

Oregon Child Welfare and Office of Equity & Multicultural
Services Partnership

Advancing Service Equity through an Equity Micro-Lab Process

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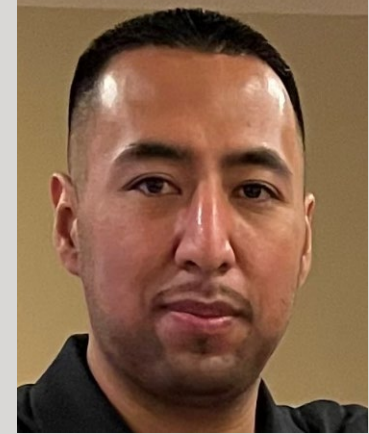
April 2024

The Team



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José González

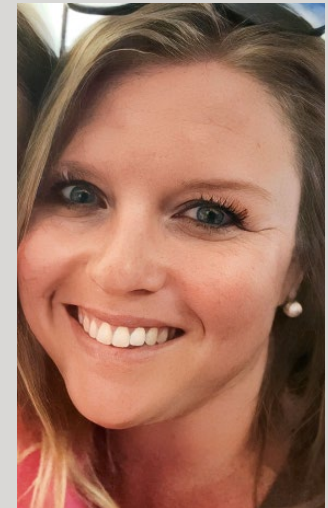


Molly Miller



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Office of Equity & Multicultural Services: Service Equity

Unified Equity Framework

What it is:

Intentional examination of practices, policies, and service delivery to decrease inequitable outcomes and address systemic bias.

Four key components:

- Programmatic Assessments
- Service Equity Councils
- Equity Dashboards
- Equity Plans

Service Equity Managers

What they do:

Partner to co-create and sustain the Unified Equity Framework with equity champions and program leaders.

Key efforts:

- Engaging communities
- Data and evidence-based practice
- Developing champions
- Directing investments and resources
- Customizing services
- Creating dialogue

Vision for Transformation

All children deserve to experience safe, stable, healthy lives and grow up in the care of their loving family and community

- Focus on racial equity and anti-racism
- The essence of what we believe the child welfare system can and should be in Oregon
- Created through collaborative discussions with our workforce, community partners and Oregon Tribes



Vision for Transformation Guiding Principles



**1. Supporting families
and promoting
prevention**



**2. Enhancing our staff
and infrastructure**



**3. Enhancing the
structure of our system
by using data with
continuous quality
improvement**

Culture and Cultural Connections



- How do you define culture?
- What do you think of as cultural considerations and connections?

What is a Permanency Committee?

Purpose

To provide recommendations on permanency planning decisions.

How it works

- An internal process led by ODHS to assess permanency planning
- ODHS schedules the committee and determines what materials are provided to the committee.

Examples of recommendations

Guardianship

Fit and
Willing
Relative

APPLA

Separation of
Siblings

Adoption
consideration

Local Permanency Committee Challenges

- Uninterrupted biases
- Perception of language and cultural context
- Lack of understanding of intersectional differences within similar communities
- Holidays and celebrations
- Danger of a single narrative
- Linear perceptions of language and culture
- Misunderstanding of culture
- Advantages of locally-based potential caregivers
- How information is shared



Policy and Practice with purpose:

