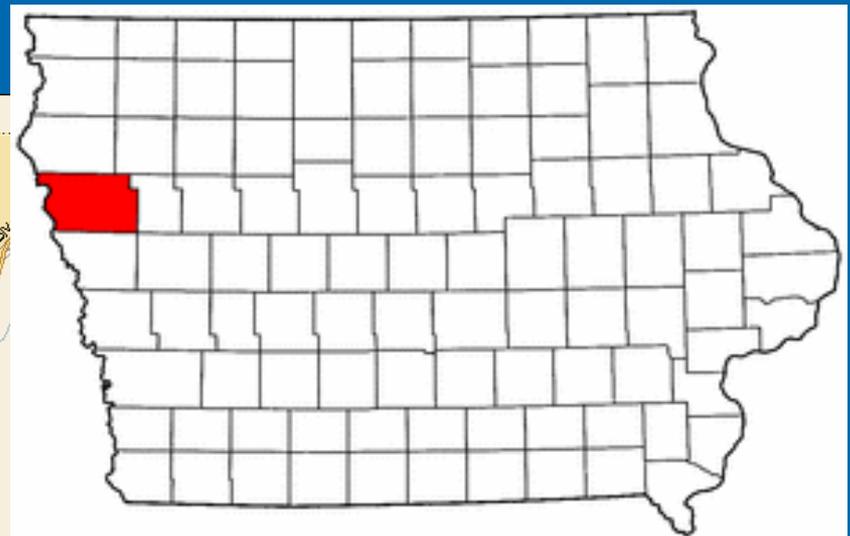
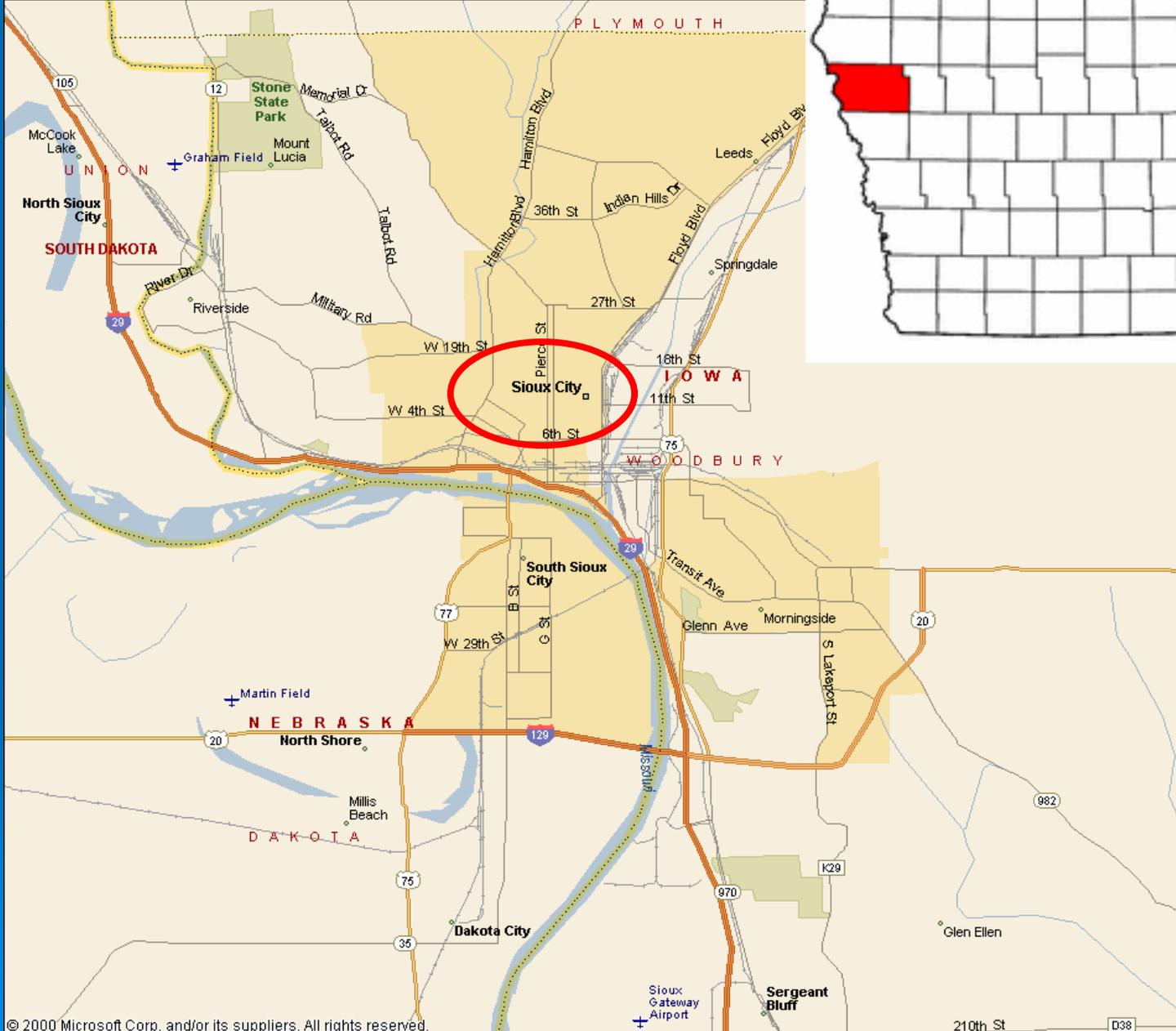
(Overrepresentation of Children of Color in Foster Care, Hill)

13)	Iowa	3.76
6)	Oregon	4.38
5)	Wyoming	4.53
4)	Minnesota	4.77
3)	Idaho	4.84
2)	New Hampshire	4.93
1)	Wisconsin	5.48
	Polk County	5.5
	Woodbury County	6.8

Race and Ethnicity Percentages of Population and at Child Welfare Decision Points



The Sioux City MYFI



Tribal Affiliations of Native Children Assessed for Abuse, Woodbury County 2005-2009



