

8/17/15, SRJW

## Introductions

Dr. Caraballo and Dr. DeJesus

Dr. DeJesus, discussed the case consultation model from NY and how to apply a racial justice professional development model for the State of CT. More details on the model are forthcoming, with feedback welcomed. Dr. DeJesus suggested implementing a pilot, possibly in the Spring of 2016.

Vannessa D. discussed the meeting schedule and that all SRJW members are on a sub-committee.

Purchasing / Procurement and Contracting Subcommittee presented their proposed question and point value proposal for use in all DCF RFPs (Requests for Proposals). The Sub Committee's proposal will be submitted to the SRJW to be vetted and presented.

See Handout. Re. RJ questions as it relates to RFPs on a 15 pt. scale  
The Purchasing and Procurement team needs feedback regarding the questions to providers. Cultural and Linguistic competence will also be a factor in rating providers.

Debbie Freund asked if there would be standardization regarding an affirmative action plan and subcontracting to minority providers. Vannessa suggested that someone from Debbie's team be on the Purchasing / Procurement and Contracting subcommittee.

The purpose of the meeting is to look at how we as DCF pay attention to racial justice via a purposeful lens, supported by data.

Mike W. questioned the structure and how it integrates into the submission of a proposal, as there is a 36 Page limit on the RFP. Point value will always be 15. Debi Freund suggested that there be language guaranteeing children and families would be protected from discrimination. Debi Freund stated that providers should open services to all children, without restriction. Mike W. asked if there would be a standardized set of standards by which reviewers could utilize of what constitutes a good response. i.e. clear selection criteria. Dayna Snell asked if providers would be asked to provide info as to how they would offer a culturally safe environment for the children served. Susan Smith suggested that we build in the expectation of how there would be parity and equity in the provision of services. Vanessa suggested that Providers should look to weave Susan's suggestion in all of the responses. We also have to look at the differences of DAT and racial justice and be able to distinguish to staff.

## Results Based Accountability

How do we measure the quality of the work through a racial justice lens  
Who's better off? Why are some groups more better off than others.

RBA looks at the end picture of how folks are better off after they've given them service. How can RBA help DCF's racial justice work moving forward.

Susan Smith gave a synopsis of the Data (see handout) and submitted the primary question of how to disaggregate the data.

10 min. breakout to examine the data.

How do we eliminate racial inequities and disparities? How are we doing now? What do we need to do to get us to equity?

Offices have to look beyond their catchment areas, because offices like Htfd and NH could say there are no disparate numbers.

Reg. 6 looked at decreasing the time kids stay in congregate care and found that they're not entering at a higher rate, but are staying in longer. There was a need for more robust bi-lingual services. (What will we look at in our region?)

Mike W. asked what does RBA need from SRJW re. who's better off? Look at how well we do serving our various groups in our population.

We must consider internal and external approaches to address racial justice moving forward. Fernando made folks aware of under reporting of whites in certain communities. Vanessa brought up access to care, as it relates to Voluntary Services, which is overwhelmingly utilized by the white population. Fernando pointed out that the numbers of mandated reporters are vastly higher in urban areas.

What are the most realistic indicators of success. How are the issues addressed in supervision. Fernando hopes looking at the pathway that brings the family to our attention would be emphasized during supervision. There is very little if any disproportionality for very serious crimes, as there is a lower level of discretion for law enforcement in those cases, however there is a higher level disproportionality for less serious cases, as law enforcement has more discretion. Is the same trend true for more serious DCF interventions?

Susan talked about partnering with education institutions to do research on the underlying issues of the numbers we're seeing. There was discussion about quality of care. Ryan suggested talking to partners and staff about foundational concepts that are driving the numbers. It was pointed out that the racial justice work has to occur on multiple fronts, education, policy, staff engagement, community, etc...

There must be education on certain concepts that drive the numbers. We have to

look at whether our policies inhibit our racial justice efforts. Vanessa pointed out that we can't make providers do what they don't want to do. Jody suggested looking at this through an implementation science lens to develop a holistic strategy, i.e. kids coming into care, CRM, Mandated Reporter Training (esp. schools). Prior to the end of the meeting, it was proposed that we think about next steps for RBA as it relates to their collaboration with the SRJW. Monica M. asked what we are doing to educate Judges and the judicial branch regarding racial justice.

#### Next Steps

Debi, Nedra, Jodi and Ryan offered to work with Anne McIntyr-Lahner to pull out salient points from her notes to guide our work moving forward.

Ryan informed the group about POST's (Police Officer's Standards and Training Council) engagement with Middletown office regarding a racial justice collaboration Nedra had Beyond Diversity Training 101, Nedra would provide insights about her experience.

Sioban will provide Knowing Who You Are Training for Reg. 5