

A photograph showing the lower legs and feet of four people sitting on a wooden bench. They are wearing various styles of jeans and sneakers. The background is a dark, textured wooden surface.

Michigan Child Welfare Improvement Task Force

WELCOME & CHECK-IN

FRIDAY, JANUARY 29, 2020

Networking Activity

(5 minutes) Task Force Members

Pick one (or more) questions to answer & write down your partner's answers:

What is energizing you about the potential of the task force?

Why are you here? What will keep you engaged?

Why is this work important?

These questions will also be available in the Zoom chat in your breakout room



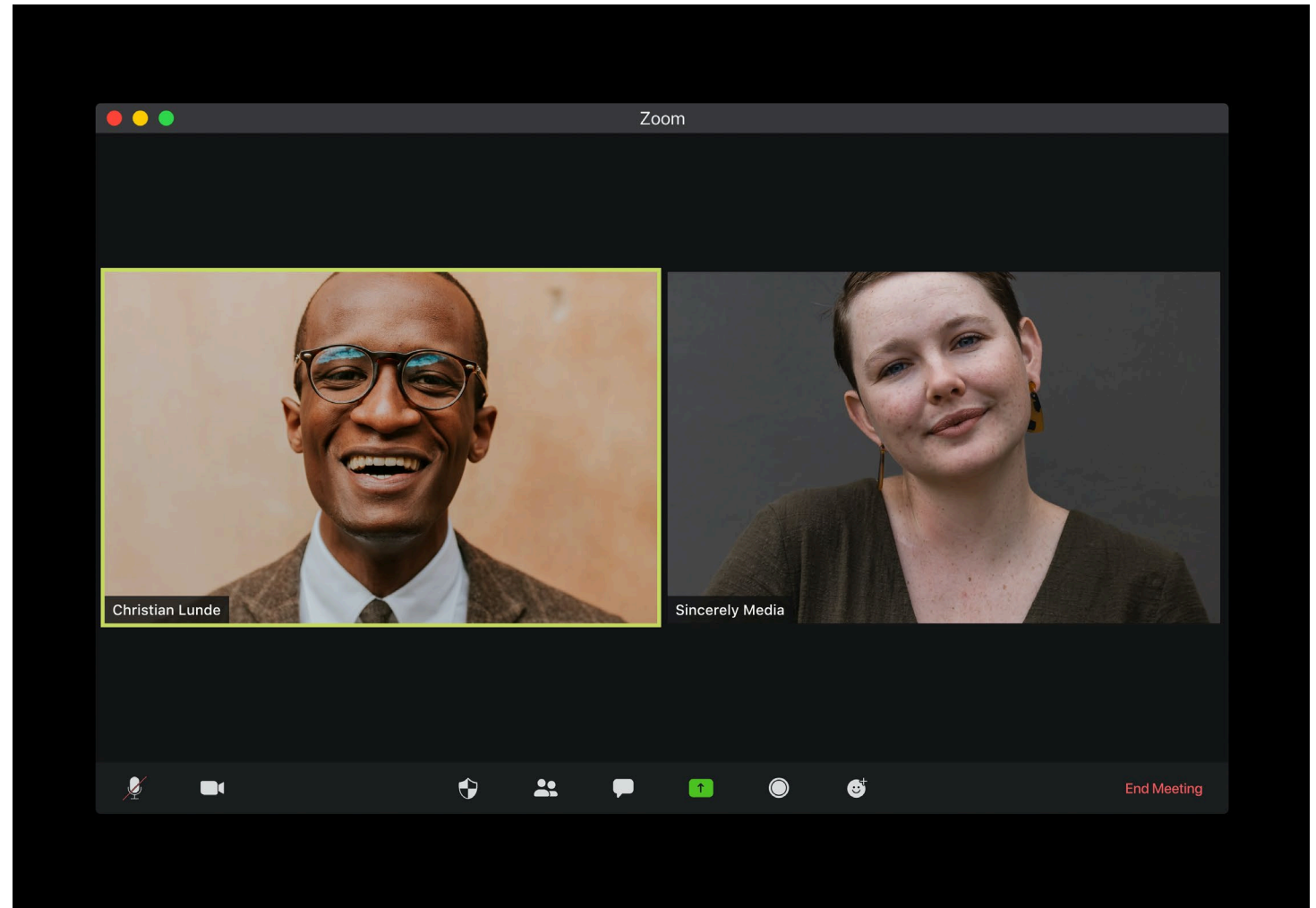
Activity

Responses

(10 minutes)

