



National Child Welfare
Resource Center for
Organizational Improvement

A service of the Children's Bureau, a member of the T/TA Network



Collaborating with Courts to Reduce and Eliminate Disparities

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Department of Children and Family Services



Los Angeles County Overview

- 88 cities
- 10.5 million residents
- Population exceeds that of 42 states
- 25% of the population are children under the age of 18
- Over half of the county residents speak a language other than English at home
- Home of 28% of CA's population



Dependency Court Benchcard

- 10 of 20 Dependency Courts piloted CCC Benchcard.
- All 20 Dependency Courts are scheduled for Benchcard training and implementation in March 2011.



LA Policy Workgroup on Disproportionality and Disparities in Child Welfare

- Formed by Presiding Judge and DCFS Director in 2008
- Representative membership
- Facilitated meetings



LA Policy Workgroup on Disproportionality and Disparities in Child Welfare

Mission

- The Disproportionality and Disparities Workgroup exists to improve systems and practices; emphasizing that all families have value by understanding and respecting each family's cultural connections and ethnic identity.

Vision

- Within five years we want outcomes for African American families to reflect – via systems' data and consistent with their representation in the general population – the elimination of racial disproportionality and disparities.



Workgroup Accomplishments

- Reviewed statistics in aggregate and for each geographic area covered by DCFS
- Viewed film *Race- Power of an Illusion*; participated in courageous conversations
- Participated in *Undoing Racism* workshop



Workgroup Accomplishments, cont.

- Reviewed existing DCFS efforts to reduce disproportionality.
- Adopted a goal to expand successful efforts of Pomona DCFS office.
- Ongoing evaluation of promising efforts in other locations.



Dept. of Children and Family Services

Overview

- Over 7,300 employees
- Supervision of 34,000 children
- Less than 16,000 reside in temporary out-of-home care
- Over 7,500 of these children are placed with relatives and extended family members
- 18 regional offices
- Offices aligned with courts



DCFS Pomona Office Journey

2003...

DCFS adopts Family to Family Initiative

2005...

Pomona Office starts sharing data with the community

2008...

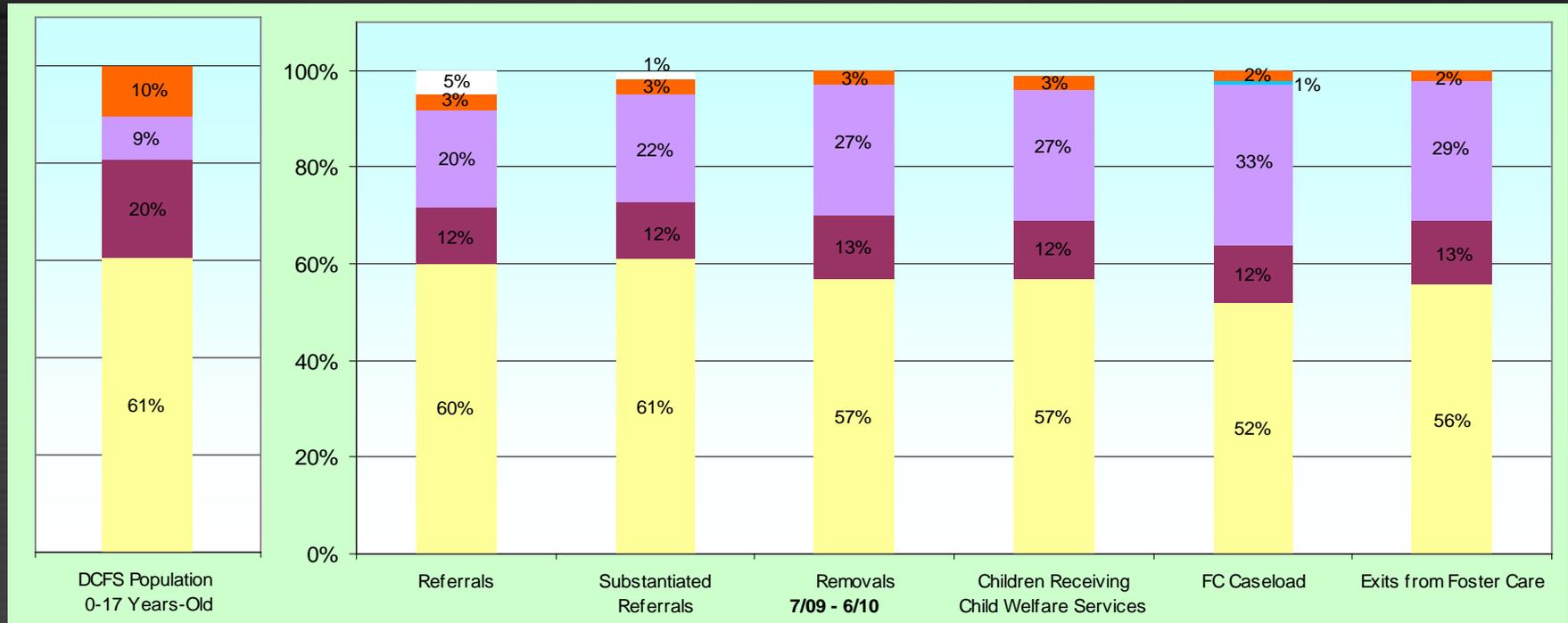
CA Disproportionality Project Breakthrough Series
Collaborative

