

SoC23

Summit on Children 2023




PARTICIPANT MATERIALS

Using Data to Tackle Disproportionate Treatment


March 16, 2023

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Using **Data** to Tackle Disproportionate
Treatment in Child Protective Services



Who am I?
LaShaun



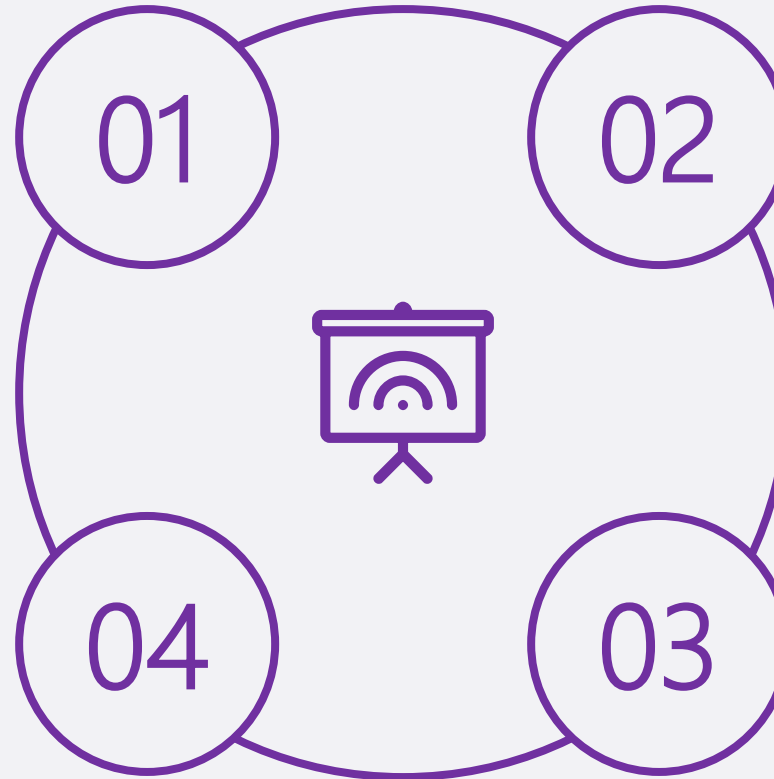
Today's Outcomes Participants will:

Develop a **Common Language**

The importance of defining terms often used to explain difference.

Understand the What, Why, and **How**

An understanding of the what, why, and how systemic and structural barriers shape our work in child protective services .



Explore **Collaboration**

Exploring what it means to collaborate in the presence of our differences through our personal stories/histories.

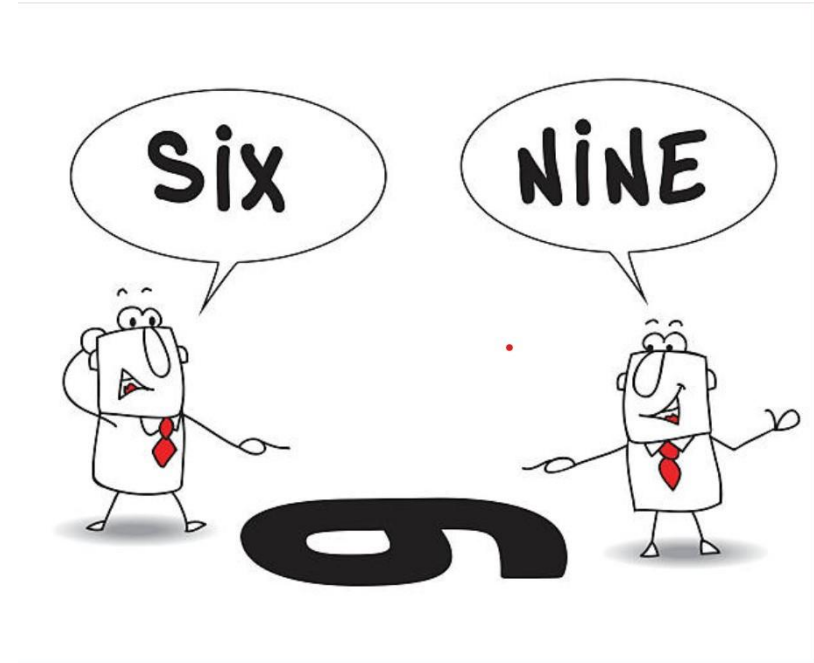
Build **Equity Skill**

Build a foundational skillset for how to use data to improve outcomes.