- Acoma Pueblo
- Alaska Native
- Assiniboine
- Blackfeet
- Cheyenne River Sioux
- Chippewa
- Crow Creek Sioux
- Fort Peck Sioux
- Hopi
- Lower Brule Sioux
- Mdewakontan Sioux
- Mississippi Choctaw
- Mohawk
- Navajo
- Nebraska Winnebago
- Northern Cheyenne
- Tyme Madu
- Oglala Sioux
- Oklahoma Cherokee
- Omaha
- Potawatomie
- Puyallup
- Red Lake Band of Chippewa
- Rosebud Sioux
- Santee Sioux
- Sisseton-Wahpeton Sioux
- Spirit Lake Sioux
- Standing Rock Sioux
- Tunica-Biloxi
- Turtle Mountain Chippewa
- White Earth Chippewa
- Wisconsin Ho-Chunk
- Wisconsin Mille Lacs
- Yankton Sioux Tribe¹³

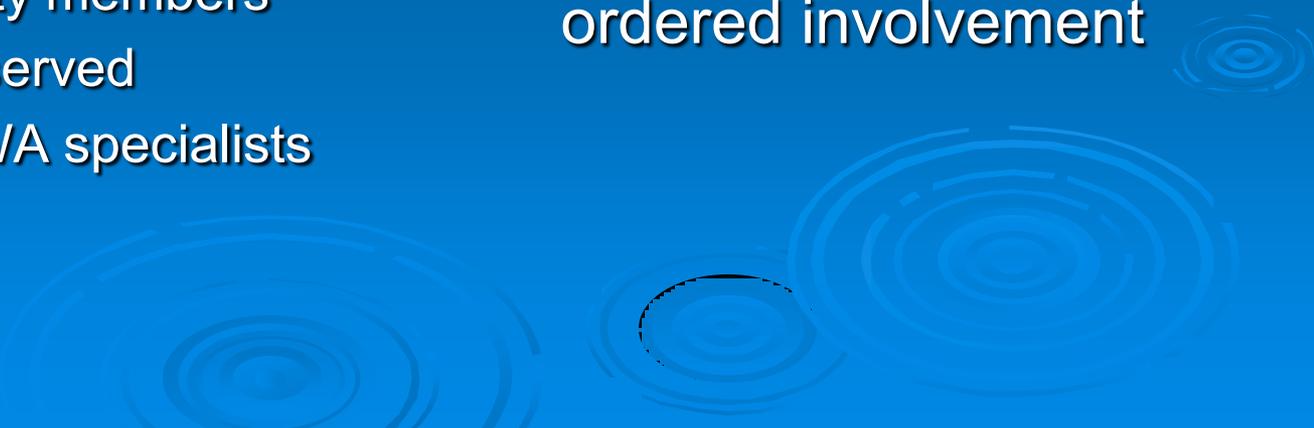
Local Child Welfare History

- **1998**
 - Community Initiative for Native Children and Families (CINCF) begins meeting
- **2003**
 - Recover Our Children (ROC): Memorial Marches for Lost Children begin
 - Iowa Indian Child Welfare Act
 - DHS Child Welfare Redesign
- **2004**
 - Minority Youth and Family Initiative funded
 - DMC Resource Center begins providing TA to DM and Sioux City
- **2005**
 - Community involved in planning; Native Unit begins work
- **2006**
 - "Alliance" (Casey/CSSP) and Race Matters Consortium join (TA/\$)
 - Iowa DHS launches Redesign

Local Child Welfare History

- **2007**
 - Alliance-funded advocate from 4 Directions Center helps Native families navigate or avoid system involvement
- **2008**
 - Family Drug Court begins
 - Juvenile Court Services, IDHS, courts, and community providers work with Georgetown University and the Center for Juvenile Justice "Crossover" project (G'town/CJJR) address youth involved in both child welfare and juvenile justice
- **2009**
 - Breakthrough Series Collaboration developed focusing on reducing disproportionality in the child welfare system in 8 counties
- **2010**
 - Siouxland Indian Child Welfare Traineeship Project begins
 - DHS restructuring
- **2011**
 - Community-wide disproportionality discussion begins

Ways We've Measured Outcomes

- Race Equity Scorecard
 - Out of home care
 - ICWA Compliance Reviews
 - Interviews with
 - Child welfare workers
 - Community members
 - Families served
 - Tribal ICWA specialists
 - Disproportionality Diagnostic Tool (NAPCWA)
 - Out of Home vs. Family-Centered Placement
 - System Involvement
 - Voluntary vs. Court-ordered involvement
- 

Race Equity Scorecard

Woodbury County 2005-2010

Race/ Eth	Estimated Population (0-17yrs) ²					
	05	06	07	08	09	10
Nat. Am	908	909	918	897	897	882
Asian	923	883	866	895	895	822
Bl	1258	1284	1227	1402	1402	1601
Wh	19933	19246	19140	20219	20219	18844
All Chil. ⁷	23022	22322	22151	23413	23413	22149
Hisp ⁶	4478	5429	5235	5331	5331	5713

Race Equity Scorecard: Disproportionality re: Out of Home Care Woodbury County, IA 2005-2010

Race/ Eth	% of Estimated Population (0-17 yrs by State Fiscal Year)						Number of children in 1 st Placement in Out of Home Care (unduplicated by State Fiscal Year)					
	05	06	07	08	09	10	05	06	07	08	09	10
Nat. Am	3.9	4.1	4.1	3.8	3.8	4.0	88	111	126	99	133	124
Asian	4.0	4.0	3.9	3.8	3.8	3.7	9	11	6	15	10	6
Bl	5.5	5.8	5.5	6.0	6.0	7.2	29	64	80	50	77	55
Wh	86.6	86.2	86.4	86.4	86.4	85.1	284	440	568	455	473	350
All Chil. ⁷	100	100	100	100	100	100	452	723	902	790	982	648
Hispanic ⁶	19.5	24.3	23.6	22.8	22.8	25.8	5	13	8	55	158	127

Race Equity Scorecard: Disproportionality - Out of Home Care Woodbury County, IA 2005-2010

Race/ Eth	Rate per thousand: Total Children in Initial Placements ⁵						Disparity Ratio (DR) ⁵ (in comparison to White representation)					
	05	06	07	08	09	10	SFY05	SFY06	SFY07	SFY08	SFY09	SFY10
Nat Am	97	122	137	110	148	141	6.8	5.3	4.6	4.9	6.3	7.6
Asian	10	12	7	17	11	7	0.7	0.5	0.2	0.7	0.5	0.4
Black	23	50	65	36	55	34	1.6	2.2	2.2	1.6	2.3	1.8
Wh	14	23	30	23	23	19	1.0	1.0	1.0	1.0	1.0	1.0
Hisp	1	2	2	10	30	22	0.1	0.1	0.1	0.5	1.3	1.2

Why are
these
numbers
going up
again?

