



YFS Race Equity & Inclusion

Kelly Myers, Deputy Division Director

Patrena Bowen, Sr. Social Services Manager

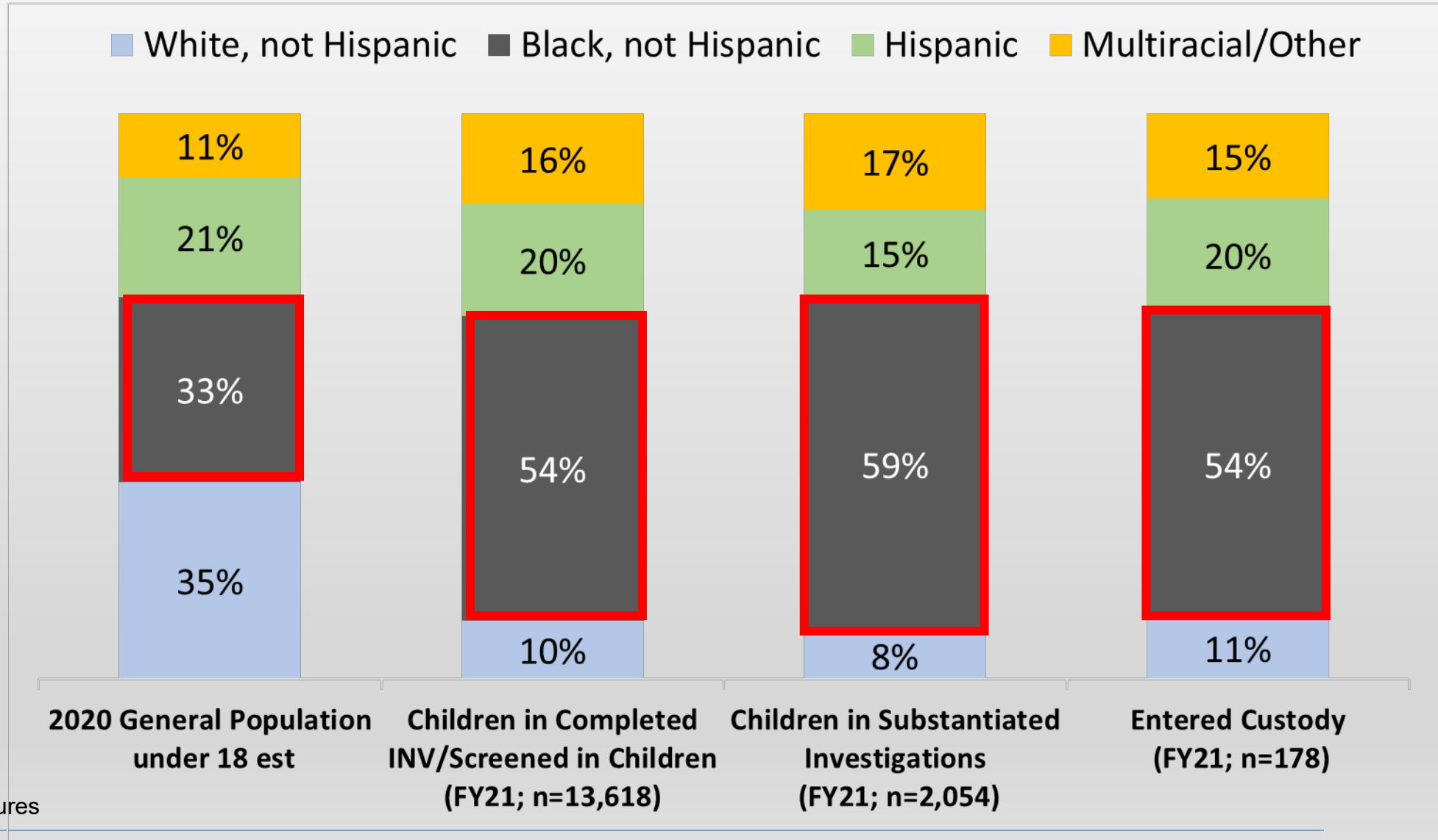
Health & Humans Services Committee Meeting

