Racial Equity in Child Welfare CQI and Evaluation

September 22, 2020
Overview

Overview & Background
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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](https://www.racialequitytools.org/glossary)
Race Equity Work is Challenging

Source: JustLead Washington: Race Equity & Justice Initiative Toolkit
Race Equity Work is Urgent

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

We Know

- 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
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