Data Work Group Agenda

February 25,2021

1. **Welcome and Introductions**

2. **Approval of Minutes**

3. **Presentation of Data: Decision Points for Children/Youth by Race/Ethnicity**

4. **DWG Legislation**

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3. **Presentation of Data: Decision Points for Children/Youth by Race/Ethnicity**
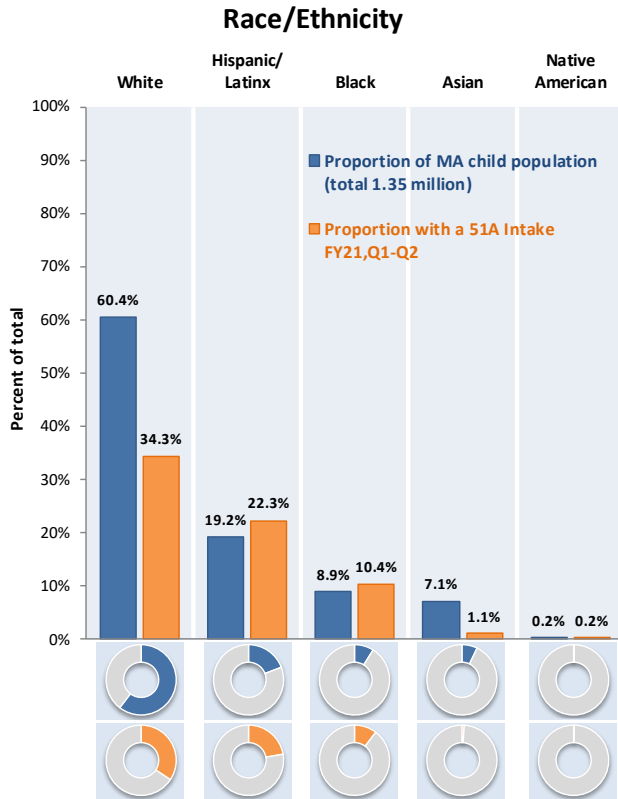
4. DWG Legislation

Disproportionality Decision Points

Metric	Existing Data	IT System Changes Required	Funding Presently Available	Policy Changes Required	Staff Training Required	Level of Effort	Notes
Rates of Disproportionality by Race, Ethnicity…							
Intake	Structured	Yes	-	No	Yes	Low	• *Obtaining accurate and/or self-reported race/ethnicity is challenging at intake given that the Department is dependent on the reporter (mandated and non-mandated)* • *Race/ethnicity is not a mandatory field at intake and likely needs to remain so—absent this, a push to inquire at intake is warranted* • *Reliable rates require race/ethnicity to be a mandatory data element at intake*
Response	Structured	Yes	No	No	Yes	Low	• *Reliable rates require race/ethnicity to be a mandatory data element during a response*
Case Opening	Structured	No	-	No	No	-	• *Race/ethnicity is a mandatory data element during the FAAP*
Placement	Structured	No	-	No	No	-	• *Race/ethnicity is a mandatory data element during the FAAP, including interim FAAPs*
Exits to Permanency i.e., reunification, adoption, guardianship, emancipation	Structured	No	-	No	No	-	• *Reliability of race/ethnicity increases as children/youth/young adults move through/out of the agency*

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Children (0-17) with a 51A Intake within FY21, Q1-Q2

TRADITIONAL METHODOLOGY

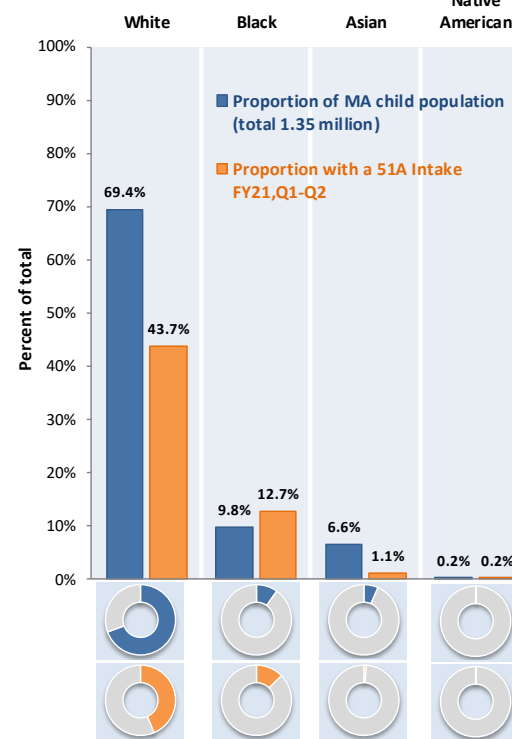- *Ethnicity is treated as a Race*
  - *ethnicity supersedes race*

ALTERNATIVE METHODOLOGY

- *Race & Ethnicity are treated as discrete demographics:*
  - *race of any ethnicity*
  - *ethnicity of any race*

Race/Ethnicity

Legend:
- ■ Proportion of MA child population (total 1.35 million)
- ■ Proportion with a 51A Intake FY21,Q1-Q2