Juvenile Court and DCFS team up to lead LA Policy
Workgroup on Disproportionality and Disparities in Child
Welfare



LA County DCFS Decision Points

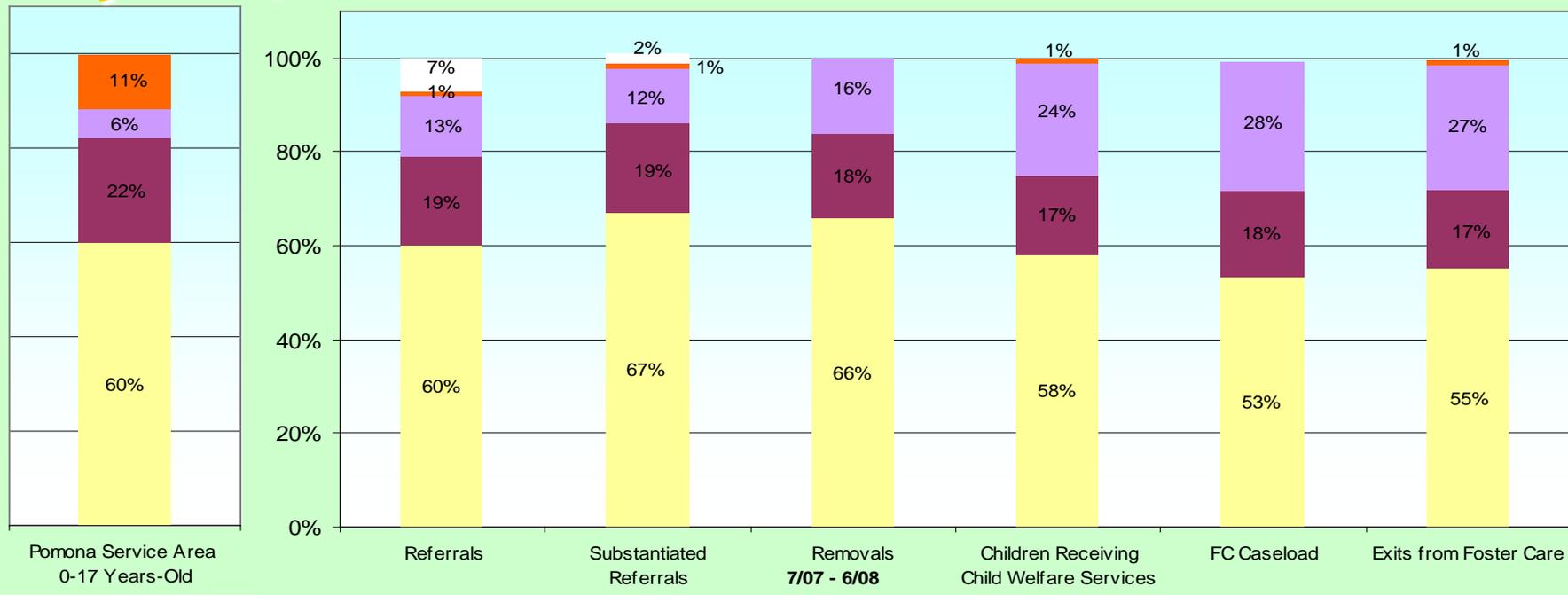
July 2009 – June 2010



DCFS	Population	Referrals	Substantiated Referrals	Removals	Children Receiving Child Welfare Services	FC Caseload	Exits from Foster Care							
Hispanic	1,760,140	61%	86,569	60%	19,029	61%	6,373	57%	30,555	57%	8,038	52%	6,727	56%
White	581,616	20%	17,802	12%	3,852	12%	1,476	13%	6,424	12%	1,880	12%	1,530	13%
African American	266,415	9%	28,759	20%	6,719	22%	3,077	27%	14,691	27%	4,997	33%	3,423	29%
American Indian	6,054	0%	344	0%	97	0%	43	0%	213	0%	93	1%	40	0%
Asian	292,433	10%	3,884	3%	1,069	3%	279	3%	1,577	3%	347	2%	264	2%
Other			7,053	5%	436	1%	21	0%	144	0%	34	0%	11	0%
Total	2,906,658	100%	144,411	100%	31,202	100%	11,269	100%	53,604	100%	15,389	100%	11,995	100%



