



# RACIAL JUSTICE

**The Connecticut Journey:  
A Conversation About the Work**



**CT Department of Children + Families**

**May 24, 2016**

# Who We Are:

## Statewide Racial Justice Workgroup (SRJW) Leadership

Everything We Do is Purposeful



# SRJW REPRESENTATION: Broad and Deep

## BROAD

- Represent all regions, facilities, and Central Office divisions at DCF

## DEEP

- Various levels of staff, ranging from leadership to office administrators

- Roles are the same:

- Statewide leaders who identify statewide areas of need and opportunity, make specific recommendations, and implement concrete changes
- Serve on one SRJW Subcommittee
- Meet and report bi-monthly



# The Foundation for Our Success

## Implementation Science at it Best

### Implementation Drivers



# The Impetus for This Work (The Backstory)



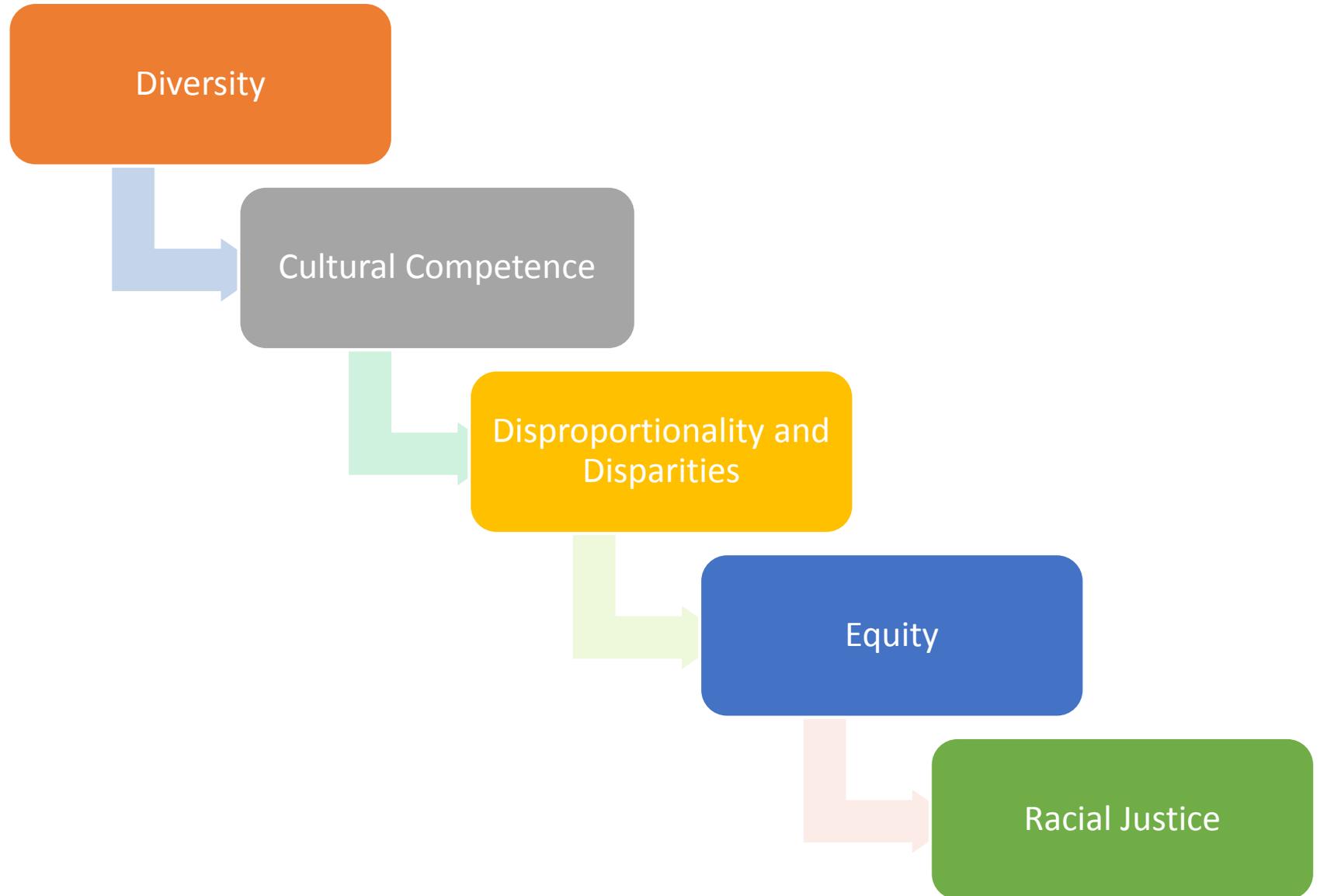
# Path to Becoming a Racial Justice Organization