What did you learn about the other person?

What are some shared goals?



Ground Rules

Give & receive welcome

Offer by invitation not demand

Turn to wonder

Be present as fully as possible

Observe deep confidentiality

Attend to your own inner teacher

Trust and learn from the silence

Speak your truth while respecting other people's

No fixing, saving, advising or correcting

Respond to others with honest open questions





Charge Statement

Located on the Michigan Child Welfare
Task Force SharePoint:

<https://michiganphi.Sharepoint.Com/sites/mcwtf>

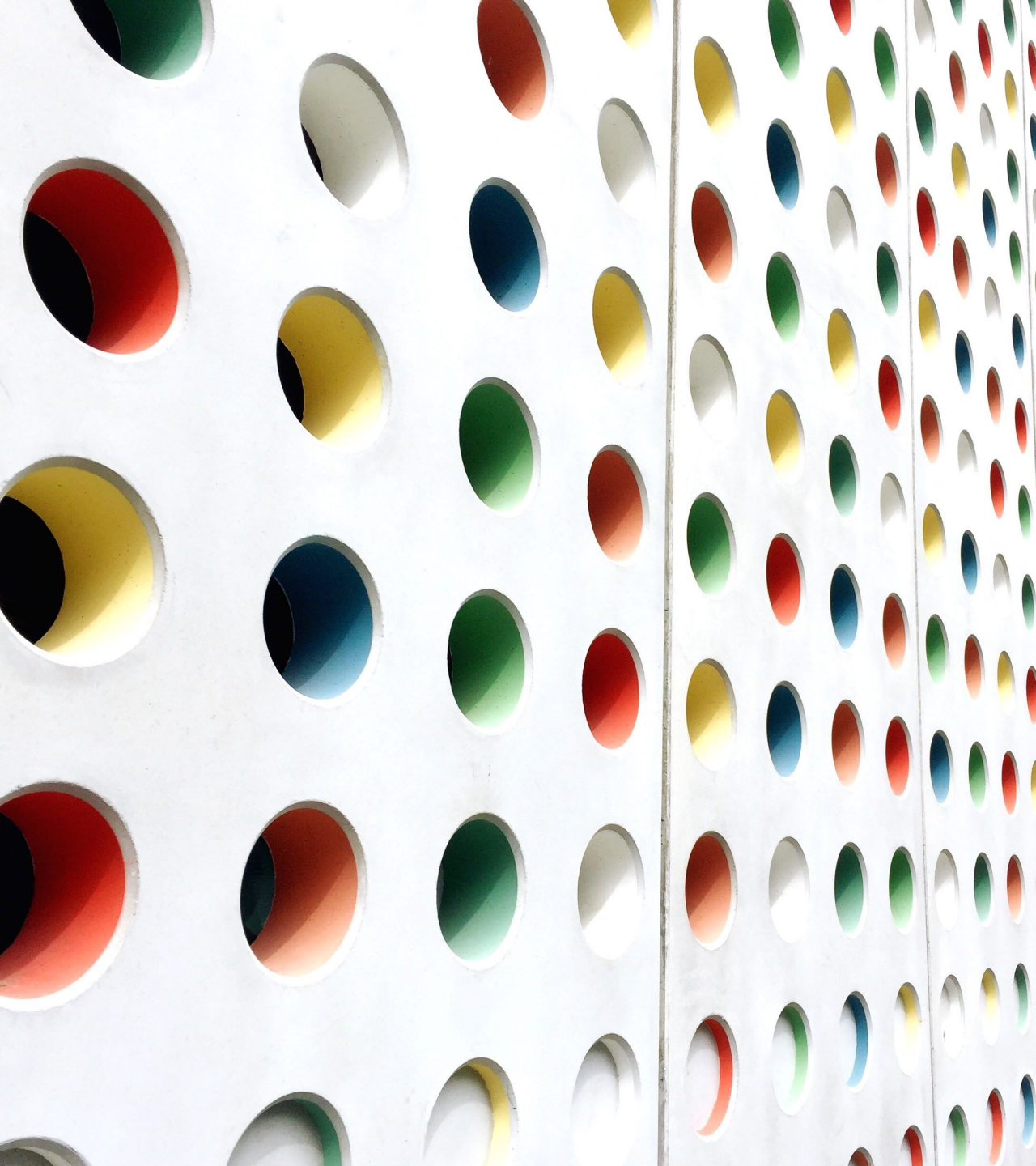


1. Grounding/Listening/Learning
2. Implementing/Monitoring
 - Interim budget recommendation
3. Reporting
 - Final report



Expectations

Three Phases



SUMMARIES AND EQUITY IMPLICATIONS OF PREVIOUS MICHIGAN CHILD WELFARE REPORTS

MICHIGAN CHILD WELFARE
IMPROVEMENT TASK FORCE



Moving Toward Better Outcomes for All of Michigan's Children

Report from the Michigan Advisory Committee on the
Overrepresentation of Children of Color in Child Welfare

Co-Chairs:
Carol Goss

Marianne Udow

RECOMMENDATIONS

2006

1. Target resources to the most vulnerable families and communities of with the most pronounced overrepresentation of children of color in child welfare.
2. Increase the capacity of state agencies to address and reduce disparities through culturally proficient means.
3. Educate the public, community leaders, and mandated reporters on the issues of race, diversity, and accountability.
4. Discuss disparities openly and address aggressively.
5. Review all policies, programs, and procedures, on families and children of color.
6. Engage families as partners and address their needs.
