Ensuring Racial Equity in Serving Children and Youth

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Texas Health and Human Services Commission

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Elements of a Courageous Conversations

- **Experience Discomfort**
- **Expect and Accept Non-closure**
- **Speak Your Truth**
- **Stay Engaged**

Trauma-Informed

- **Research has conclusively demonstrated that court-involved children and adolescents present with extremely high rates of traumatic stress caused by their adverse life experiences.**

- **In court we may perceive these youth as inherently disrespectful, defiant, or antisocial, when in fact their disruptive behavior may be better understood in the context of traumatic stress disorder.**

Elias-Perciful, B. (September 28, 2018), Sample Resources for Trauma-Informed Judicial Practice from the Texas Lawyers for Children Online Center. National Child Traumatic Stress Network (NCTSN) Bench Card, page 1.

It is easier to build strong children than to repair broken men.
- Frederick Douglass
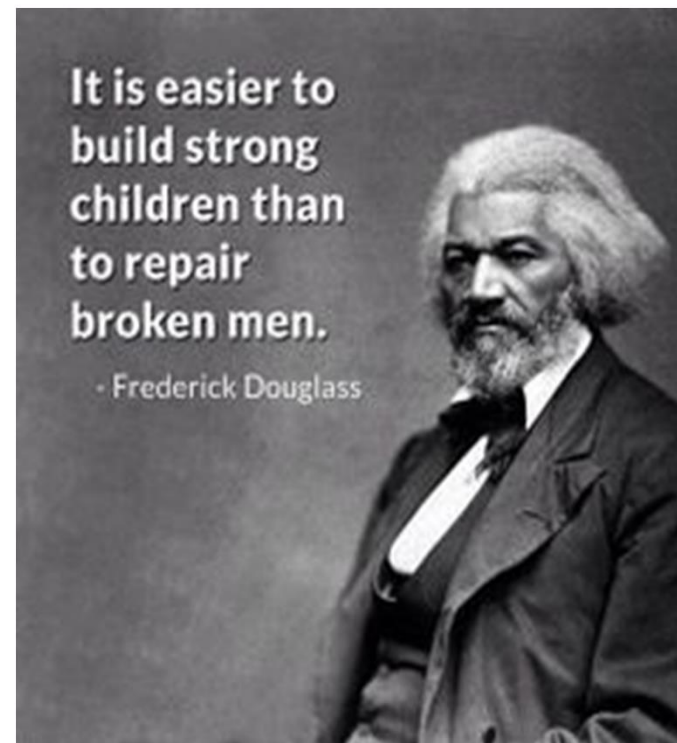
Systems that Impact Individuals who Experience Trauma

