



NICWA

National Indian Child Welfare Association

Protecting our children • Preserving our culture

A “Mission Not Impossible”

Understanding and Reducing Disparities and
Disproportionality

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2011 System of Care Community Training
Tribal and Urban Indian Systems of Care Grantee Meeting
July 18, 2011

Disparities Vs. Disproportionality

“Disparities” refers to the variation in rates at which persons of different groups experience social conditions.

“Disproportionality” refers to the overrepresentation of specific groups in child welfare, particularly placement.



Child Well-Being, 2007/2008

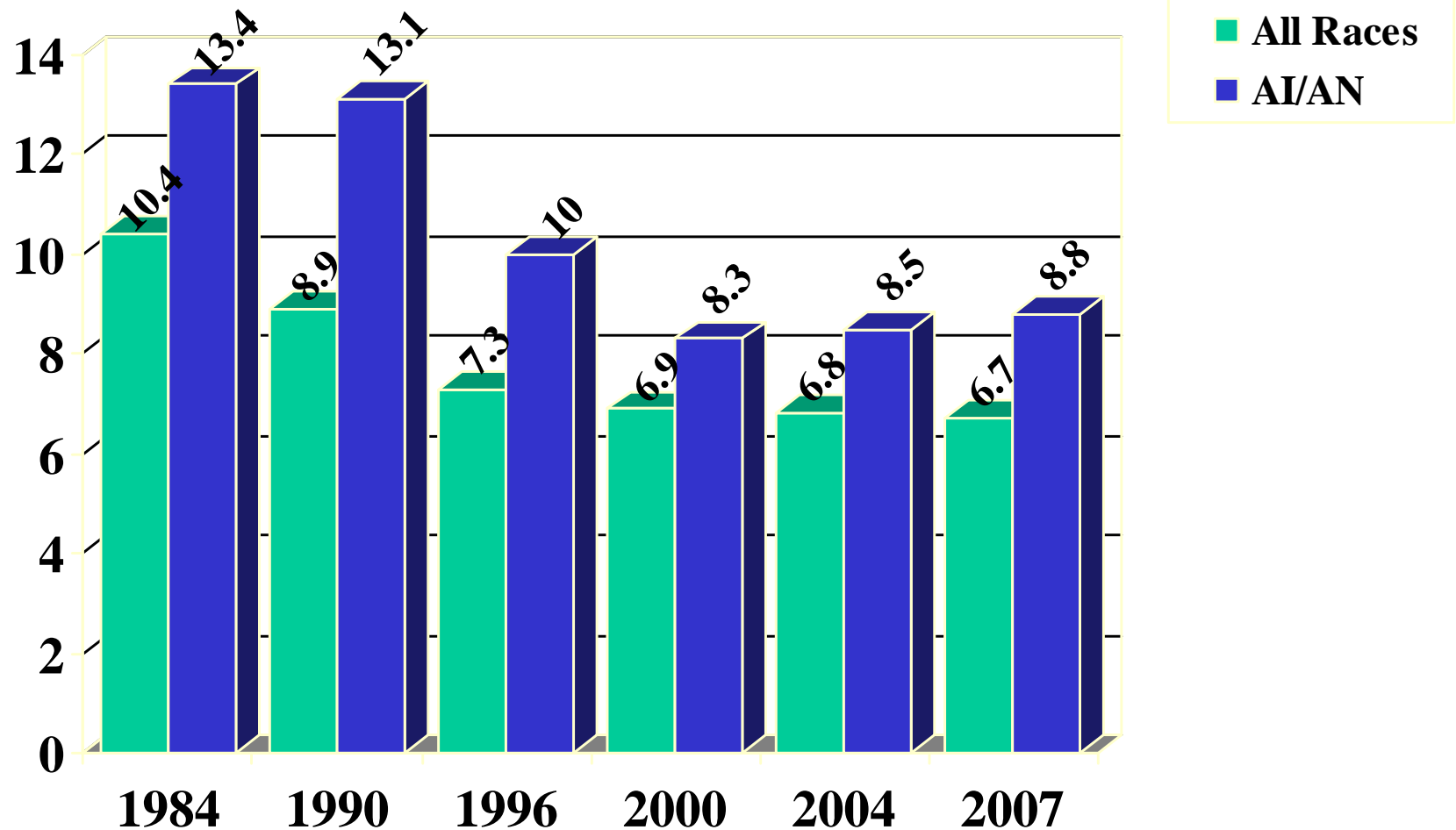
(Sample Items)

	National Average	White (Non-Hispanic)	Black/African American	Asian and Pacific Islander	American Indian and Alaska Native	Hispanic/Latino
Infant Mortality Rate	6.7	5.6	13.2	3.7	8.8	5.7
Teen Death Rate	62	58	83	33	87	58
Teen Birth Rate	43	27	64	17	59	82
% of Teens 16-19 Not in School/Not Graduates	6	5	8	2	13	11
% of Children in Poverty	18	11	34	12	31	28

Source: The Annie E. Casey Foundation (2010) *2010 Kids Count Data Book*. Available at <http://datacenter.kidscount.org/DataBook/2010/OnlineBooks/2010DataBook.pdf>

AI/AN Infant Mortality Rates

(U.S. DHHS, Centers for Disease Control and Prevention [CDC])



2008 Temporary Assistance to Needy Families



Recipient Families were:

- ❖ 31.5% White
- ❖ 34.2% Black/African American
- ❖ 28% Hispanic or Latino origin
(of any race)
- ❖ 2.3% Asian
- ❖ 1.3% American Indian/
Alaska Native (underrepresented nationally)
- ❖ 1.2% Multiracial

Behavioral Health

❖ African Americans

- 30% more likely to report having serious psychological distress than Whites
- Less likely to receive mental health treatment than Whites (60.1% of Af. Am./Blacks received treatment the same year as a depressive episode compared with 73.3% of whites)

❖ Hispanics

- are 20% more likely to report having serious psychological distress than Non-Hispanic Whites.
- Non-Hispanic Whites receive mental health treatment 3 times more often than Hispanics.
- Suicide attempts for Hispanic girls grades 9-12 were 80% higher than for White girls in the same age group.

Behavioral Health

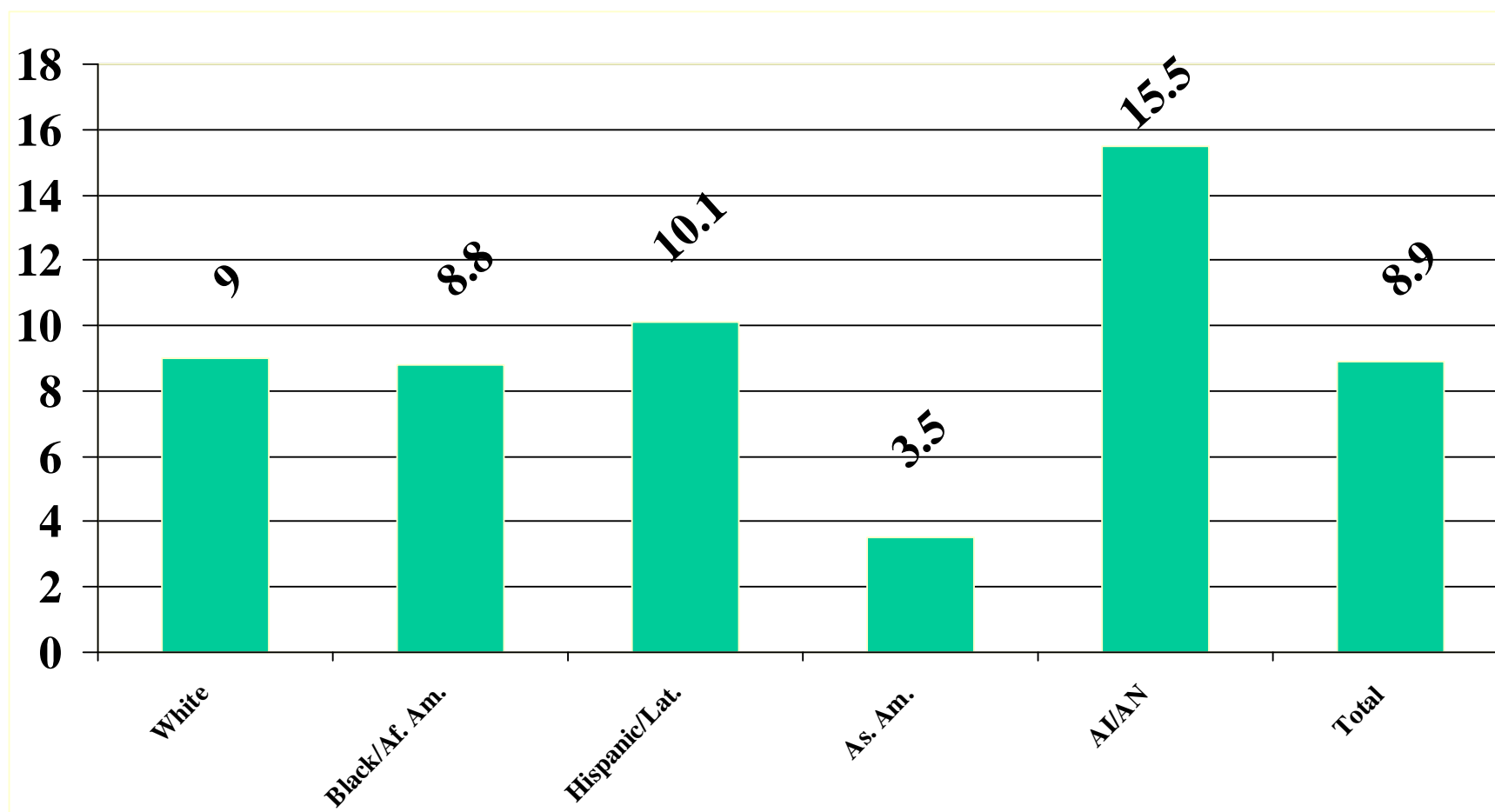
❖ **Asian American/Pacific Islanders**

- 20% less likely than Whites to experience serious psychological distress
- 60% less likely to have received mental health treatment in the past year

