



Statewide Racial Justice Workgroup

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Introduction

- *On June 24, 2013, Commissioner Katz announced the development of a Formal Statewide Workgroup to lead and manage the racial justice work moving forward for the agency.*
- *The overall goal is, "To cultivate and sustain an environment in which employees, families and all of our partners feel safe to discuss the impacts of racism, power and privilege on agency practice and their personal lives..."*



The Facts

- Statewide there continues to be an overrepresentation of children of color in the foster care and juvenile justice system.
- Children of color experience the foster care system differently than their white counterparts
- DCF has committed itself to being a learning organization and a need to address the internal and external factors related to these facts are paramount



The Core Problem: Disparity

- A comparison of the disproportionality among groups
- Disproportionality Index of Group A
- Disproportionality Index of Group B
- This allows us to say that Black children are entering the DCF at a rate that is X times greater than White children.

Disproportionality

% of Children in Child
Welfare Population
divided by

% of Children in General
Population

- If the number is greater than 1, children of that group are over represented in child welfare compared to the general population





The Cause of the Problem

- Implicit Bias
- Lack of Understanding of how or why decisions made impact the short and longterm outcomes for children and families we interface with along the child welfare pathway
- Unsure of ways to address the inherent systemic racism



How can we solve the problem?

- Education (personally and interpersonally)
- Demonstrate a willingness to engage in discussions about disparity in our work to change how we are currently doing it
- Be a part of experiential activities to enhance the learning
- Being ready and able to call out injustices within the work