7. Strengthen the range of placement options, with a focus on kinship care.



Race Equity Review

Findings from a Qualitative Analysis of Racial Disproportionality and Disparity for African American Children and Families in Michigan's Child Welfare System

Author:
The Center for the
Study of Social Policy

RECOMMENDATIONS FOR DHS

2009

1. Build the internal leadership capacity to ensure that the Department functions in an equitable, fair, and responsive manner.
2. Use relevant and reliable data driven management for racial equity.
3. Clearly articulate & implement a case practice model which translates DHS' philosophy into policies & practices.
4. Correct policy misinterpretations that disadvantage children and families of color.
5. Risk assessment tool must be examined, & its execution improved.
6. Resource providers will provide fair and equitable services.
7. Build external partnerships in working for equity.
8. Collaborate with the courts to improve the quality of legal oversight.
9. Work collaboratively to explore policies and practices which meet the specific needs of dual ward youth.



Improving Michigan's Child Welfare System: Our Children. Our Future. Our Responsibility

Co-Chairs:
C. Patrick Babcock
Carol Goss

TASK FORCE RECOMMENDATIONS

2009

- Build the internal leadership capacity to function in a fair and equitable manner.
- Use data to manage for racial equity.
- Clarify policies related to kinship care and termination of parental rights.
- Re-evaluate the risk assessment tool and its implementation.
- Collaborate with courts, establish policies for assisting those who are wards of both the child welfare & juvenile justice systems.