❖ **American Indians/Alaska Natives**

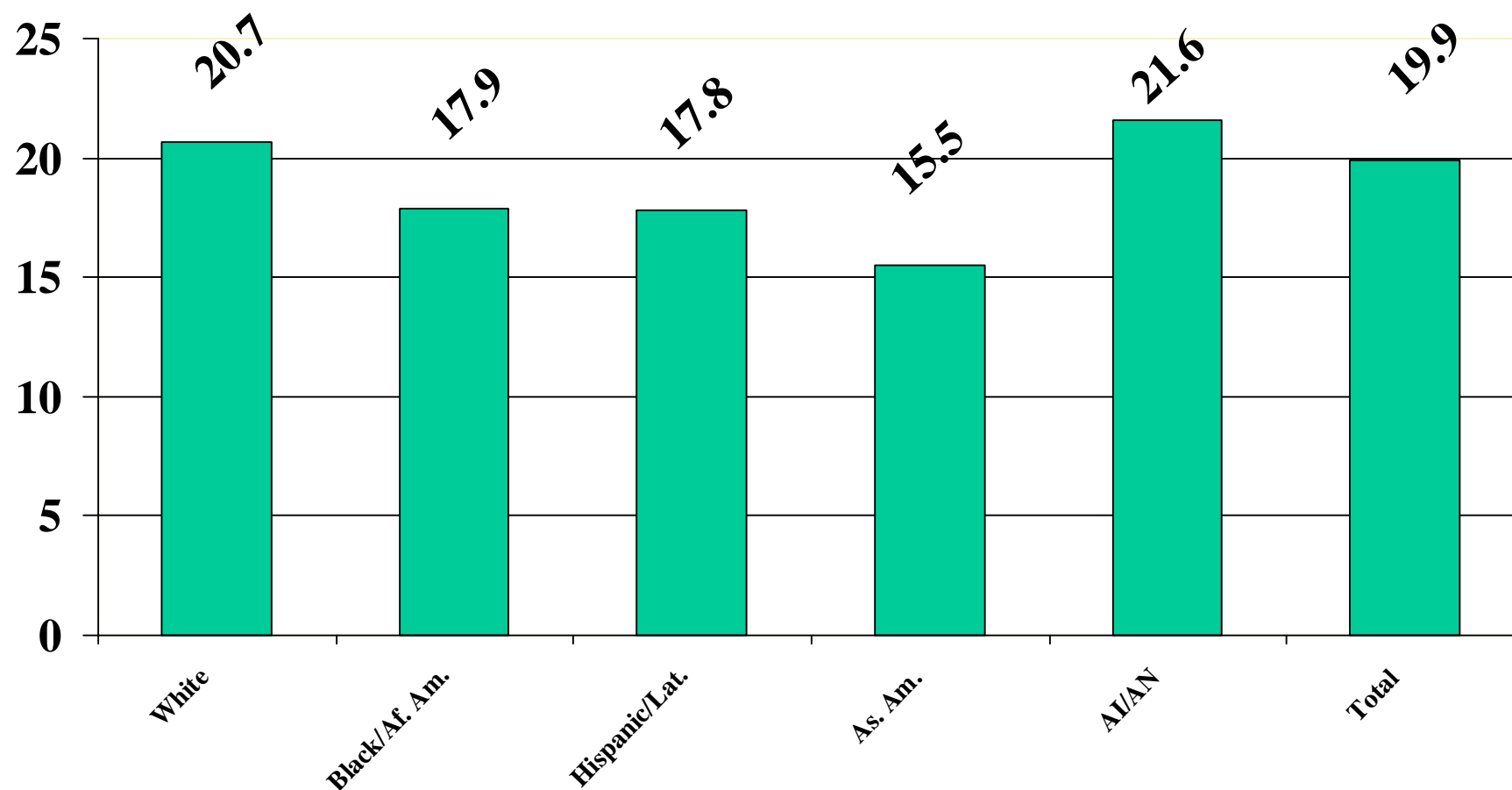
- Three times as likely to experience feelings of sadness or hopelessness as compared to Whites.
- Unintentional injuries, homicide, and suicide account for 75% of all mortality for 10–20 year olds.
- Suicide was the second leading cause of death for 10–34-year-olds.
- Adolescents have death rates two to five times the rate for Whites in the same age groups.

Percent of Persons 12 or Older Who Met Criteria for Substance Abuse or Dependence (2009)



Source: Hyde, Pamela S. (2011) Science and Cultural Sensitivity: Improving Behavioral Health in Diverse Populations. *SAMSHA*. Available at <http://store.samhsa.gov/product/Science-and-Cultural-Sensitivity-Improving-Behavioral-Health-in-Diverse-Populations/SMA11-PHYDE032511>

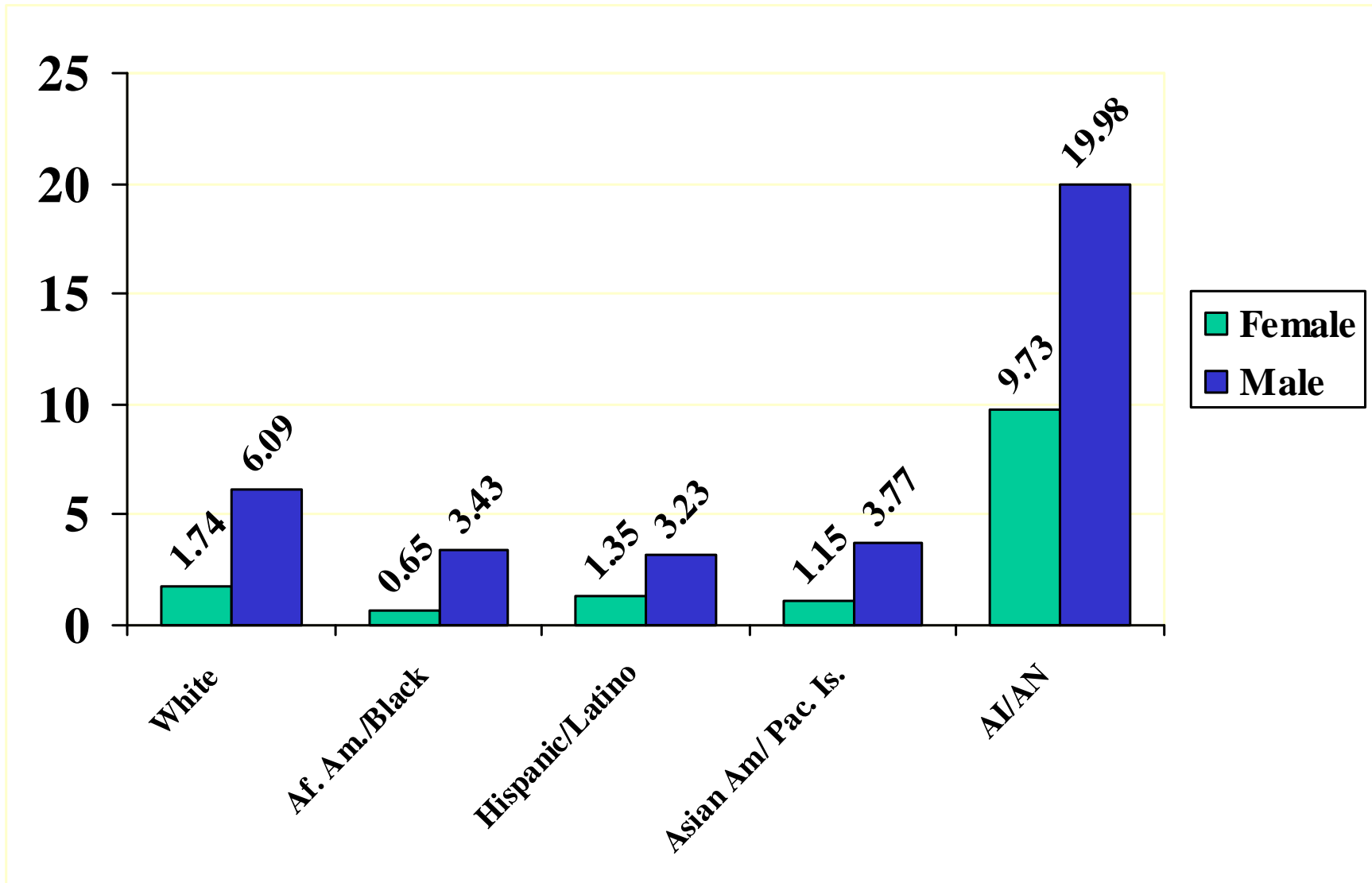
Percent of Persons 18 or Older Who Met Criteria Any Mental Illness (2009)



