Racial Equity in Child Welfare CQI and Evaluation

September 22, 2020

Overview

Overview & Background

Panel Conversation

Audience Feedback

Final thoughts
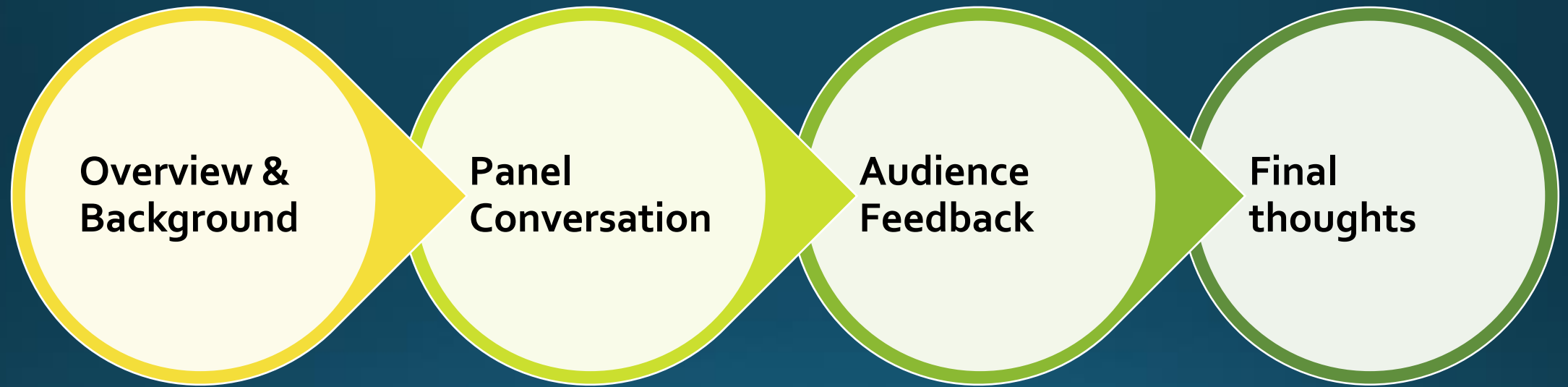
Overview & Background

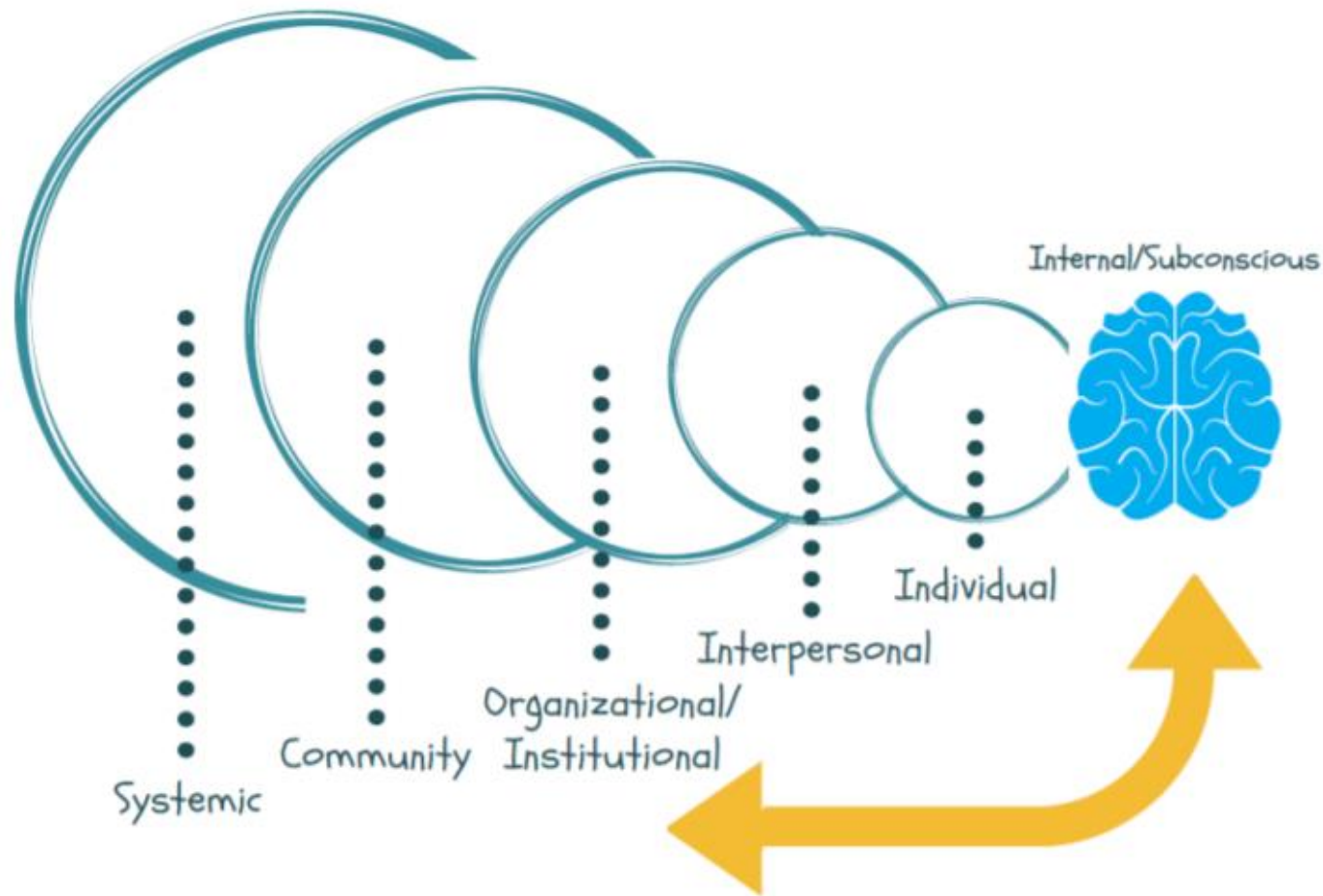# Background Information reflects a Partnership Amongst Several Organizations