June 21, 2022

Dena Diorio
Mecklenburg County Manager

Anthony Trotman
Deputy County Manager

Disproportionality Starts at the Front Door



Source: ISSI and SafeMeasures



Disproportionality starts at the front door and continues across services.

| Race | 2020 General Population under 18 est | Children in Substantiated Investigations (FY21; n=2,054) | Entries into Care (FY21; n=178) | Non-Family-like Initial Placement (FY21; n=41) | 3 or more placements in first year* (FY20; n=69) | In care over 365 days* (FY20; n=164) |
|----------------------------|---|---|--|---|---|---|
| White, not Hispanic | 35% | 8% | 11% | 15% | 13% | 15% |
| Black, not Hispanic | 33% | 59% | 54% | 49% | 59% | 46% |
| Hispanic | 21% | 15% | 20% | 24% | 17% | 15% |
| Multiracial/ Other | 11% | 17% | 15% | 12% | 10% | 24% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

* Data on number of placements and number of days in care is reported on a one-year lag. This is required in order to allow sufficient time to measure the number of placements and time in care from time of entry.



Children of color have poorer experiences during involvement with YFS

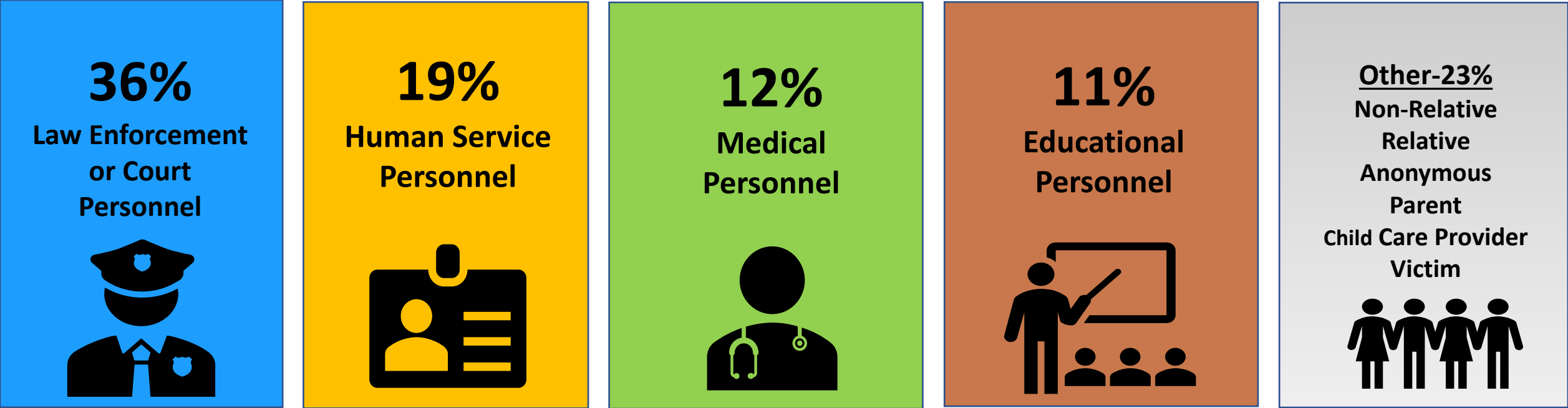
- Children of Color comprised 89% of the entries into care in FY21
- 85% of the children who were initially placed in non-family like placements in FY21 were children of color
- 85% of the children in care more than 365 days* were children of color
- 87% of children with 3 or more placements in their first year* were children of color



*Source: SafeMeasures based on FY20 entries

FY21 Reports by Referral Source

Youth and Family Services received 14,921 referrals in FY21.