Source: Hyde, Pamela S. (2011) Science and Cultural Sensitivity: Improving Behavioral Health in Diverse Populations. SAMSHA. Available at <http://store.samhsa.gov/product/Science-and-Cultural-Sensitivity-Improving-Behavioral-Health-in-Diverse-Populations/SMA11-PHYDE032511>

Suicide Rates by Race/Gender

Age 10–18 (2006)



Schwarz, Susan Wile (2009) Adolescent Mental Health in the United States: Facts for Policymakers. National Center for Children in Poverty. Mailman School of Public Health; Columbia University.

Juvenile Justice (2009)

Black/African American

- More than twice as likely as White youth to be arrested ⁽¹⁾
- 40% more likely to be detained while waiting for a court date ⁽¹⁾
- 30% more likely to be placed outside the home post-adjudication ⁽¹⁾

Asian American ⁽¹⁾

- 80% less likely to be arrested than White youth ⁽¹⁾

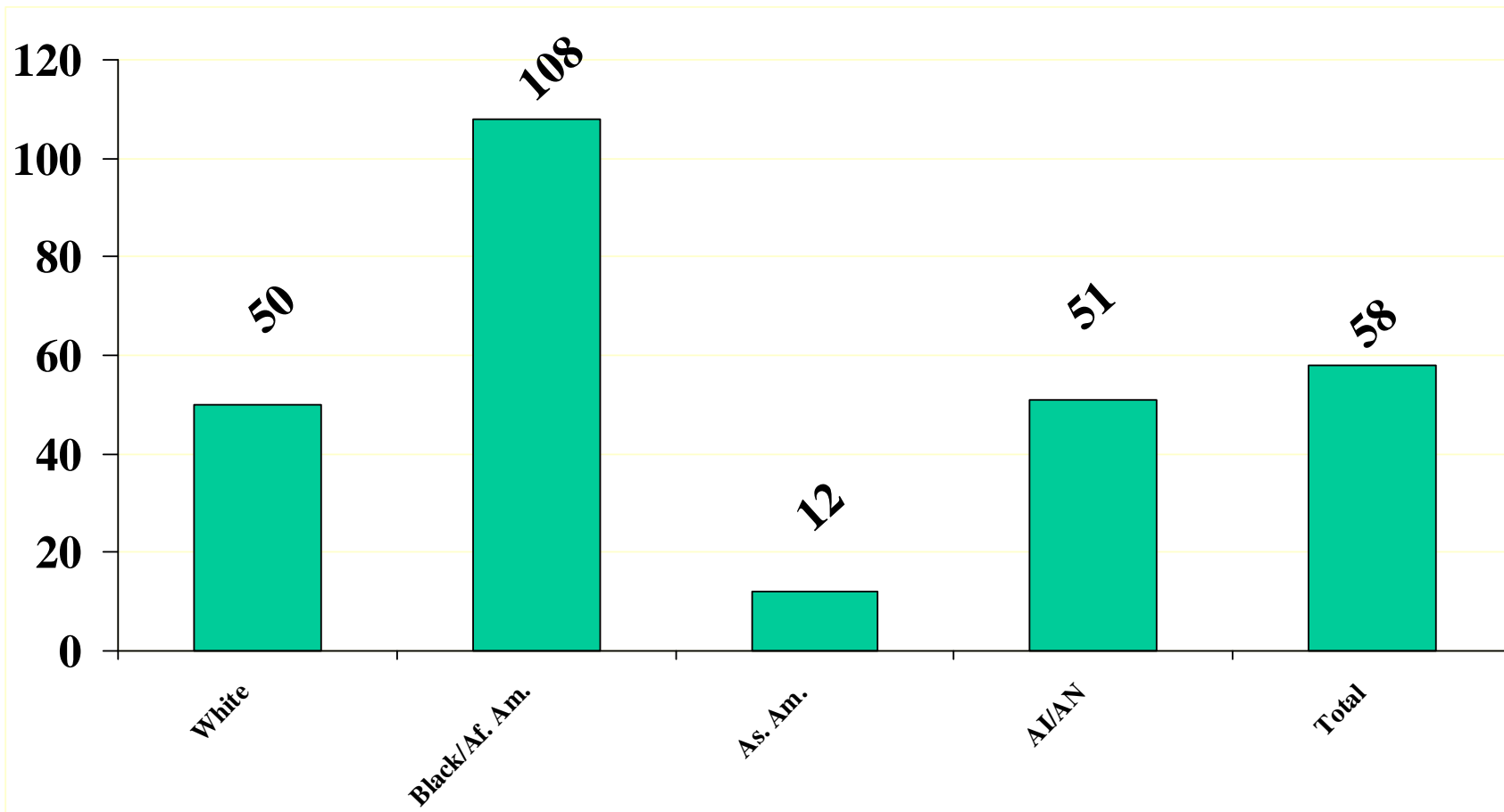
American Indian/Alaska Native

- 20% more likely to be placed outside the home post-adjudication ⁽¹⁾
- 80% greater proportion of AI/AN youth have their cases waived to adult court than White youth ⁽¹⁾
- 79% of all youth in federal forensic custody are AI/AN ⁽²⁾

Source (1): Puzzanchera, C., & Adams, B. (2010). An interpretation of the National DMC Relative Rates Indices for Juvenile Justice System Processing in 2007. *National Disproportionate Minority Contact Databook*. Prepared by the National Center for Juvenile Justice for the Office of juvenile Justice and Delinquency Prevention. Available at http://www.ojjdp.gov/ojstatbb/dmcd/b/pdf/dmc_interpretations.pdf

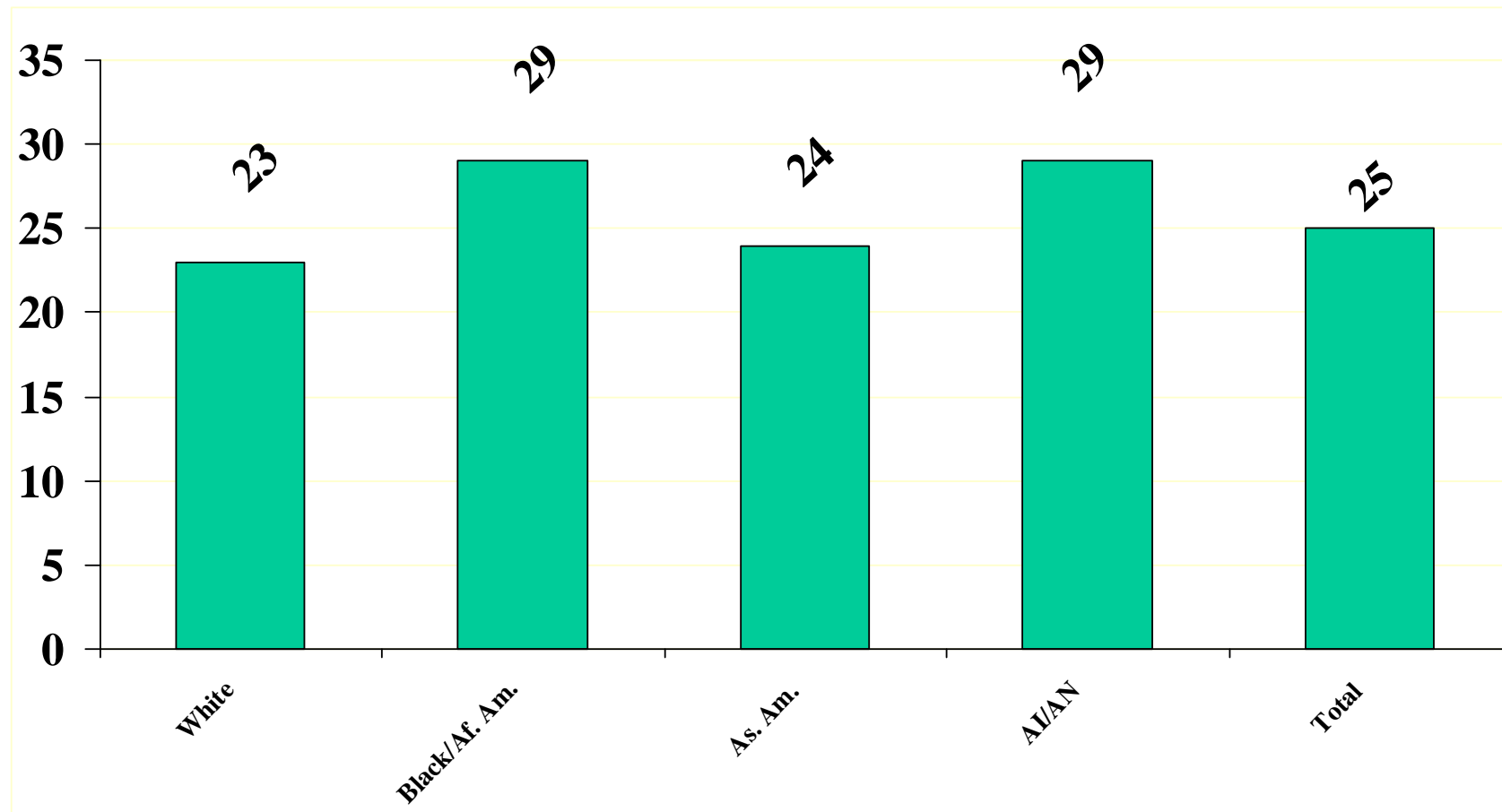
Source (2): Federal Bureau of Prisons. (2008). *Juveniles in the Bureau*. Washington, DC: Author. Available online at www.bop.gov/inmate_programs/juveniles.jsp.