- Racial equity could never be attained if we did not address unintended bias
- Serious journey to study the impacts of race and racism in our work, with a goal to cultivate and sustain an environment in which employees, families and all of our partners could feel safe to discuss the impacts of racism, power and privilege on agency practice and their personal lives
- By focusing on and addressing racial inequities as an essential part of our mission, we are making tangible progress



# Key Decision on Language



# THE CURRENT STORY: Racial Justice Work at DCF



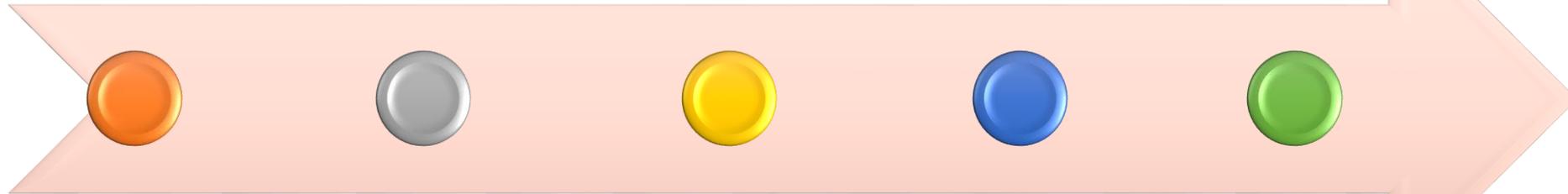
**2012:**

DCF Racial  
Justice  
Statement  
Issued

**July 2013:**

Statewide Racial  
Justice  
Workgroup  
Created

**Jan. 2014:**  
Joint SRJW-Sr.  
Admin.  
Meeting



**June 2013:** Racial  
Justice Cross-  
Cutting Theme  
Added

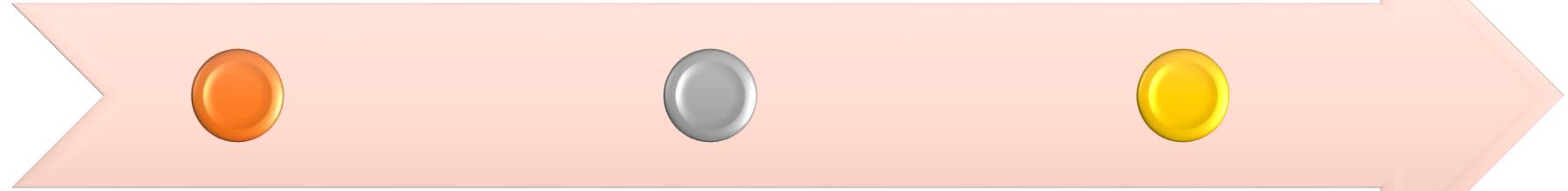
**Nov. 2013:**  
SRJW  
Subcommittees  
Created

# The Current Story, continued: Racial Justice Work at DCF



**Aug. 2014:**  
Expanded  
Leadership Team  
Presentation

**June 2015:** SRJW  
invites external stake-  
holders/  
partners to the work



**2015: DCF Operational  
Strategy**  
*Performance Expectation 3*  
Achieve Racial Justice  
Across the DCF System





Clear Declaration / Sponsorship from Leadership

Funding / Money

Dedicated Time

QA/CQI + Data Infrastructure



# OUR TOOLBOX



Awareness

Race-specific practices



Safe spaces

Overall good practices

Provocative and intentional dialogues and activities



# SRJW Statewide Subcommittees: Work in 4 Areas



## Policy & Practice

- Analysis of DCF procedures, practices & decision points that reflect disparate outcomes
- Data interpreted & shared broadly

## Workforce Development

- Recruitment (Univ. partnerships, Hiring practices & discipline disparities /retention)

## Contracts and Procurement

- Ongoing dialogue w/ internal teams ie SARA related to contracts & services to ensure they reflect the cultural and linguistic needs of our communities

## Community

- Mandated Reporter trainer preparedness, foster parent strategies, community relations, courts, RACs, education, law enforcement etc...