Child Welfare

Criminal & Juvenile Justice

Education

Healthcare

Judicial & Legal
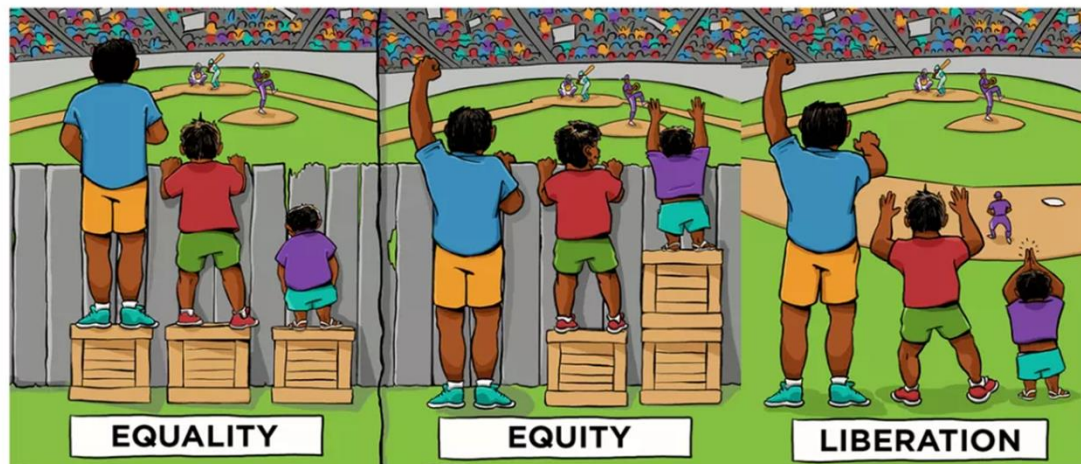
Employment

Cross-Systems Data by Race

African American

Times more / less likely than whites

Outcome: Dropouts, Expulsions, Removals, Children Awaiting ADO, Probation, TYC, TDCJ Receives, Death Row, Low Birth Weight, Pre-Term Birth
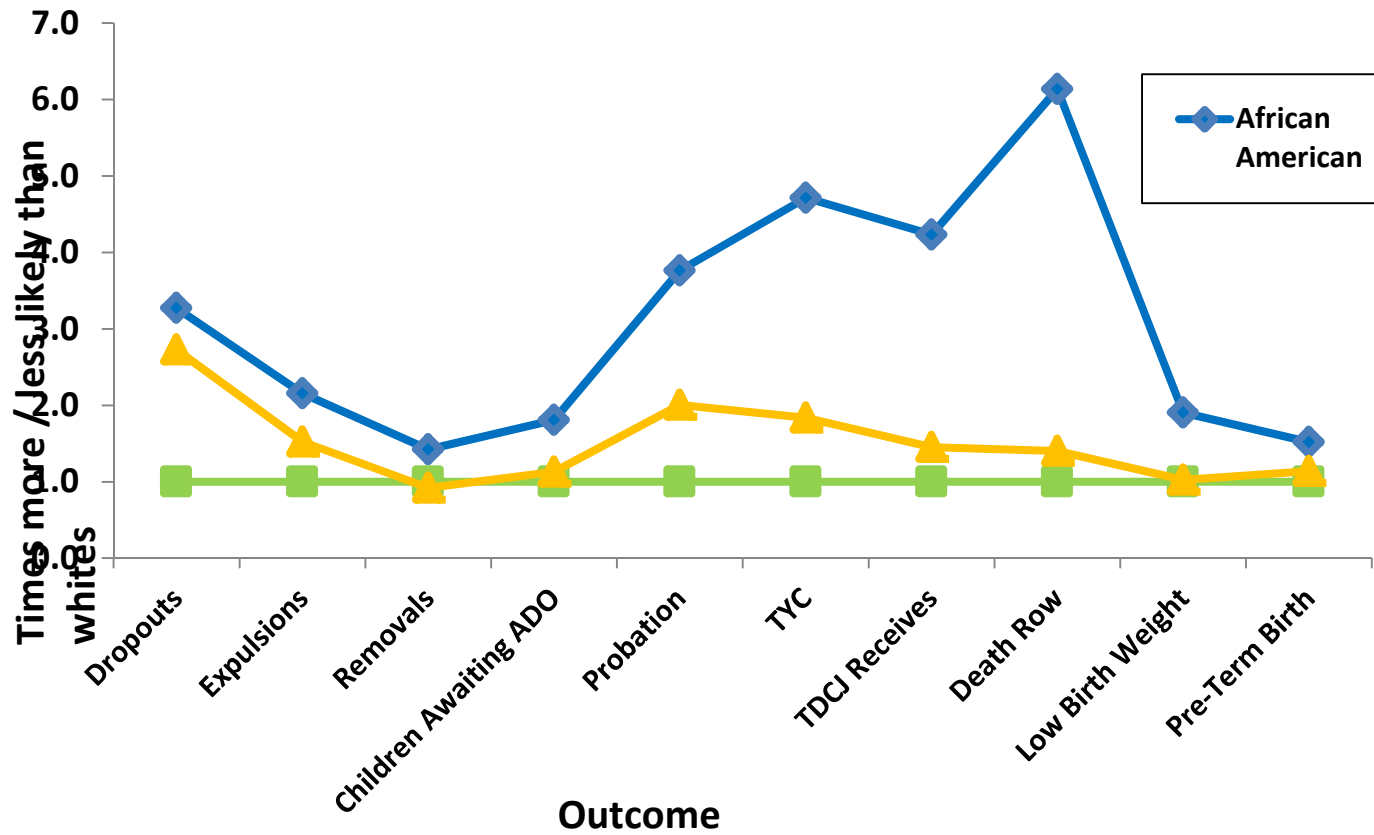
Is Having Diversity Enough?

