

Disproportionality in Child Welfare

**The Use of Data and the Role of Leadership
An Iowa Example**

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Disproportionality in Iowa

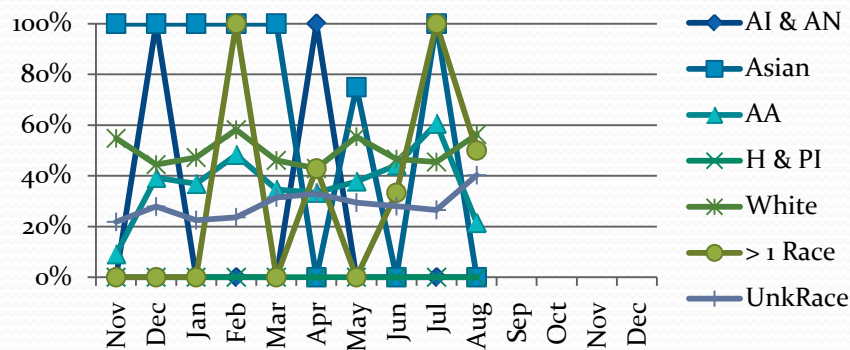
- Had to Recognize It Exists
- Small Incremental Steps/Use of PDSA Model
- Break Through Series Collaborative (times 2)
- Data Reporting Awareness

Break Through Series Collaborative

- Decision Point Analysis
- 8 Counties selected in Iowa
- Example County

Break Through Series Collaborative

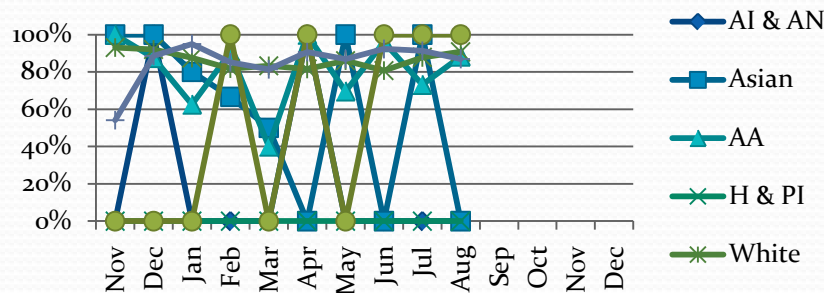
Assessments By Disposition



Examination of the numbers reveals that children of African American, White, and Unknown race, and non-Hispanic and Unknown ethnicity had the greatest frequency of cases. These numbers appear relatively stable since December 2009.

Break Through Series Collaborative

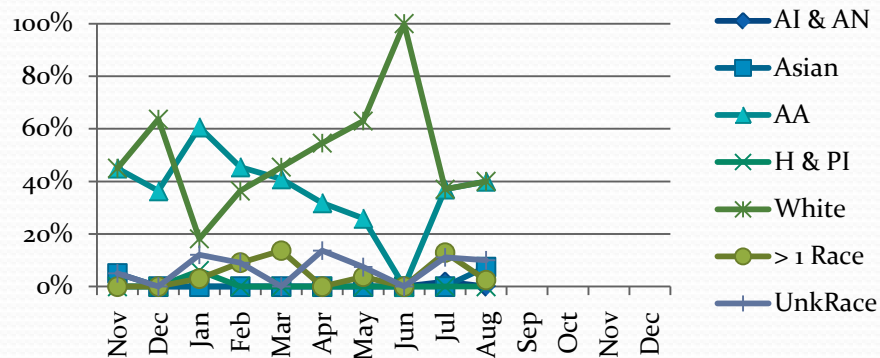
Allegations by Maltreatment Type
Denial of Critical Care



Comparing across types of maltreatment one can see that the highest percentage (approximately 88%) of confirmed and founded maltreatment is denial of critical care for the rows with substantial numbers. There are not substantial differences by race or ethnicity on this measure.

Break Through Series Collaborative

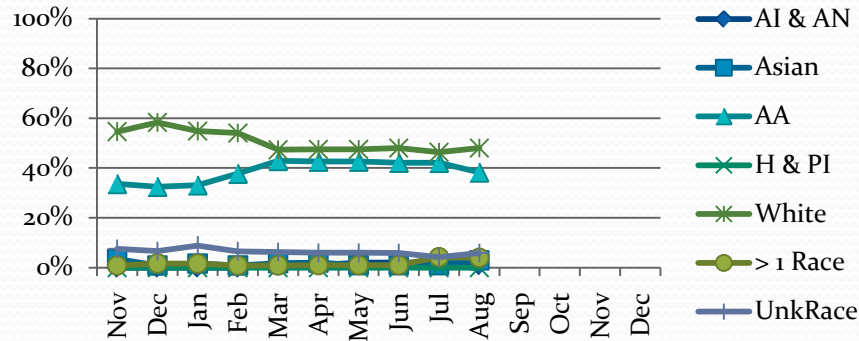
Placement Change



Because this measure compares across race and ethnicity, a comparison to the percentages each group comprises in the county population provides a disproportionality index. The disproportionality index shows that for African American the average percentage of placement changes is 2.39 times their proportion in the general population and for White the rate is .60 times their percentage of the population.

