



CDSS

CALIFORNIA
DEPARTMENT OF
SOCIAL SERVICES

OFFICE OF EQUITY

“TO SERVE, AID, AND PROTECT
NEEDY AND VULNERABLE
CHILDREN AND ADULTS”

Child Welfare Council Meeting

March 3, 2021

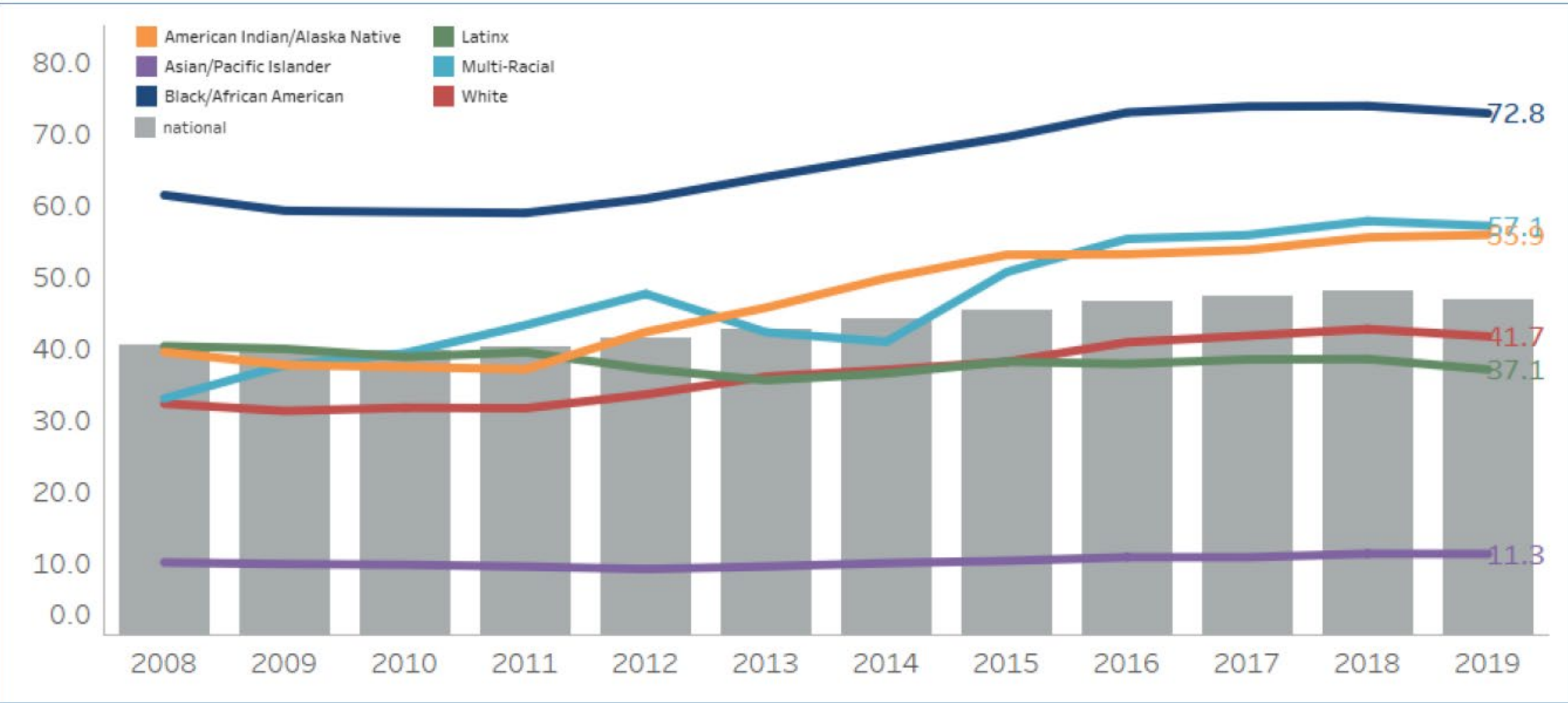


DISPARITIES OVER TIME

NATIONAL PICTURE

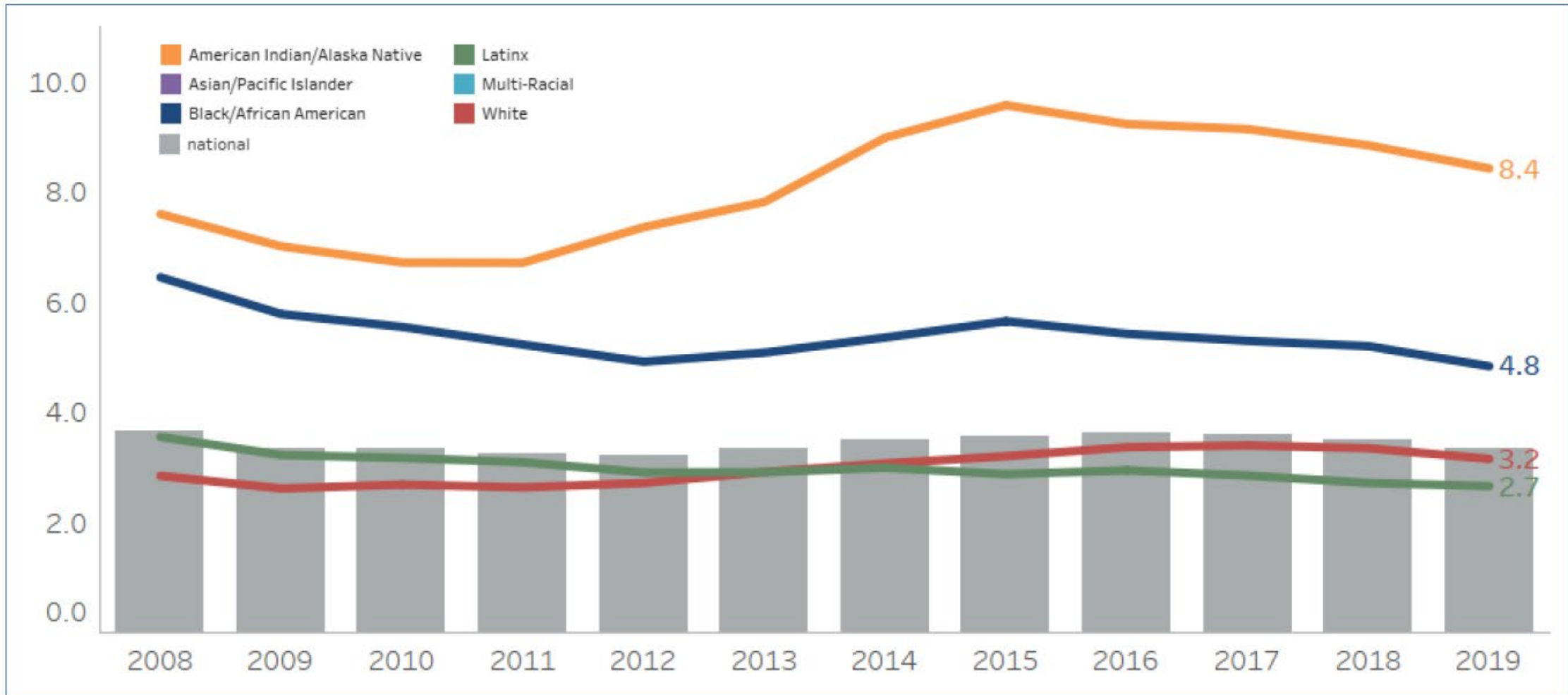


Rate of children screened in for an investigation or assessment (per 1,000 children)