White: 60.4% / 34.3%
Hispanic/Latinx: 19.2% / 22.3%
Black: 8.9% / 10.4%
Asian: 7.1% / 1.1%
Native American: 0.2% / 0.2%

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown = 0% | 27%

	RoD	RRI
White	0.6	n/a
Hispanic/Latinx	1.2	2.0
Black	1.2	2.1
Asian	0.1	0.3
Native American	0.9	1.5

NOTE: Greater than (27%) of 51A Intakes have an UNKNOWN race/ethnicity (i.e., undetermined, declined or missing).
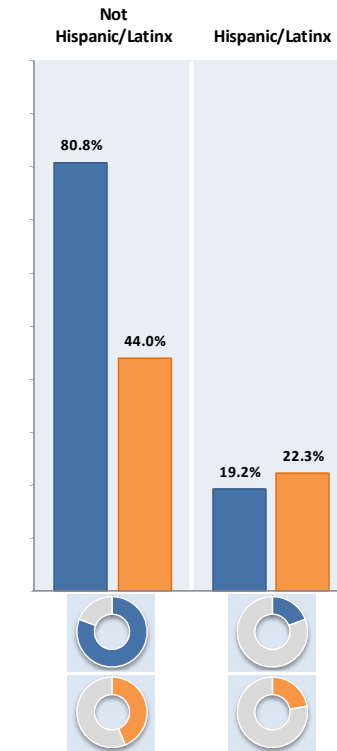
Race

Legend:
- ■ Proportion of MA child population (total 1.35 million)
- ■ Proportion with a 51A Intake FY21,Q1-Q2

White: 69.4% / 43.7%
Black: 9.8% / 12.7%
Asian: 6.6% / 1.1%
Native American: 0.2% / 0.2%

Race includes children of any ethnicity.

Race Unknown = 6% | 37%

	RoD	RRI
White	0.6	n/a
Black	1.3	2.1
Asian	0.2	0.3
Native American	0.8	1.2

Hispanic/Latinx Ethnicity

Not Hispanic/Latinx: 80.8% / 44.0%
Hispanic/Latinx: 19.2% / 22.3%

Ethnicity includes children of any race.

Ethnicity Unknown = 0% | 34%

	RoD	RRI
Not Hispanic/Latinx	0.5	n/a
Hispanic/Latinx	1.2	2.1

Black children were the subject of a 51A report at 2.1x the relative rate (RRI) of White children.

Hispanic/Latinx children were the subject of a 51A report at 2.1x the relative rate (RRI) of Not-Hispanic/Latinx children.

Asian children were subject of a 51A report at 0.3x the relative rate (RRI) of White children.

NOTE: Asian and Native American counts are a small share of the overall counts. As such their respective RoDs/RRIs should be considered conservatively.

- The Rate-of-Disproportionality (RoD) is an indicator of inequality. RoDs for the above metric are calculated by dividing the observed DCF rate for a given race/ethnicity by the MA population rate of that specific race/ethnicity. — *RoDs > 1.0 indicate overrepresentation* — *RoDs < 1.0 indicate underrepresentation*

- Relative Rate Index (RRI) compares the RoD for White children with the RoD for children of color, or the RoD of Not Hispanic/Latinx children to the RoD for Hispanic/Latinx children.
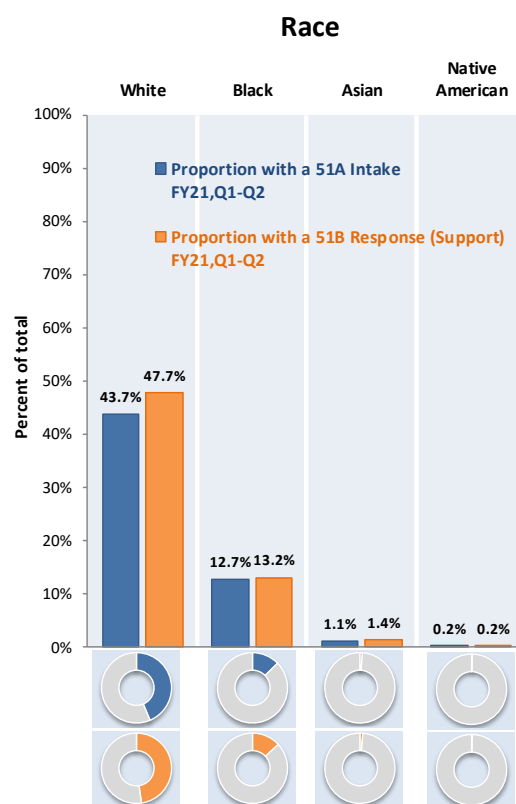
Children (0-17) with a 51B Response (Support) within FY21, Q1-Q2
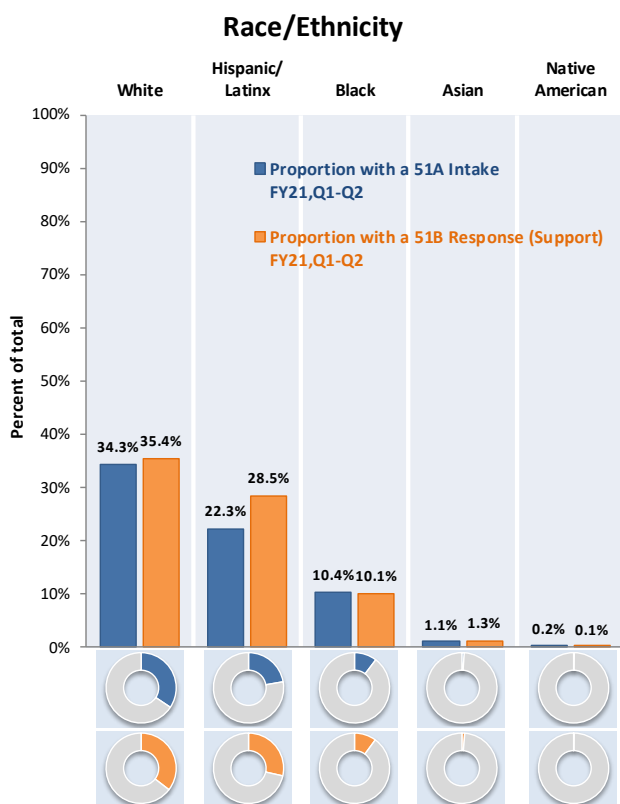
Race/Ethnicity

