

## **Report to the Legislature**

# **Racial Disproportionality and Disparity in Washington State**

RCW 74.13.096(6)  
Chapter 465, Laws of 2007, Section 3

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[Committee Member Profiles](#)

## Introduction

As required by the Washington State Legislature in SHB 1472, this is the seventh annual update, regarding the efforts of the Department of Social and Health Services to remediate racial disproportionality in the Washington state child welfare system.

This report describes and reflects the thoughtful work of a network of DSHS leaders, staff, tribes, stakeholders, state partners and DSHS Children's Administration philanthropic partners, such as Casey Family Programs, to reduce disparate outcomes for children of color in the child welfare system.

Racial disproportionality is defined as the overrepresentation of children of color in the child welfare system compared to their numbers in the general population in Washington state. Across the country, children of color enter and remain in the child welfare system at rates greater than their proportions in the population. Racial disparity in the child welfare system refers to the treatment and services provided to children of color compared to White children. Nationally, children of color in the child welfare system do not have equitable access to culturally appropriate services and supports delivered by culturally competent and sensitive staff and service providers.

The results of a 2008 study conducted by the Washington State Institute for Public Policy found racial disproportionality exists for Native American, Black<sup>1</sup> and Hispanic children in the Washington state child welfare system. In response to these findings, the Washington State Racial Disproportionality Advisory Committee (WSRDAC) developed recommendations for remediation and Children's Administration began work to implement them.

In 2015, DSHS continued to address ways to safely reduce racial disproportionality. DSHS administrations convened staff trainings and workshops to educate and help staff address racial disproportionality and disparity more directly at an organizational level.

That work will continue into 2016 and beyond with the Washington State Racial Disproportionality Advisory Committee playing a critical advisory role.

Accomplishments this year include:

- In November of 2014, CA Leadership approved the Racial Disproportionality Strategic Plan to be implemented within Children's Administration. CA Leadership suggested the name to include "Racial Equity." Therefore the name was changed to, "Racial Equity Strategic Plan: To Eliminate Racial Disproportionality 2014 – 2016."

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<sup>1</sup> We use the term Black in this report to be inclusive of all African populations around the world, which include Sub-equatorial African, African American, Afro-Caribbean, Afro-Latin American and Black Canadian.

As part of the Racial Disproportionality Strategic Plan and the Washington State Racial Disproportionality Advisory Committee Remediation Plan, the following progress was made this year.

- CA adopted the use of the Racial Equity Analysis (REA) Tool in January 2015. Program managers were trained and have been using the tool during Legislative session as they analyze bills. The tool is designed to help program managers identify possible impacts on minority ethnicities.
- The majority of CA staff have been trained in the Prejudice Reduction Workshop Training, formerly known as Building Bridges. The mandate was all CA staff must attend and complete this training. A culturally competent training to be provided for CA staff was one of the initiatives of the remediation plan from the Washington State Racial Disproportionality Advisory Committee. This training is from the National Coalition Building Institute, which provides support and consultation to CA regarding the training.
- A new training was introduced to CA Supervisors/Administrators as a pilot training at the end of summer entitled: Racial Micro aggressions: Developing Cross Cultural Communication Skills. CA Disproportionality Program and the Alliance for Child Welfare Excellence (Alliance) collaborated with an outside facilitator to present this training. CA is currently in discussions with the Alliance to develop a schedule to offer micro-aggression training statewide.
- Disproportionality data continues to play an integral part in strategizing how to reduce disproportionality. The Disproportionality Program Manager and Regional Quality Assurance staff have been meeting with the CA Data and Reporting Unit to discuss and begin developing consistent disproportionality data reports to be produced statewide. While making some progress, this work must continue to solidify consistent disproportionality data reports.
- The Washington State Racial Disproportionality Advisory Committee (WSRDAC) continues to measure how the work CA is doing is reducing disproportionality. The CA Regional Disproportionality Leads and Regional Administrators report to WSRDAC on four data measures: recruitment & retention of caregivers of color, permanency – long-term foster/relative agreements, documentation of race & ethnicity, and tribal affiliation, and staff completion of Prejudice Reduction Workshop Training.

Additionally, the CA Strategic Plan includes the goal of reducing the number of children of color in care for two years or more. The Disproportionality Program Manager and the Continuous Quality Improvement staff met to develop a SMART action plan to address how to meet this goal. This action plan is also a part of the federal Child and Family Service Plan. As new programs, practices and policies continue to emerge we must always work to have a “disproportionality lens” on all CA plans and does.

## Measuring Progress

### Summary & Status:

The Department of Social and Health Services (DSHS) Children’s Administration (CA) monitors the progress and impact of implementation of the remediation plan. This seventh report to the legislature highlights changes in disproportionality rates from 2006 - 2014.

The table below lists each remediation activity and its current status, including the four supplemental remediation initiatives whose efforts began in 2012.

As used in the chart, “completed,” means the initiative has been developed and is being implemented. It does not mean implementation is completed because implementation is often a multi-year process.