Developing a Common Language

"You can't deal with a problem if you don't **name it**; once you name it, you can think, talk and write about it. You can **make sense** of it by seeing how it is connected to other things that explain it and point towards **solutions**."

- Allan G. Johnson
Privilege, Power and Difference



Driven



Informed

Equality? Equity? What's The Difference?

EQUALITY = SAMENESS

GIVING EVERYONE THE
SAME THING

It only works if everyone starts
from the same place



EQUITY = FAIRNESS

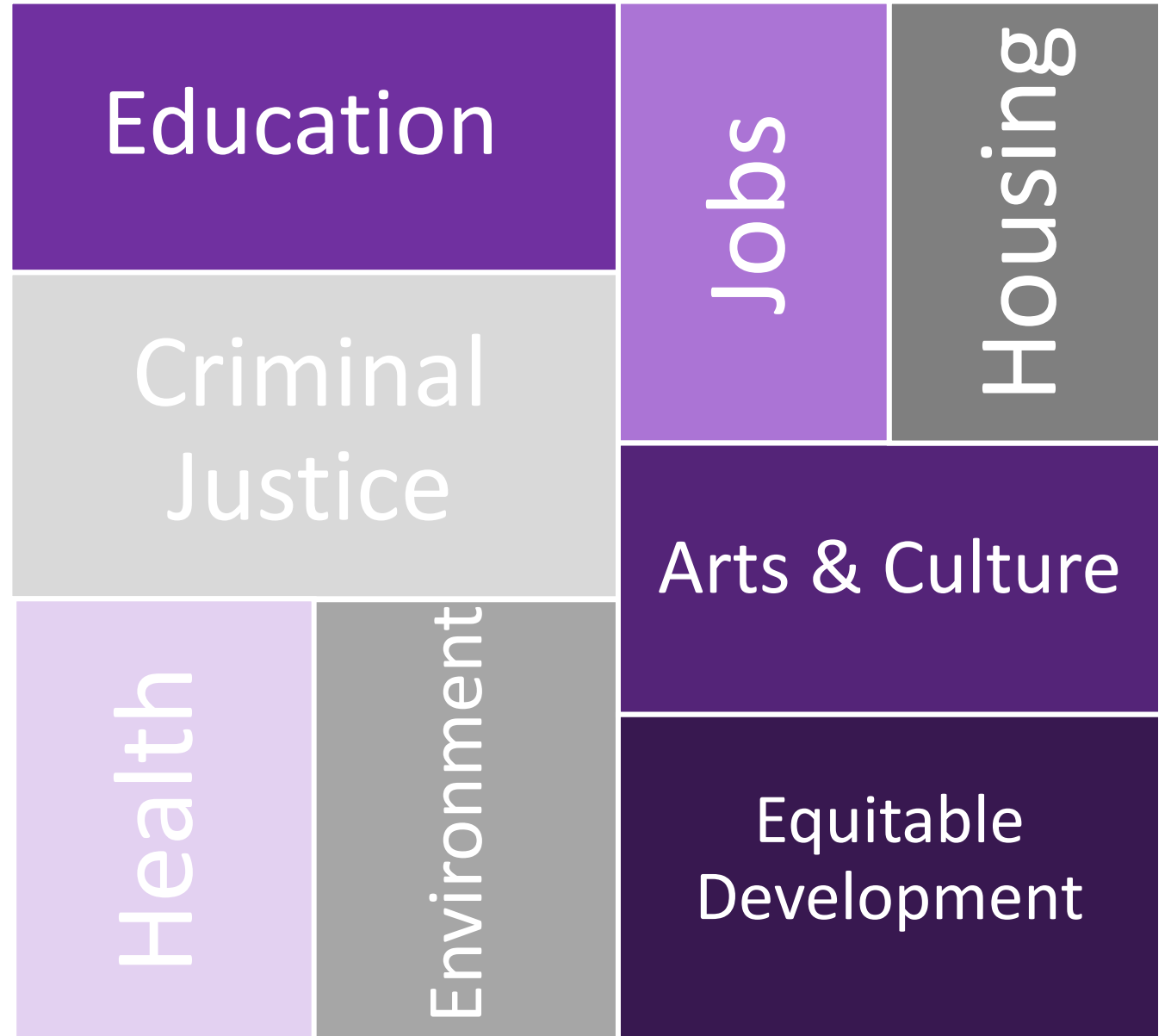
ACCESS to SAME
OPPORTUNITIES


We must first ensure equity

Equality?
Equity?
What's The
Difference?