Juvenile Arrests per 1,000 Juveniles (2007)



Source: Puzzanchera, C. and Adams, B. (2010). National Disproportionate Minority Contact Databook. Developed by the National Center for Juvenile Justice for the Office of Juvenile Justice and Delinquency Prevention. Available at <http://www.ojjdp.gov/ojstatbb/dmcd/b/>

Out-of-Home Placement per 100 Adjudications (2007)



Source: Puzzanchera, C. and Adams, B. (2010). National Disproportionate Minority Contact Databook. Developed by the National Center for Juvenile Justice for the Office of Juvenile Justice and Delinquency Prevention. Available at <http://www.ojjdp.gov/ojstatbb/dmcd/b/>

Theories of Disproportionate Minority Representation

View I: “Disproportionate Need”

- Poverty Rates, 2009 (National 14.2)
 - White: 11.7%
 - African American/Black: 25.8
 - Hispanic: 23.5%
 - Asian American: 11.4%
 - American Indian/Alaska Native: 27.3%
(36.8% on reservation)

Source ⁽¹⁾: U.S. Census Bureau (2009) *Poverty Status in the Past 12 Months: 2009 American Community Survey 1-year Estimates*.

Theories of Disproportionate Minority Representation

View I: “Disproportionate Need”

– *Link Between Poverty and Maltreatment*

- Low SES families were five times more likely to experience substantiated child maltreatment than families of higher socioeconomic status in the NIS-4 (National Incident Study of Child Abuse and Neglect).
- Child maltreatment risk increases for individuals who receive welfare, are unemployed, and/or are single-parents (all predictors of poverty).

Source: Cancian, M., Slack, K.S., & Yang, M.Y. (2010). The Risk of Family Income on Risk of Child Maltreatment. Discussion Paper no. 1385-10. Institute for Research on Poverty, University of Wisconsin, Madison. Available at <http://www.irp.wisc.edu/publications/dps/pdfs/dp138510.pdf>

Theories of Disproportionate Minority Representation

View II: “Bias and Child Welfare Decision Making”

– Differences in: Reporting

- African American/Black women are equally (if not slightly less) likely to have substance abuse problems.
- But significantly more children are removed because of parental substance abuse in African American/Black homes than White.

Theories of Disproportionate Minority Representation

View II: Bias and Child Welfare Decision Making

- Differences in: Investigation, Substantiation, and Placement
 - Children of color
 - are two times as likely to be investigated for maltreatment and two times as likely to be substantiated for abuse and neglect.
 - are 2.5–3 times as likely to be removed from home and placed in care.
 - Once in care, they stay longer and are *less* likely to return home or be adopted than White children.
 - AI/AN children face higher rates of disproportionality than any other race.

Source: Hill, Robert B. (2008). An Analysis of Racial/Ethnic Disproportionality and Disparity at the National, State, and County Levels. Cases-CSSP Alliance for Racial Equity in Child Welfare: Race matters Consortium Westat. Available at <http://www.cssp.org/publications/child-welfare/alliance/an-analysis-of-racial-ethnic-disproportionality-and-disparity-at-the-national-state-and-county-levels.pdf>

Theories of Disproportionate Minority Representation

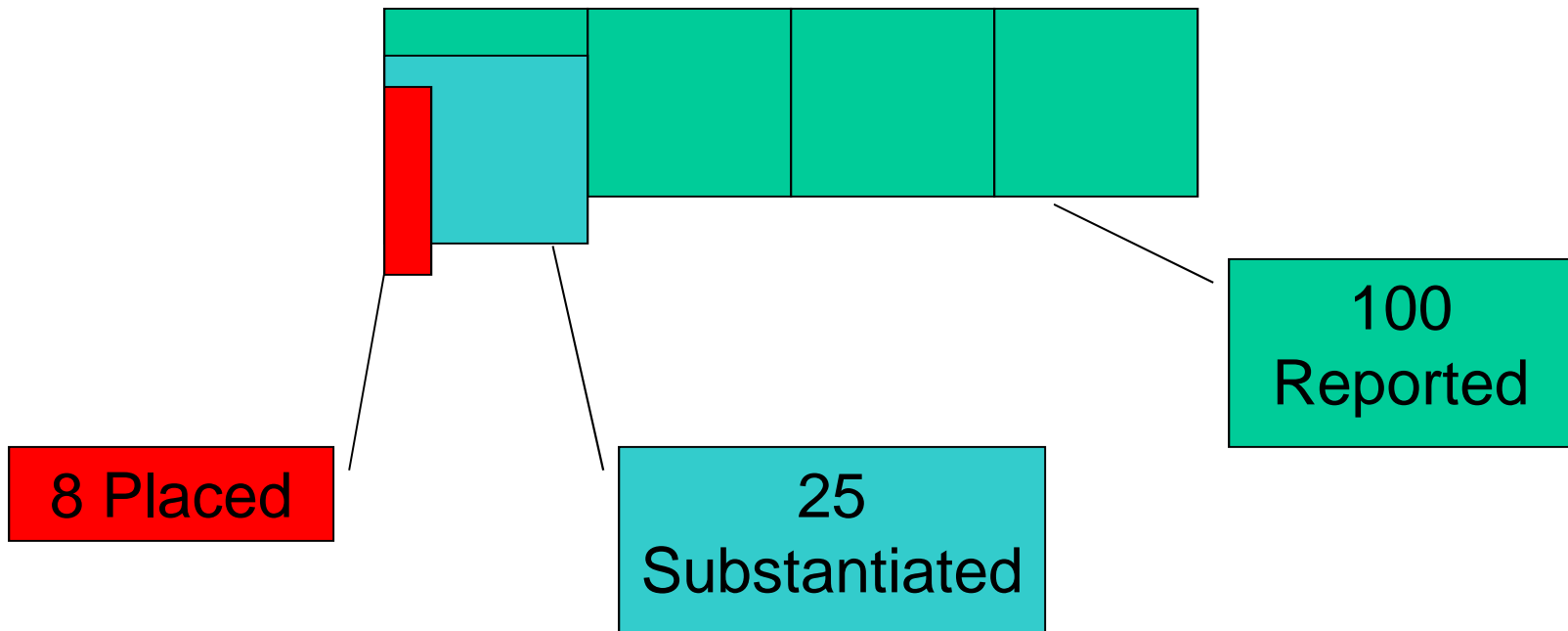
View II: Bias and Child Welfare Decision Making

- Differences in: Service Choices
 - Children of color have limited access to family support/preservation services.
 - Children of color are less likely to receive mental health services.
 - Families of color are less likely to receive reunification services.
 - Resource families of color are less likely to receive help to adopt.