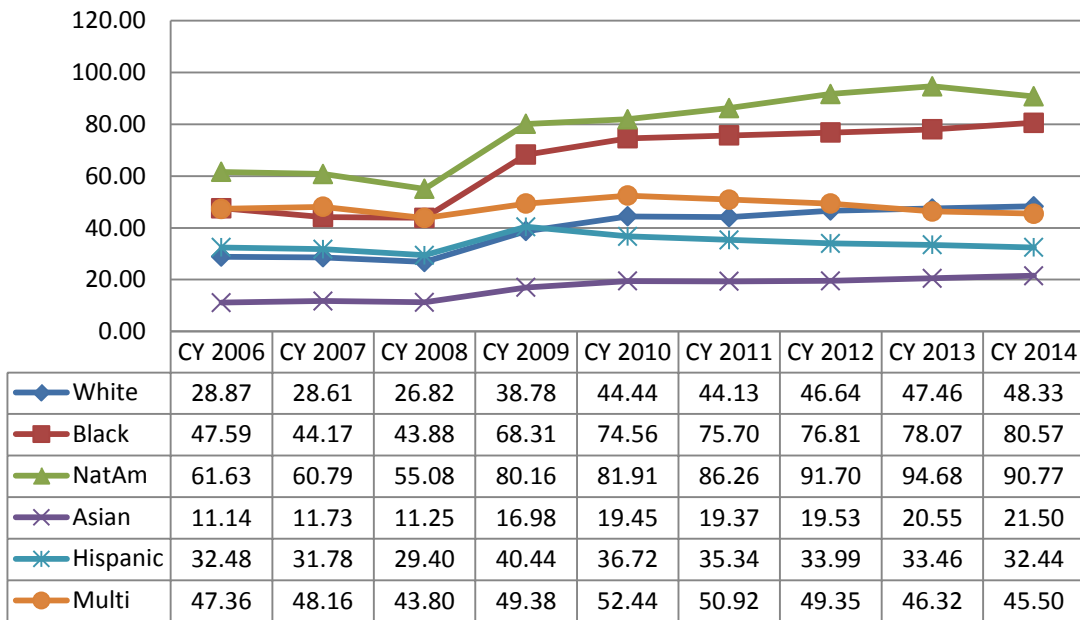
### Status of Remediation Initiatives

<b>REMEDIATION INITIATIVES</b> <i>These activities are expected to decrease disproportionality.</i>	<b>Completed</b>	<b>Ongoing</b>	<b>Eliminated</b>
Evaluate Structured Decision Making (SDM®)	X		
Evaluate Family Team Decision Making (FTDM)	X		
Implement Kinship Care Policies	X		
Maintain Compliance with Indian Child Welfare Act (ICWA)		X	
Enactment of a Washington State Indian Child Welfare Act	X		
Implement Cultural Competency and Anti-Racism Training (incorporated into supplemental initiative on training)	X		
Implement Council on Accreditation Caseload Standards			X
Implement Mandated Reporter Training	X		
Conduct Assessment of Children’s Administration		X	
Implement a Racial Equity Impact Analysis Tool	X		
Explore Implementation of In-Home, Community Based Services		X	
<b>SUPPLEMENTAL REMEDIATION INITIATIVES</b>			
Increased Recruitment and Licensing of Children of Color		X	
Increased Documentation of Racial, Ethnic and Tribal Affiliation Data in FamLink		X	
Elimination of the Use of Long-term Foster Care for Children of Color 12 years of age or older		X	
Make Disproportionality Awareness Training Mandatory for Children’s Administration Staff	X		

In 2011, Children’s Administration modified the performance metrics used to measure changes in racial disproportionality. CA continues to measure trends in key decision points and measures that relate to the types and stability of out-of-home placements.

CA began collecting information in 2009 on intakes screened in for investigation and those screened out by race. Including the screened out intakes affects the number and disproportionality of total intakes from 2009 forward. Figure 1 shows the effects of including these intakes. Intake rates for all racial groups except Hispanic children have increased from 2009, when we began to implement strategies to reduce disproportionality in the child welfare system, to 2014.

**Figure 1. Rates per Thousand, of Children Identified in any Intake**



Source: FamLink Data Warehouse

**Changes to Disproportionality Index After Referral (DIAR)**

The DIAR is the ratio of a racial/ethnic group compared to Whites, which controls for disproportionality at the referral stage. FamLink, CA’s data system, changed the term “referral” to “intake.” Therefore, the statistic used in this report is the Disproportionality Index After Intake (DIAI). The DIAI measures any increase in disproportionality after a CPS intake. The meaning of the statistic is the same as in previous reports; values greater than one (1.0) indicate disproportionality; values less than one (1.0) indicate underrepresentation.

**Racial Groups**

Beginning with the January 2012 report, for measures based on children in CA care, we separated the multiracial group into three categories: Multiracial Native American, Multiracial Black and Multiracial Other. When we separate the multiracial category into these subcategories for children in care, the results show different

rates of disproportionality for these three groups. These additional multiracial categories are used for performance measures based on the child welfare population. However, we cannot calculate these new race categories for measures that use the state population estimates so for those measures we used the original multiracial category (Figures 1, 2, and 3).