Hispanic/Latinx includes children of any race (ethnicity supersedes race).
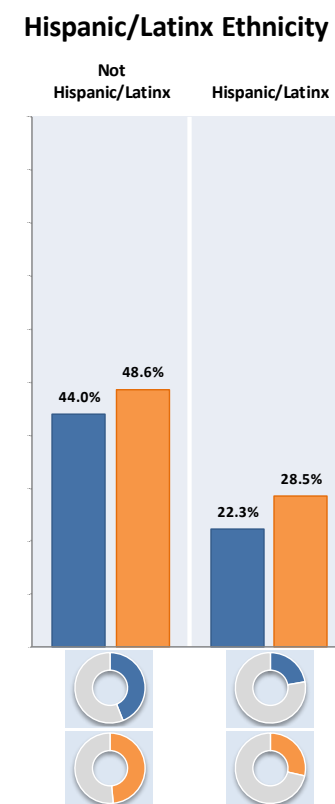
Race/Ethnicity Unknown = 27% | 20%

	RoD	RRI
White	1.0	n/a
Hispanic/Latinx	1.3	1.2
Black	1.0	0.9
Asian	1.2	1.2
Native American	0.8	0.8

Race

Race includes children of any ethnicity.

Race Unknown = 37% | 31%

	RoD	RRI
White	1.1	n/a
Black	1.0	0.9
Asian	1.2	1.1
Native American	0.9	0.9

Hispanic/Latinx Ethnicity

Ethnicity includes children of any race.

Ethnicity Unknown = 34% | 23%

	RoD	RRI
Not Hispanic/Latinx	1.1	n/a
Hispanic/Latinx	1.3	1.2

- The Rate-of-Disproportionality (RoD) is an indicator of inequality. RoDs for the above metric are calculated by dividing the observed DCF rate for a given race/ethnicity by the 51A Intake rate of that specific race/ethnicity.   - *RoDs > 1.0 indicate overrepresentation*   - *RoDs < 1.0 indicate underrepresentation*

- Relative Rate Index (RRI) compares the RoD for White children with the RoD for children of color, or the RoD of Not Hispanic/Latinx children to the RoD for Hispanic/Latinx children.

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Children (0-17) with a Case Opening within FY21, Q1-Q2
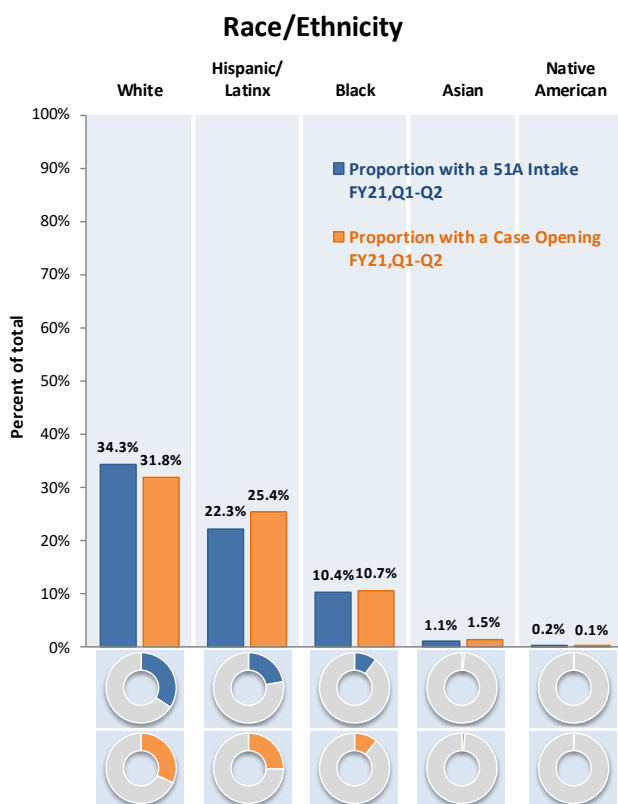
Race/Ethnicity

