

Division of Children and Family Services (DCFS)
Advisory Board Meeting Minutes

| | |
|----------------|---|
| MEETING | Friday, October 9, 2020 12:00 p.m. – 2:00 p.m. – Zoom Meeting |
|----------------|---|

| | |
|------------------|---|
| ATTENDEES | Gabriella Celeste, Beverly Charles, Dr. David Crampton, Dr. Andrew Garner, Debra Rex, Angela Newman-White, Lakecia Wild, Christopher Cabot, Verna Darby, LeVine Ross, Jennifer Croessmann |
|------------------|---|

| | |
|----------------------------|--|
| APPROVAL OF MINUTES | Available online – Jennifer will post them for the public to view. |
|----------------------------|--|

| | |
|-----------------|-----------------|
| RECORDER | Tatiana Johnson |
|-----------------|-----------------|

AGENDA ITEMS

| Introduce and Welcome | |
|------------------------------|--|
| DISCUSSION | <ul style="list-style-type: none"> • Introductions, as there were guests • Introduction of new member Verna Darby (replacing Christin Farmer) • Natasha Davis is unable to attend the meeting • Thank you to Victor Ruiz for service to committee (Last Meeting 8/19/2020) |

| Approval of Meeting Minutes | |
|------------------------------------|--|
| DISCUSSION | <ul style="list-style-type: none"> • Changes to Previous Meeting Minutes <ul style="list-style-type: none"> - Change Governance Committee to Prevention Committee report - Rename Child Protection Team presented by Anastasia Dimitropoulos - Draft Data Dashboard should be under Intervention Committee - Add Racial Disparities presented by Angela Newman-White |

| Director’s Report | |
|--------------------------|---|
| DISCUSSION | <ul style="list-style-type: none"> • Custody Terminations <ol style="list-style-type: none"> a. Courts are now open, custody termination hearings have resumed <ul style="list-style-type: none"> - Previously 75 cases waiting to be heard for county custody termination, now there are only a handful waiting to be heard - With the recent custody terminations, total children in custody is 2853 • Children Awaiting Placement <ol style="list-style-type: none"> a. Children who are awaiting placement are no longer spending more than 24 hours in the building b. Only 1 child has spent more than 24 hours in the building in the last few weeks c. Emergency Beds available at Guidestone, Ohio Mentor, & SAFY <ul style="list-style-type: none"> -They are willing to take more challenging children d. Board wants to consider putting out statement regarding improvements with children no longer staying |

| | | | | | | | | | | | | | |
|-------------------|--|--|----|-------------------|-----|-----------|-----|--|----|-------------------|-----|-----------|-----|
| | <p>in the building overnight</p> <ul style="list-style-type: none"> - Board will consider attending a HHS Public Health Committee Meeting to inform community about improvements made within the county (Next HHS Meeting Nov 4 or 18, 2020) • Blind Screening <ul style="list-style-type: none"> -First report was received on 9/21/2020 - Is there implicit bias when screening in calls? - Demographic information, zip code and neighborhood are being left out of initials calls to hotline -Call volumes were lower at beginning of pandemic, but have recently returned to normal levels -Initial results of blind screen-in study show similar screen-in ratios from 2019 and 2020 <u>2019</u>: African American vs Caucasian Families <table style="margin-left: 40px;"> <tr><td></td><td style="text-align: center;">Q2</td></tr> <tr><td>African Americans</td><td style="text-align: center;">55%</td></tr> <tr><td>Caucasian</td><td style="text-align: center;">37%</td></tr> </table> <u>2020</u>: African American vs Caucasian Families <table style="margin-left: 40px;"> <tr><td></td><td style="text-align: center;">Q2</td></tr> <tr><td>African Americans</td><td style="text-align: center;">57%</td></tr> <tr><td>Caucasian</td><td style="text-align: center;">35%</td></tr> </table> <p>-Will continue to track results</p> | | Q2 | African Americans | 55% | Caucasian | 37% | | Q2 | African Americans | 57% | Caucasian | 35% |
| | Q2 | | | | | | | | | | | | |
| African Americans | 55% | | | | | | | | | | | | |
| Caucasian | 37% | | | | | | | | | | | | |
| | Q2 | | | | | | | | | | | | |
| African Americans | 57% | | | | | | | | | | | | |
| Caucasian | 35% | | | | | | | | | | | | |

Subcommittee Updates: Prevention, Intervention, Government)

| | |
|-------------------|--|
| DISCUSSION | <ul style="list-style-type: none"> • Governance <ol style="list-style-type: none"> a. Proposed Advocacy Protocol for Adoption <ul style="list-style-type: none"> - Process for weighing in on issues that impact children in the system b. Motion offered followed by a second motion. Board voted unanimously to approve the Advocacy Protocol c. Recommendation: <ul style="list-style-type: none"> - Formally nominate Lakecia Wilde as Governance Chair - Motion offered followed by a second motion. Board voted unanimously to name Lakecia Wilde as Chair d. ADD: Requested committee chairs to schedule 2021 meetings and provide to Jennifer for calendar • Prevention <ol style="list-style-type: none"> a. County declaration of Racism as Public Health Crisis <ul style="list-style-type: none"> - Lack of resources leads to families becoming involved with DCFS - How can the committee assist families before they need DCFS involvement? - Sub-committee to draft a DCFS Board Racial Equity Resolution to align with the county declaration of racism as a public health crisis and review at next board meeting - Data dashboard includes DCFS existing race equity data. Note DCFS has required all staff to participate in Implicit Bias training and currently uses race as a variable in data reports b. Discussed Community Engagement opportunity to participate in the County’s racial equity committee work. LeVine Ross, attendee, provided the following information. <p style="text-align: center;">Public Forum</p> |
|-------------------|--|