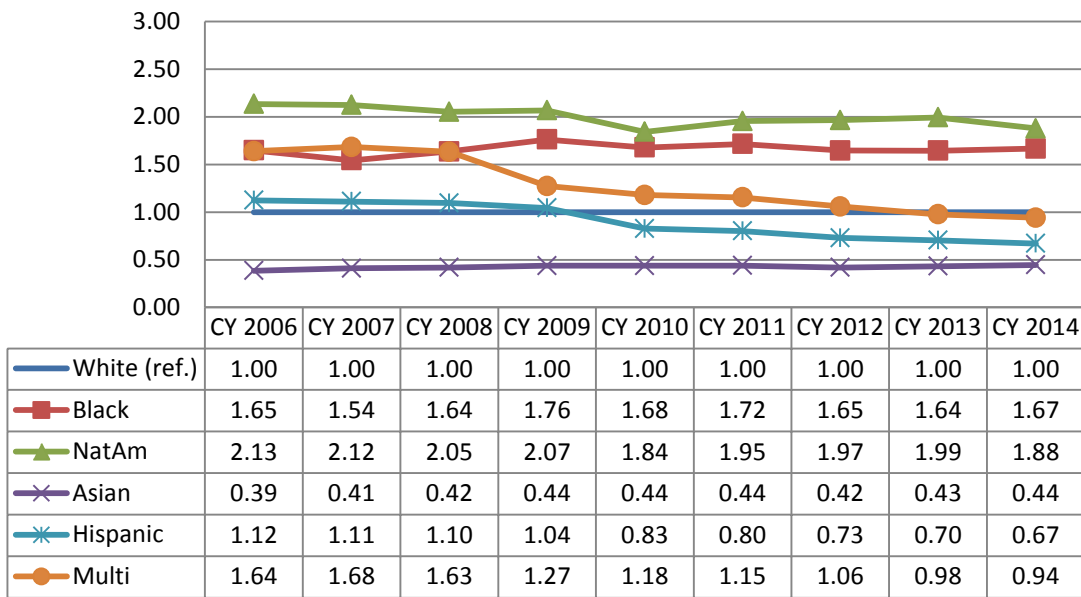
**Results**

Overall, the results are promising for current efforts to reduce disproportionality in the child welfare system. Since 2009, when we began our efforts to reduce racial disproportionality, the rate of disproportionality in intakes has decreased for all, except for multiracial children, even though the overall number of intakes has increased. Stability in placement has increased for most groups.

**Detailed Findings**

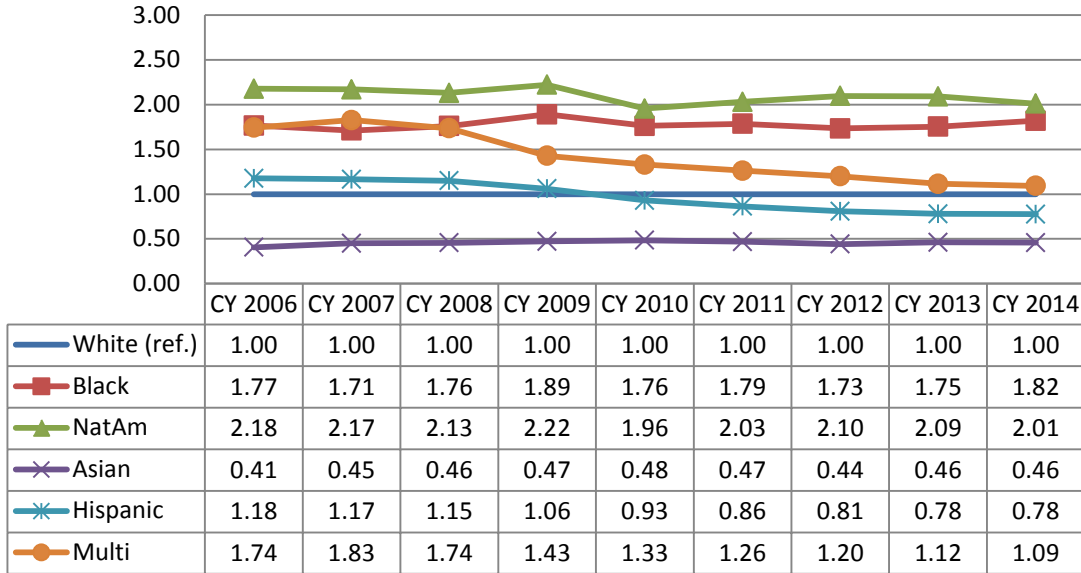
Racial disproportionality in all intakes (Figure 2) and screened in intakes (Figure 3) decreased from 2009 to 2014 when we began implementing strategies to reduce disproportionality for all groups except multiracial children.

**Figure 2. DI of All Intakes (Screened Out or Screened-In)**



Source: FamLink Data Warehouse

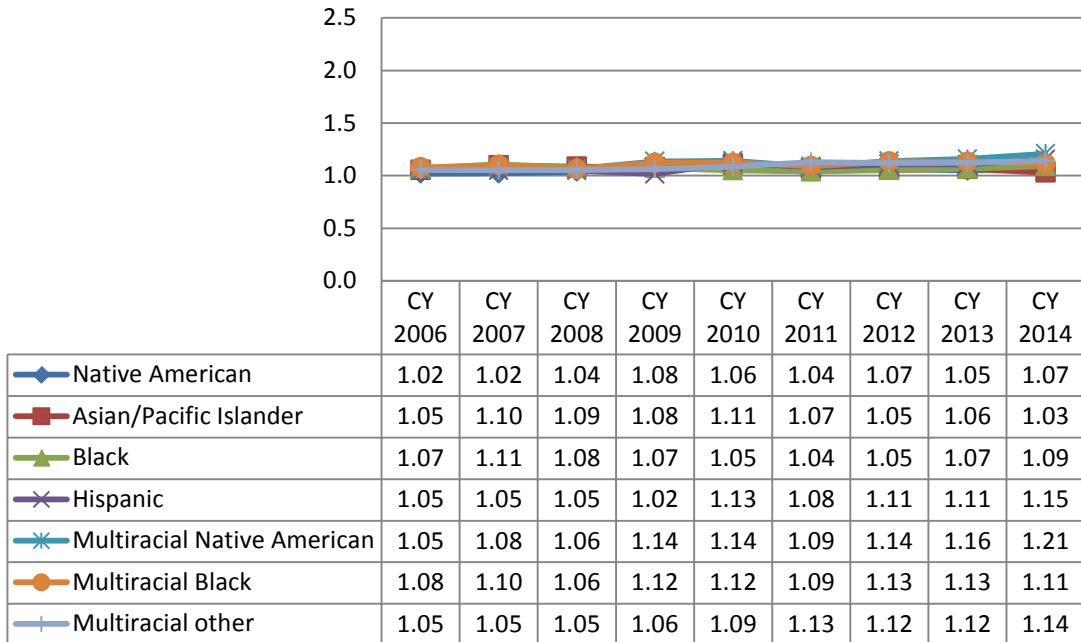
**Figure 3. DI of Intakes (Screened-In)**