# Practice Level

- Agency work
- Performance expectations
- Operational strategies
- RBA / Outcomes

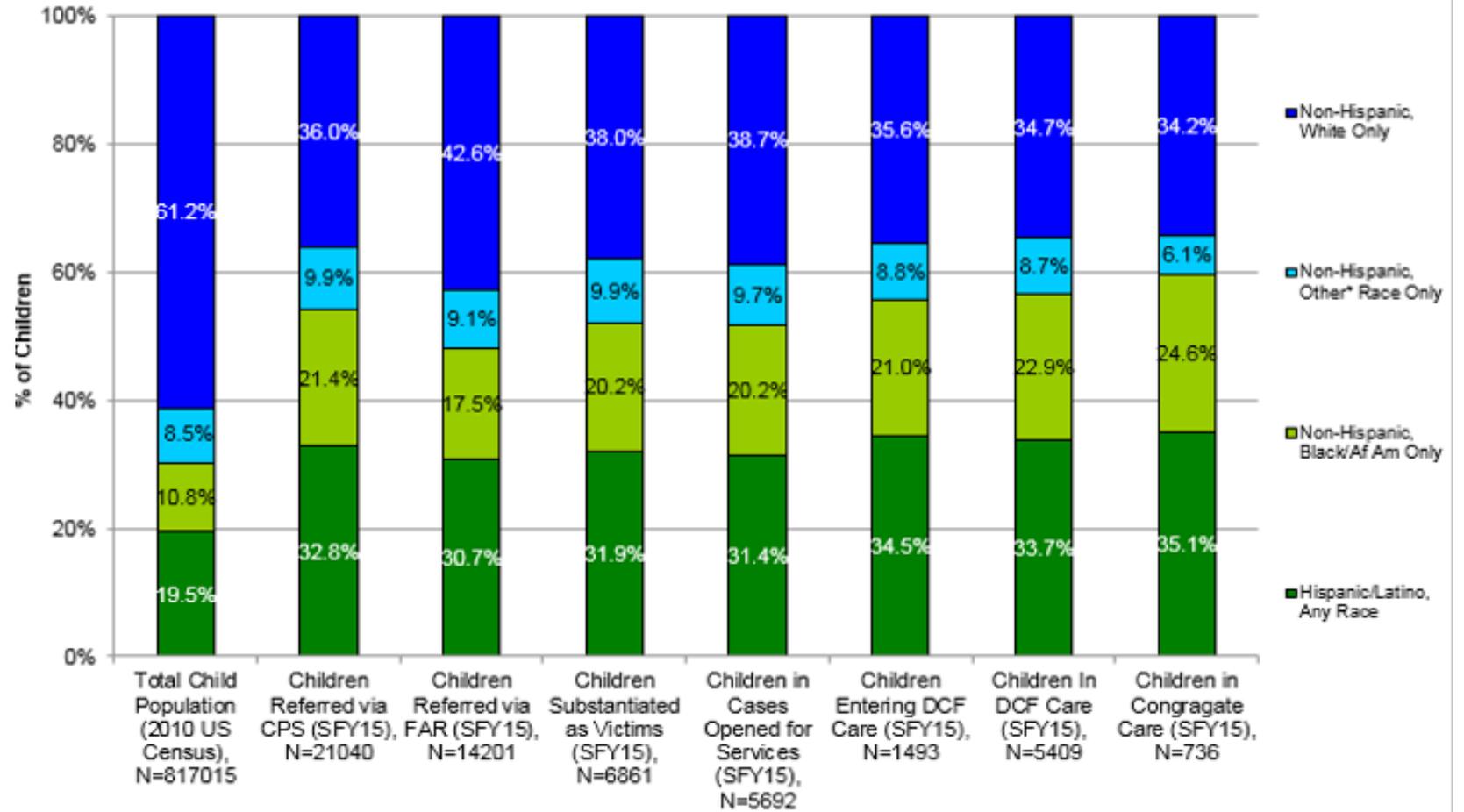




**WHO IS BETTER OFF?**

# EMBRACING DATA

Racial/Ethnic Disproportionality Across The CT Child Protection System SFY15: STATEWIDE



\*Other Race includes: American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, Other, Multi-Racial, and Missing/Unknown/UTD