Common Terms

- *Structural Racism* is normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color.

- *Racial equity* is the condition where one's racial identity no longer influences how one fares in society. This includes the creation of racially just policies, practices, attitudes, and cultural messages, and the elimination of unjust structures.

See https://www.racialequitytools.org/glossary

Race Equity Work is Challenging

Race Equity Work is Urgent

We Know

Disparities and disproportionality are well documented in child welfare and connected fields and continue to persist

Systems are causing trauma to families everyday; Families of color are being separated and traumatized at disproportionate rates

Systemic racism exists in family serving systems

Our Beliefs about Race Equity in Evaluation & CQI

- We Believe:

  - This work must be approached with humility

  - Jurisdictions and organizations are in different places on a continuum of achieving race equity

  - That we can enhance our own work and support those with whom we work by having bidirectional and explicit conversations about incorporating race equity approaches

Our Beliefs about Race Equity in Evaluation & CQI

- We Believe:

  - Evaluation & CQI have a role to play in achieving race equity

  - Actionable evaluation and CQI strategies exist that can support race equity

  - There is a need to distill best practices and consistently apply a race equity lens in evaluation and CQI

  - We can build evidence of what works in race equity approaches in evaluation and CQI

Poll Question #1

- *What conversations about race equity in CQI/evaluation occur routinely in your agency/organization?*
  - Not aware that routine conversations on this topic are occurring
  - Race equity in infrastructure and resourcing of CQI and evaluation efforts
  - Including affected race and ethnic communities in all aspects of CQI and evaluation
  - Using methodological approaches that allow explorations of structural racism
  - Identifying disproportionate effects by race/ethnicity in data analysis

Panel Conversation

Panelists

- Crystal Ward Allen, Casey Family Programs
- Mary Armstrong, University of South Florida
- Miranda Lynch, Chapin Hall

Question 1:
What race equity considerations are important *when starting a new Evaluation/CQI effort?*

Question 2:
What race equity considerations are important *when generating research questions?*