Source: FamLink Data Warehouse

For screened in intakes, there is very little disproportionality for any racial group. This finding has been consistent since CY 2006. (Figure 4)

**Figure 4. State Trends, DI of Children in Screened-In CPS Intakes**

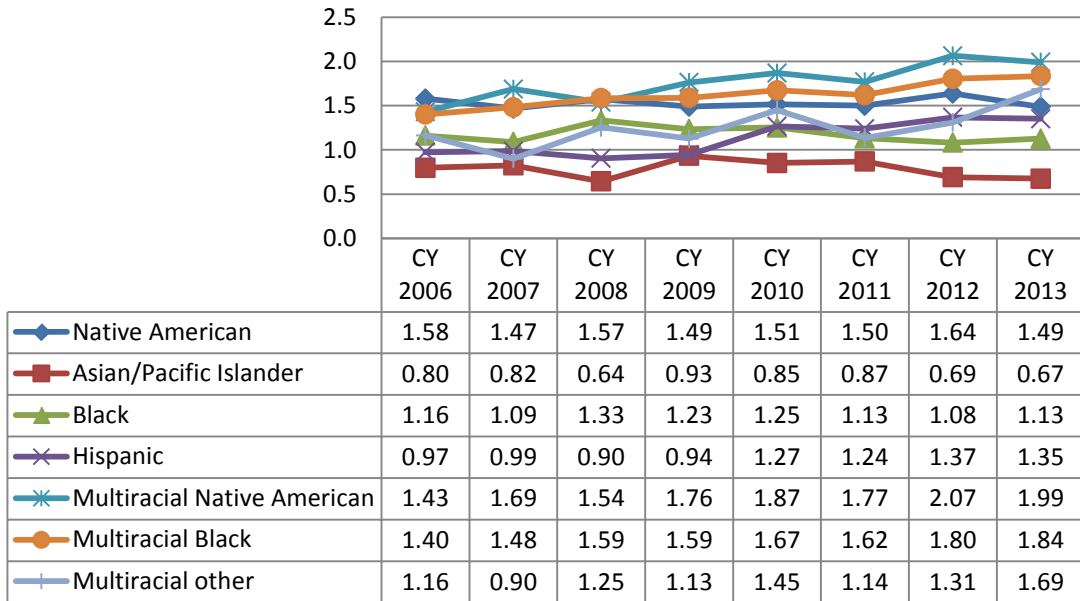


Source: FamLink Data Warehouse



Disproportionality in placement within 12 months of CPS intake from 2009 to 2013 decreased for Asian and Black children and increased for Hispanic, Multiracial Native American, Multiracial Black and Multiracial other children. (Figure 5)

**Figure 5. DIAI of Children Entering Placement within 12 Months of CPS Intake**



Source: FamLink Data Warehouse

For children in care over 2 years, disproportionality decreased from 2009 to 2014 for Native American, Asian and Black children and increased for Hispanic, Multiracial Native American, Multiracial Black and Multiracial other children. (Figure 6)

**Figure 6. DIAI: Children In Care for more than 2 Years**

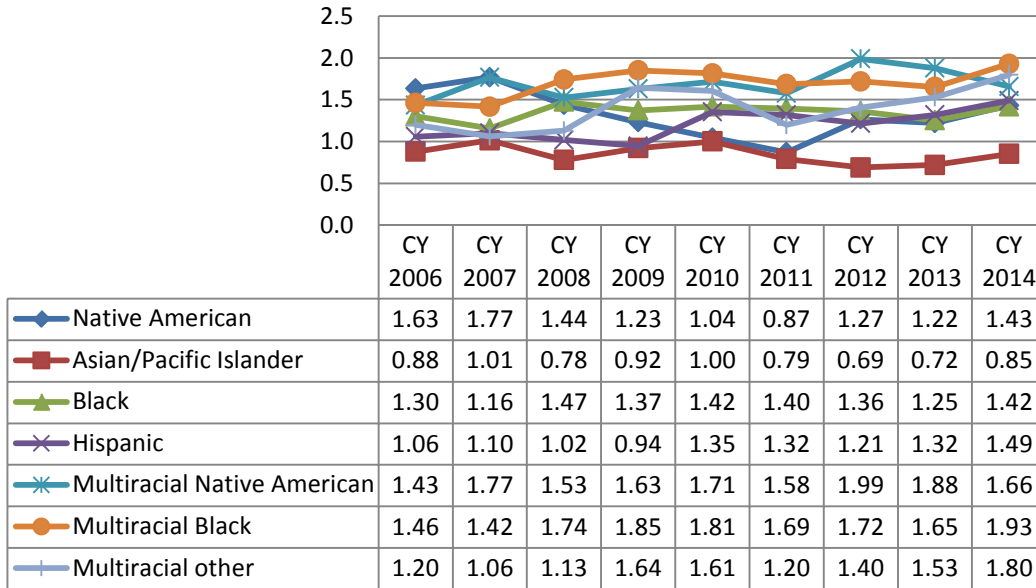


Source: FamLink Data Warehouse

## Placement Measures

From 2009 to 2014, White children were more likely to be placed with relatives during initial placement than other groups with the exception of Asian Children. (Figure 7)