Pomona Office Then – July 2007-June 2008

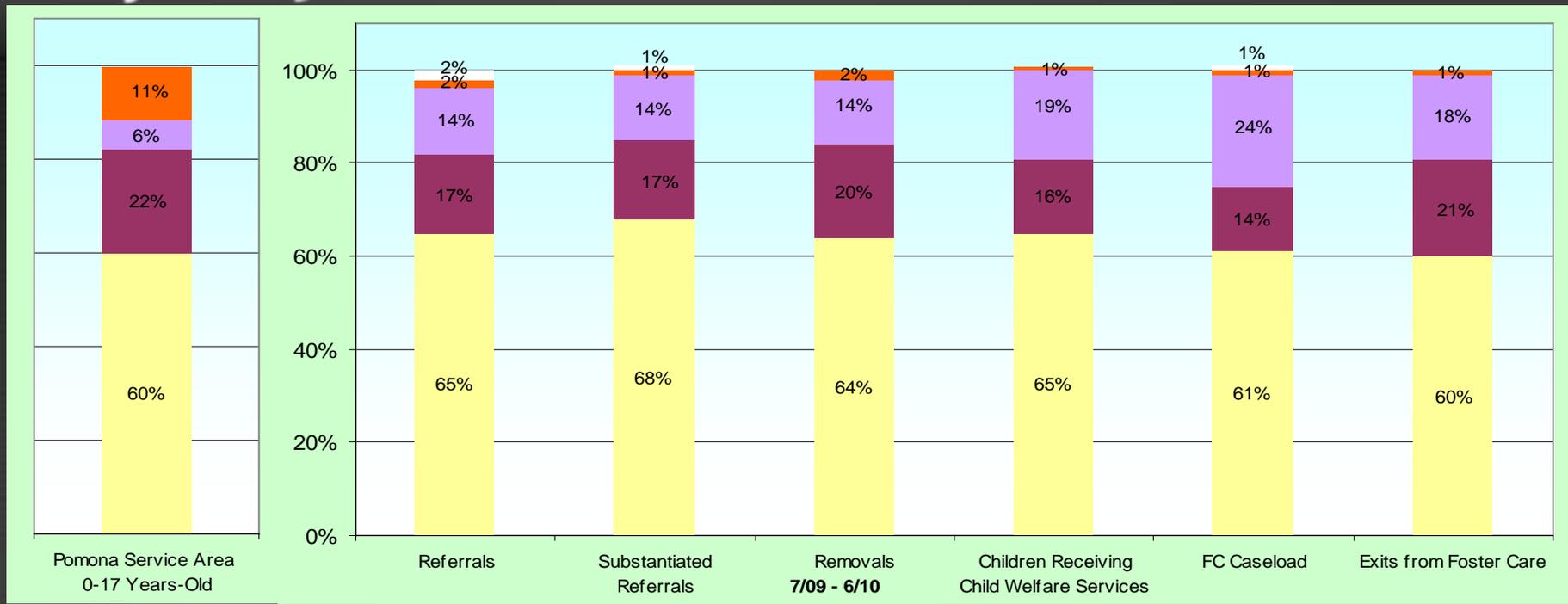


Pomona	Population		Referrals		Substantiated Referrals		Removals		Children Receiving Child Welfare Services		FC Caseload		Exits from Foster Care	
Hispanic	54,151	60%	2,696	60%	776	67%	236	66%	1,200	58%	356	53%	267	55%
White	20,044	22%	848	19%	218	19%	63	18%	346	17%	122	18%	81	17%
African American	5,573	6%	595	13%	134	12%	56	16%	502	24%	184	28%	129	27%
American Indian	197	0%	11	0.20%	5	0.40%	0	0%	4	0.20%	2	0%	1	0%
Asian	10,317	11%	63	1%	13	1%	2	0.60%	13	0.60%	3	0%	6	1%
Other			291	6.50%	17	2%	1	0.30%	1	0.10%			1	0%
Total	90,282	100%	4,504	100%	1,163	100%	358	100%	2,067	100%	667	100%	485	100%