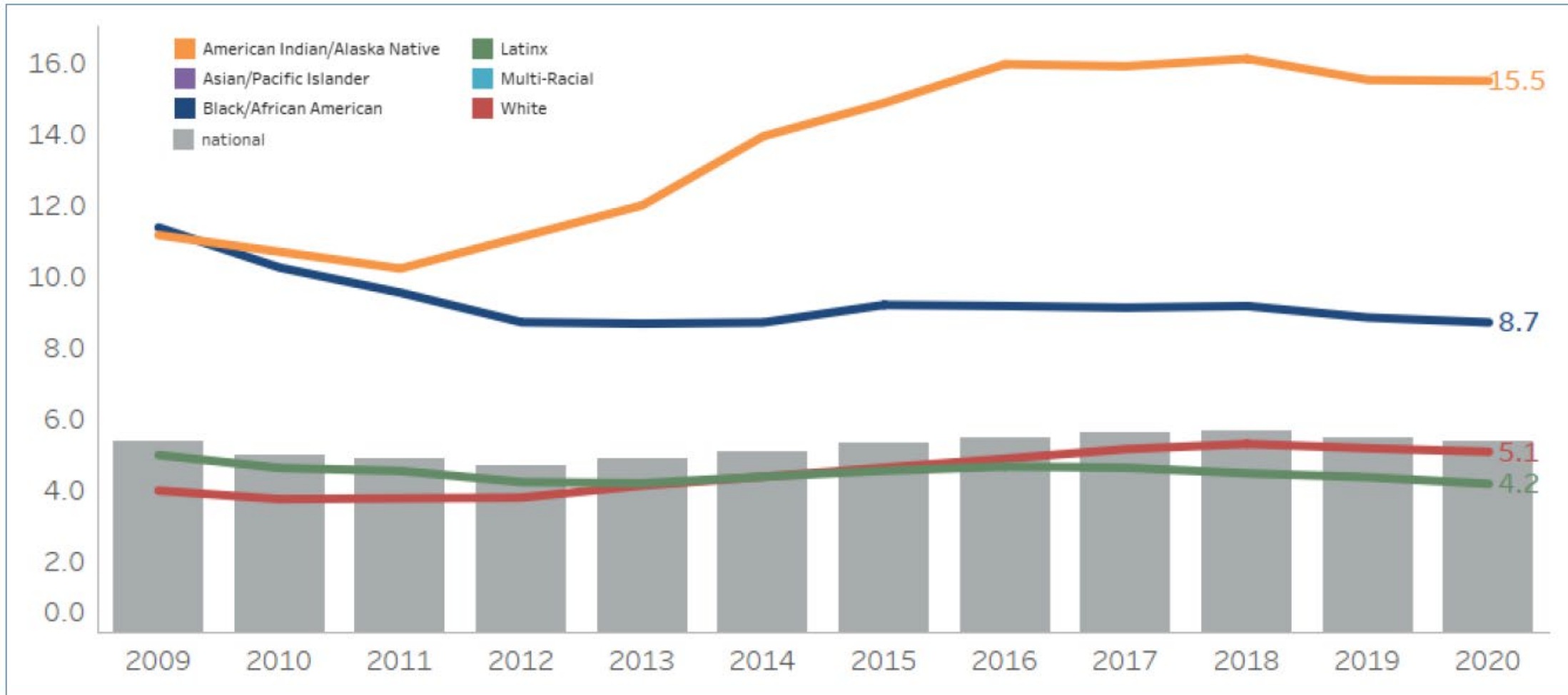
What might it mean for a community where 70 out of every 1,000 children experience a CPS investigation?

Rate of children entering care (per 1,000 children)



What might it mean for a community where 8-9 out of every 1,000 children enter foster care?

Rate of children in care (per 1,000 children)



What might it mean for a community where 15 out of every 1,000 children are in foster care?



