



California Department of Social Services

Children and Family Services Division

Disproportionality, Disparity and Implicit bias

Disproportionality and Disparity: Data

- In California, African American children are 6% of California's child population but constitute 26% of California's children in care - more than 4 times their rate in the child population.
- Native American children are 0.4% of California's child population yet constitute 2.1% of children in care – nearly 3 times their rate in the child population. In Humboldt County, the Native population is 7.6% but 40% of children in care.
- Latino/Hispanic children make up 17% of the child population and 12% of the foster care system. Although they appear to be about proportionately represented they experience disparities and poor outcomes similar to those that are disproportionately represented.

Current efforts in CA

- The California Partners for Permanency (CAPP) is funded through the federal Permanency Innovations Initiative (PII) and the collaborative efforts and resources of state, county and local partners.
- The goal is to improve permanency outcomes for those children who are in foster care the longest and who experience the worst outcomes.
- In partnership with communities and Tribes, CAPP has developed a Child and Family Practice Model which is a comprehensive and culturally responsive approach to both *practice* and *system level* change.
- The Practice Model is currently being implemented and will be evaluated in 4 California counties: Fresno, Humboldt, Los Angeles (two offices) and Santa Clara.

Current efforts in CA

- CDSS is partnering with the State Interagency Team (SIT) Work Group to Eliminate Disparities and Disproportionality (WGEDD) to usability test a Racial Impact Assessment (RIA) tool.
- RIA is a process of systematic examination of the likely intended and unintended consequences of a proposed action or policy. Identify decision point bias at the policy and program level.
- Cultural responsiveness workshops: African American, Native American, Latino, LGBTQ – Asian American/Pacific Islander & Privilege planned
- Implicit bias training & Implementation Science
- Bill Analysis template & Continuum of Care Reform (CCR)

Each of Us Can Help!



- Assume personal responsibility for bias and take action
- Engage others and help to build awareness
- Challenge structural/institutional racism
- Support local efforts
- Lean into discomfort



California Partners for Permanency **Reducing Long-Term Foster Care**



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CAPP is a five-year federally funded project to reduce long-term foster care. To learn more, visit www.reducefostercarenow.org or contact Jennifer Buchholz, Project Manager at the California Department of Social Services, (916) 654-1230 or jennifer.buchholz@dss.ca.gov.