Pomona Office – Now

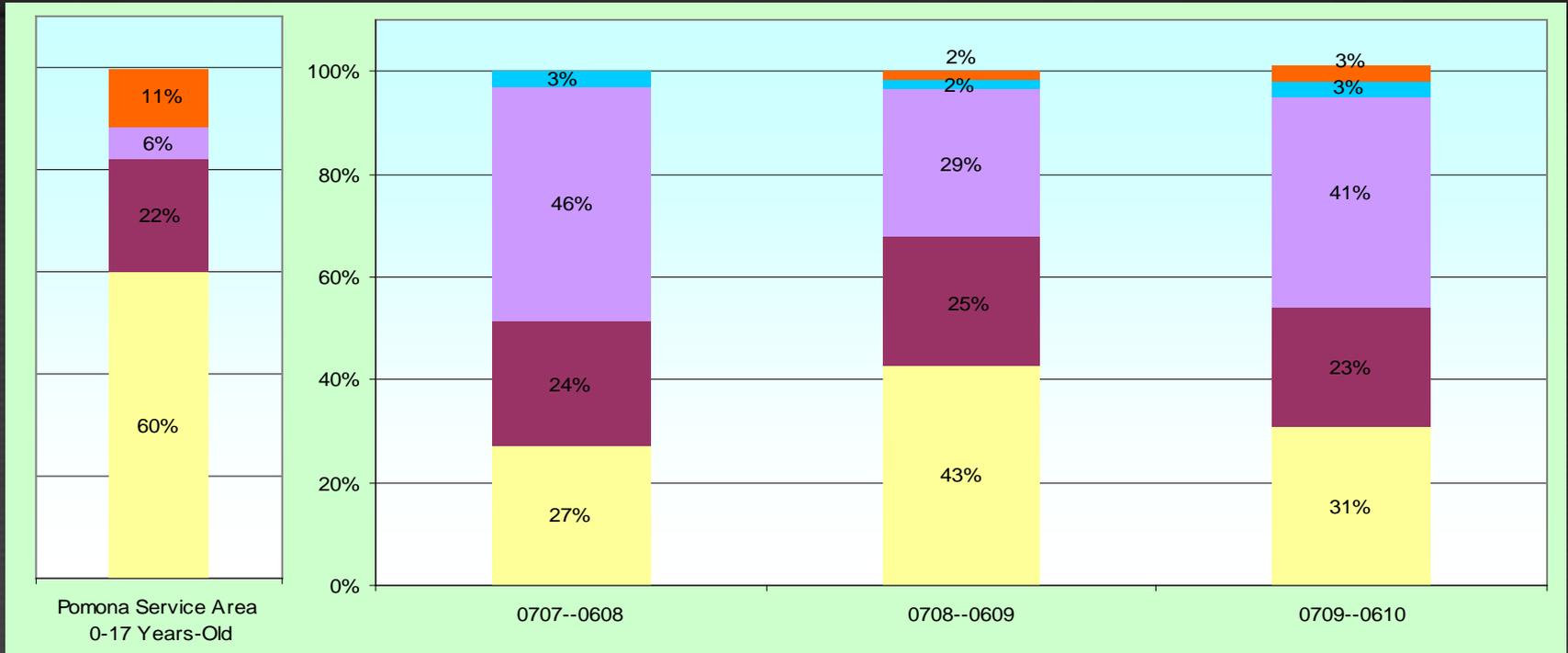
July 2009 – June 2010



Pomona	Population		Referrals		Substantiated Referrals		Removals		Children Receiving Child Welfare Services		FC Caseload		Exits from Foster Care	
Hispanic	54,151	60%	2,791	65%	754	68%	234	64%	1,178	65%	332	61%	214	60%
White	20,044	22%	750	17%	184	17%	73	20%	292	16%	75	14%	76	21%
African American	5,573	6%	588	14%	153	14%	51	14%	337	19%	129	24%	63	18%
American Indian	197	0%	6	0%					1	0%	1	0%		
Asian	10,317	11%	85	2%	16	1%	6	2%	14	1%	5	1%	4	1%
Other			104	2%	7	1%	1	0%	2	0%	6	1%		
Total	90,282	100%	4,324	100%	1,114	100%	365	100%	1,824	100%	548	100%	357	100%