... **What
do you
think?**



Out of Home vs. Family Centered Placement

American Indian/Alaskan Native Children vs. All Children

Woodbury County DHS, 2005-2009

	Out of Home Placement				Family-Centered At Home			
M/Yr	Am Ind		All Cases		Am Ind		All Cases	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
6/05	52	39.1%	295	31.9%	65	48.9%	519	56.1%
7/06	45	35.2%	361	33.6%	79	61.7%	640	59.5%
7/07	41	31.8%	315	34.8%	79	61.2%	623	68.8%
7/08	40	36.4%	281	37.9%	75	68.2%	481	64.8%
7/09	37	34.9%	245	41.2%	85	80.2%	468	78.7%

Since 2005, the IA Dept of Human Services, through its *Native Unit* in Woodbury County, has been working toward practice that makes a difference... *starting with the end in mind*

Native American children are safely raised in the Native community.



The Native Unit

- The people
 - Tribal/Native family liaisons - 2
 - Native Unit Supervisor
 - Social workers - 4
 - Child Protection workers

“ . . . I was surprised that they gave me a chance to participate in placement for my niece because of my past history with DHS. People change and the Unit recognized that and gave me a chance.”

Areas of Primary Focus

- Culturally competent services being provided with intention of reuniting families
- For those children who cannot presently live in their home of origin increases in placement with:
 - Relatives and
 - Native foster homes



- Photo by National Geographic

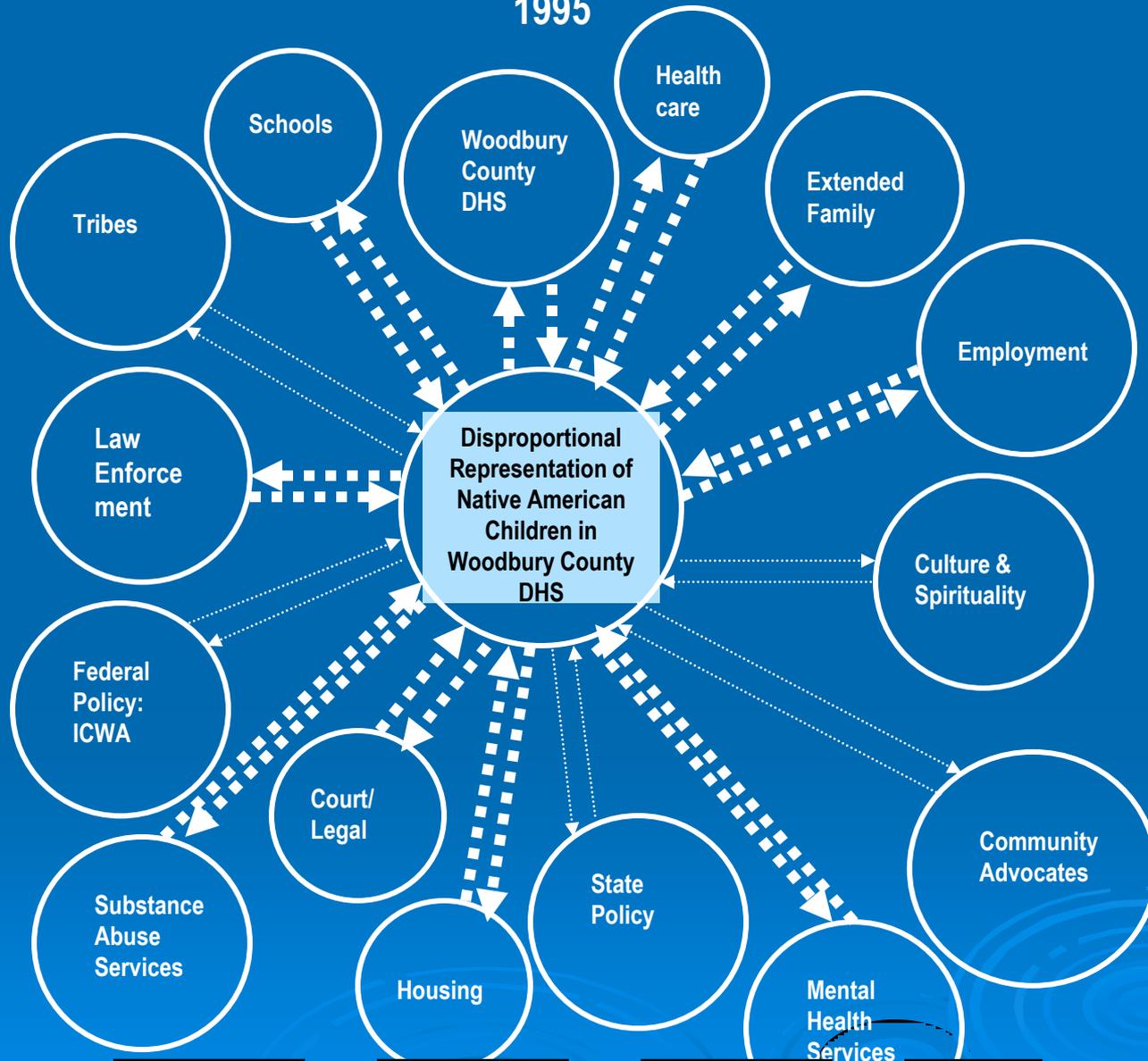
Key Services Practice Improvements Woodbury County

- Work with all self-identified Native children as if they were ICWA eligible
- Emphasis on Relative/Community/Tribal Networks
- Flexible resource dollar pool
- Strong focus on cultural competence
- Understand when the case does not belong at DHS
- Knowing how to plug in community resources and collaborate with the Native Community