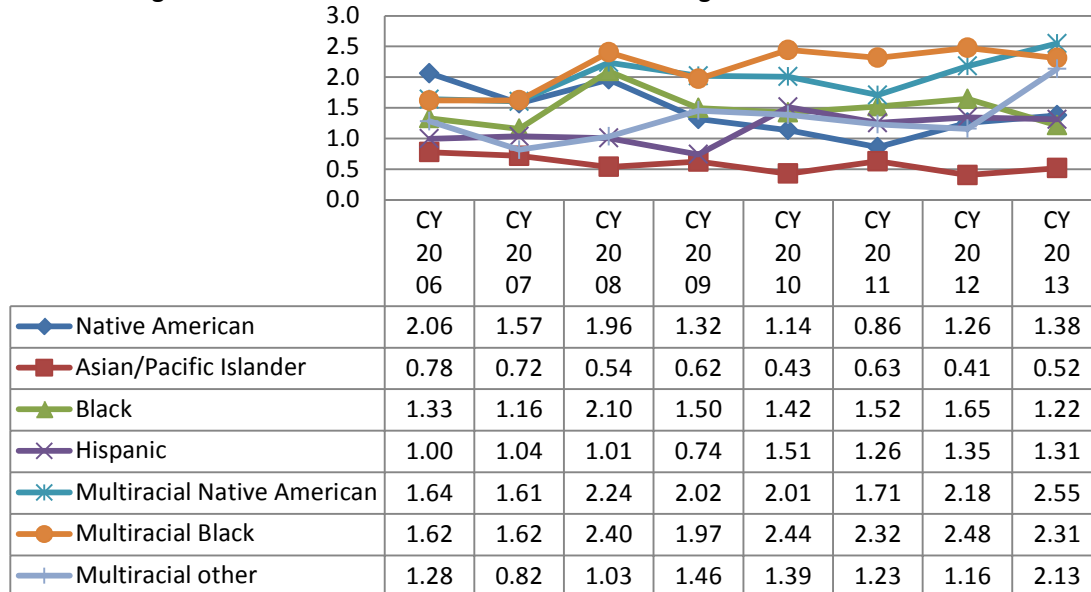
**Figure 7. DIAI: Children Not Initially Placed with Relatives**



Source: FamLink Data Warehouse

From 2009 to 2013, disproportionality in placement stability during the first 12 months of placement increased for all except Black and Asian children. (Figure 8)

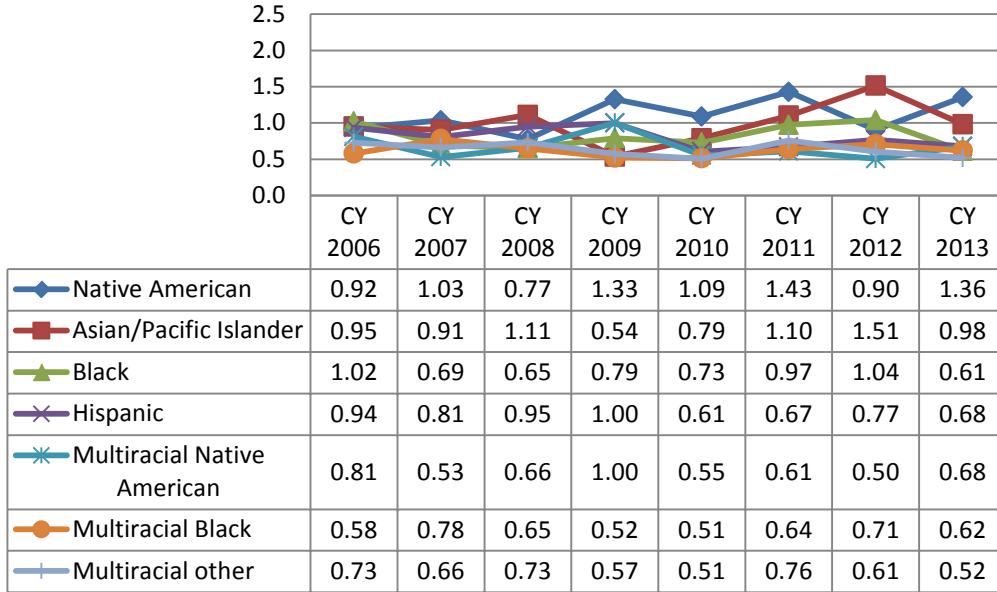
**Figure 8. DIAI: Children Moved twice or more during first 12 months of Placement**



Source: FamLink Data Warehouse

From 2009 to 2013, Native American children were more likely than\* White children to be reunited within 12 months of placement. Children in all other groups were reunified at rates slightly below those of White children.\* (Figure 9)

**Figure 9. DIAI: Children Reunified within 12 Months of Placement**

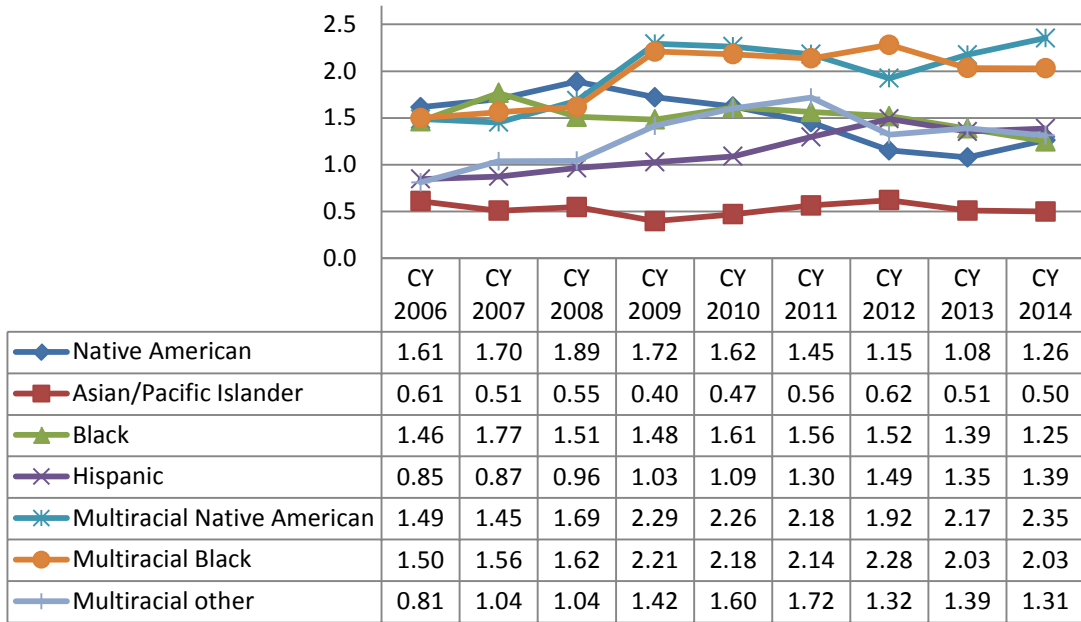


*\*For this indicator, values above 1 are positive, indicating that children are more likely to be reunified within 12 months*