Inequity in the United States





For equity to exist in our data-informed work, we ask ourselves the following questions at each decision point:

Who are we? Who are we becoming?

What are we doing?

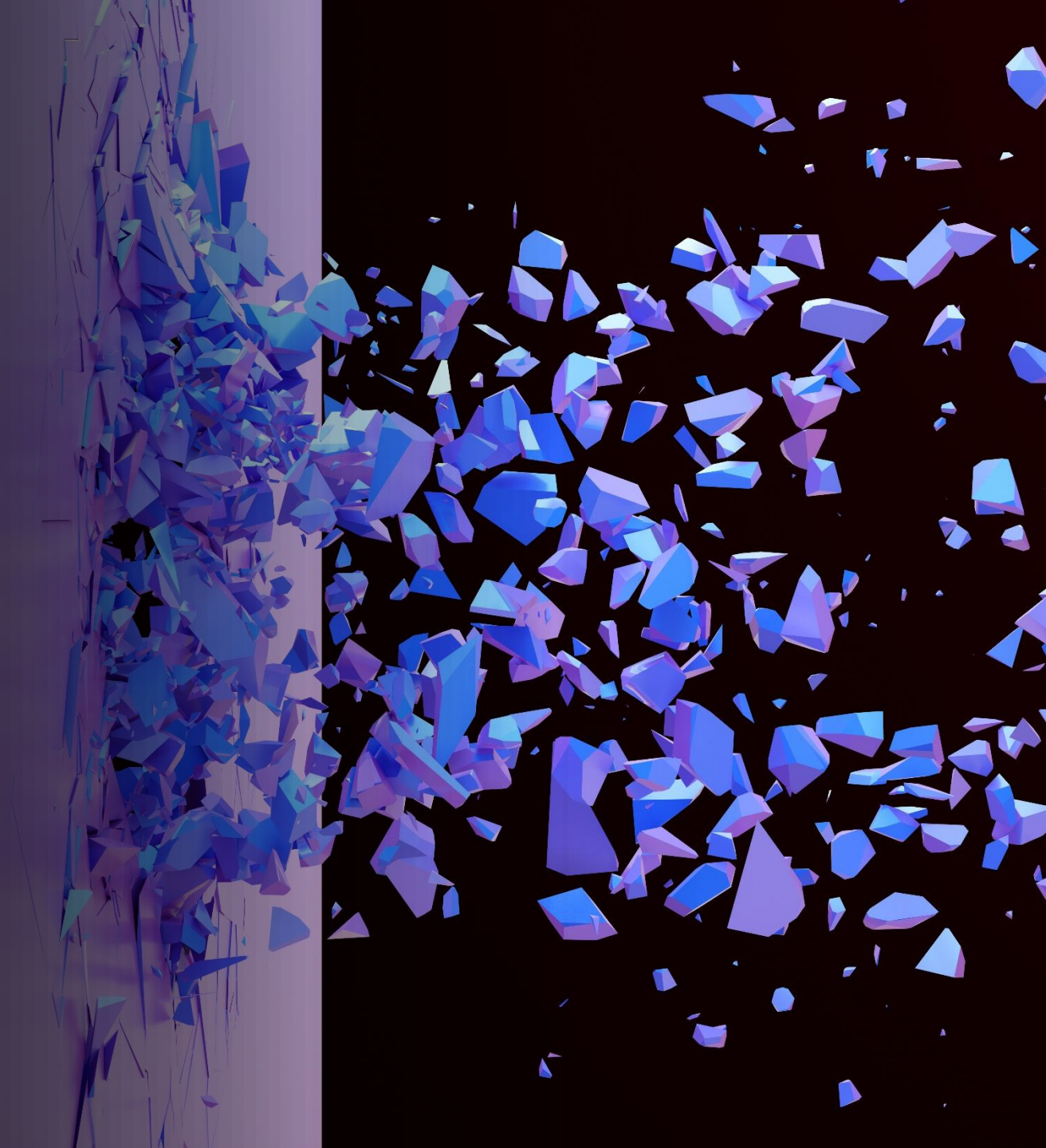
Why are we doing it?

Who benefits/is impacted?