- Common Ground Event
 1. Oct 23, 2020 (11:00AM-12:00PM)
 2. Oct 24, 2020 (12:00PM-1:00PM)
 3. Oct 26, 2020 (7:00PM-8:00PM)
- Board members can attend meeting via YouTube and submit public comments
- Citizen Advisory Council – discussed how to best collaborate with the CAC on race equity
 - c. The Governance sub-committee requested that all sub-committees provide a current list of members and 2021 meeting dates
 - Prevention Committee Meeting Date: Nov 9, 2020 at 11:00AM
 - d. Verna Darby will go to each sub-committee meeting to decide which committee she would like to join.
 - e. Child Protection Teams Update

Anastasia Dimitropoulos, Schubert Center, reported on the status of the white paper for a coordinated CPT-MDT model for the county. Document draft was sent to the CPT Advisory group for review on 10/13. Meeting is planned for late Oct/early Nov for draft feedback and next steps.

The goals of the white paper are to:

- Address the urgency of child abuse in Cuyahoga County
- Summarize the current system of investigation and response with case examples
- Review team-based models for coordinated care, primarily focused on:
 - Child Advocacy Centers
 - Hospital-based CPTs
- Identify qualities of effective programs and barriers to a system-wide coordinated approach
- Present a possible model for use in Cuyahoga County

- **Intervention**

- a. Sub-committee Chair Dr. David Crampton presented a data dashboard with 9 data content areas based on the child welfare expert panel recommendations to review and monitor (racial equity was added to the draft). This dashboard is a work in progress and is being shared with the board for preliminary feedback.
1. Continuous Quality Improvement (CQI) case reviews
 - 4 additional CQI employees were hired to perform regular quantitative and qualitative reviews of random cases to determine if state and local policy/procedures are being followed, escalate concerns to leadership, and provide reports to leadership on practice evaluation and specific topics as requested.
 - Draft dashboard lists the areas reviewed, # cases reviewed, timeframe, reason for review, and any follow-up.
 - Topics for case reviews listed: minor moms, child well-being, case review tool assessment, plan for practice advancement reviews with the state, and Sobriety Treatment And Recovery Teams (START) quality & racial equity.
 - Dr. Crampton discussed with the board his conversations with the division about including baseline data, goals/benchmarks, outcome data and findings in future reports. He also requested that any systemic issues arising from CQI reviews be included.
 2. Progress in retaining and hiring staff
 - Quarterly data is forthcoming from the dept. of human resources
 - Noted several recent hiring of new caseworkers (21) and

management (9)

3. Strengthen DCFS Staff Training

- New cohort of approx. 13 caseworkers begin training 9/28/20 and are projected to finish training 11/18/20 and move to transition units the week of 11/23/20.
- Next caseworker cohort to start training approx. 1/11/21
- When ShadowBox training resumes, board members are welcome to attend – Jennifer has list of volunteers

4. Community Involvement and geographic case assignment

- DCFS commissioned new data review from CWRU poverty center, who previously mapped out geographic assignment areas
- Data demonstrates that based on child maltreatment, population, hotline referrals, screened-in referrals, race, and SES/poverty level, the previous geo mapping has not significantly changed.
- Leadership continues to discuss any necessary changes to the current department geo assignments to achieve the most equitable case distribution possible

5. Community Education

- DCFS public newsletter presented to the board for feedback and to elicit ideas to increase community engagement

6. DCFS partnership with Law Enforcement

- DCFS presented current Memo of Understanding signed by law enforcement in the county for investigating and working with cases that include child abuse and/or neglect as a baseline document
- DCFS is working with County Sheriff's Office for assistance in transporting youth
- Administration, HR, and the Union are collaborating in the creation of a Credible Threat protocol to assure all known info. is objectively considered when evaluating the seriousness and decision making arising from a threat by a young person or adult against a DCFS employee

7. Fatherhood Engagement

| Data Point | July 2020 | August 2020 | September 2020 |
|--------------------------------------|-----------|-------------|----------------|
| % Open cases with father identified | 91% | 91% | 89% |
| % Father attendance at initial TDM | 46% | 41% | 41% |
| % Father participation on case plans | * | * | 88% |

*This report was not coded to pull father participation on case plans monthly; however, a fatherhood dashboard with this information is under development. The 88.2% in September includes paternity establishment as a case plan need.

8. Balancing safety and parental rights

- Focus group held with supervisors recently to discuss what they do to coach staff about how to handle this balance
- This is a key component of ShadowBox training

9. Racial disproportionality data (added to the dashboard draft)

- Leadership mandated all staff to participate in implicit bias training – mandated this year, staff still participating
- Adding racial equity to the DCFS mission statement
- Director meets monthly with and advisory group of supervisors and a senior manager's group who are collaborating to develop a framework for an agency-wide campaign

| | |
|--|---|
| | <ul style="list-style-type: none"> - Reviewed data from the DCFS Performance Evaluation and Innovation department demonstrating that AA families are over-represented in hotline referrals but have the same rates of screen-in for investigation, abuse/neglect substantiation, and safety assessments. AA children are more likely to have a staffing to determine whether removal is necessary, and a higher rate enter DCFS custody. |
|--|---|

| Other Business | |
|-------------------|--|
| DISCUSSION | <ul style="list-style-type: none"> • Pathway Connections Update– discussed the need for more support for kinship caregivers and youth in kinship care. • Proposed report to County Council <ul style="list-style-type: none"> - Submit Council report by November • Advisory Board Community Dialogue <ul style="list-style-type: none"> - Full operating board to be in place by the end of the year |

[Next Meeting:](#)

December 7, 2020
3:30 p.m. – 5:30 p.m.
Location – Zoom
Recorder – Adriel Walls