

Introduction

The overrepresentation of minority children, particular Black children, in child welfare has been an ongoing and persistent issue for the child welfare system. Seminal work published in 1972 described the issue of disparate outcomes and treatment for black children (Billingsley & Giovannoni, 1972). The child welfare community is making strides to meaningfully address these issues and create more equity with families of color. Momentum to engage in anti-racist child welfare practice seems to be strong. Many organizations do not know where to begin as they grapple with their disparate outcomes. Learning and re-orienting our systems to be antiracist is essential to better outcomes for marginalized families in our communities. The work of building a base of knowledge related to race and socio-economic implications through a systemic analysis is essential. Dr. Pryce collaborates with organizations who are committed to addressing racial disparity and disproportionately and leads them to transformation through training and ongoing consulting/advisement.

Strengthening Families Using a Racial Equity Lens--Keynote

Data shows that families of color are disproportionately represented in the foster care system, as well as, experience poorer outcomes. This Keynote will discuss the issues illumined by the data and provide some historical context around the creation of the child welfare system. Participants will be invited to envision a new system and articulate their role in addressing racial equity. This keynote will also focus on how child welfare professionals can collaborate with families to enhance their capacity to protect their own children. Family engagement is a key strategy for identifying and cultivating resilience. There will be a focus on the power and privilege that our system holds and how we can share that power with families. Building relationships with families who come into our system takes a level of self and cultural awareness, understanding and trust. This training will create an opportunity for each participant to become aware of his/her/their own philosophical position on child welfare and will learn strategies for advancing equity. Participants will also have the opportunity to apply anti-racist principles to a case study through an interactive poll.

Objectives

- Understand multiple levels of racism and historical context and origin
- Understand and articulate the impact of Implicit Bias in child welfare organizations and practice
- Learn how power dynamics show up in our work
- Learn power-balancing strategies
- Define and Understand Disparity vs. Disproportionality

Pryce Keynote Description, Objectives, Resources

- Understand importance of family connection and sacredness of family ties
- Learn anti-racist child welfare and policy advocacy
- Understand the repercussions of family separation for vulnerable families of color
- Understand the differences between a traditional child welfare system and a transformed system
- Define evolutionary policy change and revolutionary policy change and learn current examples

Resources:

- Lee, E., Kirkland, K., Miranda-Julian, C., & Greene, R. (2018). Reducing maltreatment recurrence through home visitation: A promising intervention for child welfare involved families. *Child Abuse & Neglect*, 86, 55–66. <https://doi.org/10.1016/j.chiabu.2018.09.004>
- Maguire-Jack, K., Lanier, P., Johnson-Motoyama, M., Welch, H., & Dineen, M. (2015). Geographic variation in racial disparities in child maltreatment: The influence of county poverty and population. *Child Abuse and Neglect*, 47, 1-13.
- Lovato-Hermann, K., Dellor, E., Tam, C. C., Curry, S., & Freisthler, B. (2017). Racial disparities in service referrals for families in the child welfare system. *Journal of Public Child Welfare*, 11(2), 133–149.
- Kokaliari, E. D., Roy, A. W., & Taylor, J. (2019). African American perspectives on racial disparities in child removals. *Child Abuse & Neglect*, 90, 139–148. <https://doi.org/10.1016/j.chiabu.2018.12.023>
- Lewis, M. L. ., & Norwood, R. G. . (2019). “When I Go to Heaven, I’ll Be White”: The Ethics of Transracial Adoption Within the Context of Childhood Trauma and Racial Identity Development. *Zero to Three*, 40(1), 12–21.
- Pryce, J., Lee, W., Crowe, E., Park, D., McCarthy, M., & Owens, G. (2018). A case study in public child welfare: county-level practices that address racial disparity in foster care placement. *Journal of Public Child Welfare*, (1), 35.
- Pryce, J. & Yelick, A. (2020). Racial Disproportionality and Disparities in the Child Welfare System: African American Children. In A. J. Dettlaff (Ed.), *Racial Disproportionality and Disparities in the Child Welfare System*. New York, NY: Springer.