

Race Equity Impact Assessment Workshop: CQI Activity Handout

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In Illinois Black children represent 15% of the child population, but are represented in child welfare at 38%, more than twice than they are in the general population. Conversely, White children represent 50% of the child population, but are represented in child welfare at 47%. In our discussion today, we highlighted the Racial Disproportionality Index (RDI) relative to the over- and under-representation of youth in care, based on their population in the general public or their population in a previous decision point.

Reflecting back to the data presented today, we saw a trend where Black children are overrepresented in the intake decision points but underrepresented in those decision points relative to obtaining permanency, as well as their length of stay in care.

As a group:

First, establish your group average score. Next, consider the data you heard about this problem and discuss what equity planning would look like for this problem based on what is next in the chart from the Impact Assessment.

Use the Results-Based Accountability[™]¹ Performance Accountability Questions below to frame your discussion:

- **Who are our clients?**
 - ✓ (E.g., families, staff, etc.)
- **From a race equity lens, how can we measure if our BIPOC clients have disparate outcomes?**
 - ✓ (If your program did a really great job, how are your BIPOC client's lives better?)
- **How can we measure if we are delivering services equitably?**
 - ✓ (How will we know if our program activities are performed well?)
- **How are we doing on the most important of these measures?**
 - ✓ (Why are things better or worse? What are the causes and forces at work that explain our performance? What is our baseline, and what is our benchmark? What data do we need to know if we are doing better?)
- **Who are the partners who have a role in doing things better?**
 - ✓ (Have we considered including members of the community and/or "lived experts"?)
- **What works/helps us to do better, including no cost and low-cost ideas?**
 - ✓ (Research what works for this problem. Be creative and think of non-conventional solutions. Don't be afraid to ask for the resources necessary to execute.)
- **What do we propose to do?**
 - ✓ Plan development, implementation, monitoring and evaluation.

¹ Friedman, Mark (2015) *Trying Hard is Not Good Enough* (FPSI Publishing)