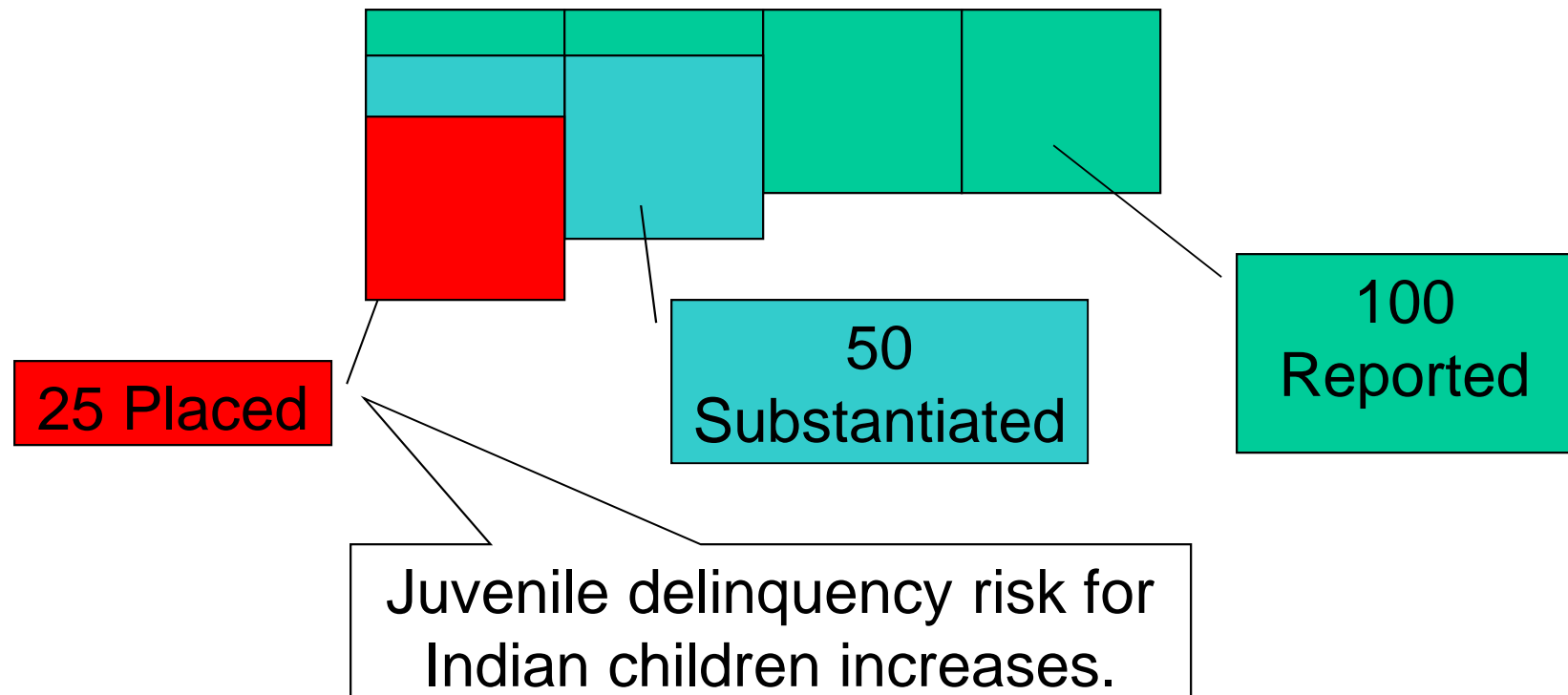
Maltreatment Decision Path

White Children



Decision Path to Disparity

American Indian Children



Foster Care Placement (2009)

(compared to 2010 census percentage of total population)

	2010 % of Total Population ⁽¹⁾	2009 % of Total Foster Care Population ⁽²⁾
White	72.4	39.2
Black/ African American	12.6	30.2
American Indian/Alaska Native	.9	2.0 (2.6*)
Asian American	4.8	.6
Hispanic/Latino	16.5	20.4

* estimate by NICWA which includes AI/AN children in tribal welfare programs

Source ⁽¹⁾: U.S. Census Bureau (2011) *Overview of Race and Hispanic Origin: 2010 Census Brief*. Available at <http://www.census.gov/prod/cen2010/briefs/c2010br-02.pdf>

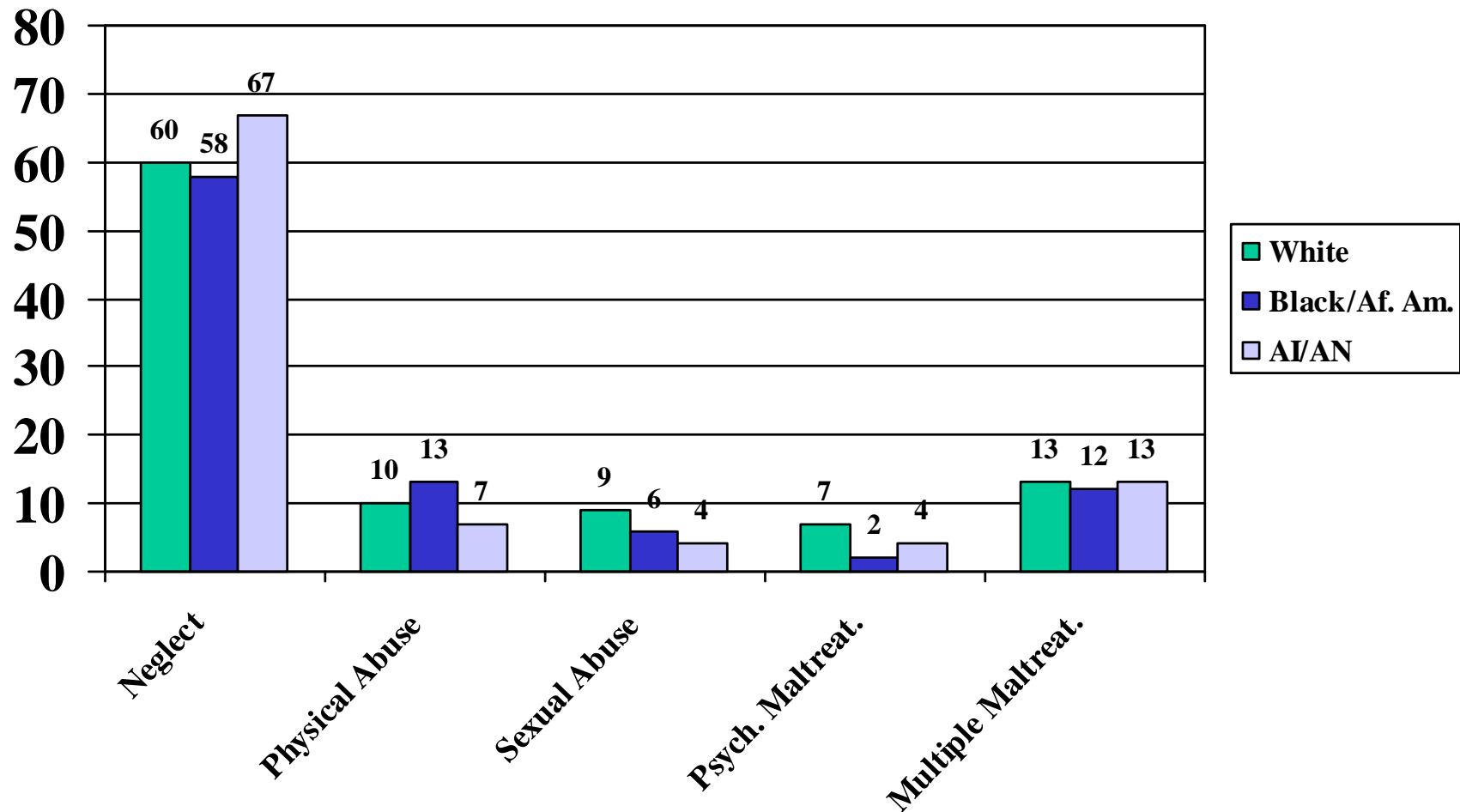
Source ⁽²⁾: U.S. Department of Health and Human Services, Administration for Children and Families: Children's Bureau (2010) *The AFCARS Report Preliminary FY 2009 Estimates as of July 2010*. Available at http://www.acf.hhs.gov/programs/cb/stats_research/afcars/tar/report17.htm.

States with Greatest Disproportionality (2005)

	% of state's child population AI/AN	% of substantiated 'child victims' who are AI/AN	% of foster care children who are AI/AN
Alaska	20	49.7	50.9
Minnesota	2	6.5	12.2
Montana	10	23.7	33.6
Nebraska	1	5.7	9
North Dakota	9	23.8	26.2
Oregon	1	7.8	11.3
South Dakota	15	49.2	52.2
Utah	1	2.3	5.7
Washington	2	7.5	8.4

Source: National Indian Child Welfare Association & The Pew Charitable Trusts (2007). Time for Reform: A Matter of Justice for American Indian and Alaskan Children. Available at <http://www.pewcenteronthestates.org/>

Form of Primary Maltreatment By Race for Substantiated Maltreatment as Percentage of Total Victims (2007)



Source: Calculations by NICWA of Department of Health and Human Services, Administration of Children and Families, Childrens Bureau, Child Maltreatment 2007, Table 3-10.
Available at http://www.acf.hhs.gov/programs/cb/pubs/cm07/table3_10.htm

Overrepresentation
of AI/AN children in
care is related to
poverty, poor
housing, poor
education,
untreated mental
health issues, and
caregiver
substance misuse.