Source: FamLink Data Warehouse

From 2009 to 2014, when in care two years or more, Multiracial Native American and Multiracial Black children were more than two times more likely than White children to have moved within the last year. Disproportionality has decreased for all except Asian, Hispanic and Multiracial Native American children. (Figure 10)

**Figure 10. Ongoing (In)stability: Children in long-term care who moved within last 12 months**



Source: FamLink Data Warehouse

## Recommendation A: Compliance with Indian Child Welfare Act

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“DSHS should comply with ICWA. The Indian Child Welfare Case Review Model developed in collaboration with Tribal partners and the Indian Policy Advisory Committee (IPAC) should be the anchor for an enhanced ICW quality improvement/compliance measurement system.”

### Status:

In 2015, the following activities occurred:

- The statewide ICW case review occurred in late summer 2015 and CA expects a written report to be available in early 2016. A written report will be completed and provided to tribes, Recognized American Indian Organizations (RAIO) and external stakeholders which summarizes the results from each region and the state as a whole. The information will also be presented to the Children's Administration Indian Policy Advisory Subcommittee and to the CA leadership team.
- CA partnered with Casey Family Programs (Casey) to host the third annual Local Indian Child Welfare Advisory Committee member recognition event. This event brought together volunteer members from across the state to discuss the work they do in helping CA staff develop case plans for Native American children.
- CA continues to coordinate with the Alliance and tribes to build on the Regional Core Trainings given to new workers that address ICWA and ICW in general. The Alliance has contracted with the National Indian Child Welfare Association (NICWA) to provide advanced ICWA training to supervisors and area administrators.
- The Alliance hired a dedicated FTE to provide Indian Child Welfare Education and Training. The position works with CA and tribes to develop, maintain and deliver ICW training competencies and curriculum for direct line social workers, supervisors at CA and tribal social workers.
- The Alliance is recruiting tribal social workers into social work education programs, developing agreements with tribes for graduates to return to work after graduation and tracking this information over time.
- CA continues to coordinate with tribes to update the Memorandums of Understanding (MOU).
- CA reviewed and corrected data in FamLink on cases with a pending status related to membership inquiry. Cleanup of the data allows CA to more accurately identify children who are a member, or the biological child of a member and eligible for membership and that the Indian Child Welfare Act applies.

- In 2014, CA created a centralized unit to conduct membership inquiry and tribal affiliation of children involved in our system. The focus of the centralized unit is to implement a consistent statewide process to improve compliance, efficiency and permanency. Dedicated staff have built strong working relationships with area administrators, ICW social service specialists and supervisors, LICWAC facilitators, Program and Policy staff and tribes to create a system which meets federal and state requirements.

**Timeline:**

In 2016, CA will continue to follow the Continuous Quality Improvement (CQI) Plan for Indian Child Welfare. The CQI Plan focuses on the three following goals:

- Increase identification of native children
- Increase notification of intakes to tribes
- Increase the number of cases with active family engagement efforts

## **Recommendation B: Assessment of Children’s Administration**

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“CA, its service providers, and child placing agencies should assess their organizational cultural competency and commitment to the elimination of racial disproportionality for children of color. The National Association of Public Child Welfare Administrators (NAPCWA) Disproportionality Diagnostic Tool should be used to conduct the assessments. This tool is used to evaluate social, systemic, and individual factors that may be contributing to disparate treatment of children of color in the child welfare system.”

### **Status:**

In January 2012, Children’s Administration (CA) released the results of the NAPCWA assessment that was distributed to all CA staff, the WSRDAC and the Children, Youth, and Family Services Advisory Committee. A prominent theme was the disparity between how CA management staff viewed efforts to reduce racial disproportionality compared with field staff. The findings showed that management staff had the most knowledge about racial disproportionality efforts in the administration, followed by program managers, social work supervisors, social workers and finally administrative, clerical and other non-social work staff who had the least knowledge.

The NAPCWA survey was administered again to all CA staff in early 2013 to determine if regional staff had increased their knowledge of, and the administration’s efforts to, reduce racial disproportionality. This survey had a very low response rate; therefore, CA is wary of comparing these responses to the earlier survey.

When reviewing the results of both surveys, there does not appear to be a significant change in CA staff’s awareness of disproportionality nor of their use of a disproportionality lens in their social work practice. Despite the low response rate, it is clear that we need to continue to educate and train our staff about disproportionality – specifically, supervisors and social workers who provide direct service to clients. In addition, we should ensure that staff understand how their actions both negatively and positively impact disproportionality.

The CA Leadership team, after reviewing the survey results, asked the Disproportionality Program Manager about other possible surveys to conduct. The WSRDAC and the Disproportionality Program Manager will research other surveys to use in order to establish a new cultural competency and disproportionality knowledge baseline for CA staff. Once a new baseline is established, subsequent surveys will be conducted to measure the individual, social and systemic factors affecting disproportionality.