Break Through Series Collaborative

Exits From Placement



Using the percentage as the numerator and proportion of the county population as the denominator, the disproportionality index shows that for African American the percentage of exits is 2.59 times the percentage in the general population and for White the rate is .61 times their percentage of the population.

Race and Ethnicity Reporting

- Problem
 - A high proportion of missing data in our abuse reporting system
- Solution: Raised awareness
 - Staff Reminders during Bi Monthly Calls
 - Monthly Reporting of information
 - Trend Analysis

Race and Ethnicity Reporting

Race and ethnicity of children for whom an assessment was completed during the report month (Aug. 2010)

Service Area	Child Race									Child Ethnicity				Total Number of Children
	American Indian / Alaskan Native	Asian	African American	Hawaiian / Pacific Islander	White	Multiple Races	Unable to Determine	Blank / missing	Total Number of Children	Hispanic	Not Hispanic	Unable to Determine	Blank / missing	
1 Western	2.5%	1.2%	1.7%	0.5%	57.2%	1.0%	4.2%	31.7%	593	5.6%	57.0%	5.9%	31.5%	593
2 Northern	0.7%	0.3%	6.7%	0.1%	48.0%	1.2%	7.1%	35.9%	760	4.7%	55.3%	4.5%	35.5%	760
3 Eastern	0.0%	0.7%	9.4%	0.3%	56.2%	1.3%	6.5%	25.6%	754	5.4%	61.8%	7.2%	25.6%	754
4 Cedar Rapids	1.3%	0.2%	7.1%	0.5%	47.6%	0.5%	2.2%	40.7%	595	2.9%	53.9%	2.5%	40.7%	595
5 Des Moines	0.3%	1.2%	4.9%	0.7%	41.9%	1.8%	19.8%	29.4%	761	4.9%	53.0%	13.1%	29.0%	761
Statewide	0.9%	0.7%	6.1%	0.4%	50.0%	1.2%	8.4%	32.3%	3463	4.7%	56.3%	6.9%	32.1%	3463

Race and ethnicity of children for whom an assessment was completed in prior 12 months (Aug. 2009-July 2010)

Service Area	Child Race									Child Ethnicity				Total Number of Children
	American Indian / Alaskan Native	Asian	African American	Hawaiian / Pacific Islander	White	Multiple Races	Unable to Determine	Blank / missing	Total Number of Children	Hispanic	Not Hispanic	Unable to Determine	Blank / missing	
1 Western	2.6%	0.3%	2.3%	0.3%	60.1%	1.5%	3.8%	29.2%	6289	6.5%	61.1%	3.6%	28.8%	6289
2 Northern	0.3%	0.6%	7.7%	0.3%	47.6%	1.3%	7.0%	35.3%	6632	4.5%	55.9%	4.6%	35.1%	6632
3 Eastern	0.2%	0.5%	10.9%	0.2%	51.4%	1.7%	8.5%	26.7%	6238	3.0%	61.7%	8.7%	26.6%	6238
4 Cedar Rapids	1.2%	0.4%	7.8%	0.2%	47.9%	0.7%	2.7%	39.1%	6420	2.6%	55.4%	3.0%	39.0%	6420
5 Des Moines	0.1%	0.8%	7.1%	0.2%	47.1%	2.1%	25.4%	17.3%	7238	4.5%	60.7%	17.7%	17.1%	7238
Statewide	0.8%	0.5%	7.1%	0.2%	50.7%	1.5%	9.9%	29.3%	32817	4.2%	58.9%	7.7%	29.1%	32817

Next Steps In Iowa

- Continue to support the projects started in the BSC
- Continue to weave the work into day to day operations
- Continue to surface the issue at every opportunity
- Continue the data clean-up
- Continue to look for inroads and opportunities

Overarching Advice

- Leadership is a key
- Know your jurisdiction/ the work progresses at different rates
- Good data will draw the picture and thus begin to drive the discussion
- Don't stop, don't stop, don't stop...