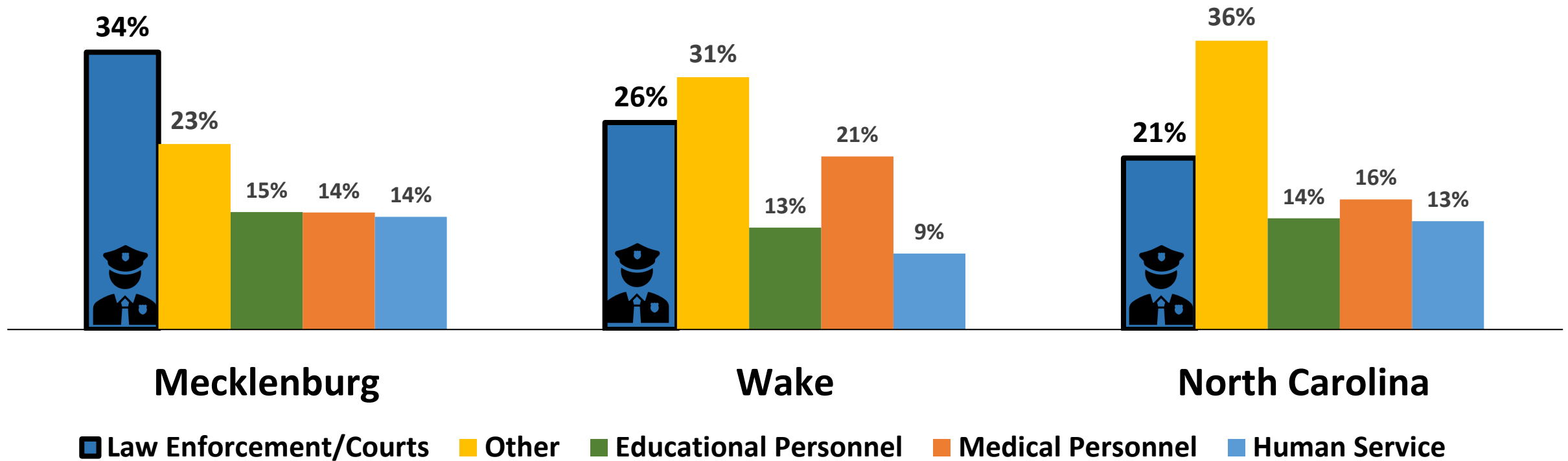
In FY21, Black children were 5.6 times more likely than White children to be part of a screened-in CPS referral.



Source: ISSI Intake Referrals

FY21 Children in Completed Investigations by Referral Source

In Mecklenburg County, Law Enforcement/Court Personnel was the #1 referral source for children in a completed investigation. What referral source patterns do we see in Wake County and North Carolina?



Youth and Family Services received 18,352 intake referrals from Law Enforcement/Court Personnel between FY19 and FY21. That was 37% of all the referrals made to YFS.