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown =	27%	26%

	RoD	RRI
White	0.9	n/a
Hispanic/Latinx	1.1	1.2
Black	1.0	1.1
Asian	1.4	1.5
Native American	0.9	0.9
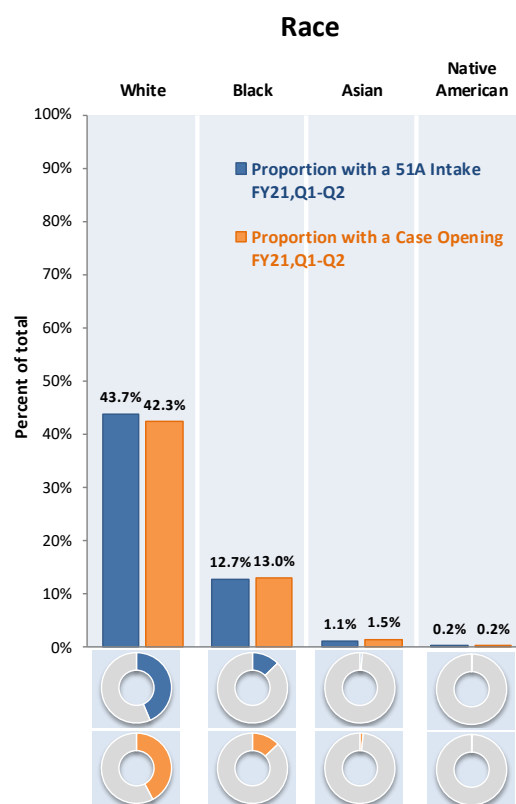
Race

Race includes children of any ethnicity.

Race Unknown =	37%	37%

	RoD	RRI
White	1.0	n/a
Black	1.0	1.1
Asian	1.4	1.4
Native American	0.9	1.0

Hispanic/Latinx Ethnicity

Ethnicity includes children of any race.

Ethnicity Unknown =	34%	30%

	RoD	RRI
Not Hispanic/Latinx	1.0	n/a
Hispanic/Latinx	1.1	1.1

- The Rate-of-Disproportionality (RoD) is an indicator of inequality. RoDs for the above metric are calculated by dividing the observed DCF rate for a given race/ethnicity by the 51A Intake rate of that specific race/ethnicity. - RoDs > 1.0 indicate overrepresentation - RoDs < 1.0 indicate underrepresentation

- Relative Rate Index (RRI) compares the RoD for White children with the RoD for children of color, or the RoD of Not Hispanic/Latinx children to the RoD for Hispanic/Latinx children.

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Children (0-17) with a Home Removal Episode (HRE) started within FY21, Q1-Q2
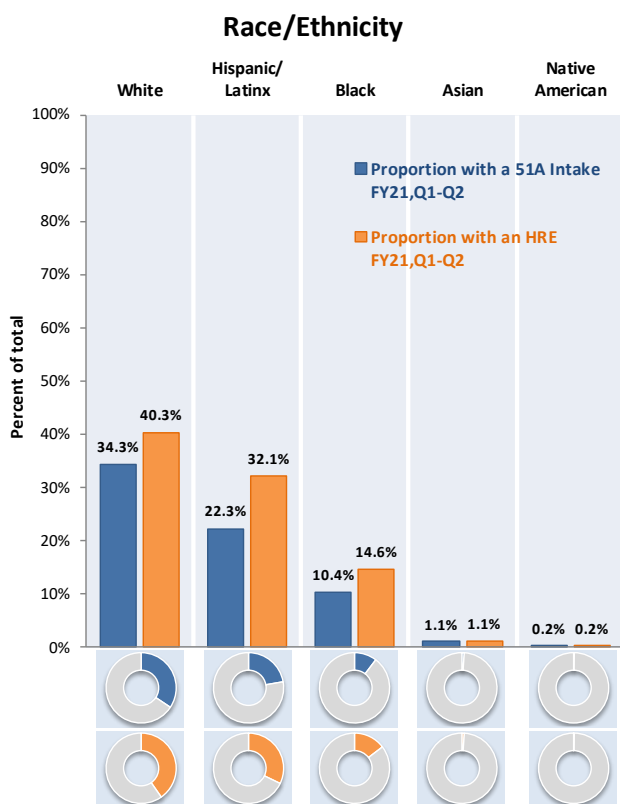
Race/Ethnicity

White — 34.3% / 40.3%
Hispanic/Latinx — 22.3% / 32.1%
Black — 10.4% / 14.6%
Asian — 1.1% / 1.1%
Native American — 0.2% / 0.2%

- Proportion with a 51A Intake FY21,Q1-Q2
- Proportion with an HRE FY21,Q1-Q2

Hispanic/Latinx includes children of any race (ethnicity supersedes race).
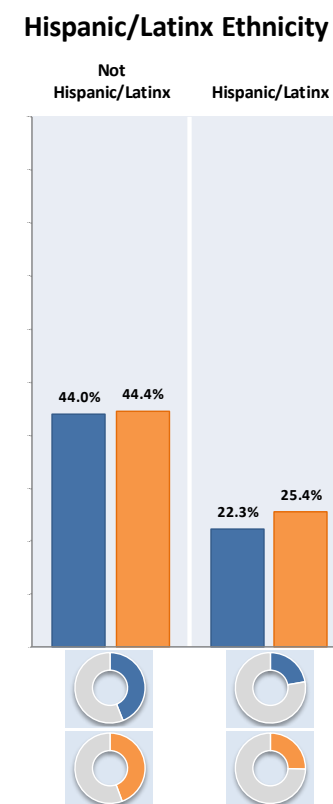
Race/Ethnicity Unknown = 27% | 3%