Partners in Change

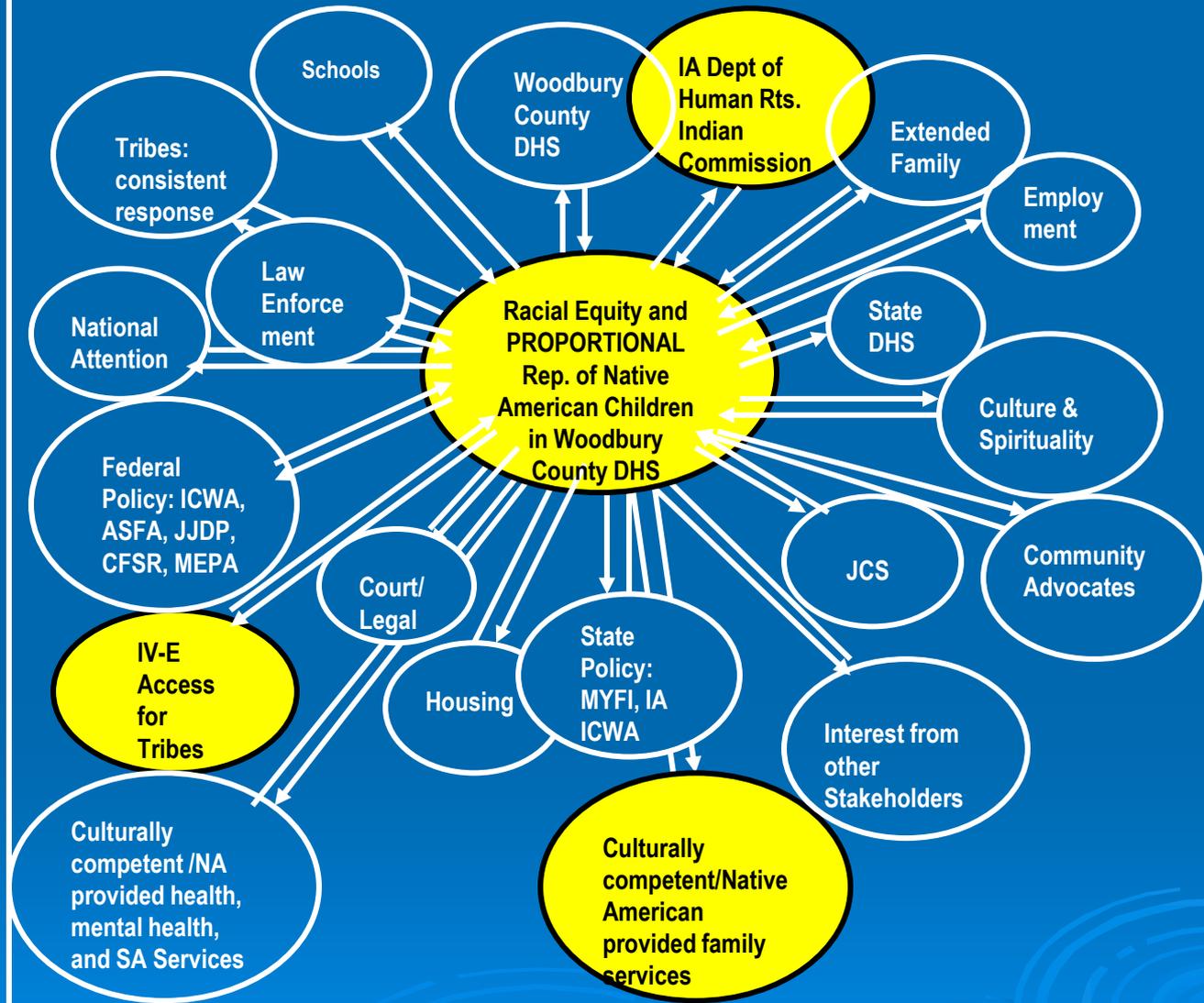
- Area Tribes
- CASA
- Casey/CSSP Alliance on Racial Equity
- Child Advocacy Center
- Commission of Native American Affairs
- Iowa DHS
- Woodbury County DHS
- Iowa Legislature
- Local Human Rights Commission
- NICWA
- Native Service Providers
- Race Matters Consortium
- Recover Our Children (ROC)
- Sioux City Police Department
- Third Judicial District
- Tribal Council Leaders
- Tribal Domestic Violence workers
- University of Iowa
- University of South Dakota

Woodbury County, (Sioux City) IA, Pre-1995



Racism, Historical Oppression and Genocide

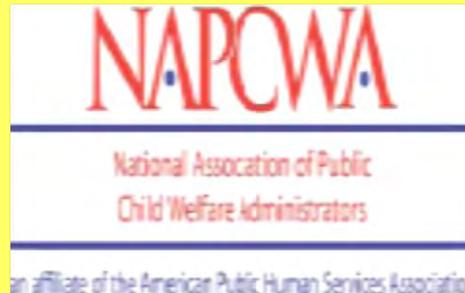
Woodbury County, (Sioux City) IA,



Racism, Historical Oppression and Genocide

National Association of Professional Child Welfare Administrators Disproportionality Diagnostic Tool

NAPCWA Disproportionality Diagnostic Tool



Disproportionality: Developing a Public Agency Strategy

By Danna Fabella, Sandra Slappey, Brad Richardson, Anita Light & Susan Christie

July 2, 2007

http://www.napcwa.org/DDT/ddt_main.asp

National Association of Professional Child Welfare Administrators Disproportionality Diagnostic Tool

Individual

Domains	DHS			Community			Total		
	Pilot	Initial	Follow-up	Pilot	Initial	Follow-up	Pilot	Initial	Follow-up
Strategy	43%	60%	60%	19%	38%	71%	26%	46%	50%
Culture	88%	71%	90%	44%	90%	79%	58%	82%	85%
Policy	100%	100%	60%	38%	60%	29%	55%	78%	47%
Legal System	86%	67%	45%	35%	50%	36%	50%	56%	41%
Training & Education	25%	50%	40%	11%	0%	7%	15%	25%	27%
Communication	75%	71%	50%	33%	80%	57%	46%	76%	53%
Resources	75%	78%	75%	30%	67%	86%	44%	71%	79%
Practice	74%	94%	83%	26%	46%	46%	40%	65%	68%
Economic Issues	56%	100%	50%	38%	43%	43%	42%	57%	47%
Data/Technology	33%	100%	50%	13%	50%	57%	18%	67%	53%
Personnel/People	100%	100%	80%	50%	100%	86%	64%	100%	82%
OVERALL	70%	79%	63%	31%	57%	50%	42%	66%	58%