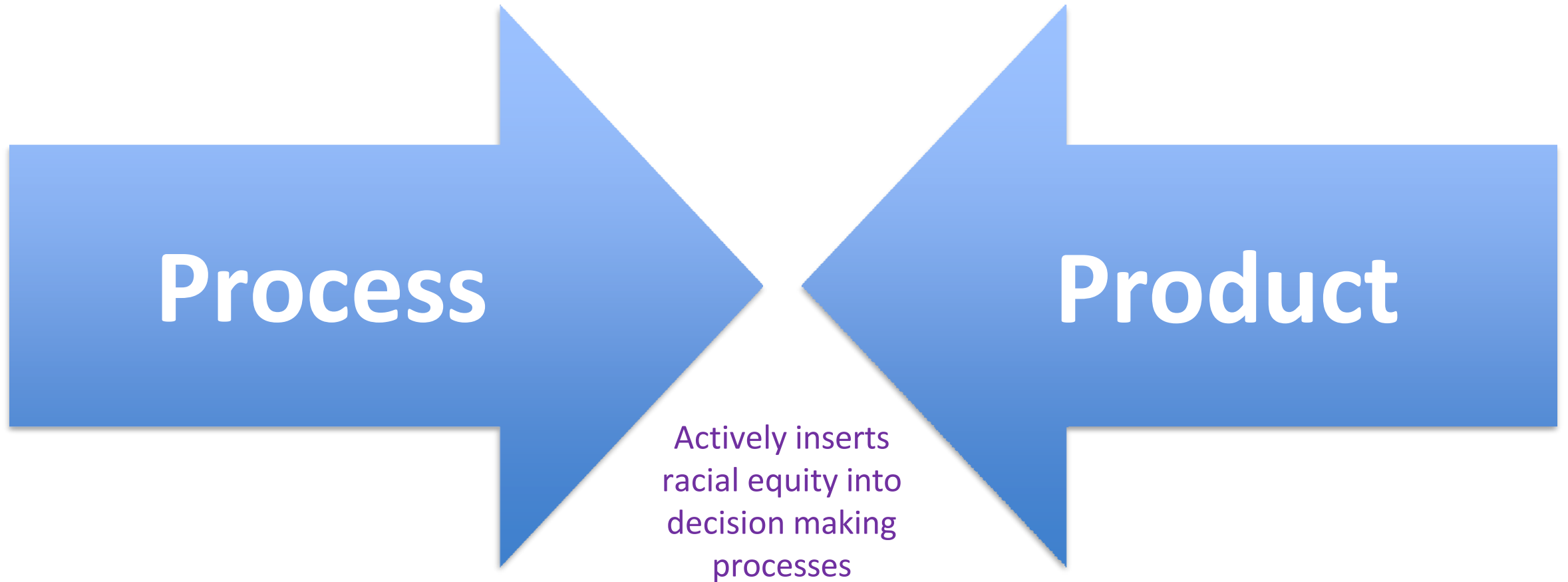




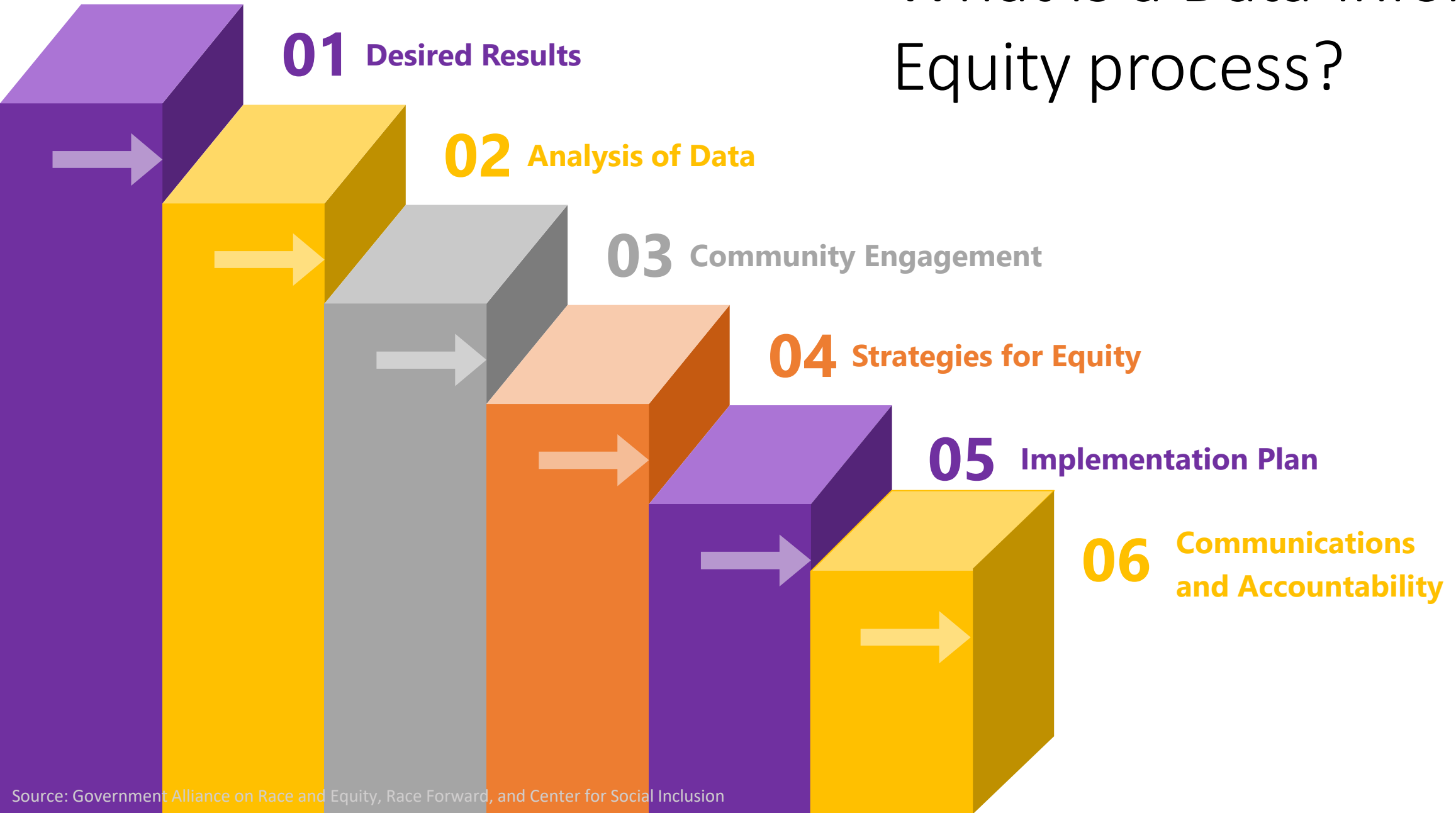
Using Data to Break through Barriers




What is a Racial Equity Tool?



What is a Data-Informed Equity process?