Gaps in Child and Family Support

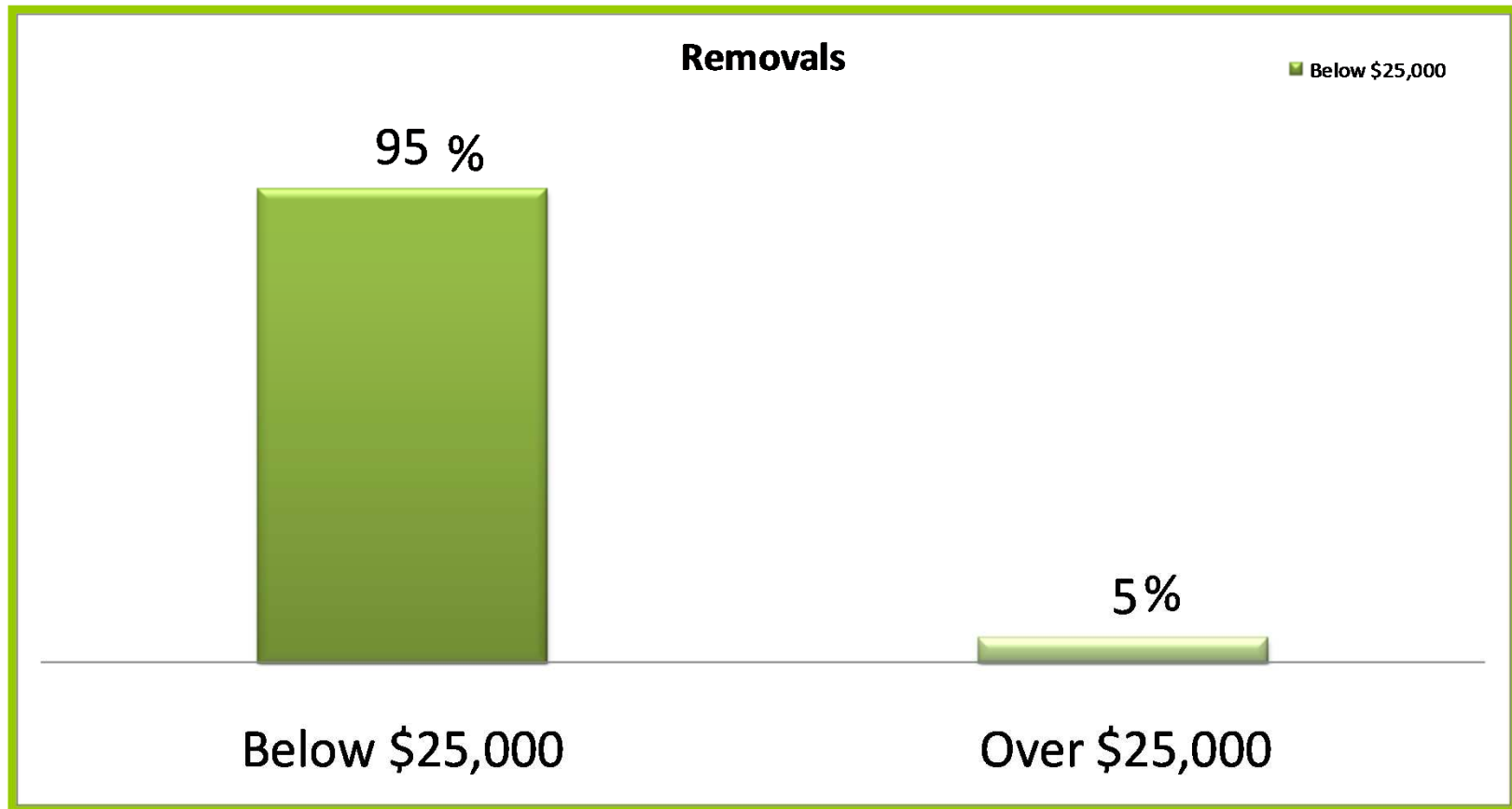
Mainstream:

- Non-Profit Sector Provides Over 1/3 of all Preventive Support
- More Likely to Receive TANF
- More Likely to Be Insured/Have Access to Health Care
 - 15.3% nationally have no health care coverage.
 - 19.3% of Af.Am./Blacks have no coverage.

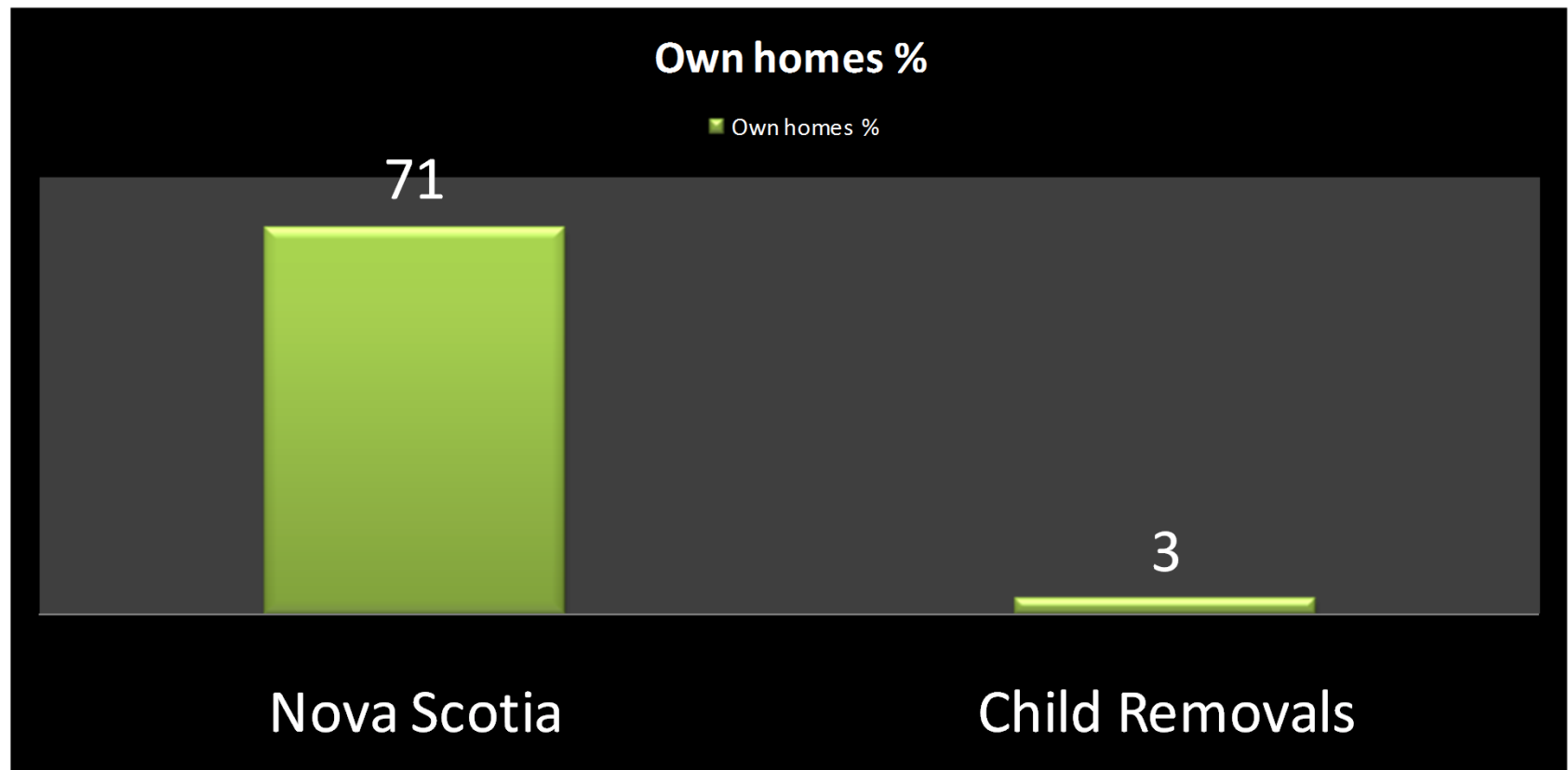
AI/AN:

- Almost no Non-Profit Involvement (1/10 of 1% of foundation giving goes to AI/AN)
- Underrepresented in TANF
- Significantly less likely to be insured/have access to health care
 - 32.1% nationally have no health care coverage.

Why Poverty Matters: Annual Family Incomes in Cases of Child Removal (Ns)



Comparing Percentage of Home Ownership: Families Whose Children Are Removed, and Other Families in Nova Scotia



Child Welfare Services *Do Not* Target ALL of the Problems

- Families receive very few poverty-reduction services.
- Families receive few housing-related services.
- Families receive few mental health services.
- Families receive few substance abuse treatment services.



Policy/Practice Recommendations



Strategies for responding to structural risk factors. Differentiate between maltreatment and social disadvantage.



Better align services with structural risk factors and culture of child/family.

Linking Maltreatment, Placement, Delinquency and Mental Health

- Victims of maltreatment are 11 times more likely to be arrested as a juveniles. ⁽¹⁾
- A many as 80% of maltreatment victims experience mental and emotional health disorders. ⁽¹⁾
- Children in out-of-home placements are two times as likely as other victims of maltreatment to be delinquent. ⁽²⁾
- For young males in particular placement, instability further increases risk for delinquency. ⁽²⁾
- 70% of youth in the juvenile justice system suffer from mental health disorders, and 27% of youth are experiencing disorders so severe that their ability to function is significantly impaired.