Data Run Date: Statewide: 9/10/15



# USING DATA: JJ

## CIP with JJ as Episode Type

Congregate Care Count of Episode Type - 06.01.2015

Race/Ethnicity	#	%	Grand Total
Hispanic, ANY RACE	33	29%	1332
Non-Hispanic - NULL	2	2%	2
Non-Hispanic, AMERICAN INDIAN OR ALASKAN NATIVE		0%	8
Non-Hispanic, ASIAN	1	1%	19
Non-Hispanic, BLACK/AFRICAN AMERICAN	55	48%	1026
Non-Hispanic, MULTI-RACE	4	3%	317
Non-Hispanic, NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER		0%	3
Non-Hispanic, UNKNOWN	3	3%	11
Non-Hispanic, WHITE	17	15%	1311
Grand Total	115	100%	4029



# USING DATA: ARRESTS



Race	Youth Arrested	% Arrested
Asian	4	0.48%
Bi-Racial	47	5.68%
Black/African American	342	41.35%
Caucasian	175	21.16%
Hispanic	252	30.47%
Native American Indian	2	0.24%
Other	4	0.48%
Unknown	1	0.12%
Grand Total	827	100.00%

# USING DATA:VS



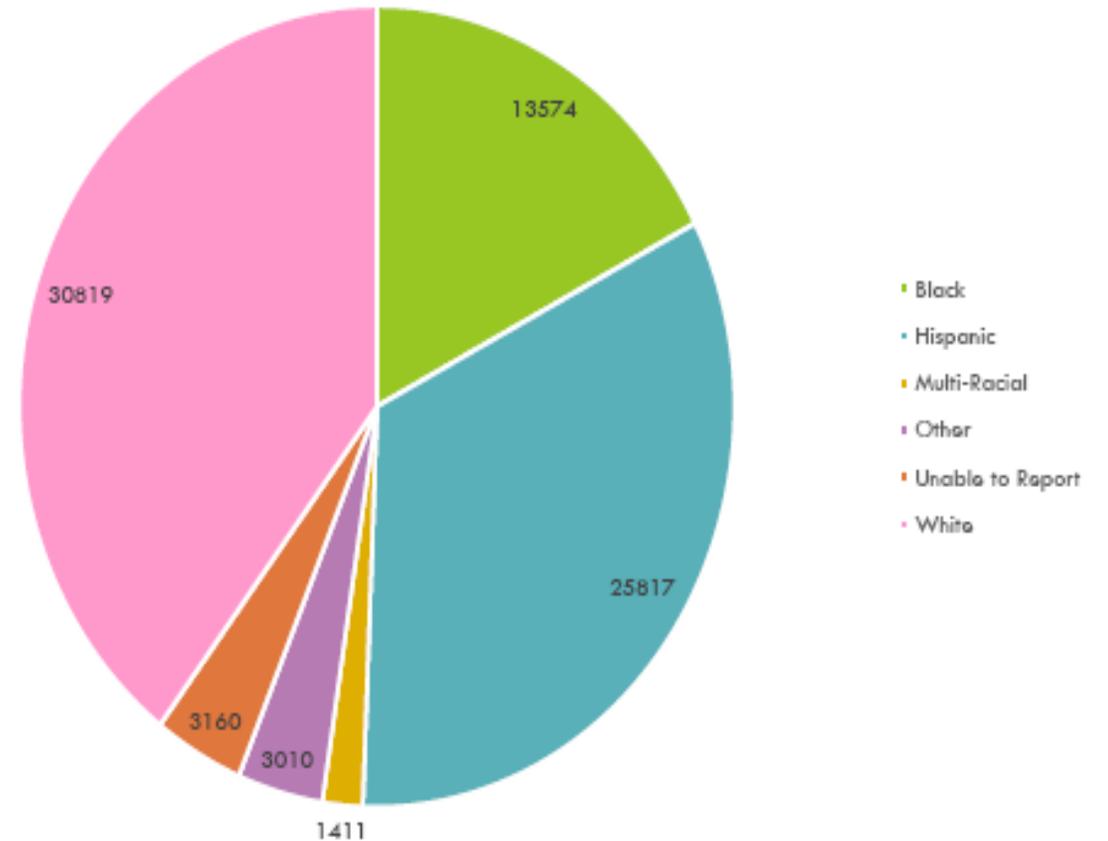
CY14 Unique Children Receiving DCF Voluntary Services				
Row Labels	Female	Male	Unknown	Grand Total
<b>#</b>				
Hispanic, ANY RACE	65	108		173
Non-Hispanic, OTHER	60	59	3	122
Non-Hispanic, BLACK	30	55		85
Non-Hispanic, WHITE	204	305	3	512
<b>% of Row</b>				
Hispanic, ANY RACE	37.6%	62.4%	0.0%	100.0%
Non-Hispanic, OTHER	49.2%	48.4%	2.5%	100.0%
Non-Hispanic, BLACK	35.3%	64.7%	0.0%	100.0%
Non-Hispanic, WHITE	39.8%	59.6%	0.6%	100.0%
<b>% of Col</b>				
Hispanic, ANY RACE	18.1%	20.5%	0.0%	19.4%
Non-Hispanic, OTHER	16.7%	11.2%	50.0%	13.7%
Non-Hispanic, BLACK	8.4%	10.4%	0.0%	9.5%
Non-Hispanic, WHITE	56.8%	57.9%	50.0%	57.4%
<b>Total #</b>	<b>359</b>	<b>527</b>	<b>6</b>	<b>892</b>
<b>Total % of Row</b>	<b>40.2%</b>	<b>59.1%</b>	<b>0.7%</b>	<b>100.0%</b>
<b>Total % of Col</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# USING DATA: Services