	RoD	RRI
White	1.2	n/a
Hispanic/Latinx	1.4	1.2
Black	1.4	1.2
Asian	1.0	0.9
Native American	1.0	0.8

Race

White — 43.7% / 57.0%
Black — 12.7% / 18.3%
Asian — 1.1% / 1.2%
Native American — 0.2% / 0.2%

- Proportion with a 51A Intake FY21,Q1-Q2
- Proportion with an HRE FY21,Q1-Q2

Race includes children of any ethnicity.

Race Unknown = 37% | 12%

	RoD	RRI
White	1.3	n/a
Black	1.4	1.1
Asian	1.1	0.8
Native American	1.2	0.9

Hispanic/Latinx Ethnicity

Not Hispanic/Latinx — 44.0% / 61.8%
Hispanic/Latinx — 22.3% / 32.1%
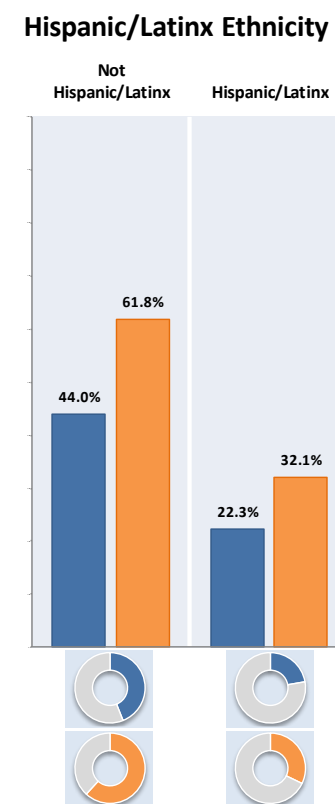
Ethnicity includes children of any race.