Recommendations of the Michigan Race Equity Coalition

Co-Chairs:
Justice Mary Beth Kelly
Ex-Rep Lynn Jondahl

RECOMMENDATIONS

2014

- Provide training to child welfare workers and supervisors that explain the differences between poverty and neglect and focus on a culturally competent training curriculum to increase awareness of racial and ethnic identity development.
- Training for identifying potential child abuse/neglect for mandated reporters, effective police interactions with youth, and cultural competency.
- Form an advisory group of leaders reflecting key stakeholders to convene bi-annually to review progress on recommendations, new developments, & continued coordination.
- Require self-identified individual race & ethnicity information in state systems.
- Develop mechanisms for data quality & measurement.
- Agencies place an emphasis on prevention & early-intervention.
- Create cost effective measures to prevent children from ending up in the juvenile justice & child welfare systems.
- Educate county boards and the legislature on the importance of data collection and reporting.
- Programming to implement parent support programs & diversion programming in juvenile justice.
- Systems Change to expand current programming implementation and establish the use of objective risk and needs assessments.



The Business Case for Racial Equity in Michigan

Author:
Altarum
Institute

EQUITY IMPLICATIONS

2015

The average child of color in Michigan is born into a path of poorer health, lower education attainment, fewer employment opportunities, and greater involvement with the criminal justice system than the average white child.

Minorities face circumstances shaped by a history of discriminatory laws and practices that denied people equal opportunities. Wealth accumulation for households of color will improve community stability and intergenerational mobility.

70% of children of color aged 0-3 years in Michigan are estimated to be “at risk” of poor outcomes.

Michigan health inequities begin early in life. African-American babies are twice as likely as white babies to be born with a low birthweight.

Babies of color are more likely to be born following pregnancies with inadequate prenatal care.

In 2014, Michigan’s unemployment rate was 7.2%- Hispanic rate at 8.8%, black rate at 15.9%(two and a half times higher than the white rate).

Report Timeline: It's Time for Action

2006

Equity

Discuss disparities openly and address aggressively.

Engage families as partners and address their needs.

Policy

Review all policies, programs, and procedures, on families and children of color.

Work collaboratively to explore policies and practices which meet the specific needs of dual ward youth.

2009

*Equity

Use data to manage for racial equity.

Build external partnerships in working for equity.

*Policy

Clarify policies related to kinship care and termination of parental rights.

Risk assessment tool must be examined, & its execution improved.

*Systems Change

Collaborate with the courts to improve the quality of legal oversight.

*Two separate reports produced similar recommendations.

2014

Equity

Develop mechanisms for data quality & measurement.

Systems Change

Expand current programming implementation and establish the use of objective risk and needs assessments.

Training

Provide training to child welfare workers and supervisors that explain the differences between poverty and neglect and focus on a culturally competent training curriculum to increase awareness of racial and ethnic identity development.

Training for identifying potential child abuse/neglect for mandated reporters, effective police interactions with youth, and cultural competency.

2015

Equity

The average child of color in Michigan is born into a path of poorer health, lower education attainment, fewer employment opportunities, and greater involvement with the criminal justice system than the average white child.

African-American babies are twice as likely as white babies to be born with a low birthweight.

Racial Equity Grounding and Orientation for Child Protection Task Force Members



DIFFICULT
ROADS
LEAD TO
BEAUTIFUL
DESTINATIONS





Open Discussion

- Are these the right issues?
- Does the charge statement seem to fit with what you are observing/experiencing?
- Any clarifying questions?

Tentative 2021 Meeting Schedule

11:00 A.M. - 1:00 P.M. EST

Phase 1

Grounding/Listening/Learning

February 26

- Data Overview
- MDHHS Practice Model
- Workgroup Report Out
- Review Decision Action Log

March 26

- Listening Session with youth/families/child welfare staff
- Workgroup Report Out
- Review Decision Action log

Phase 2

Implementing/Monitoring

April 23 - Data subcommittee meeting

May 28 - Data subcommittee meeting

June 25 - Full Task Force meeting

July 23 - Data subcommittee meeting

Phase 3

Reporting

August 27 - Full Task Force meeting

September 24 - Full Task Force meeting

Task Force Meetings in Bold

**Additional dates to be added if needed*