Regional Equity Micro-Lab & Partnership with Washington County

OEMS-driven
commitment



Support policy &
practice review



Serve as a thinktank



Facilitated process

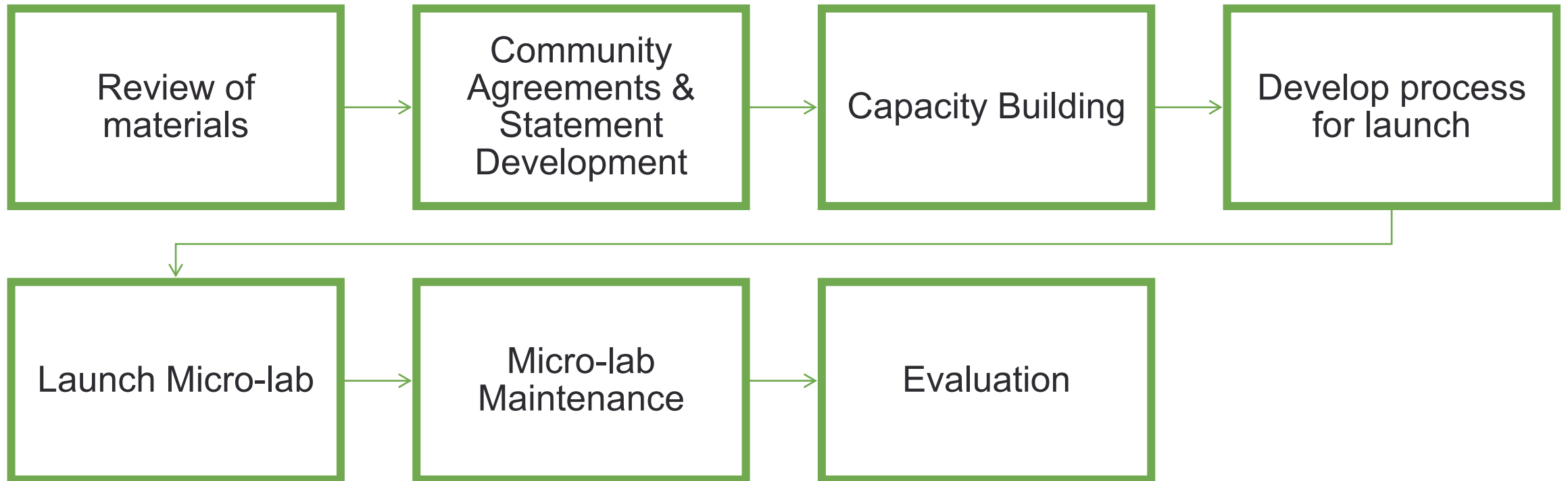


Data-informed &
evidence-based practice



The process

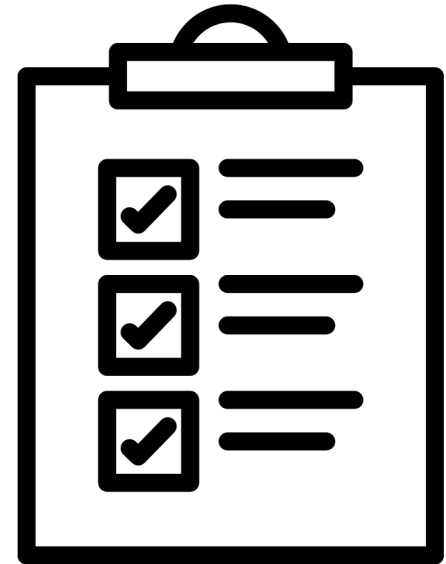
Proof of Concept Process Map



Step 1: Review Materials

ODHS Proof-of-Concept Actions

- Review of existing materials, policies, rules, procedures, etc.
- Meet and greet with proof-of-concept workgroup
- Begin building trust and relationships
- Develop action steps to take place within process map



Step 2: Community Agreements & Statement Development

ODHS proof-of-concept actions

- Community agreements and statement development

CWLA Workshop: 5 minutes

Using your worksheet, brainstorm systemic inequities that exist within your organization. Pick one-to-two that would be beneficial to run through an Equity Micro-Lab.

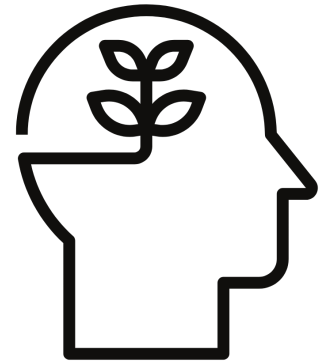
Once you have identified a process, brainstorm important points to include in your statement



Step 3: Learning & Capacity Development

ODHS Proof-of-Concept Actions

- Development of a facilitator cohort
 - Included foundational equity learning, facilitator skill building, and a simulation exercise
- Co-design of a Coaching and guidance document for supervisors
 - Included opportunities for coaching at multiple stages of engagement with families (Child Protective Services, Permanency, Foster Care, and Preparing for the Permanency Committee)
- Document for external participants to further share about the process



Step 4: Develop Process for Launch

ODHS Proof-of-Concept Actions

Planning for implementation and launch including the following:

- Presentations with leadership team
 - Coaching Guide review
 - What to expect when participating document review
- Expectation setting by district leaders
- Time to walk through worries and concerns
- Transparency of information sharing



CWLA Workshop: 8 minutes

Turn to a person next to you and share about your identified inequity, the statement brainstorming, and discuss the capacity building that would be needed.

Step 5: Launch Equity Micro-Lab

ODHS Proof-of-Concept Actions

- The Washington County team launched their additions and changes to practice in late January- early February 2024.
- Plans are in place to continue the facilitator cohort to provide to all child welfare staff
- Continued engagement with OEMS and Washington County leadership

Step 6 and 7: Maintenance & Evaluation

ODHS Proof-of-Concept Actions

- Family Time Coordinator Case Note tracking
 - Will include area for observations specific to culture
- Prep/pre meetings will use the coaching guide questions
- Coaching & Training Specialists goals and support
- Exploring areas where Family Time Coordinators can share observations
- Exploring the feasibility of a Family Report change
- Ongoing Facilitator Cohorts planning for 2024
- Local permanency committee process
 - Program Manager or designee using internal tracker for facilitation improvements



Questions?

Contact Information

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