Key Partner: *Four Directions Center*

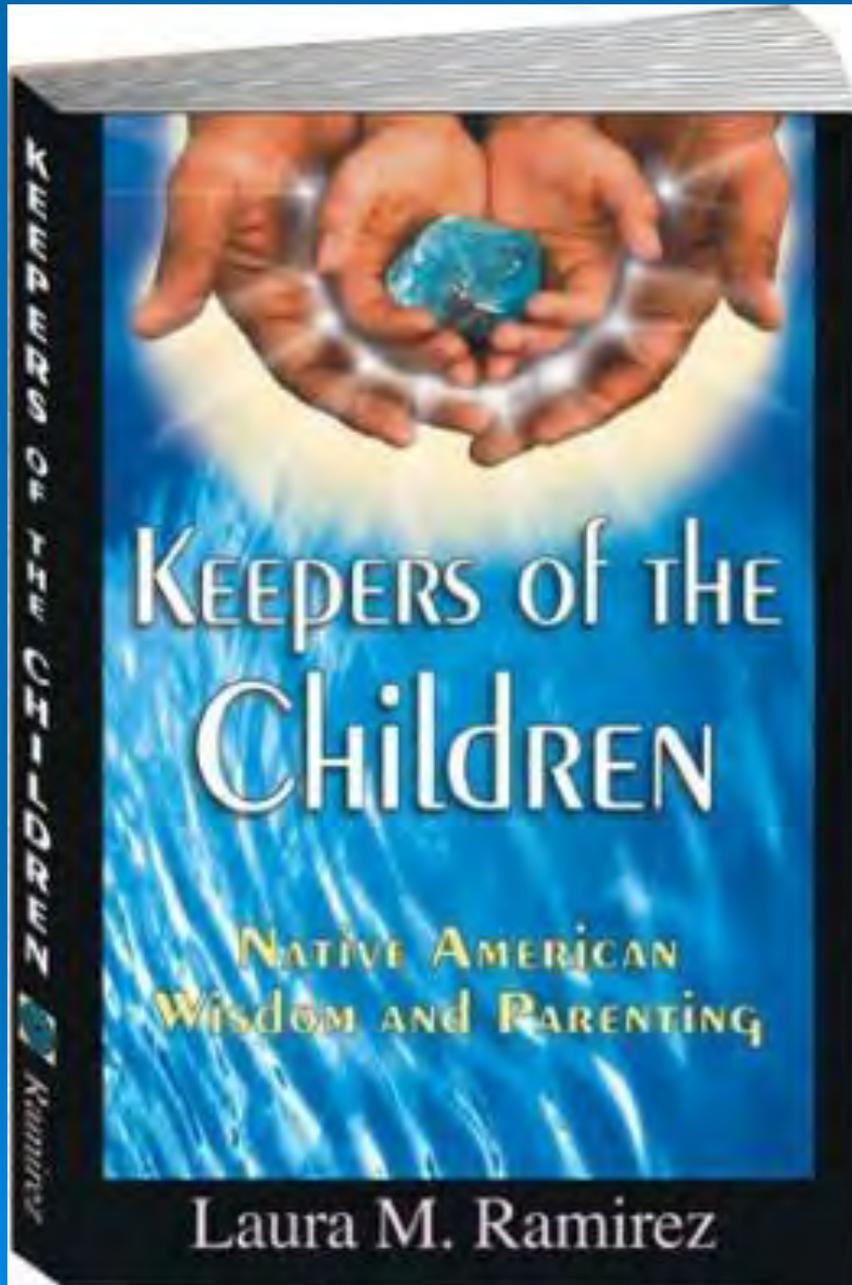


- Advocacy
- Information and Referral
- Community meeting place/event center
- Home of *Community Initiative for Native Children and Families*
- Parenting Classes
- Organizer with *Recover Our Children* of Annual March for Lost Children



Assessment: *Culturally Competent Services and Approaches*

- Crosstraining between CPS and Four Directions Center
- Meeting with families at the Four Directions Center
- Utilizing Four Directions parenting instruction, funded by IA DHS
 - Evaluation proposed for 2012



Parenting support: Empowering first to build capacity

- Parents mostly system-involved
- Adapted curriculum
- Group process
- Strong graduation rates
- Importance of advocacy



Photo: www.gballarc

The prayers of the children are powerful...

Photo http://www.californiaindianeducation.org/pow_wow/soaring_eagles.html

Minority Youth and Families Initiative (MYFI)