Question 3:
What race equity considerations are important
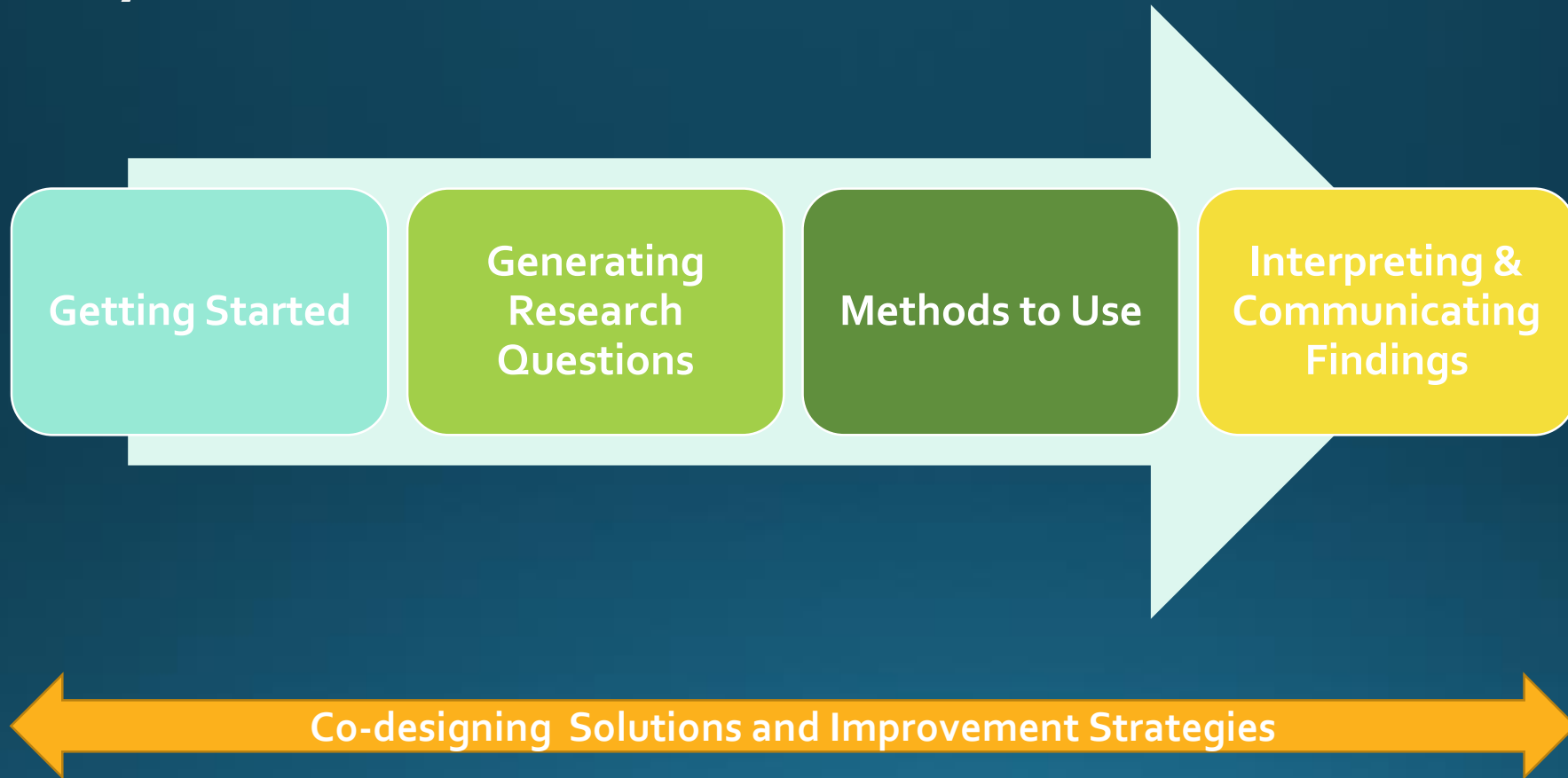*for the methods used to answer research questions?*

Question 4:
What race equity considerations are important *when interpreting and communicating findings?*

Poll Question #2

- *What types of resources would be useful to you in applying a race equity lens?*
  - Literature review or brief
  - Webinar on methodological best practices
  - Concrete jurisdictional examples of success
  - Self-assessment tool

Final Thoughts

Areas to Consider when Applying a Race Equity Lens to Evaluation & CQI

Getting Started

Generating Research Questions

Methods to Use

Interpreting & Communicating Findings

Co-designing Solutions and Improvement Strategies

Contact Information

- Crystal Ward Allen: cwardallen@casey.org
- Mary Armstrong: miarmstr@usf.edu
- Miranda Lynch: mlynch@chapinhall.org
- Kirk O'Brien: kobrien@casey.org

In partnership: Capacity Building Center for States, Casey Family Programs, Chapin Hall, James Bell Associates and the University of South Florida