Source (1): Child Welfare Information Gateway (2011). Long Term Consequences of Child Abuse and Neglect. Available at http://www.childwelfare.gov/pubs/factsheets/long_term_consequences.cfm

Source (2): Ryan, J.P. & Testa, M.F. (2005) Child maltreatment and juvenile delinquency: Investigating the role of placement and placement instability. *Children and Youth Services Review* 27, 227-249.

Source (3): Shufelt, J.F. & Cocozza, J.L. (2006) Youth with Mental Health Disorders in the Juvenile Justice System: Results from a Multi-State Prevalence Study. *National Center for Mental Health and Juvenile Justice*. Available at <http://www.ncmhjj.com/pdfs/publications/PrevalenceR PB.pdf>

Approaches to Reduce Disproportionality

- Training for Mandatory Reporting (Washington State)
- Differential Response/Diversion Programs (Alaska)
 - Greater use of tribal services
 - Tribal capacity building for safety assessment and in-home services
- Parental Involvement: Navigators, Volunteers (Pennsylvania, Louisiana)
- Systems of Care Model (North Dakota Sacred Child)

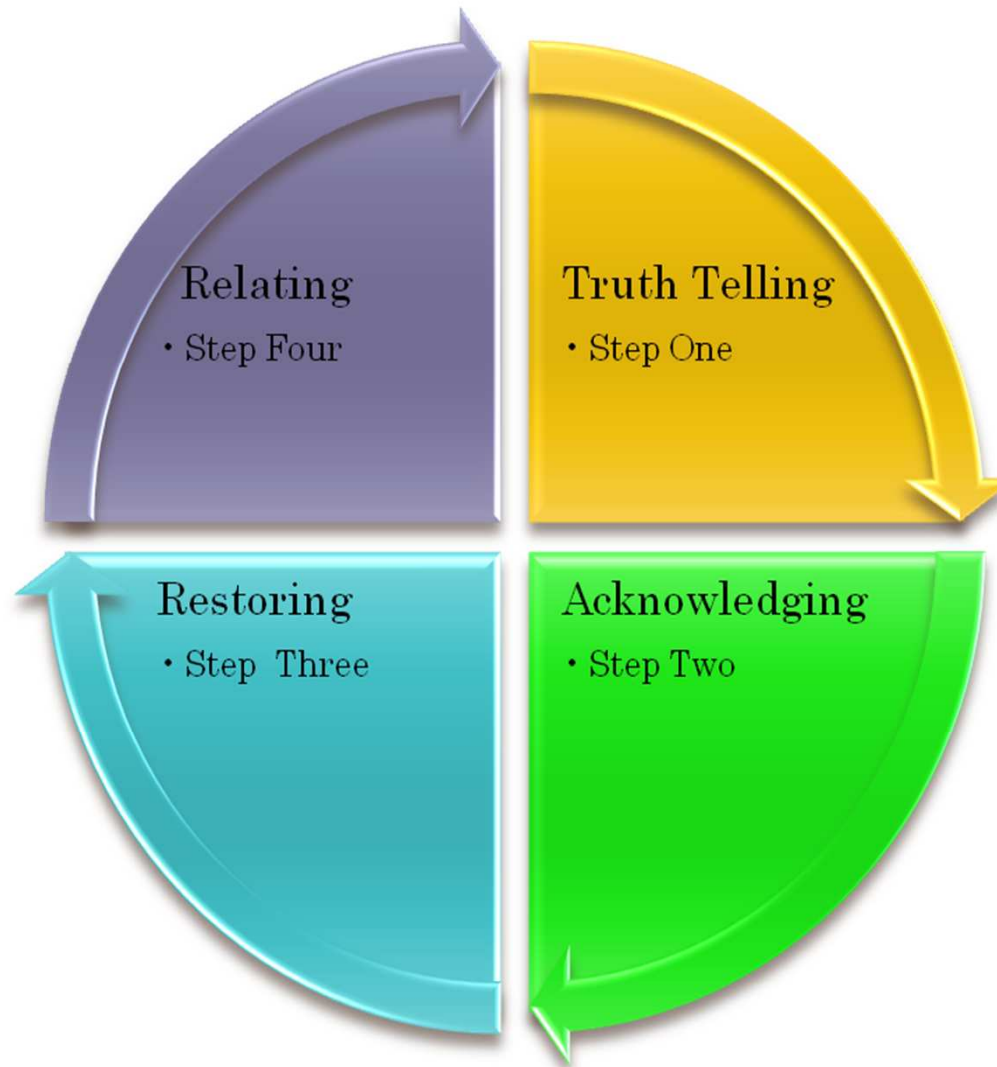


Approaches to Reduce Disproportionality

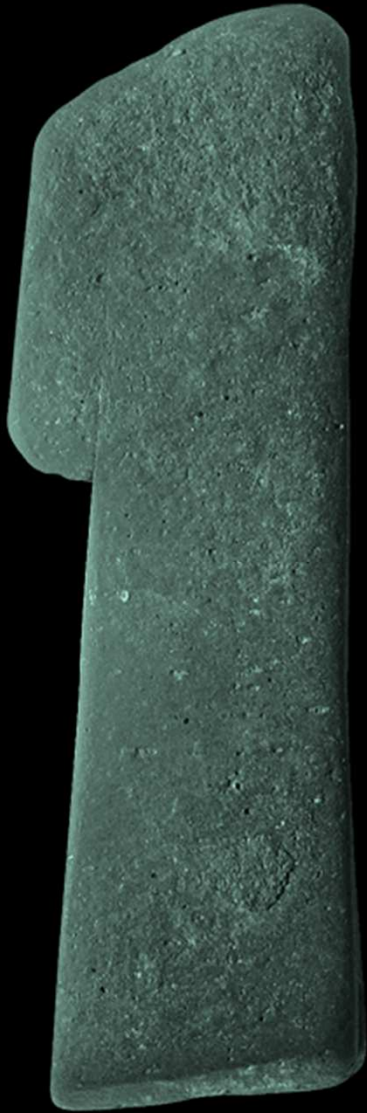
- State ICWA Laws
(Iowa, Oklahoma, Wisconsin, and Washington)
- Touchstones of Hope: Truth and Reconciliation
(South Dakota; Hennepin County, Minnesota; Alaska)



TRUTH AND RECONCILIATION→ COLLABORATIVE PROBLEM SOLVING



What Works: Touchstones of Hope for Indigenous Children and Families



- Self-Determination
- Culture and Language
- Holistic Approach
- Structural Interventions
- Non-Discrimination

www.reconciliationmovement.org

Self-Determination

- Development of community visions of child safety
- Embracing what hurts: taking ownership
- Linking economic development/lands to child safety
- Reconciliation in child welfare program for leaders

Culture and Language

- Clarity of what community child caring knowledge is
- Acknowledging that mainstream child welfare is culturally loaded
- Caution around adapting mainstream programs – center community knowledge and values

Holistic Approach

- Do community planning with child wellbeing playing a central role.
- Engage children/youth in community visioning exercises.
- Be cautious about the risk of doing community development based on what government will fund versus on community need.
- Engage the non-profit sector.