Des Moines, Iowa



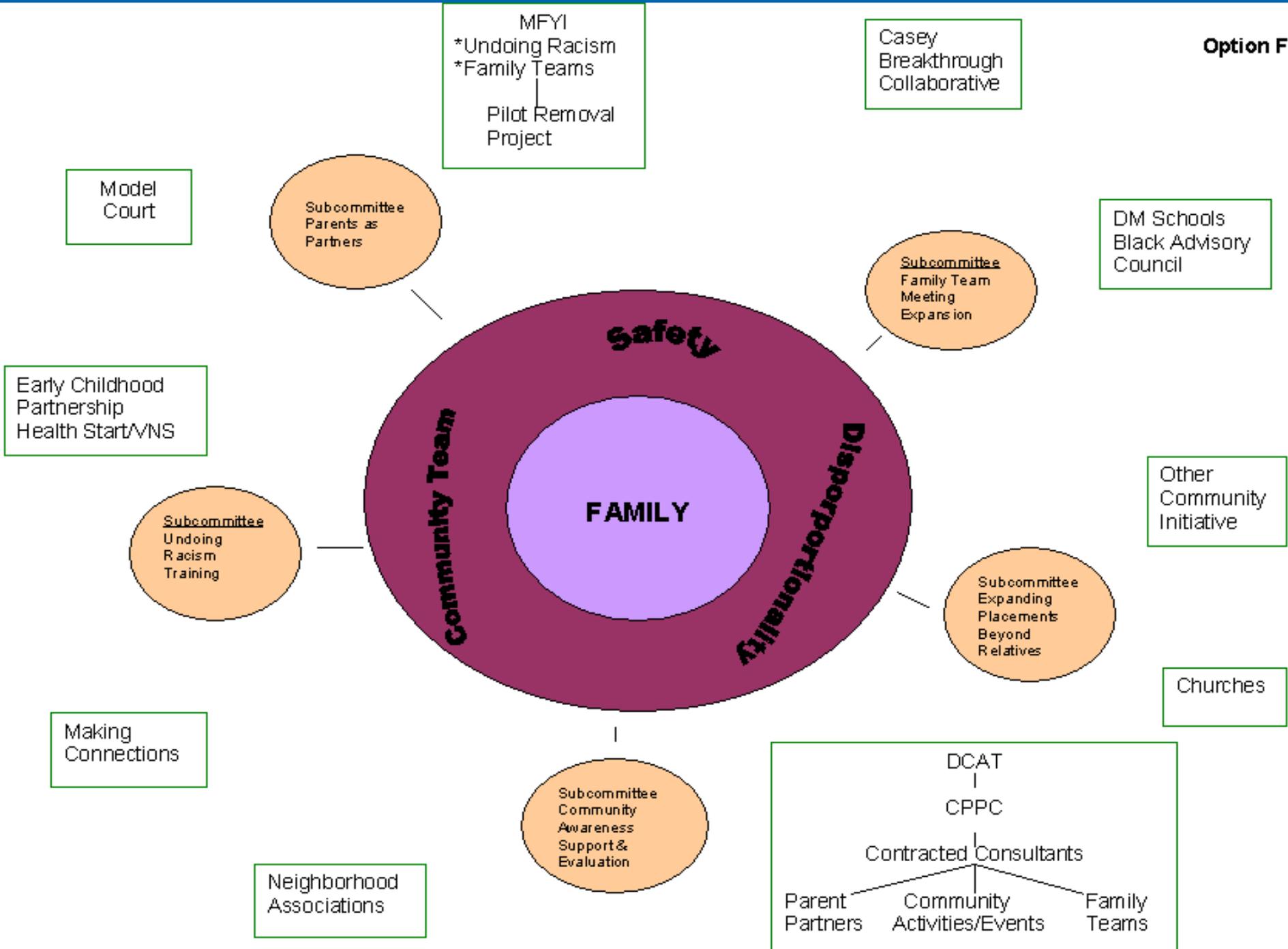
MYFI goals:

- To address the issue of over-representation (disproportionality) of African American families in the child welfare system
- To engage African American families in services.
- To reduce the number of out of home placements of African American/Bi-racial children.

Use of CPPC Strategies

- 1. The Family
- 2. The Community
- 3. Shared decision-making
- 4. Policy and practice changes





MFYI
*Undoing Racism
*Family Teams
Pilot Removal Project

Casey
Breakthrough
Collaborative

DM Schools
Black Advisory
Council

Subcommittee
Family Team
Meeting
Expansion

Other
Community
Initiative

Subcommittee
Expanding
Placements
Beyond
Relatives

Churches

Subcommittee
Community
Awareness
Support &
Evaluation

DCAT
|
CPPC
|
Contracted Consultants
|
Parent Partners Community Activities/Events Family Teams

Neighborhood
Associations

Making
Connections

Subcommittee
Undoing
Racism
Training

Early Childhood
Partnership
Health Start/VNS

Model
Court

Subcommittee
Parents as
Partners

Out of Home Placement

Family level	Pop.	in foster	pct	rate	relative rate
Native American	666	1	0.15%	1.50	0.24
Asian	4275	9	0.21%	2.11	0.33
Black	9494	154	1.62%	16.22	2.55
White	96276	612	0.64%	6.36	1.00
Hispanic ⁶	10828	35	0.32%	3.23	0.51
All Children	110711	811	0.73%	7.33	1.15

Out of Home Placement

Individual	Pop.	in foster	Pct	Rate	relative rate
Native Amer.	666	3	0.45%	4.50	0.43
Asian	4275	13	0.30%	3.04	0.29
Black	9494	226	2.38%	23.80	2.28
White	96276	1003	1.04%	10.42	1.00
Hispanic ⁶	10828	45	0.42%	4.16	0.40
All Children	110711	1290	1.17%	11.65	1.12

Why do we need MYFI?

- **To focus on the needs of African American families who come to the attention of the child welfare system.**
- **Focus attention on African American children with highest risk, especially children under age 6.**
- **Expand Community Partnerships for the Protection of Children to better engage communities in strengthening African American families.**
- **Focus on results, such as lowering rates of re-abuse, increasing rate of speedy reunification of African American families.**
- **Engage African American families in planning for improvement, especially via family team meetings.**

What's novel about DM MYFI

- Pre Removal Conferencing
- Family Team Meeting – all families are eligible

Pre/Post-removal Conference

- PRC is a meeting to identify a family's team & problem solve in the interest of diminishing trauma to children
- Meet the safety, mental, physical and education needs of the children with formal and family supports.
- Offer hope for families and for reunification.

Why Pre/Post Removal Conference?

More timely & complete information, reducing questions, frustration and trauma

Families have a greater voice, participation and sense of responsibility

Families have greater support and connections from the people that will remain in their lives

Reduces amount of court time needed

Next step...

Family Team Meeting (FTM)

- Family team meetings may be a follow-up to a PRC
 - FTMs are available to any open DHS case
 - FTMs are open to any family in the community
- 

Family Team Decision Making

- Philosophy and practice strategy for child welfare services.
- Building teams at the time of crisis to support families where there is a risk of serious harm (focus on safety, permanency and well being).
- Enhances family engagement, assessment, service planning, monitoring and coordination.
- Allows for a unity of effort and a shared understanding of the of the family when attended by family supports, DHS workers, family members and other community supports.
- FTM facilitator is formally trained and recognized by Dept.

