

Creating an Equity-Focused Child Welfare System

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Vision for Transformation

Child Welfare Division Vision for Transformation

- The Child Welfare Division [Vision for Transformation](#) is the spirit of what we believe the child welfare system can and should be in Oregon.
- We envision a child welfare system built on our mission, core values, and a belief that children do best growing up in a family and their community.

About the Vision for Transformation

- Vision for Transformation brings a racial equity and anti-racist lens to every aspect of our work.
- The Child Welfare Vision for Transformation is the spirit of what we believe the child welfare system can and should be in Oregon.
- We envision a child welfare system built on our mission, core values, and a belief that children do best growing up in a family and their community.
- The Vision for Transformation was created through collaborative discussions with our workforce, community partners and Oregon Tribal Nations.

A Gardener's Tale



Levels of Racism: A Gardener's Tale by Camara Phyllis Jones, MD, MPH, PhD

<https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.90.8.1212>

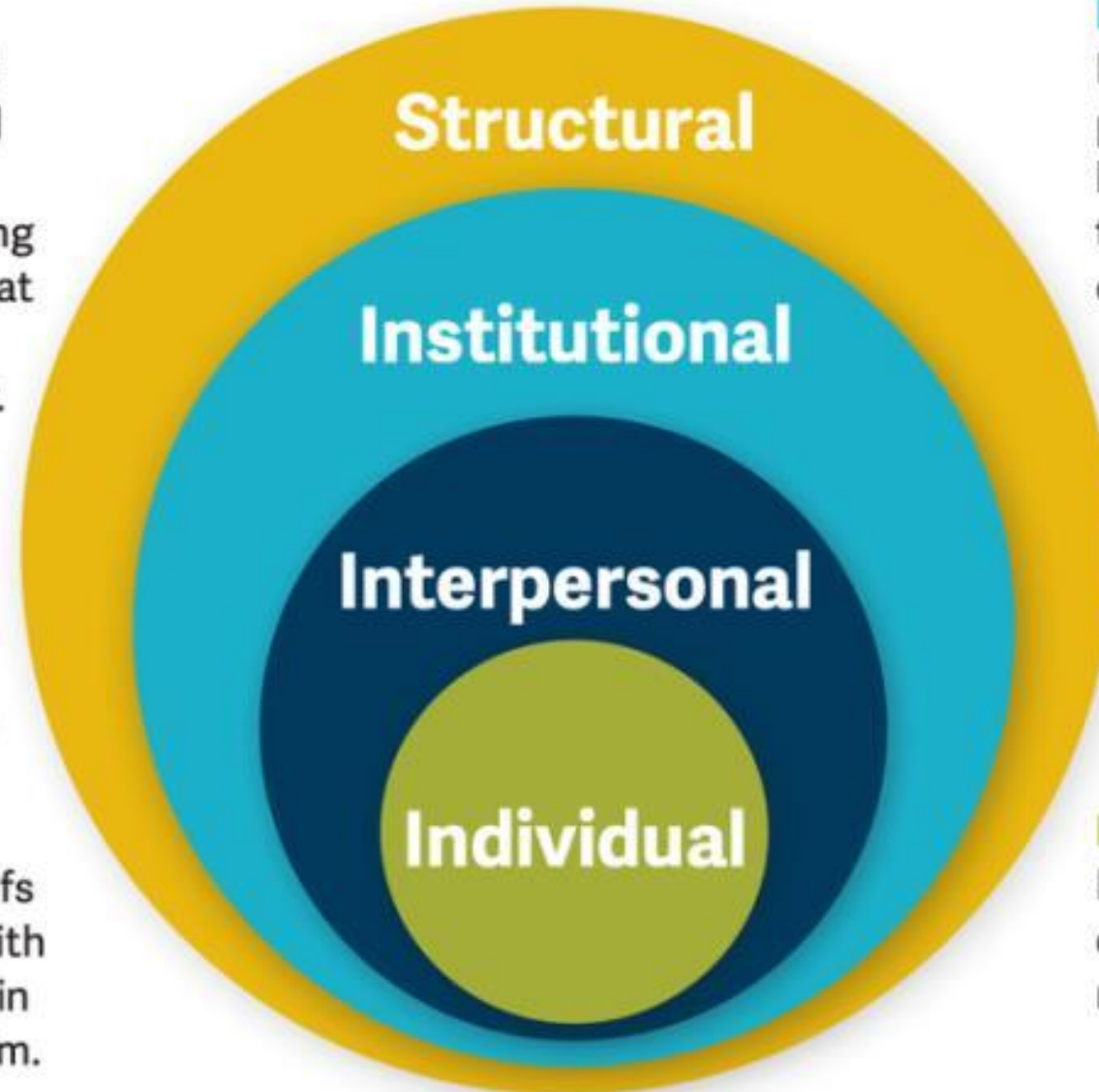
Four levels of change to address four forms of racism