Equity vs. Equality

Don't just tell a different version of the same story.
Change The Story!

EQUALITY   EQUITY   LIBERATION

Picture Source: http://www.communichi.org/racial-equity-diversity-awareness/

Definitions: Establishing a Common Language

Term	Definition
Equality	The quality or state of being equal. *Source: Merriam-Webster, m-w.com, 2014.*
Equity	Everyone should have a fair opportunity to attain their full potential and that no one should be disadvantaged from achieving this potential if it can be avoided. *Source: WHO, as cited in Whitehead, 1990.*
Race Equity Lens	Brings into focus the ways in which race and ethnicity shape experiences with power, access to opportunity, treatment, and outcomes, both today and historically. Assessing racial equity in our institutions involves analyzing data and information about race and ethnicity; understanding disparities and learning why they exist; looking at problems and their root causes from a structural standpoint; and naming race explicitly when talking about problems and solutions. *Source: Grantcraft, 2011.*

Why Are People Poor?

law.georgetown.edu, educatingwomen.org

We gain strength, and courage, and confidence by each experience in which we really stop to look fear in the face... we must do that which we think we cannot.
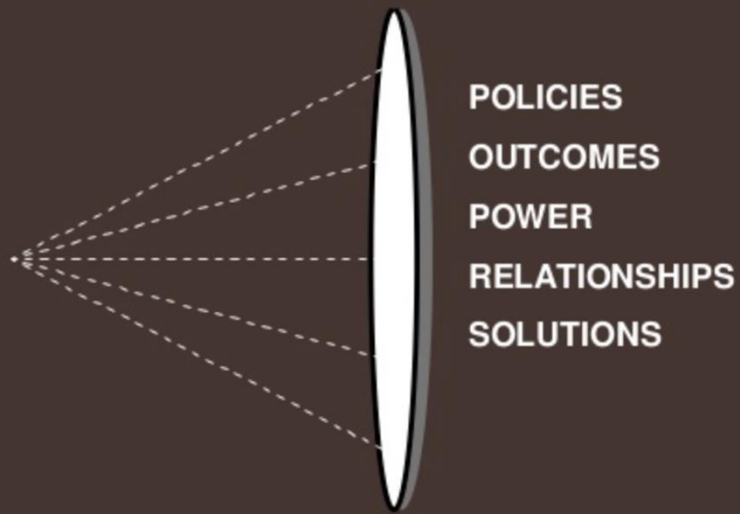
(Eleanor Roosevelt)

Race Equity Lens

Using a Racial Equity Lens

The metaphor of a *lens* allows us to see our contexts in new and revealing ways.

POLICIES
OUTCOMES
POWER
RELATIONSHIPS
SOLUTIONS

#FacingRace14

Race Equity Lens

"Brings into focus the ways in which race and ethnicity-

- Shape experiences with power, access to opportunity, treatment, and outcomes, both today and historically.

- Assessing racial equity in our institutions involves analyzing data and information about race and ethnicity; understanding disparities and learning why they exist; looking at problems and their root causes from a structural standpoint; and naming race explicitly when talking about problems and solutions."

Reforming Our Systems

Race Equity work involves **identifying** and **eliminating beliefs**, **practices** and **policies** within <u>ourselves</u> and our <u>systems</u> that contribute to inequitable outcomes by race and ethnicity.

Reforming Our Systems

Old Way of Thinking	New Way of Thinking
Services are generally good for all recipients. More services are almost always good for improving outcomes.	Individuals benefit from services in different ways. High quality/equitable, and culturally appropriate services are better for all individuals.
All individuals benefit from services more or less equally. We should strive for uniformity in service delivery.	Population groups benefit from services differently – Social and economic factors determine access and use of services.
Poor outcomes are primarily due to irresponsibility, ignorance, and/or poor choices on the part of individuals.	Mutual accountability – Poor outcomes are the responsibility of individuals AND systems and should be addressed collaboratively.
Poor outcomes, as experienced by different population groups, are out of our control – They will get worse over time as more people access services.	Disparities exist. Communities and institutional gatekeepers working together can drive changes, reduce disparities and improve outcomes.

Engaging Communities and Organizations

Racially Equitable Trauma Informed Care

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Margaret Mead

Questions?

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Thank you!