The Texas Story of a Family-Centered Approach to Improving Outcomes: Policy Perspectives and Views from the Frontlines

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Introductions

who we are

Striving for equity in the delivery of health and human services.
**VISION**
A consumer-focused and equitable Texas HHS system where all people receive the highest quality services to attain their full potential

**MISSION**
In partnership with communities and systems, drive policy and practice improvements to eliminate disproportionality and disparities and improve outcomes through equitable delivery of HHS programs
2005: An Agency in Crisis
2005: An Opportunity for Reform
2005 - 2010: A Family-Centered Approach

- Kinship program
- Increased family preservation
- Family Group Conferencing
- Parent Collaboration Group
- Fatherhood Initiative
- Transitioning Youth

- Disproportionality program
- Youth Specialists
- Education Specialists
- Increased adoptions
- Community Engagement
- Cultural Competency training
- Advisory Committees
2005 - 2010: FGDM

- Family Group Conferences
- Family Team Meetings
- Circles of Support
The Texas Model: A Framework for Equity
Racial and Ethnic Implications of System Reform

- Racial and ethnic factors considered in policy and programmatic decisions
- Training: Knowing Who You Are, Undoing Racism
- Research into FGDM and other reform efforts
- Increased children in kinship care, especially African American and Hispanic
Lessons Learned

Texas Model: A framework for equity

- **Advancing data-driven strategies**
  - Strategies to eliminate disparities are informed by reliable race and ethnicity data.

- **Developing leaders**
  - Everyone has the opportunity to develop leadership skills to strive for equity in their practice.

- **Collaborating across systems**
  - Networks and coalitions of gatekeepers and advocates seek sustainable solutions across institutional lines.

- **Engaging communities**
  - The community is included in dialogues, discussions, planning and decision-making in efforts that will affect them.

- **Promoting work defined by race equity principles**
  - Concepts of fairness and justice guide all programs, policies and practices, which are designed to eliminate institutional barriers to equity.

- **Evaluation & transformation**
  - Every initiative, program and policy is evaluated for equity and effectiveness leading to system transformation

*Note: The Texas Model is not a linear process; instead, each component supports the others.*
Be the change you wish to see in the world.

- Mahatma Gandhi
Equality, Equity, Liberation

Improving outcomes by meeting the needs of those we serve.

Source: Communi.chi:http://www.communichi.org/racial-equity-diversity-awareness/
Artwork by Angus Maguire. interactioninstitute.org madewithangus.com
Race Equity work involves identifying and eliminating beliefs, practices, and policies within systems that contribute to inequitable outcomes by race and ethnicity.
Reforming Our Systems

**Old Way of Thinking**

Services are generally good for all recipients. More services are almost always good for improving outcomes.

All individuals benefit from services more or less equally. We should strive for uniformity in service delivery.

Poor outcomes are primarily due to irresponsibility, ignorance, and/or poor choices on part of individuals.

Poor outcomes, as experienced by different population groups, are out of our control – They will get worse over time as more people access services.

**New Way of Thinking**

Individuals benefit from services in different ways. High quality/equitable services are better for all individuals.

Population groups benefit from services differently – Social and economic factors determine access and use of services.

Mutual accountability – Poor outcomes are the responsibility of individuals AND systems

Disparities exist. Communities and institutional gatekeepers working together can drive changes, reduce disparities and improve outcomes.
“The system is designed for the results it is getting. If you want different results, you will have to redesign the system.”

- EZRA EARL JONES
Questions & Answers

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Thank you