**Timeline:**

The targeted date for initiating a new disproportionality assessment/survey has been extended to CY 2016/2017.



## **Recommendation C: Implement a Racial Equity Impact Analysis Tool**

Recommendation from the Washington State Racial Disproportionality Advisory Committee Remediation Plan, dated December 2008:

“DSHS, Office of Superintendent of Public Instruction (OSPI), relevant legislative committees and staff, relevant judicial committees and staff should use this tool to review all policies and practices. The policy staff of legislative, judicial, and executive branch agencies, including DSHS, should be trained in the use of a tool that assesses the racial disproportionality impact of legislation, administrative policies, practices and procedures. These agencies should be required to apply the tool. The Applied Research Center has developed an analysis tool that is currently used in the child welfare system in Ramsey County, Minnesota.”

### **Status:**

Early in 2013, WSRDAC formed a subcommittee of CA staff and community members to develop a Race Equity Analysis (REA) Tool to help assess whether policy, programs or practice are negatively impacting disproportionality. After studying and reviewing four different analysis tools, the subcommittee developed and presented a draft tool at the WSRDAC 2013 Disproportionality Annual Workshop.

The subcommittee acted upon the recommendation from WSRDAC to test the tool, invite our partners and stakeholders to participate and report back to the committee. As a result of testing the tool, the subcommittee received feedback to clarify how to use the tool and found the tool to be effective in testing the policy. In early 2014, WSRDAC presented the REA Tool to the CA Leadership Team who approved the use of the REA Tool to assess all new policies, budgets, practices and procedures.

A training and implementation plan is being developed for CA staff. To explain why the REA tool is needed, the Disproportionality Program Manager provided a series of three trainings to Program and Policy staff examining race, power and privilege through the history of the U.S., focusing on the underlying causes of racial disparities.

This year, the Disproportionality Program Manager, the Alliance and CA staff began working together to provide training to CA staff regarding the use the REA Tool. In the 2015 legislative session, CA staff used the REA Tool in their bill analysis work. The next goal is to implement the REA Tool in the development of new policies once more training has been completed.

### **Timeline:**

CA staff will use the REA Tool to assess new bills for the CY2016 legislative session and also use the tool for policy development.

## **Recommendation D: Increased Recruitment and Licensing of Foster Caregivers of Color**

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“The Department of Social and Health Services (DSHS) Children’s Administration (CA) should increase the number of Native American caregivers, caregivers of African descent, and mixed race caregivers by 10% by January 2013 through evidence informed, culturally focused recruitment and licensing efforts. To support this endeavor, DSHS CA should ensure that by January 2013 all recruitment and licensing materials, along with training tools are culturally appropriate and mirror the language of the potential caregivers.”

### **Status:**

In 2014, Children’s Administration (CA) began work on a new Request for Proposals (RFP) for foster parent recruitment and retention services with the current contract ending on June 30, 2015. CA determined a statewide approach to foster parent recruitment was no longer the model that met the needs of the agency. The new RFP was built in conjunction with regional staff utilizing a workgroup that also included a representative from CA’s disproportionality committee. Regional recruitment contractors were sought through this RFP to provide recruitment and retention services in each regional area. Oral presentations were conducted for the top two bidders in each region. Community partners representing the African-American, Hispanic, Tribal, Lesbian, Gay, Bi-sexual and Transgender, foster care alumni youth from Passion to Action, foster parents and CA regional staff were invited to submit questions for the oral interview and attend the presentations. Successful bidders identified were Eastern Washington University for Region 1 North and South and Olive Crest for Regions 2 North and South and 3 North and South. Contracts were signed for both agencies the beginning of July 2015 and will run for two years.

Spanish radio broadcasts continued in CY 2015 in partnership with the efforts of Olive Crest, Children’s Administration, Northwest Resources, the Commission on Hispanic Affairs and local staff from the Division of Licensed Resources (DLR). Thirty-minute radio programs are developed and broadcast live from Wenatchee to provide basic information to the Spanish speaking audience on the need for Hispanic foster families across the state. A broadcast in November featured a Spanish speaking foster mother who tells her story of how she and her husband hesitated when informed of the licensing process. Once they became involved, they found the system easier to navigate than expected and the staff helpful and supportive. CA continues to experience increased inquiries about foster care from Spanish speaking families. Families who inquire are supported by Olive Crest liaisons, Northwest Resources Associates staff and Spanish speaking DLR staff as they begin training to become foster parents. Interpreters for training and licensure are obtained if

needed. This program will continue into CY 2015. CA's contract for the foster care State Recruitment Information Center (database) has been re-procured; Northwest Resource Associates was announced as the apparently successful bidder. The RFP and pending contracts require greater responsiveness to Spanish speaking prospective foster parents, as well as prospective caregivers who are deaf and hard of hearing. Documents for mono-lingual Spanish speaking families have been updated and placed in the caregiver placement packet to help meet the needs of this population. Translated foster parent forms in multiple languages can be found at: <https://www.dshs.wa.gov/ca/foster-parenting/important-forms-caregivers>.

FamLink data continues to show small increases in newly licensed Native American, African-American and Hispanic families in various areas across the state. Small increases in foster parents who are deaf and hard of hearing have also been noted after statewide recruitment efforts.

Performance measurements have been changed for the new foster parent recruitment and retention contracts and data is not yet available. Retention of foster families of all backgrounds continues to remain a priority focus. Many foster parents are being licensed as foster-adopt families. They maintain their license for shorter periods of time to care for a specific child or ultimately to become the permanent home for the child through adoption or guardianship. It is always a success when a child finds a permanent family. However, frequently these successful placements result in the family's request to close their foster care license.