Ethnicity Unknown = 34% | 6%

	RoD	RRI
Not Hispanic/Latinx	1.4	n/a
Hispanic/Latinx	1.4	1.0

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- Relative Rate Index (RRI) compares the RoD for White children with the RoD for children of color, or the RoD of Not Hispanic/Latinx children to the RoD for Hispanic/Latinx children.
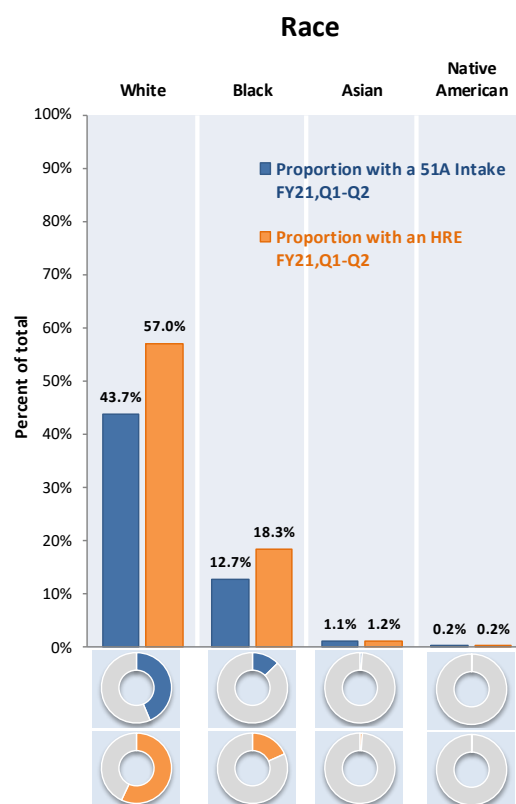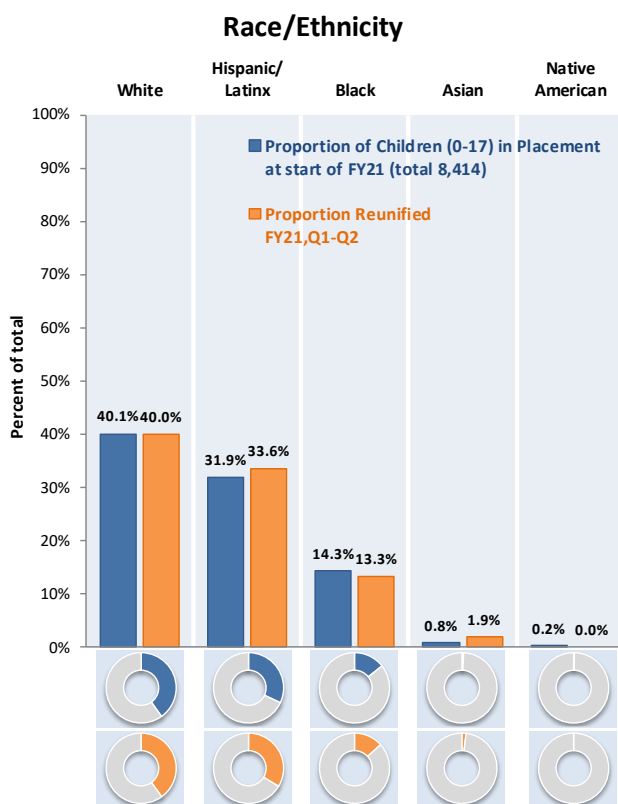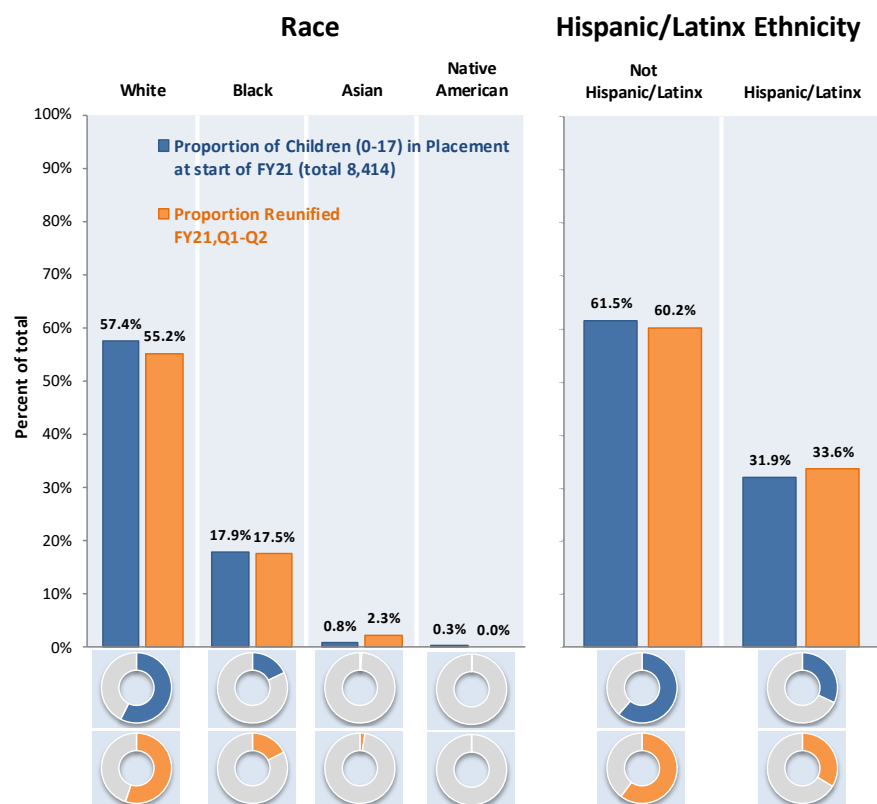
Children (0-17) Reunified within FY21, Q1-Q2

Race/Ethnicity

Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

Proportion Reunified FY21,Q1-Q2

White: 40.1% / 40.0%
Hispanic/Latinx: 31.9% / 33.6%
Black: 14.3% / 13.3%
Asian: 0.8% / 1.9%
Native American: 0.2% / 0.0%

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown = 4% / 4%

	RoD	RRI
White	1.0	n/a
Hispanic/Latinx	1.1	1.1
Black	0.9	0.9
Asian	2.4	2.4
Native American	0.0	0.0

Race

Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

Proportion Reunified FY21,Q1-Q2

White: 57.4% / 55.2%
Black: 17.9% / 17.5%
Asian: 0.8% / 2.3%
Native American: 0.3% / 0.0%

Race includes children of any ethnicity.

Race Unknown = 12% / 14%

	RoD	RRI
White	1.0	n/a
Black	1.0	1.0
Asian	2.8	2.9
Native American	0.0	0.0

Hispanic/Latinx Ethnicity

Not Hispanic/Latinx: 61.5% / 60.2%
Hispanic/Latinx: 31.9% / 33.6%

Ethnicity includes children of any race.

