

# Best Practices for Eliminating Disproportionality in Child Welfare

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## **Legislative:**

- Targeted recruitment efforts are needed to increase the pool of available foster adoptive and kinship\* families of color.
- Fully implement a kinship\* program by (1) critical review and evaluation of criminal check requirements and impact on selection process, (2) begin with young person's identification of kin, (3) Adopt the Child Welfare League of America (CWLA) definition of kinship, and (4) provide identical financial and clinical supports that are available to non-relative care providers.

## **Training:**

- Provide training for all CPS workers, child welfare attorneys, child advocates and juvenile court judges regarding cultural competency and the criteria regarding a preponderance of evidence to verify allegations.
- Implement plan for teaching independent living skills and age appropriate life skills in homes to foster youth.

## **Other:**

- Effective data collection, evaluation, accountability and reporting tools and methods are needed at each decision-making point to adequately assess and address disproportionality levels.
- Produce data regarding the length of out-of-home stay for children of color in order to identify, evaluate and address the decision process used for children who linger in the foster care system. Determine the resources needed to reduce length of stay for children of color and decrease time to permanency.

\*Kinship care refers to the care of children by relatives or, in some jurisdictions, close family friends (often referred to as fictive kin). Relatives are the preferred resource for children who must be removed from their birth parents because it maintains the children's connections with their families. <https://www.childwelfare.gov/topics/outofhome/kinship/>  
[http://www.in.gov/icrc/files/comm\\_on\\_dis\\_report\\_10-2008.pdf](http://www.in.gov/icrc/files/comm_on_dis_report_10-2008.pdf)-----p.27