FTM- Domains

➤ **Child Well-being**

*Physical and Mental Health; Behavior; Relationship with peers; School performance; Motivation to stay with family; Relationship with parents/caregivers; Relationship with siblings

➤ **Parent Capabilities**

*Supervision of children ; Disciplinary practices; Developmental/enrichment; mental Health; Physical Health; Use of Drugs/alcohol

➤ **Family Safety**

* Physical abuse; Sexual Abuse; Emotional Abuse; Neglect of child; Domestic Violence

➤ **Family Interactions**

* Bonding with children; Relationship between parents/caregivers; Expectations of children; Mutual support within the family

➤ **Home Environment**

*Housing stability; Safety in community; Habitability of housing; Food/Nutrition; Financial Management; Personal Hygiene; Transportation; Learning Environment; Income/Employment

FTM survey Results

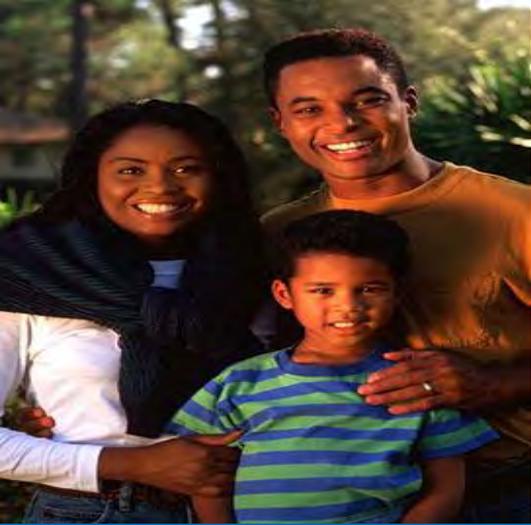
Family Team Recipients reported...

- 93.6% were very satisfied with the plan
 - 98% believed the family's strengths were clearly identified
 - 92% felt confident that the children will be safe.
 - 91.7% believed that the plan developed addressed the family's needs
- 

Parent Testimonial

“ Our meeting allowed for stronger relationship between me and a couple of my family members who have stepped up to offer [unexpected] assistance to me and my children since the FTM.”





Family Testimonial

“ We were shocked at how well our family team meeting went” “We got services immediately and are pleased with the quality of their (the teams) work. As a result, we have begun working toward establishing a safe home for our family.”

Social Worker Testimonial

The CPW felt that the PRC meeting was very good. “ I was pleased with the engagement efforts and team formation. I felt that the 2 hour time investment resulted in the family being more informed, resulting in fewer questions of me early in the case.”



African American Resource guide

Social Service

Churches

Housing

Schools- Deputy Director of Student Affairs

Community Involvement



Undoing racism



- Develop a common definition of racism and an understanding of the different forms it takes – individual, institutional, linguistic, and cultural;
- Develop a common language and analysis for examining racism in the United States;
- Understand one's own connection to institutional racism and its impact on his/her work;
- Understand why people are poor and the role of institutions in exacerbating institutional racism, particularly for people and communities of color;
- Understand the historical context for how racial classifications in the United States came to be and how/why they are maintained;
- Understand the historical context for how U.S. institutions came to be and who they have been designed to serve;
- Understand how all of us, including white people, are adversely impacted by racism every day, everywhere;
- Surface assumptions about how your work is (or is not) affected by racism;
- Develop awareness and understanding about ways to begin undoing racism™;
- Gain knowledge about how to be more effective in the work you do with your constituencies, your organizations, your communities, your families;
- Understand the role of community organizing and building effective multiracial coalitions as a means for undoing racism™.

**Minority Youth and
Families Initiative (MYFI)**

PRACTICE GUIDE:

Polk County Child Welfare Services for African
American Families

National Resource Center for Family Centered Practice
The University of Iowa School of Social Work
100 Oakdale Campus, W206 OH
Iowa City, Iowa 52242-5000
Phone: 319/335-4965; Fax: 319/335-4964
Web site: www.uiowa.edu/~nrcfcp

February, 2008

Documentation of Intervention and Practice Improvement for Replication

[http://www.uiowa.edu/
~nrcfcp/dmcr/myfi.shtml](http://www.uiowa.edu/~nrcfcp/dmcr/myfi.shtml)

Documented Results

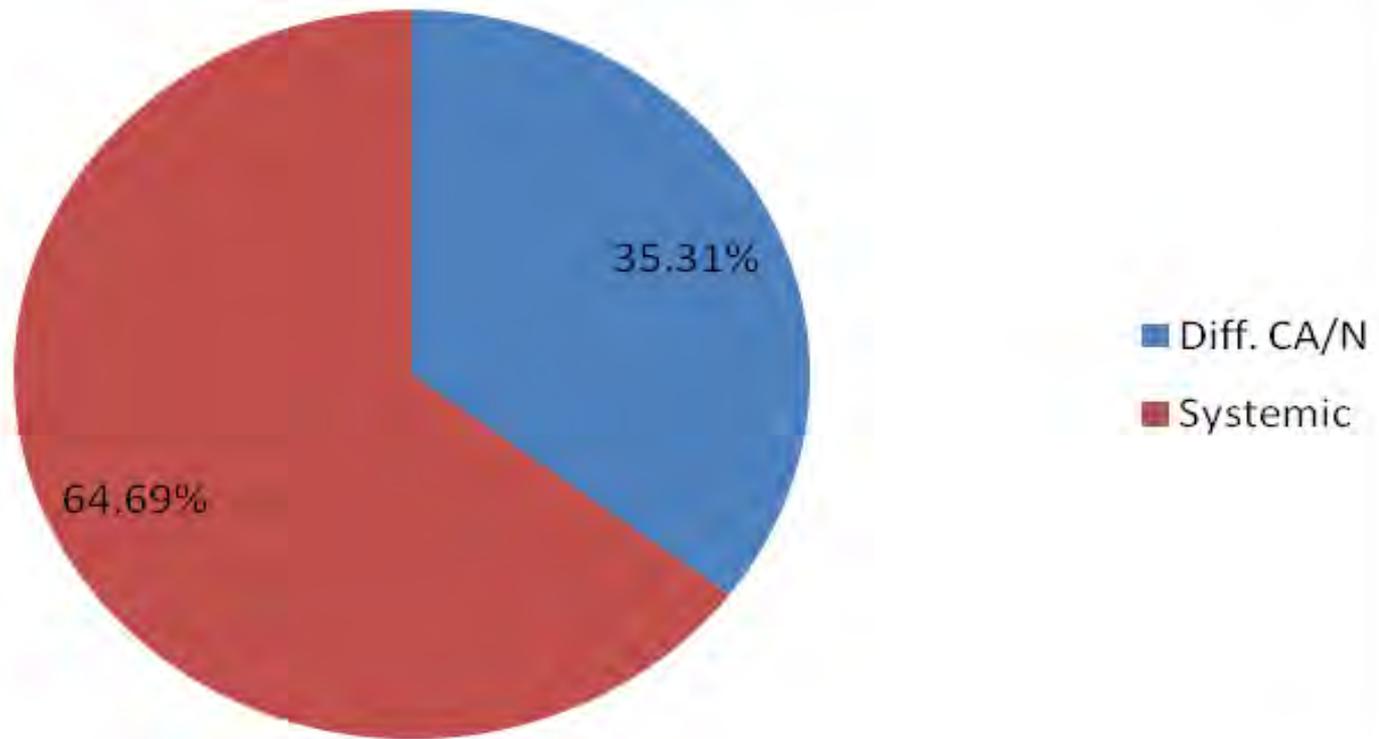
- Coordination of critical information & provider tasks (no duplication of services)
- Greater safety planning
- Greater satisfaction (& reduction of anxiety)
- Immediate action planning (potentially reducing length of stay)
- Generally paternal side not well represented (33%)
- Average size of the meeting is 7 (not counting facilitator)
- 42% of the participants are non-paid
- Cost savings calculated by program = \$15,812
- (primarily in avoiding FC, use of informal supports to
- supplement supervised visits, transportation assistance)