Ethnicity Unknown = 7% / 6%

	RoD	RRI
Not Hispanic/Latinx	1.0	n/a
Hispanic/Latinx	1.1	1.1

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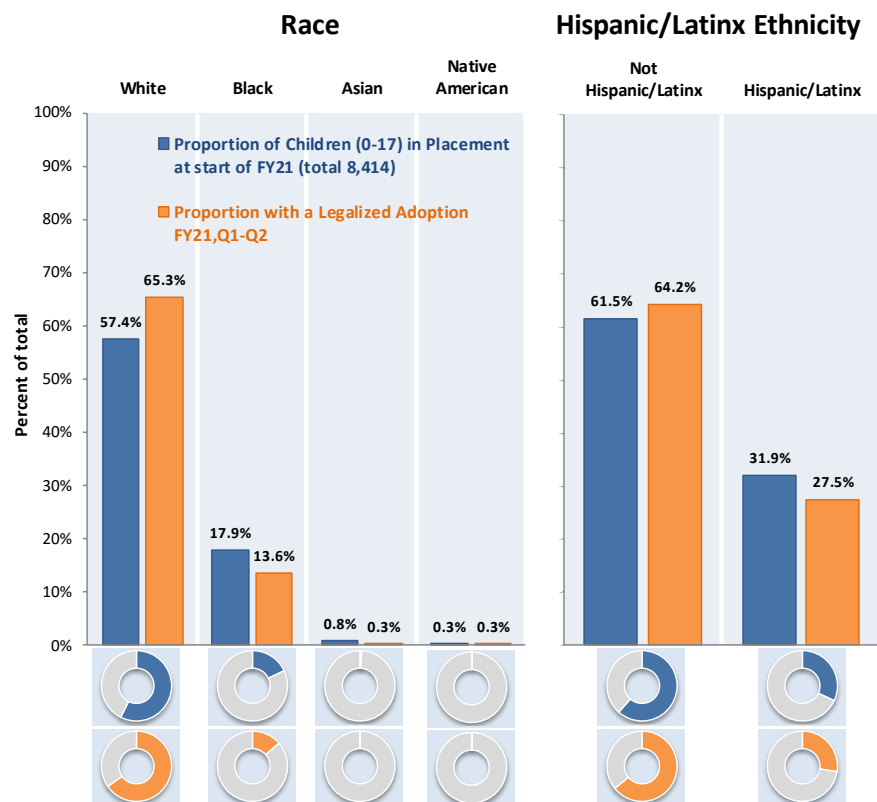
Children (0-17) with a Legalized Adoption within FY21, Q1-Q2
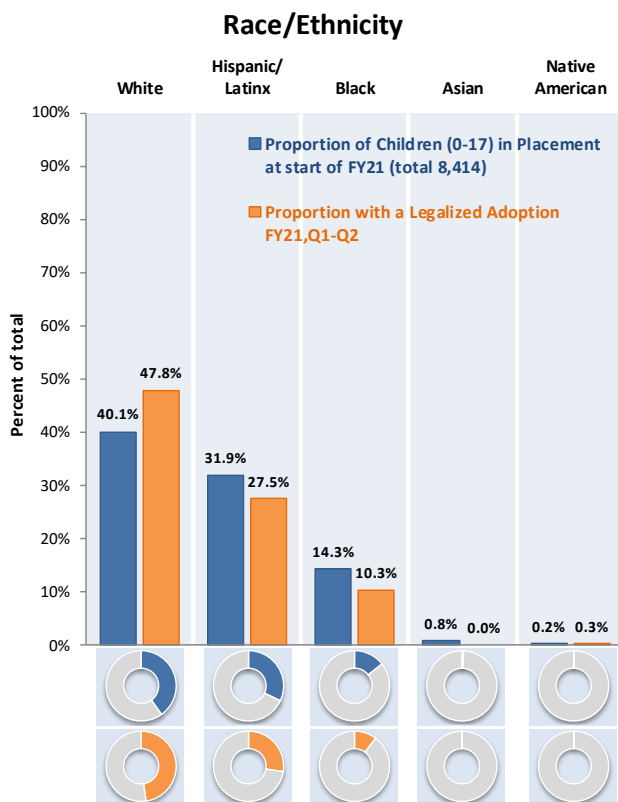
Race/Ethnicity

■ Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

■ Proportion with a Legalized Adoption FY21,Q1-Q2

	White	Hispanic/Latinx	Black	Asian	Native American
Placement	40.1%	31.9%	14.3%	0.8%	0.2%
Adoption	47.8%	27.5%	10.3%	0.0%	0.3%

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown = | 4% | 3% |

	RoD	RRI
White	1.2	n/a
Hispanic/Latinx	0.9	0.7
Black	0.7	0.6
Asian	0.0	0.0
Native American	1.2	1.0

Race

■ Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

■ Proportion with a Legalized Adoption FY21,Q1-Q2

	White	Black	Asian	Native American
Placement	57.4%	17.9%	0.8%	0.3%
Adoption	65.3%	13.6%	0.3%	0.3%

Race includes children of any ethnicity.

Race Unknown = | 12% | 8% |

	RoD	RRI
White	1.1	n/a
Black	0.8	0.7
Asian	0.3	0.3
Native American	0.9	0.8

Hispanic/Latinx Ethnicity

	Not Hispanic/Latinx	Hispanic/Latinx
Placement	61.5%	31.9%
Adoption	64.2%	27.5%

Ethnicity includes children of any race.