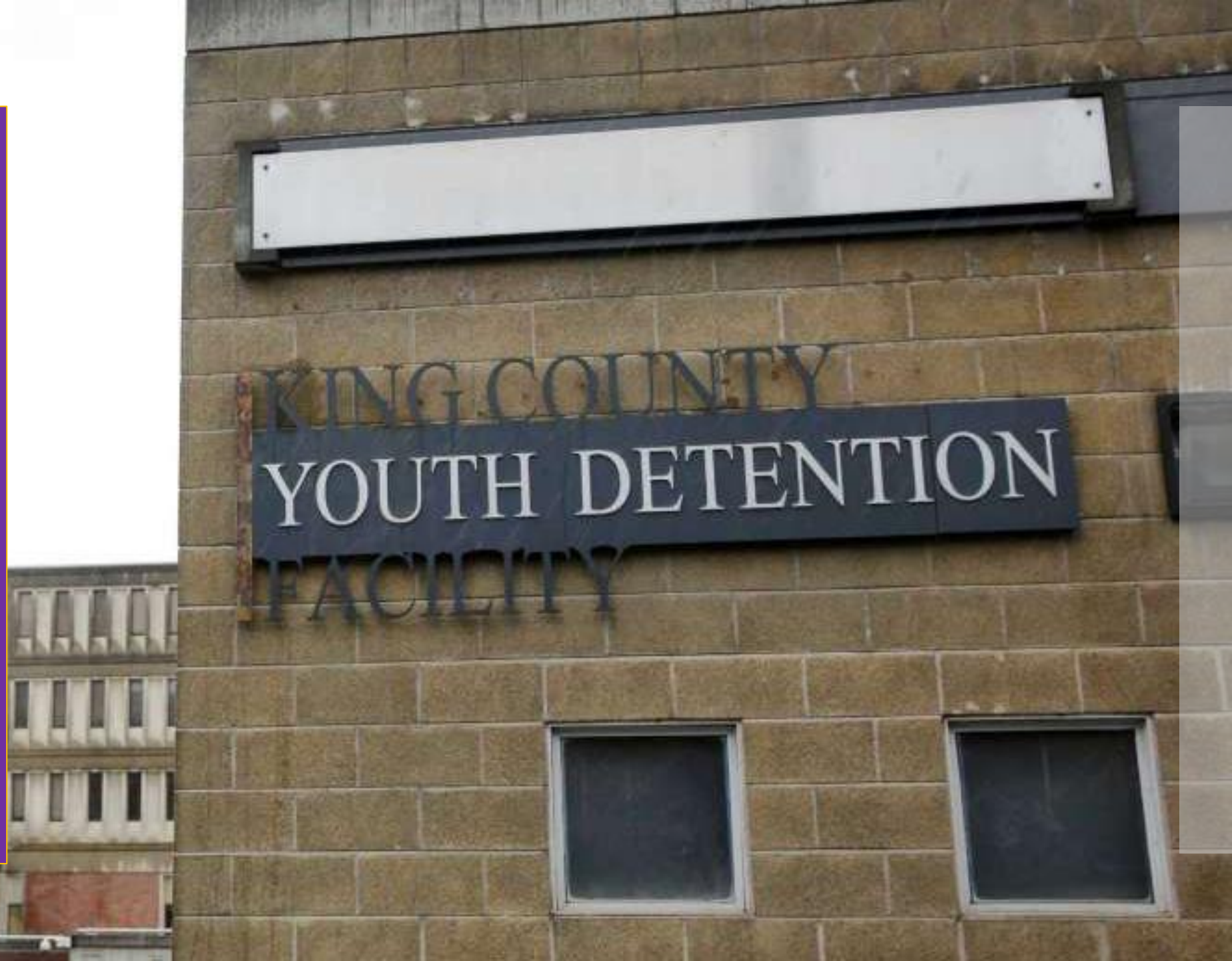
Three additional questions to ask when implementing the process:

What are the **equity impacts** of this particular decision /policy/ etc.?

Who will **benefit or be burdened** by the particular decision/policy/etc.?

Are there **unintended consequences**?

- Court appearance “no shows” were resulting in youth getting deeper in trouble
- First attempt to address (without an Equity Tool) – sent reminder letters in the mail
- **Overall result successful** – increased court appearances!
- **However**, – racial disproportionality increased – it was a strategy that didn’t work as well for youth of color.

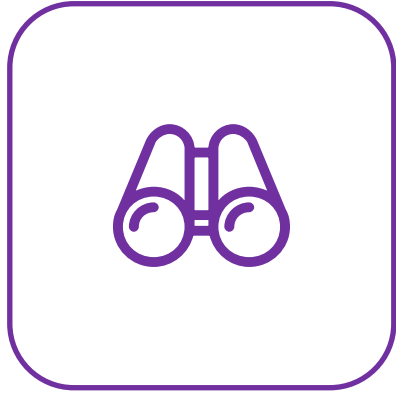


- Went back to the drawing board and used a Data-Informed Equity Tool
- Youth engagement – no one identified a letter in the mail. New strategies included reminder texts and transit assistance.
- **Overall result** – court appearances increased even further
- **Racial Equity Result** – decreased racial disproportionality

A photograph of the exterior of a brick building. A large, dark sign with white lettering reads "KING COUNTY YOUTH DETENTION FACILITY". Above the sign is a long, horizontal, rectangular light fixture. Below the sign are two small, square windows with white frames. The building is constructed of light-colored bricks.

KING COUNTY
YOUTH DETENTION
FACILITY

Deconstructing Data-Informed Practices



Interrogate **Difference**

Different children and families need different things. Our agencies can become “known” for how we respond to the unique needs of each child and their family.



Do Your **Homework**

Research best and promising practices. But also research through the lens of difference understanding that different practices may be needed across contexts and cultures.



Tell Your **Story**

Communicate open and honestly what has worked and what doesn't to foster greater trust and transparency to your internal team and external stakeholders.

Data-Informed Equity Practices

In what ways will today's conversation help or hinder your ability to respond to disproportionality in our child serving data?



Stop, Continue, Start

In “light” of today’s conversation
what might you...

- **Stop** Doing?
- **Continue** Doing?
- **Start** Doing?



thank you.