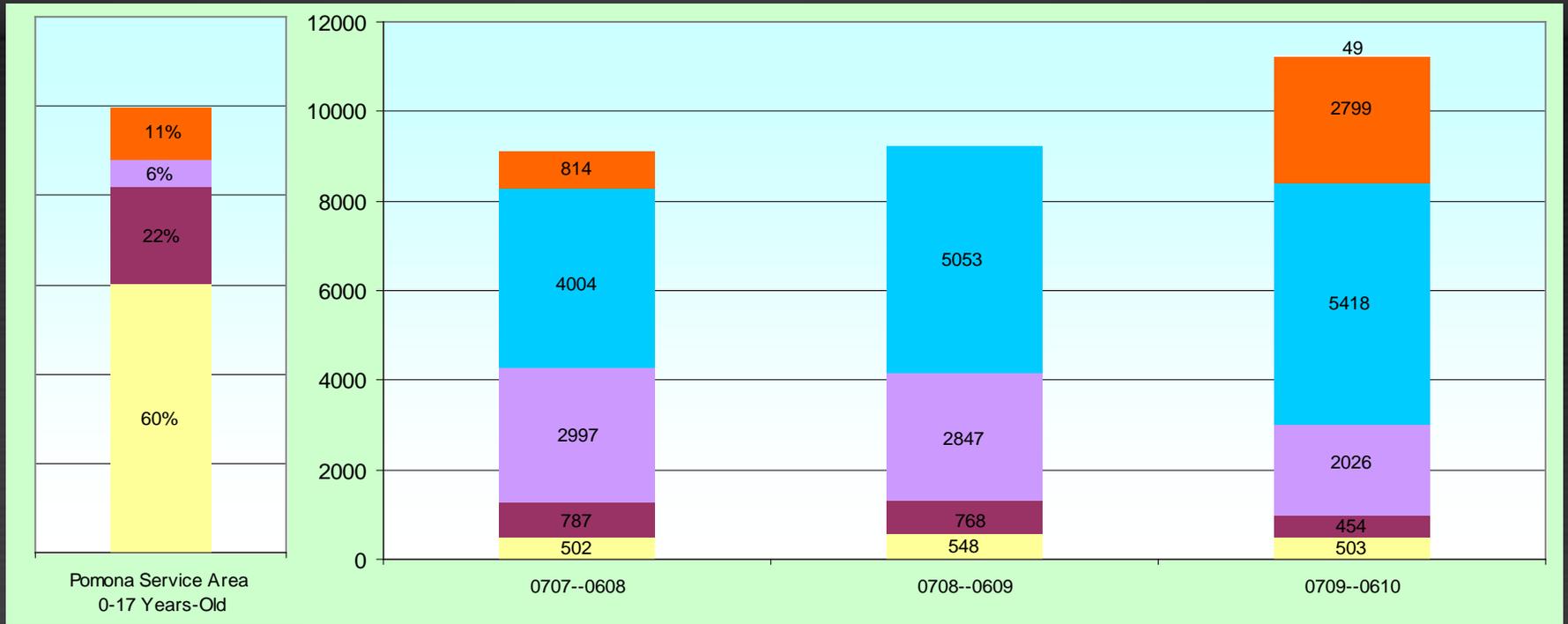
Pomona Office Children in Group Homes



Pomona	Population		0707--0608		0708--0609		0709--0610	
Hispanic	54,151	60%	19	27%	24	43%	12	31%
White	20,044	22%	17	24%	14	25%	9	23%
African American	5,573	6%	32	46%	16	29%	16	41%
American Indian	197	0%	2	3%	1	2%	1	3%
Asian	10,317	11%			1	2%	1	3%
Other								
Total	90,282	100%	70	100%	56	100%	39	100%



Pomona Office Median Length of Stay in Out-of-Home Placements



Pomona	Population		0707--0608			0708--0609			0709--0610		
			# of children	# of days	% of days	# of children	# of days	% of days	# of children	# of days	% of days
Hispanic	54,151	60%	356	502	6%	320	548	6%	332	503	4%
White	20,044	22%	122	787	9%	75	768	8%	75	454	4%
African American	5,573	6%	184	2,997	33%	139	2,847	31%	129	2,026	18%
American Indian	197	0%	2	4,004	44%	1	5,053	55%	1	5,418	48%
Asian	10,317	11%	3	814	9%				5	2,799	25%
Other									6	49	0%
Total	90,282	100%	667	9,104	100%	535	9,216	100%	548	11,249	100%



Lessons Learned

- Not everyone needs to be on board to achieve a positive outcome
- Practice changes benefit all children
- Ongoing awareness and skill building needed
- Parent, youth and community engagement is critical



Future Plans

- Monitor expansion of Pomona DCFS office work
- All court Benchcard implementation
- Monitor Benchcard implementation
- Quarterly LA County statistical review
- Continue to evaluate promising practices from other jurisdictions
- Regional Administrators to complete data analysis and action plans in collaboration with community
- Ongoing training of DCFS & court staff



Working Together

- Court and DCFS include each other in Undoing Racism Workshop
- Hearing Officer included in BSC Core/Extended Team
- Work flourishes when court leadership acknowledges issue as a priority
- Judge's Leadership gives credibility to the issue and the commitment
- Judge's Leadership results in ongoing engagement
 - Multidisciplinary
 - Formal/informal partners
 - Line/executive levels



Los Angeles

Questions?