DISPARITIES OVER TIME

CALIFORNIA

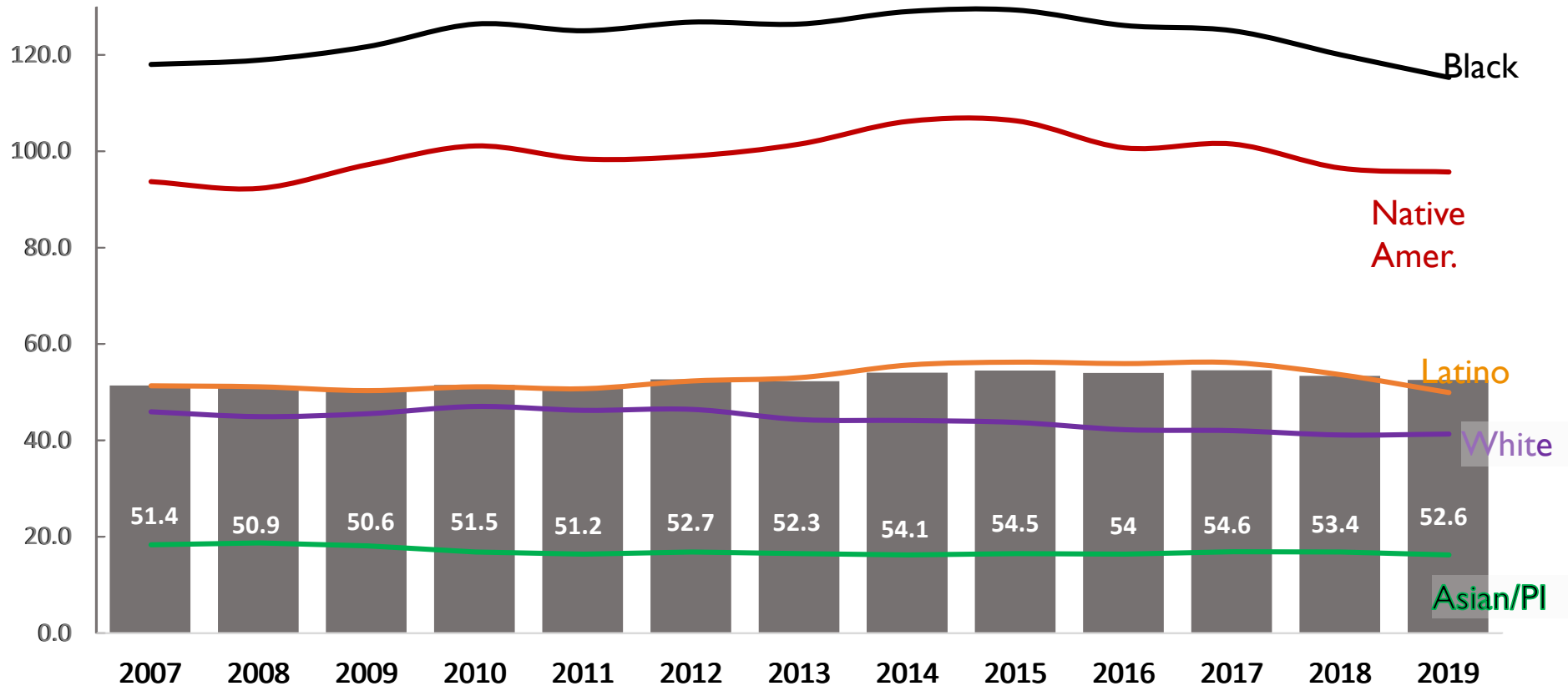


Baseline California Data Trends...

