RACE EQUITY IN HUMAN SERVICES SYSTEMS: THE TEXAS STORY CONTINUES

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WELCOME AND INTRODUCTIONS
Group Agreements

- Listen and be respectful
- Be Confidential
- Find your growing edge
- No racial or ethnic slurs used
- Focus on race/ethnicity in the United States, Texas, Canada, and your community
- Stay engaged; everyone participates
- Manage technology, silence phones
2005 – Senate Bill 6 – Work formally began
2007 – Senate Bill 758 – Work expanded statewide
2010 – The Center for Elimination of Disproportionality and Disparities is established by Executive Order
2011 – The Center is established in statute; Interagency Council is created
2013 – Rider 87 of appropriations bill
2015 – Rider 64 of appropriations bill
The Texas Model: A Framework for Equity

Texas Model:
A framework for equity

Modifies: The Texas Model is a dynamic process. Indeed, each component supports the others.

- Evaluation & transformation
- Advancing data-driven strategies
- Promoting work defined by race equity principles
- Developing leaders
- Collaborating across systems
- Engaging communities
Tools for Seeking Race Equity

- Group Agreements
- Community Engagement Model
- Training and curricula development
- Lunch and Learns
- Embedding policy change
- Race Equity Assessments
- Stories of Self
- Celebrating successes
- Cross program/agency workgroups
- Town Hall meetings
Techniques for Promoting Race Equity

Race Equity Principles:

- Networking
- Understanding Our History
- Analyze Power
- Celebrate Culture
- Develop Leadership
- Maintain Accountability
- Reshape Gatekeeping
Techniques for Promoting Race Equity

- Importance of Strategizing
- Pooling resources – Synergy
- Developing leaders – Champions in systems and communities
- A community-based constituency
- Struggle together
From the March 2010 Report:

- Increased proportion of African American and Hispanic staff relative to Anglo staff
- Decreased the disparate rate of removal between African American and Anglo children, with no increase in repeat maltreatment
- Increased the number of children in kinship care
- Use of FGDM is beneficial in reuniting children with their families, especially African American and Hispanic children
- Reduction in disproportionality in the system
Outcomes from the Texas Story

- Developed curricula: An Introduction to Courageous Conversations on Race Equity, EQUITY: Together We Can Achieve It!, and Advancing Health Equity in Texas through Culturally Responsive Care (CLAS)
- Incorporated cultural competency into Medicaid contracts
- Evaluating outcomes by race and ethnicity
- Texas State Advisory Coalition for Addressing Disproportionality and Disparities
- Annual Cross-Systems Summit
Decision Point Analysis

Intake → Assessment / Planning → Service Delivery → Re-Assessment

- Yes
- No

Stop / Close
That conversation you've been avoiding is actually a leadership opportunity.
Data and Courageous Conversations

Dropouts  
Expulsions  
Removals  
Children Awaiting ADO  
Probation  
TYC  
TDCJ Receives  
Death Row  
Low Birth Weight  
Pre-Term Birth  

Times more / less likely than whites

African American  
Anglo  
Hispanic

Outcome

Education  
CPS  
Juvenile Justice  
Criminal Justice  
Infant Health
Texas Child Protective Services Selected Data, FY 2015

### Percentages of Child Population and Victims

- **Child Population**
  - Hispanic: 49.9%
  - Anglo: 31.9%
  - African American: 11.4%
  - Other**: 6.5%
  - Native American: 0.3%

- **Alleged Victims**
  - Hispanic: 44.7%
  - Anglo: 30.5%
  - African American: 18.3%
  - Other**: 6.4%
  - Native American: 0.1%

- **Confirmed Victims**
  - Hispanic: 43.8%
  - Anglo: 32.3%
  - African American: 17.6%
  - Other**: 6.2%
  - Native American: 0.1%

- **Removal**
  - Hispanic: 40.3%
  - Anglo: 33.3%
  - African American: 19.6%
  - Other**: 6.7%
  - Native American: 0.1%

- **Waiting for Adoption**
  - Hispanic: 43.8%
  - Anglo: 29.3%
  - African American: 20.7%
  - Other**: 6.0%
  - Native American: 0.1%
Surviving Changing Leadership - Sustainability

- Four Presidents
- Three Governors
- 5 Executive Commissioners
- 2 Deputy Executive Commissioners
Lessons Learned

- New leaders
- Continued awareness raising
- Sustainability
- No quick fix!
- Struggle together
- Highlighting community voices
- Encouraging the youth voice
Why We Do Race Equity Work

“Cowardice asks the question, is it safe? Expediency ask the question, is it politic? Vanity asks the question, is it popular?

But conscience ask the question, is it right? And there comes a time when we must take a position that is neither safe, nor politic, nor popular, but one must take it because it is right.”
Thank you!

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