

Executive Summary

Course Title: Addressing Disproportionality at the Front End and Back End

Outline of Training:

This day long training will focus on the causes of disproportionality and specific community and agency strategies and solutions which can reduce this pervasive problem in child welfare. Copies of articles and materials will be distributed and participants will be involved in small group discussions and activities to improve learning of key concepts. A powerpoint presentation as well as case materials will be used to illustrate key points.

Target Audience: Management, supervisors, line staff working in services targeting family preservation, foster care, as well as adoption.

Learning Objectives:

- 1) To gain familiarity with the data on disproportionality in child welfare outcomes
- 2) To better understand the causes of disproportionality including community risk factors, individual risk factors and agency or systemic risk factors.
- 3) To examine the causes of the disproportionate representation of African American males in out of home placement.
- 4) To become familiar with strategies for evaluating agency services to assess potential sources of individual and agency bias.
- 5) To examine the implications of disproportionality at the back end—overrepresentation of children of color needing adoption and to propose solutions.
- 6) To identify specific community approaches to addressing disproportionate outcomes for children and families of color.

Outcome Objectives for Participants:

As a result of this training participants should be able to:

Identify potential sources of bias including client descriptions, decision making and service delivery.

Demonstrate knowledge of data on disproportionality and well as causes.

Identify strategies for reducing disproportionality at the front end and back end.

Identify agency, community and individual factors which contribute to disproportionality

Demonstrate an awareness of their perceptions of families and communities of color and how those perceptions can influence service delivery.

Identify strategies for partnering with families and communities of color to improve service delivery.

Ways that supervisors can support the Transfer of Learning from the classroom to the job:

Before the training:

The supervisor can review the purpose of the training and guide staff members in a discussion about how it is applicable to their specific jobs or responsibilities.

After the Training:

The supervisor can meet with staff members to talk about how the concepts gained in the training can be applied on their caseloads and how they can and will do their jobs differently as a result of the training. The supervisor can inform the staff members that this will be a topic of discussion in future supervisory meetings and that the supervisor will assess whether the participants seem to be using the concepts gained in their written and oral case presentations and planning.