Allegation Rate

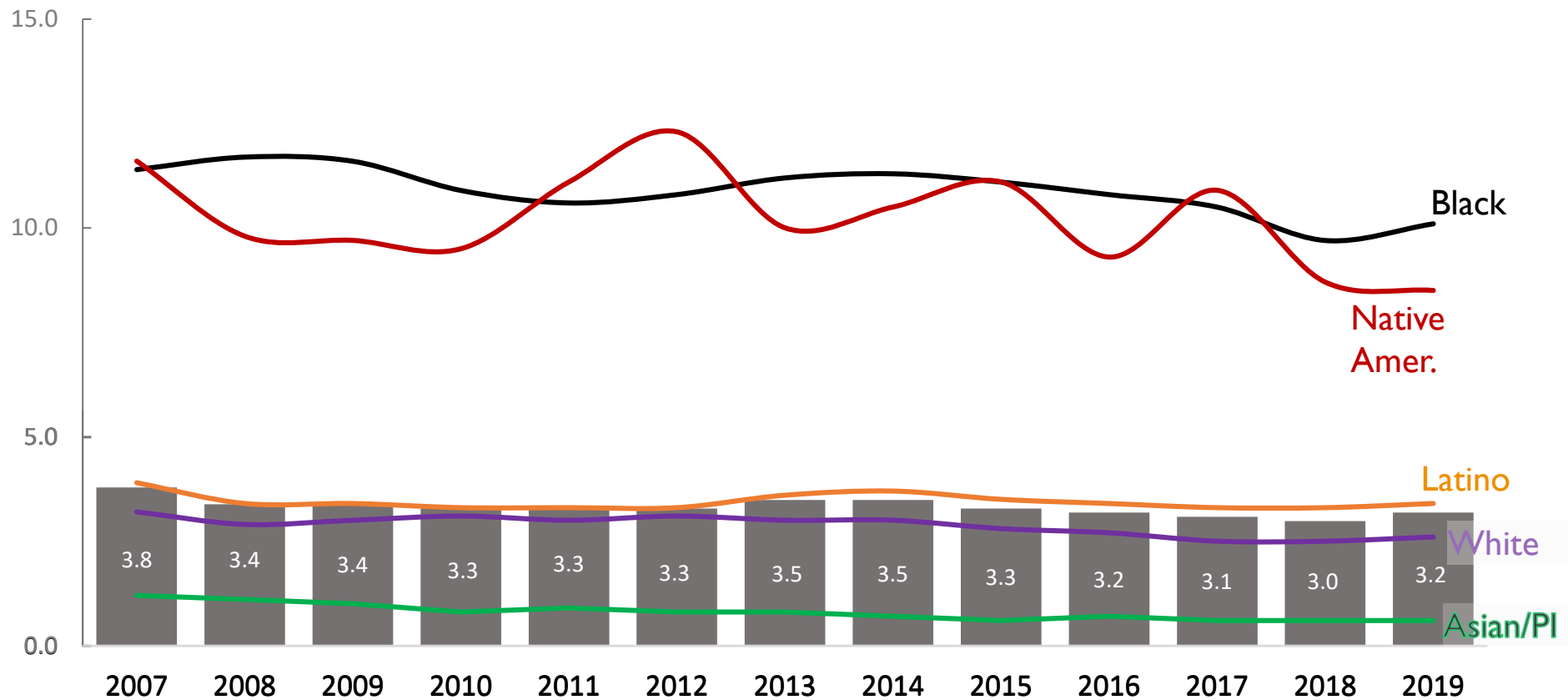
Number of children for whom there is an allegation of child maltreatment during the year per 1,000 in the population