## **Recommendation E: Increased Documentation of Racial, Ethnic, and Tribal Affiliation Data in FamLink**

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“DSHS CA should increase documentation of the ethnic and racial background and tribal affiliation of the children and families it serves as well as the caregivers and service providers it uses by 10% by January 2013. This ethnic, racial, and tribal data should be entered, confirmed and/or documented in FamLink and other appropriate information systems and databases throughout the life of a case.

DSHS CA should develop and implement a process to ensure that the tribal affiliation of each child served by CA is identified and documented in FamLink.”

### **Status:**

All three CA regions continue efforts to pull racial and ethnicity data monthly which are sent to local offices for clean-up. A centralized unit was also implemented with the responsibility to conduct all initial inquiries to federally recognized tribes to confirm if a child is a member or the biological child of a member and eligible for membership. The unit processes over 1,200 letters to tribes each month for all of Children’s Administration. When replies are received the unit inputs these data to FamLink and returns responses to the CA caseworker. In addition, CA reviewed and corrected data in FamLink on cases with a pending status related to membership inquiry. Implementation of the centralized unit and clean-up of the data allows CA to more accurately identify children who are a member, or the biological child of a member and eligible for membership for whom the Indian Child Welfare Act applies.

### **Timeline:**

CA Disproportionality and Data Management staff will continue to work to improve the documentation of Hispanic ethnicity in CY 2015. CA will have statewide data to continue tracking the documentation of ethnicity, racial background and tribal affiliation and will keep WSRDAC abreast of this information in CY 2015.

## Recommendation F: Elimination of Long-Term Foster Care for children 12+ years

“DSHS CA should eliminate the use of long-term foster care as a permanency goal for children of color age 12 or older (and for all children). In addition, long-term foster care as a permanency goal should be eliminated. In order to assess progress toward this recommendation, current children of color with this permanency plan should be identified and staffed. This will be the baseline discussed at the February 2012 WSRDAC meeting.”

### **Status:**

Children’s Administration (CA) does not favor long-term foster care as a permanent plan. CA has changed policy to reflect long-term foster care as an alternate plan for youth 16 years and older in response to Chapter 270, Laws of 2015 (Senate Bill 5692), amending RCW 13.34.136, and Public Law 113-183 Preventing Sex Trafficking and Strengthening Families Act. CA allows the use of long-term foster care for youth 16 years of age or older when the identified legal permanent plan options of adoption, reunification or guardianship have been ruled out through a shared planning process. Prior to court approval each child’s case must be reviewed and approved by a regional administrator when long-term foster care is the proposed permanent plan. A shared planning process must occur prior to each permanency planning dependency review hearing to rule out the suitability of the legal permanent plan options for the identified youth.

Instead of the permanency roundtables it previously used CA has focused on emphasizing the importance of the Shared Planning meetings in the process of achieving timely permanency. The Shared Planning policy was updated in September 2015 to reflect the changes in Public Law 113-183 and to increase the frequency of permanency planning meetings from every 12 months to every 6 months after the initial permanency planning dependency review hearing. CA Headquarters has created an External Permanency Continuous Quality Improvement (CQI) Team to increase the number of children achieving timely permanency. The team will develop a permanency CQI plan to address racial disparities in the system and other barriers, identify practice improvement and maintain a cross-agency perspective on permanency and permanency goals. Team members include representatives from:

- Children’s Administration
- Office of Public Defense
- Administrative Office of the Courts
- Court Improvement Training Academy
- Office of Civil Legal Aid (Children’s Representation Program)
- Cowlitz Tribe (IPAC)
- Kalispel Tribe (IPAC)
- Casey Family Program
- Attorney General’s Office
- Washington State Court Appointed Special Advocate (CASA)

CA has continued to use the monthly Statewide CFWS/Permanency Leads meetings to examine data on length-of-stay, placement trends, compliance with state and federal laws and other permanency data points regionally and statewide. These meetings are a way to increase communication between the field offices and Headquarters about permanency barriers and successes and identify training needs. In response to identified training needs the Alliance has included the “Supervising for Permanency” as part of the new supervisor training. This training addresses the issues with using long term foster care as a way to achieve permanency and encourages continued assessment of the appropriateness of the legal permanent plan options for the identified youth.

**Timeline:**

Children’s Administration will continue its work of eliminating long-term foster care and will track the results to determine if progress is being made.

## **Recommendation G: Mandatory disproportionality awareness training**

Supplemental Recommendation from the Washington State Racial Disproportionality Advisory Committee, dated October 2011:

“To increase awareness of the issues underpinning overrepresentation of children of color in the child welfare system, all CA staff should be required to attend disproportionality awareness training, such as a Prejudice Reduction Workshop (formerly known as Building Bridges), Knowing Who You Are, or other identified training.

In order to assess progress toward this recommendation, staff that has completed training should be identified to establish a baseline.”

### **Status:**

In February 2014, Children’s Administration and the Alliance contracted with the National Coalition Building Institute to conduct a Train the Trainers training for the Prejudice Reduction Workshop, which is a mandatory training for all CA employees. After this training, a lead trainer was appointed in each region to coordinate monthly meetings with all trainers in their region to continue to build their skills by reviewing and practicing the different components of the training. The regional lead trainer also coordinates regional trainings for their staff.

Prejudice Reduction Workshop trainings occurred statewide in every region during CY2014. Two trainings were held at CA Headquarters to ensure headquarters staff were also able to participate in the training.

In August of 2015, a new training was introduced to CA Supervisors/Administrators as a pilot training at the end of summer entitled: Racial Micro aggressions: Developing Cross Cultural Communication Skills. CA Disproportionality Program and the Alliance Training Center collaborated with an outside facilitator to present this training.

### **Timeline:**

CA will continue providing the Prejudice Reduction Workshop Training to employees until the Alliance is ready to offer the training as part of the mandatory trainings for caseworkers by the end of 2016.