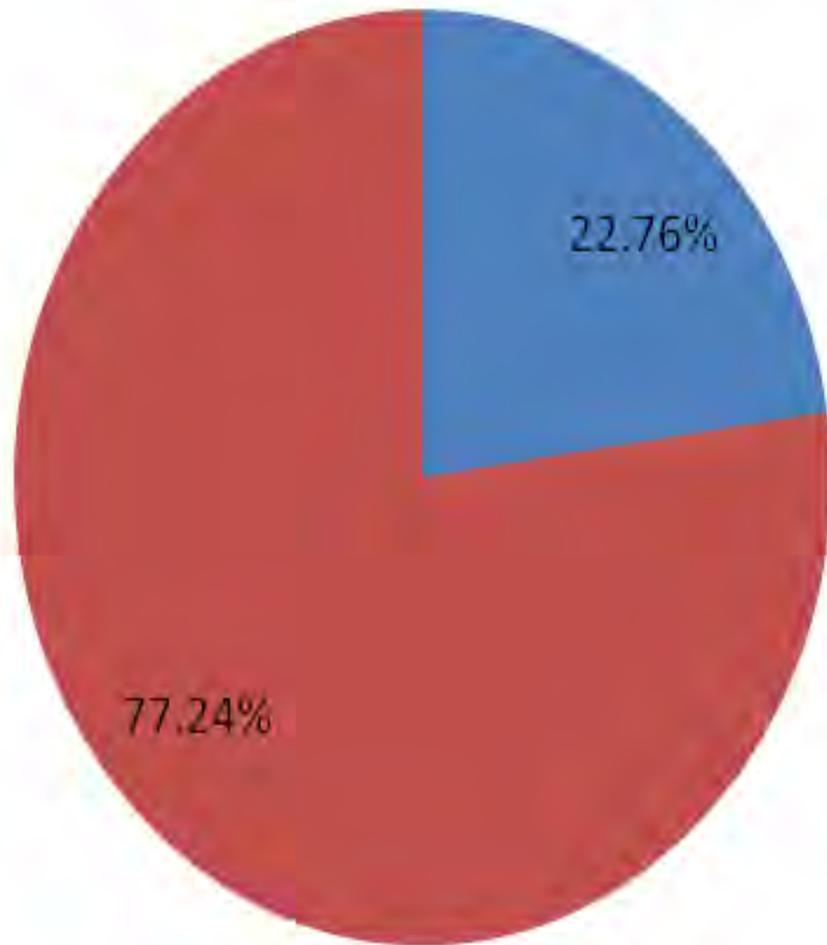
Institutional Racism

*Any practice that has
disproportionate results*

-Bojko

Institutional Racism v. Differential Offending





- Diff. CA/N
- Systemic

Poverty



Race



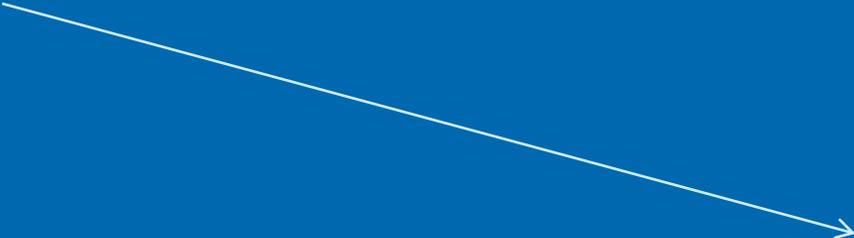
**DHS
Involvement**



Poverty

Race

DHS
Involvement



THANK YOU!

➤ Contact information

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Values and beliefs that help guide family teams include:

- Families have strengths and protective capacities.
- Families are experts on themselves and their situation.
- Families deserve to be treated with dignity and respect.
- Families can make well-informed decisions about keeping their children safe when they are supported in doing so.
- Families involved in decision-making and case planning are likely to have better outcomes than families who have decisions made for them.
- Families and friends can provide love and caring in a way that no formal helping system can.
- Families are capable of change. Most people are able to find solutions within themselves, especially when they are helped in a caring way to find that solution.
- A family team is more capable of high-quality decision-making than an individual caseworker acting alone.
- Solutions generated by the family within a team meeting are more likely to succeed because these solutions respond to the family's unique strengths, needs, and preferences.
- Cultural competence is key to understanding the family and the choices they make about change.

Pre/Post Removal Conference (PRC)

- The CPA, supervisor and the County Attorney's office consult about the request to remove a child(ren) from the home.
- A Pre-Removal Conference is scheduled to occur prior to the child(ren) are removed from the home or, in the case of emergency removals, within 48 hours (2 business days) after the removal.
- The CPA assesses if the family is ready, willing, and able to participate in the PRC process
- The family is asked to meet with the facilitator 30 minutes prior to the start of the meeting to prepare for the meeting
- The meeting is attended by the family and their informal supports, the CPW assigned to the case, SW2 assigned to the, a Parent Partner, a nurse from Visiting Nurses Services, and the facilitator.
- The format of the meeting is to
 - address the safety concerns
 - list Family Strengths
 - make a placement plan
 - discuss and set up a visitation plan
 - list the needs of the child(ren)
 - list the caretakers needs
 - develop a crisis plan
 - and discuss the next step of the case