Structural Interventions

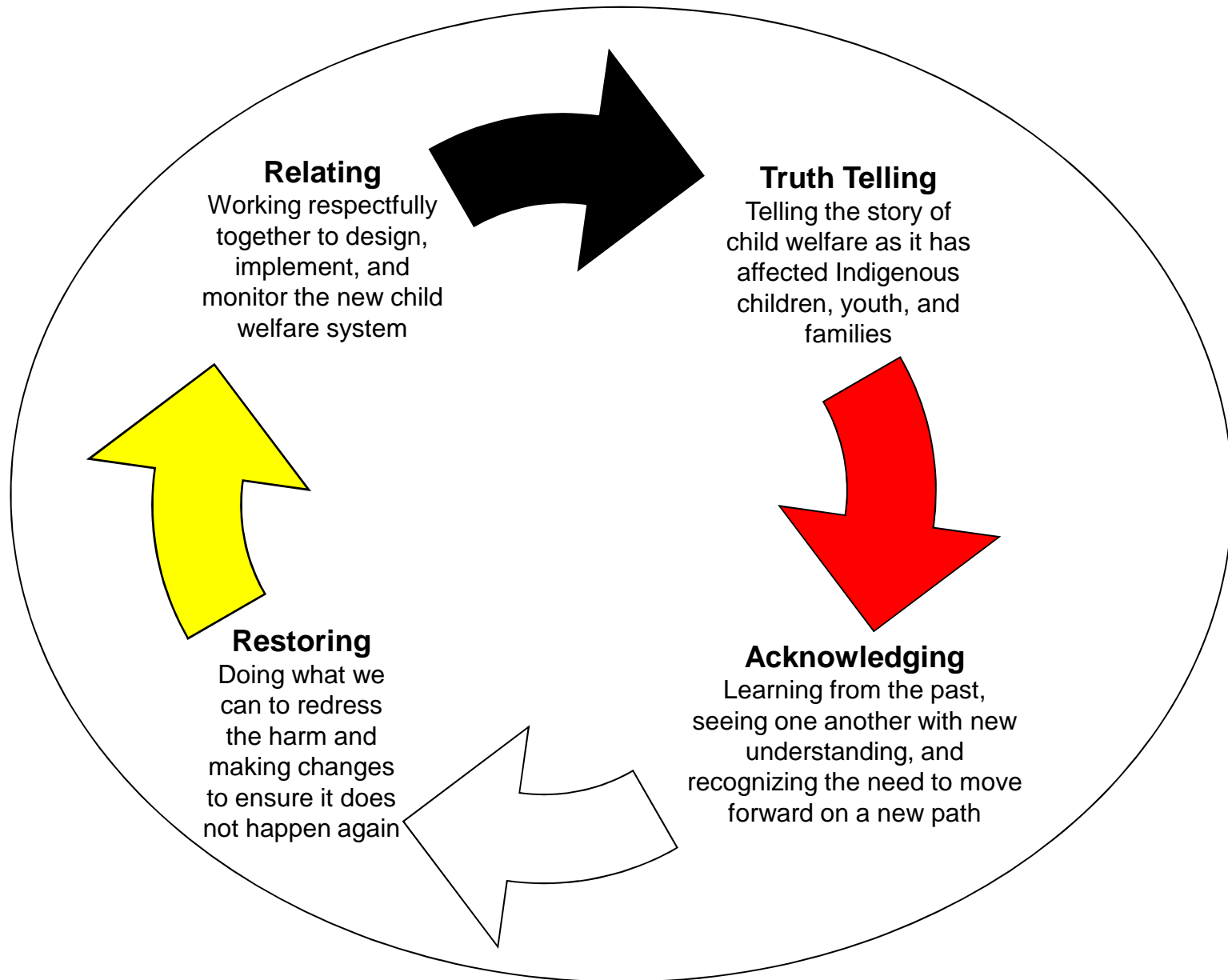
- Ensuring Alaska Native children have equal access to resources
- Child welfare addressing poverty, substance abuse, mental health, and housing



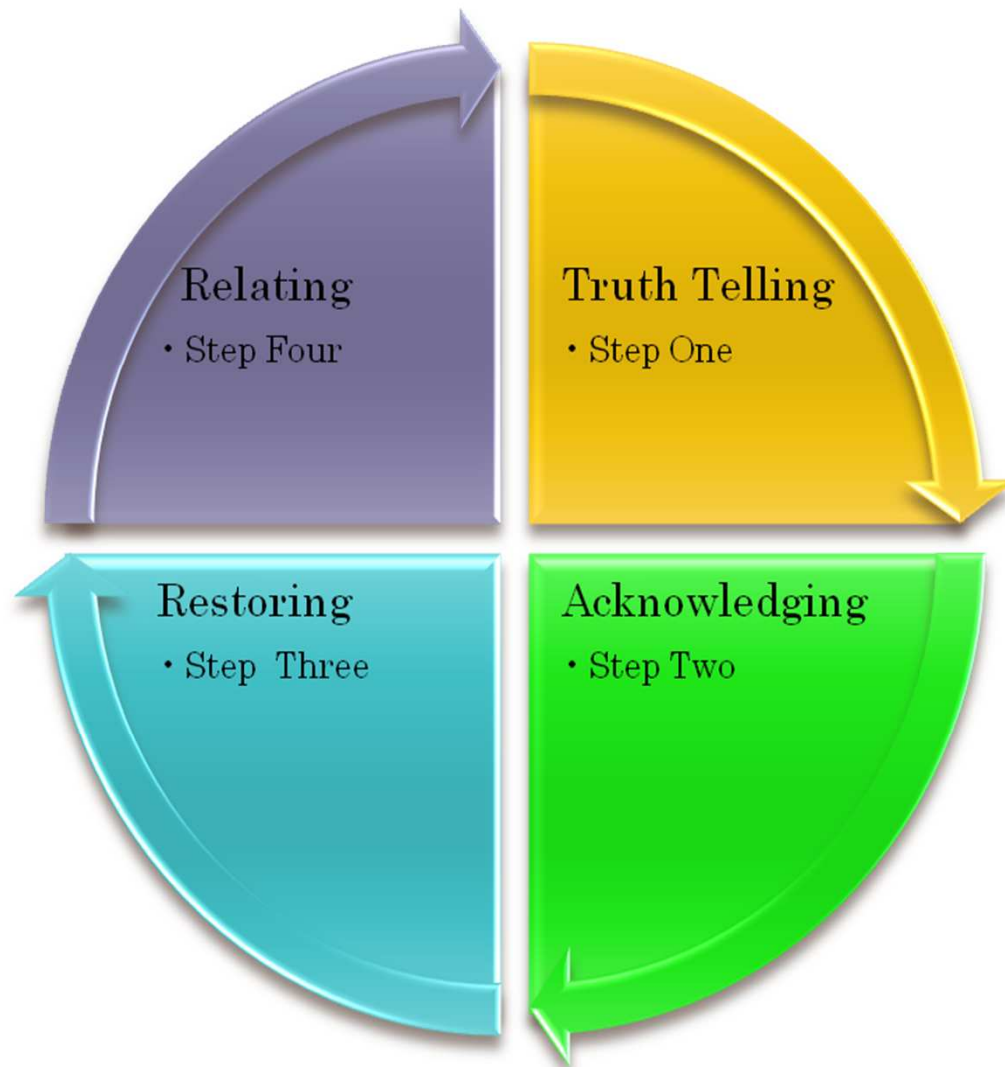
Non-Discrimination

- Ensuring Indigenous children have equal access to resources
- Ensuring Indigenous knowledge is on equal footing with non-Aboriginal knowledge in child welfare
- Promoting respectful relationship-building across cultures

Four Phases of Reconciliation



Deep Dialogue and Courageous Conversations



Potential Answers

- Research to better understand the problems and the dynamics that cause them
- Reduction of poverty
- Community-based services that are child-centered and family-driven
- Cultural competence among professionals, organizations, and systems



Organizational Cultural Competence

“A set of congruent practice skills, attitudes, policies, and structures, which come together in a system, agency, or among professionals and enable that system, agency, or those professionals to work effectively in the context of cultural differences.”



Elements of Cultural Competence

1. Awareness and acceptance of difference
2. Awareness of own cultural values
3. Understanding the “dynamics of difference”



The heart of the
disparity issue

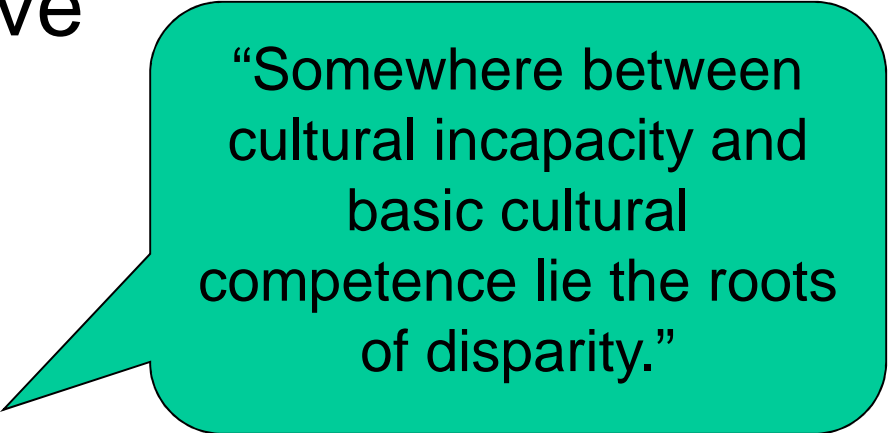
4. Development of cultural knowledge
5. Ability to adapt practice to fit the cultural context of the family (Cross, 1989)

Organizational Elements of Cultural Competence

- Valuing diversity
- Cultural self-assessment of organization
- Managing for the dynamics of difference
- Institutionalization of cultural knowledge
- Adaptation to diversity
 - Policies
 - Values
 - Structure
 - Services

Cultural Competence Continuum (Cross, 1989)

- ❖ Culturally Destructive
- ❖ Cultural Incapacity
- ❖ Cultural Blindness
- ❖ Pre-Competence
- ❖ Basic Cultural Competence
- ❖ Cultural Proficiency



“Somewhere between cultural incapacity and basic cultural competence lie the roots of disparity.”

Policy and Practice Recommendations

- Strategies for responding to structural risk factors. Differentiate between maltreatment and social disadvantage.
- Better align services with structural risk factors and culture of child/family.

Essential Outcomes

1. Changes in adult professional behavior (knowledge and skills of practitioners and other key staff members within an organization or system)
2. Changes in organizational structures and cultures, both formal and informal (values, philosophies, ethics, policies, procedures, decision-making)
3. Changes in relationships to consumers, stakeholders (location and nature of engagement, inclusion, satisfaction), and systems partners

Let's remember why we are really here today...



www.nicwa.org

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Protecting our children • Preserving our culture