Most referrals to YFS are by mandated reporters and are unsubstantiated

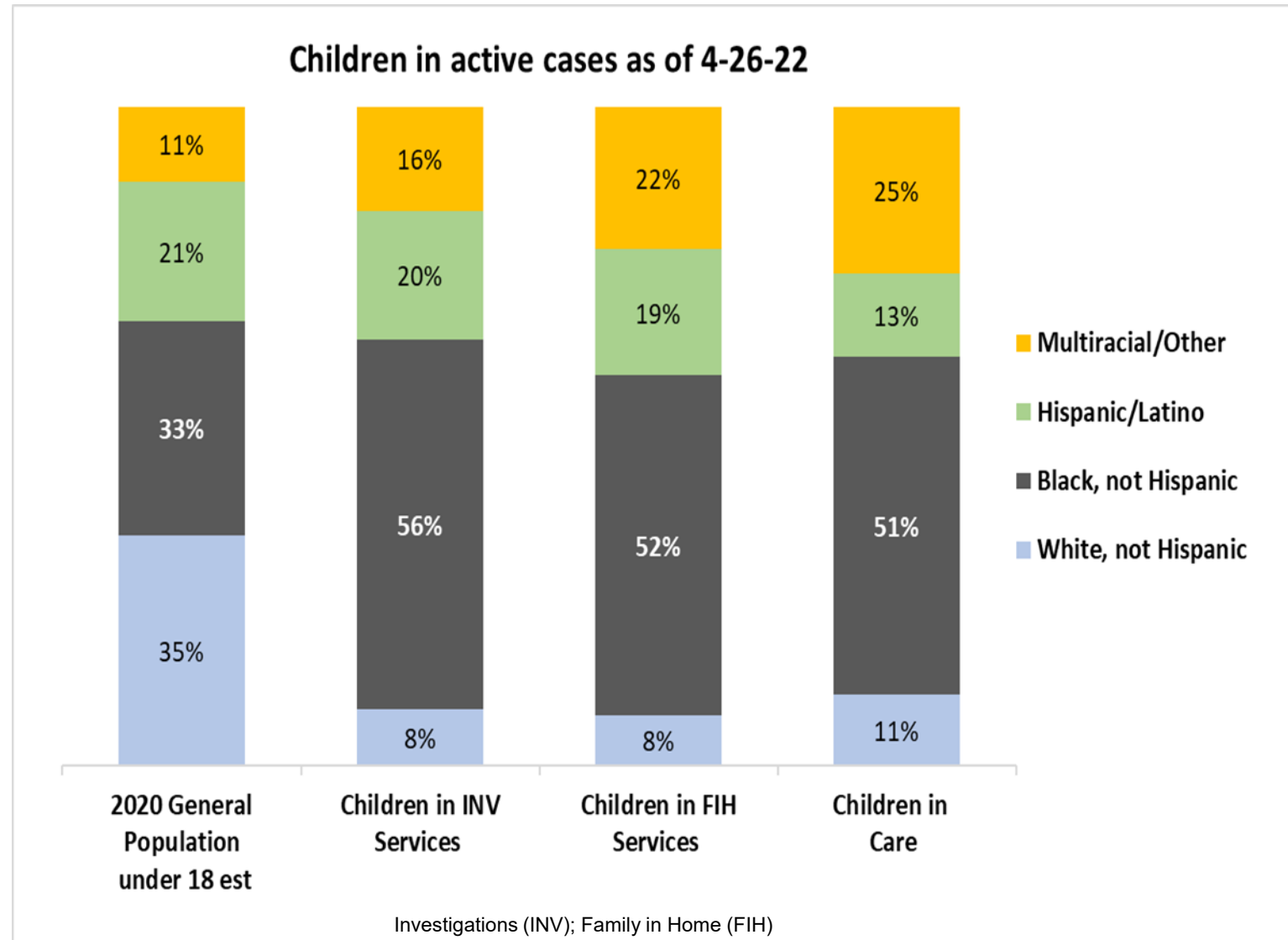
| Referral Source | # of children in completed investigations | # of Substantiations and Findings of Services Needed | % of Substantiations and Findings of Services Needed |
|------------------------------------|---|--|--|
| Law Enforcement or Court Personnel | 4636 | 822 | 18% |
| Educational Personnel | 1956 | 209 | 11% |
| Medical Personnel | 1923 | 336 | 17% |
| Human Service Personnel | 1916 | 323 | 17% |
| Child Care Provider | 33 | 5 | 15% |

Source: FY21 ISSI Children in Completed Investigations



Disproportionality across services

- 15 white children per 1,000 in the general population receive screened-in Child Protective Services referrals compared to 87 black children per 1,000 in the general population
- Disproportionality starts at the front door and continues across services



Source: 4-26-22 ISSI Caseloads



Kinship Strategies

- Recruit kinship families to increase stability and decrease length of stay
- Support kinship families with appropriate services and resources to ensure stability
- Reduce barriers and increase supports (child care, summer camps, mental health care) for kinship families
- Ensure policies do not contribute to disparate outcomes
- Partner with key stakeholders to increase foster and kinship families



Community Response Guide Strategies

- Plan
 - Development of a core team of community stakeholders to create a Community Response Guide
 - Initial meeting with the core team to identify who is missing and define the problem we are trying to solve for
- Learn
 - Review statutes, policies, practices, and experience through surveys, focus groups, and data analysis
- Design
 - Engage stakeholder workgroups, draft and test tool, and develop policy and practice guidance for reporters
- Implement
 - Design a web-based system, create training, and coaching for users test and pilot tool
- Evaluate
 - Measure outcomes, continuous quality improvement



Race Equity & Inclusion Targeted Strategies

- Engaging internal/external partners
- Sharing how racial inequities creates disproportionality
- Advancing racial equity by creating champions
- Integrating equity language in tools and internal procedures
- Obtaining feedback/data
- Front end mapped to identify disparities
- Partnering with high-rate mandated reporters
- Developing outreach and engagement plan for 28216, 28208 20205
- Reviewing practices in intake that capture race



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Questions & Answers