California Rate per 1,000 Children 0-17 in the Population



Entry Rate

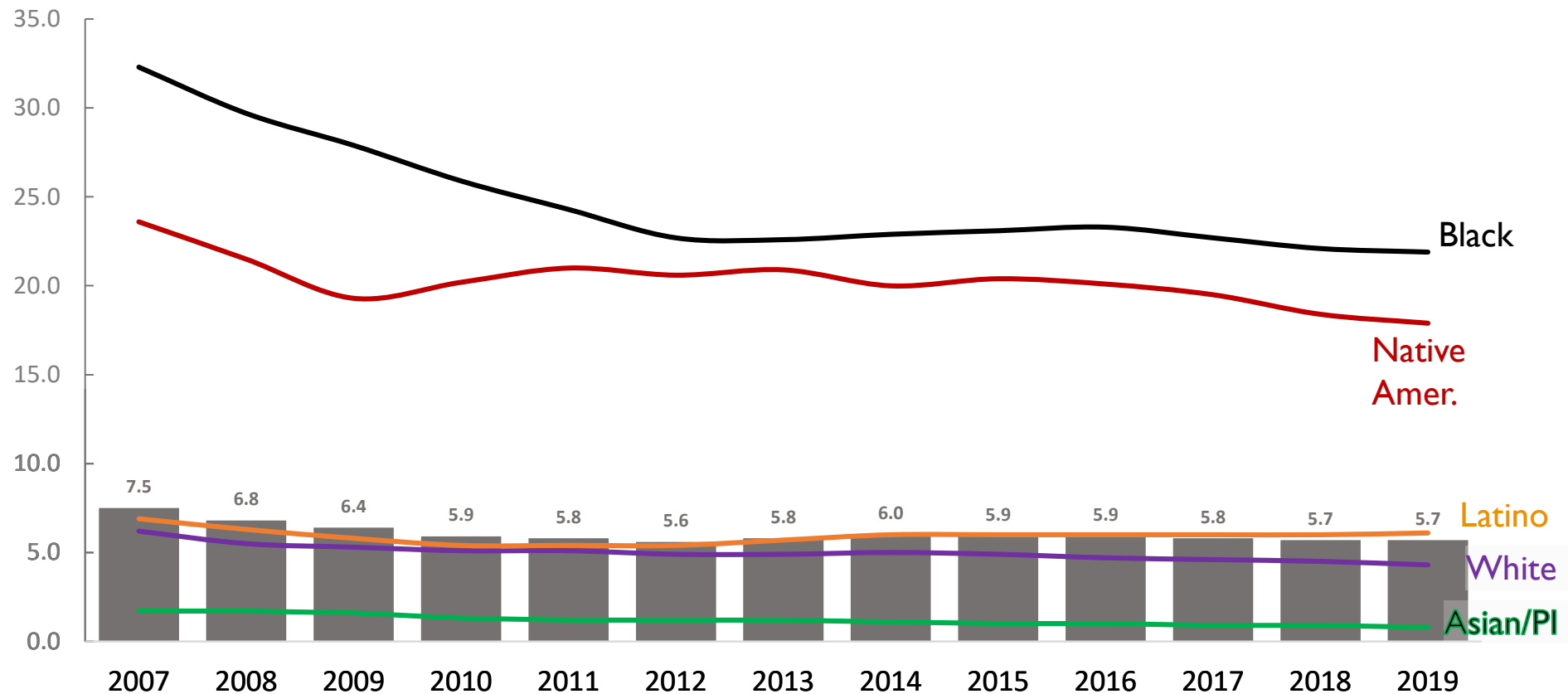
Number of children entering foster care per 1,000 in the population



Baseline California Data Trends...

In Care Rate

Number of children who are in foster care mid-year per 1,000 in the population





WHY LEAD WITH RACE?