Race/Ethnicity	#	%
Black	13574	17%
Hispanic	25817	33%
Multi-Racial	1411	2%
Other	3010	4%
Unable to Report	3160	4%
White	30819	40%
Grand Total	77791	100%

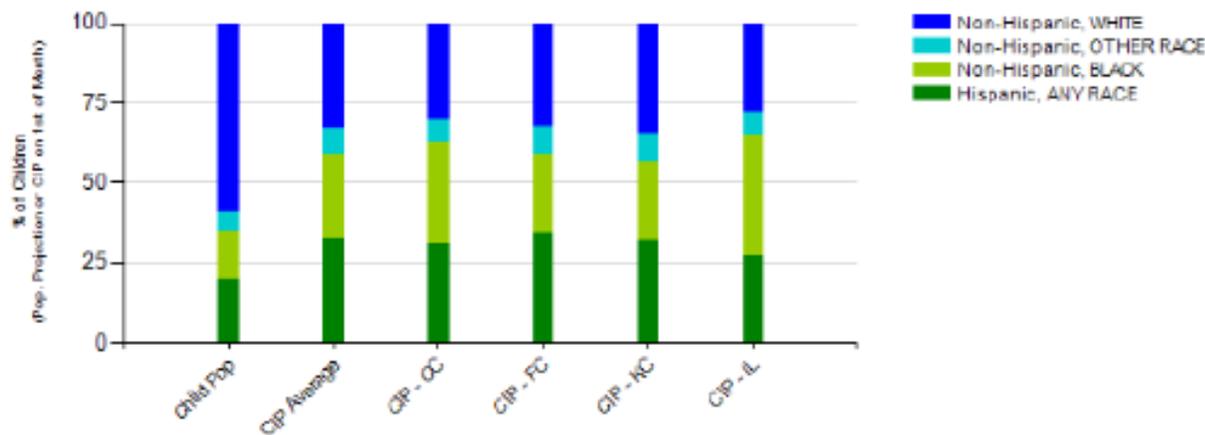
Open Episodes by Race



# USING DATA: CIP



Race/Ethnicity Disproportionality: Children-in-Placement (CIP) Averages; Comparison by Placement Type



Month / Year	Hispanic, ANY RACE		Non-Hispanic, BLACK		Non-Hispanic, OTHER RACE		Non-Hispanic, WHITE		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Child Pop	154,258	19.9%	114,422	14.8%	46,298	6.0%	458,582	59.3%	773,559	100%
CIP Average	1,324	32.9%	1,039	25.8%	346	8.6%	1,318	32.7%	4,027	100%
CIP-CC	206	31.2%	206	31.2%	48	7.3%	201	30.4%	661	100%
CIP-FC	619	34.4%	433	24.1%	160	8.9%	596	32.6%	1,798	100%
CIP-KC	459	32.3%	314	21.2%	128	9.0%	489	34.4%	1,420	100%
CIP-L	40	27.0%	56	37.8%	10	6.8%	42	28.4%	148	100%

Af. American children placed with kin at lower level than Hispanic or White children

Averages are based on CIP on the 1st of the month from:  
Starting Month: June - 14 Ending Month: June - 15

Legend: CIP - Children-in-Placement, CC - Congregate Care, FC - Foster Care, KC - Kinship (Relative or Special Study) Care, L - Independent Living



# SUSTAINING THE WORK+VISION

**Not another initiative or project but truly  
woven  
into the fabric of everything we do**