Structural racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Institutional racism

Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.



Interpersonal racism

Occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Individual racism

Pre-judgment, bias, or discrimination based on race by an individual.

Antidotes operate at 4 levels as well

- **Internalized**

- Decolonize your mind
- Interrogate the dominant narrative
- Do your own internal work

- **Interpersonal**

- Listen & believe those affected
- Build relationships across differences

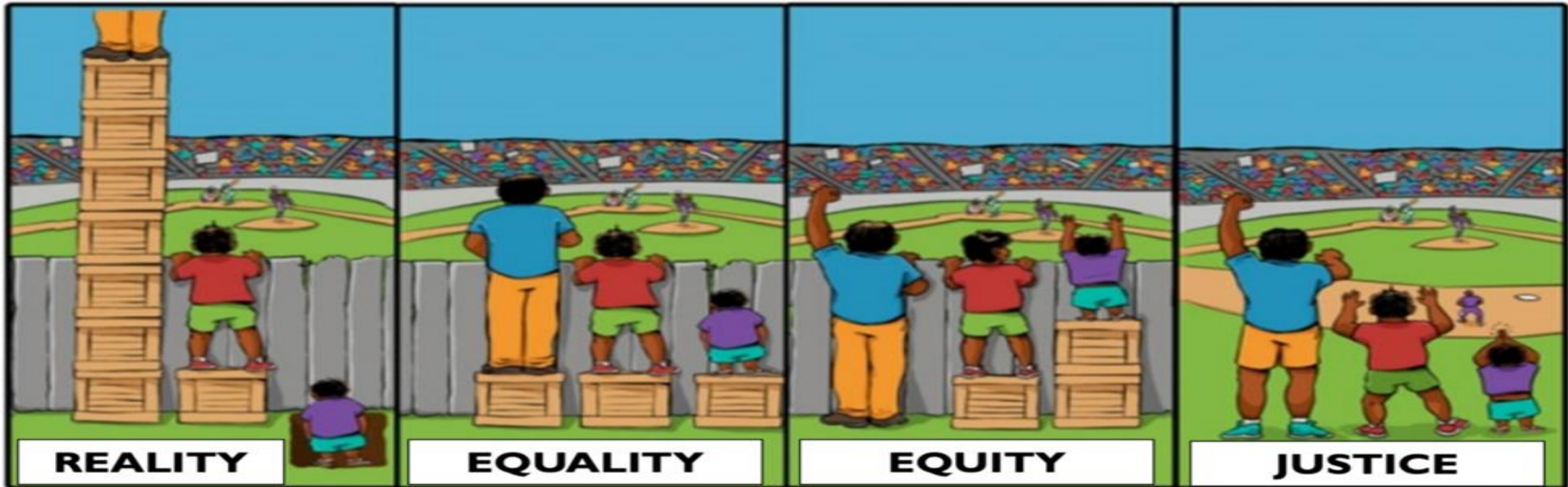
- **Institutional**

- Understand & speak up about race equity
- Engage those affected by decisions in decision-making

- **Structural**

- Be accountable for your part in dismantling racism
- Publicly advocate for race equity
- Cede power to POC

What Are We Striving For?



REALITY
One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

EQUALITY
The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

EQUITY
Everyone gets the support they need, which produces equity.

JUSTICE
All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Full Equity Framework

Organizational
Commitment,
Leadership &
Governance

Equity Laws,
Policies &
Implementation
Practices

Organizational
Climate, Culture &
Communications

Service-Based
Equity

Service-User Voice
& Influence

Workforce
Composition &
Quality

Community
Collaboration

Resource
Allocation &
Contracting
Practices

Data, Metrics &
Continuous
Quality
Improvement