OFFICE OF EQUITY

EQUITY

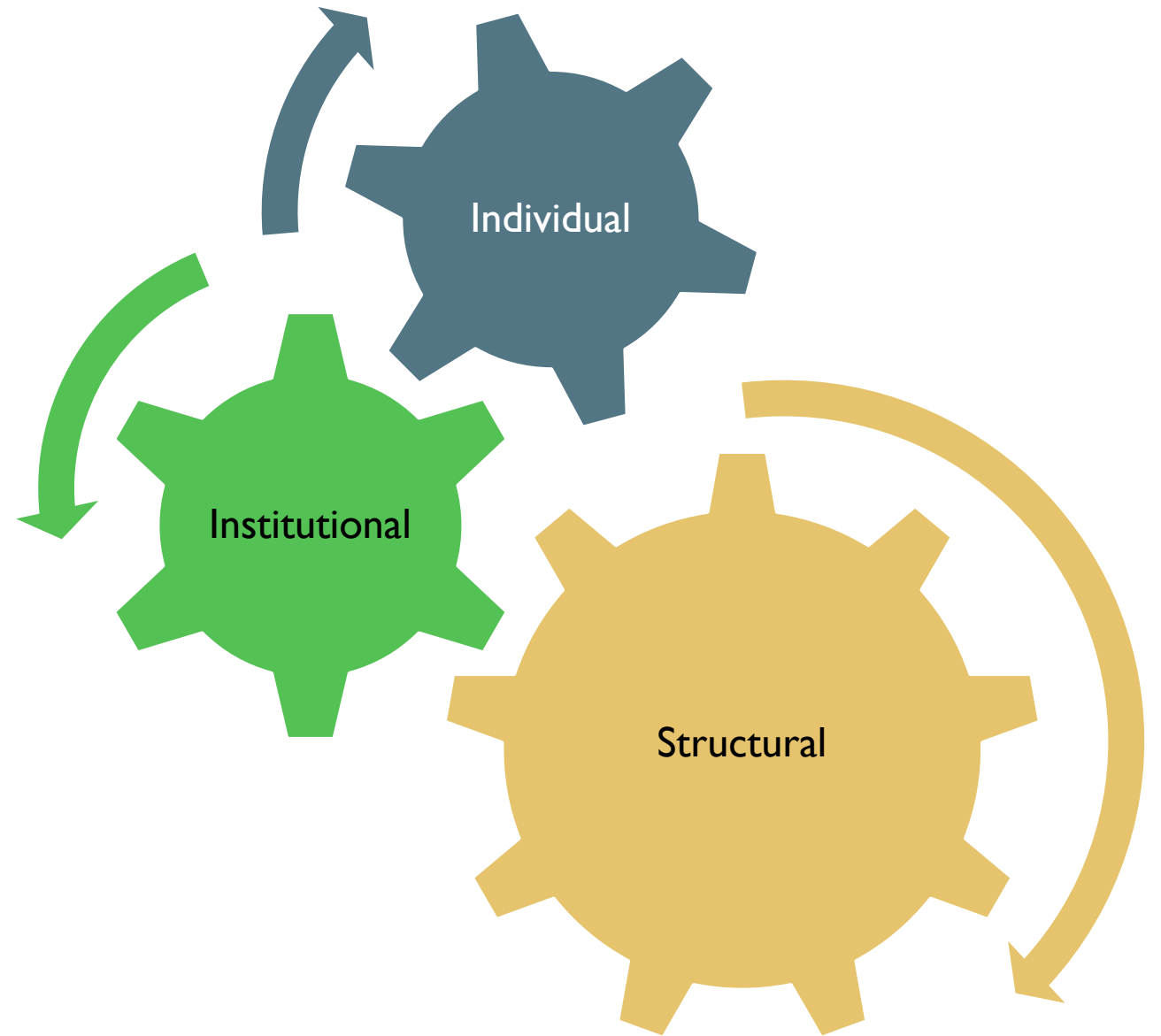
- **Outcome:** When your background and identity no longer determine your socioeconomic outcomes.
- **Process:** We apply equity when those most impacted by structural inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.



Individual: Actions and beliefs

Institutional: Policies, practices and procedures

Structural: Historical and current institutional policies, practices and procedural that combine to create a system



GUIDING PRINCIPLES

Collaboration and Innovation

Outcomes and Value Generation

Data Driven

Person-Centered

Whole Person

VISION

Create a society in which everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.

PRIORITIES

- Foster a culture of diversity and inclusion within our Department
- Use our data to make inequities visible
- Advance equity through training, tools, and technical assistance
- Improve language access and access for communities with disabilities
- Support on-going partnerships with those communities most affected by inequities



EXAMPLES OF EFFORTS TO ADDRESS IN CHILD WELFARE

- California Partners for Permanency (CAPP)
- Institutional Analysis
- Integrated Care Practice Model
- CDSS SOGIE Advisory Group
- System Improvement requirements
- Cultural Brokers
- Workforce Training
- Celebration of staff culture/diversity
- Black Child Legacy Campaign
- Casey Family Programs ICWA as “Gold Standard” for Child Welfare
- Emerging Prevention Work
- Establishing Offices of Equity
- Strategic Plans with Equity Lens
- Team Decision Making/Child & Family Teams
- GARE

QUESTIONS AND COMMENTS