

Executive Summary:

Addressing Disparities and Disproportionality: Best Practices

This half-day interactive workshop will include an overview of the national, state and San Mateo County data on disparities and disproportionality in child welfare. The causes of disparate outcomes will be discussed and promising approaches and recommendations will be given for management to consider in addressing this issue in San Mateo County.

Course Objectives:

- 1) As a result of this training, participants will be able to identify the history of and causes of racial disproportionality in the U.S.
- 2) Using a community analysis as well as decision point framework, participants will be able to identify the possible causes of disproportionality in San Mateo County.
- 3) Participants will learn strategies for examining the child welfare data in San Mateo on disproportionality and will become familiar with promising practices (including prevention, family group conferencing, family preservation, diligent recruitment and retention of adoptive and foster families), which can be implemented to begin reducing disproportionality.
- 4) Participants will have an opportunity to dialog with one another about how to implement changes in service delivery in San Mateo County to address disproportionality.