

2015 Operational Strategies - Region 3 – PE 3

Turn the Curve Format

<p>What is our “end”? Achieve racial justice across the DCF system in Region 3.</p>
<p>How are we doing? (Show the Data Here) *See ORE disproportionality & disparity charts for Region 3. A workgroup of Region 3 managers is also examining racial disparity as part of Advanced Analytics work, however there is no region 3 specific data to present yet. This workgroup is still working through their analyses.</p>
<p>What is the story behind the curve of the baseline? (Story Behind the Data) In Region 3, data reveals significant racial disproportionality and disparity for Black children and even greater ethnic disproportionality and disparity for Latino children. Further analysis is underway to help get underneath this as it relates to other performance expectations. In 2014, the Region 3 Racial Justice Workgroup (RJWG), in concert with the leadership team, made concerted efforts to develop and implement strategies focused on experiential activities, staff hiring and data clean-up in 2014. Activities to date have been concentrated on these areas and on increasing buy-in including expansion of the R3 RJWG. We have identified areas that have not received sufficient attention including a need to focus on which children (looking at different racial/ethnic groups) experience better outcomes in order to improve focus, and to implement specific strategies that focus staff work on better engagement with clients of different racial/ethnic backgrounds.</p>
<p>Who are partners who have a role to play in the turning the curve? Statewide Racial Justice Workgroup (RJW), Region 3 RJW members, all staff, Human Resources, Academy for Workforce Development, Region 3 RAC members and other Foster Parents, Providers, Families and Children</p>
<p>What works to turn the curve?</p> <ul style="list-style-type: none">• Staff engaged in the “journey” through experiential activities• Intentional dialogue about race/ethnicity with families to foster engagement and develop sensitivity and reduce potential for unknown bias• Clarity about what children experience disparate outcomes in order to focus our efforts
<p>What do we propose to do to turn the curve? (Action Steps, including how we will measure how much, how well, and better off?) Strategy 1: The Region 3 Racial Justice workgroup will provide leadership to plan and implement various experiential activities designed to help staff be informed and aware of how race, culture and ethnicity interrelate with how we perceive families, how we engage families, and data regarding disparate outcomes. Action Steps:</p> <ol style="list-style-type: none">1. Common "experiential injects" to occur in each office within Region 3 on a quarterly basis.2. Quarterly Informal Discussion Forums (Coffee Club/Brown Bag lunches) to occur in each office.3. Racism for the Well-Intended training for staff and foster families to occur during 2015.4. Group supervision/consultation with RJ champion as needed.5. Attendance and discussion at workgroup/management set meetings6. Office Directors or their designees take an active role leading and participating in racial justice workgroup, discussions, providing feedback, developing capacity and skills.7. Racial disparity data will be shared internally and externally: RST & Office QIT, and other meetings with stakeholders (e.g. LIST, RAC, SOC)

2015 Operational Strategies - Region 3 – PE 3

Turn the Curve Format

How much will you do? No data measure. Through the R3 RJWG, we will track completion of activities on the RJ work plan.

How will you measure how well you will do it? No data measure

How will you know if anyone is better off? Disparity indices will be calculated and used to measure performance across all performance expectations. (Data Source; Bill Rivera's Intern) Further, one of the Region 3 Advanced Analytics workgroup will continue to examine racial/ethnic differences in experience of out-of-home care and analysis will be presented over time to help reveal whether there has been improvement.

Strategy 2: Region 3 will make concerted efforts to inform community partners, including providers and foster parents, in the areas of race, culture and ethnicity.

Action Steps:

1. Mandated Reporter Training to include information on disproportionality and disparity. All Mandated Reporter Trainers in each office will meet to discuss the RJ PowerPoint slides.
2. Post licensing training for Region 3 foster parents will include a module regarding race, ethnicity, cultural considerations, disproportionality and disparity presented by a Region 3 Racial Justice Workgroup member.
3. Racism for the Well-Intended training for staff and foster parents to occur during 2015.
4. Will capitalize on our community engagement strategies to ensure focus on racial disparities: partnerships with schools and focus on Raise the Grade, include race data in mandated reporter training, Windham Abuse Task force, LISTs, etc.
5. Systems PD will work in concert with PDOCs to ensure systematic focus on provider performance examining racial disparities in outcomes.

How much will you do? No data measure, but activities will be tracked on the Region 3 RJ work plan.

How will you measure how well you will do it? No data measure.

How will you know if anyone is better off? Disparity indices will be calculated and used to measure performance across all performance expectations. Data Source; Bill Rivera's Intern

Strategy 3: The Department will engage in well informed decision making utilizing assessments which will include discussions of race, ethnicity and cultural considerations.

Action Steps:

1. The Region 3 RJWG will help to develop scripts for social workers to better engage families in discussion about race and ethnicity.
2. Social Workers will complete the cultural considerations section of the intake protocol, to include information regarding each family's race, ethnicity and culture.
3. Social Work Supervisors will ensure that cultural considerations are explored and recorded in the protocol as part of all DRS cases and will note this in the Supervisory Agenda or Supervisor conference narrative when appropriate.
4. Race, ethnicity and cultural considerations will be included in discussions relative to all decision points; including but not limited to filing petitions in juvenile court, substantiations, considered removal meetings, removal and placement decisions, permanency teaming's, and decisions regarding youth involved with the Juvenile Justice system.
5. RST will routinely evaluate progress, through a racial lens, on child performance measures that are pertinent to the 2015 Strategic Plan.
6. Specific action steps will be developed from QI workgroups to address disparity in child welfare outcomes.

2015 Operational Strategies - Region 3 – PE 3

Turn the Curve Format

How much will you do? No data measure. We will monitor implementation of stated activities through R3 RJWG

How will you measure how well you will do it? % of cases with cultural considerations sections completed through RJW case sampling

How will you know if anyone is better off? Disparity indices will be calculated and used to measure performance across all performance expectations. Data

Source; Bill Rivera's Intern