Ethnicity Unknown = | 7% | 8% |

	RoD	RRI
Not Hispanic/Latinx	1.0	n/a
Hispanic/Latinx	0.9	0.8

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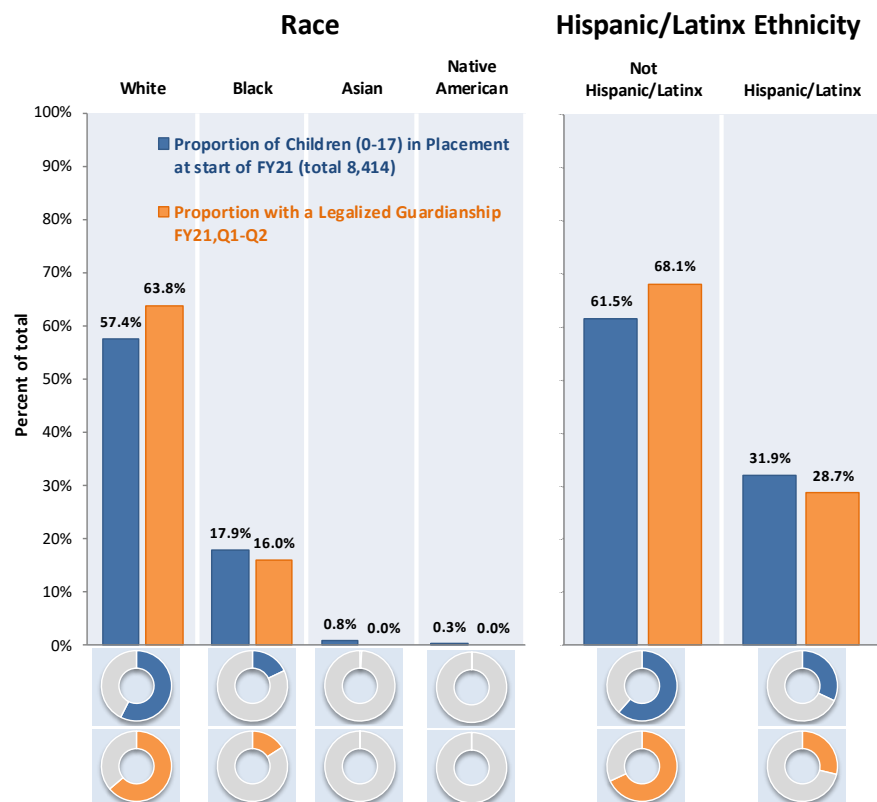
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Children (0-17) with a Legalized Guardianship within FY21, Q1-Q2
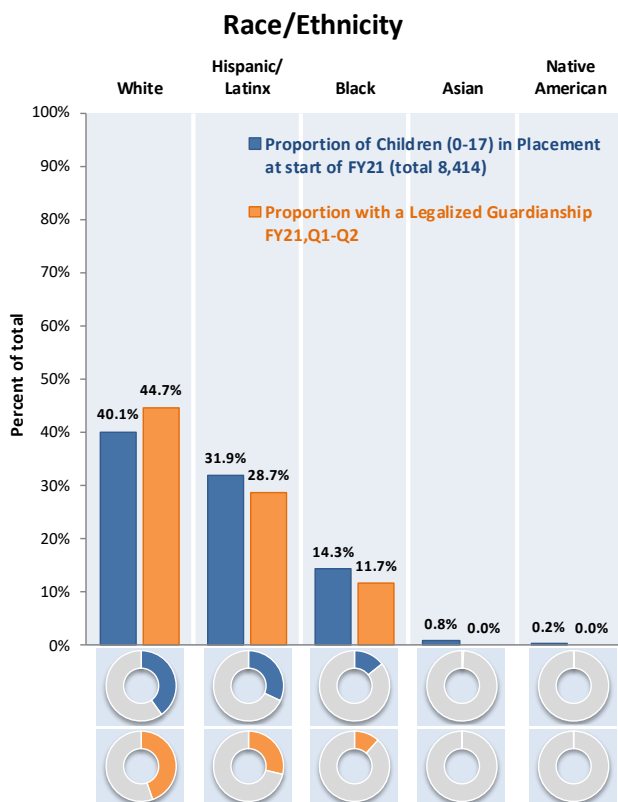
Race/Ethnicity

White | Hispanic/Latinx | Black | Asian | Native American

■ Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

■ Proportion with a Legalized Guardianship FY21,Q1-Q2

- White: 40.1% / 44.7%
- Hispanic/Latinx: 31.9% / 28.7%
- Black: 14.3% / 11.7%
- Asian: 0.8% / 0.0%
- Native American: 0.2% / 0.0%

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown = 4% | 5%

	RoD	RRI
White	1.1	n/a
Hispanic/Latinx	0.9	0.8
Black	0.8	0.7
Asian	0.0	0.0
Native American	0.0	0.0

Race

White | Black | Asian | Native American

■ Proportion of Children (0-17) in Placement at start of FY21 (total 8,414)

■ Proportion with a Legalized Guardianship FY21,Q1-Q2

- White: 57.4% / 63.8%
- Black: 17.9% / 16.0%
- Asian: 0.8% / 0.0%
- Native American: 0.3% / 0.0%

Race includes children of any ethnicity.

Race Unknown = 12% | 10%

	RoD	RRI
White	1.1	n/a
Black	0.9	0.8
Asian	0.0	0.0
Native American	0.0	0.0

Hispanic/Latinx Ethnicity

Not Hispanic/Latinx | Hispanic/Latinx

- Not Hispanic/Latinx: 61.5% / 68.1%
- Hispanic/Latinx: 31.9% / 28.7%

Ethnicity includes children of any race.

Ethnicity Unknown = 7% | 3%

	RoD	RRI
Not Hispanic/Latinx	1.1	n/a
Hispanic/Latinx	0.9	0.8

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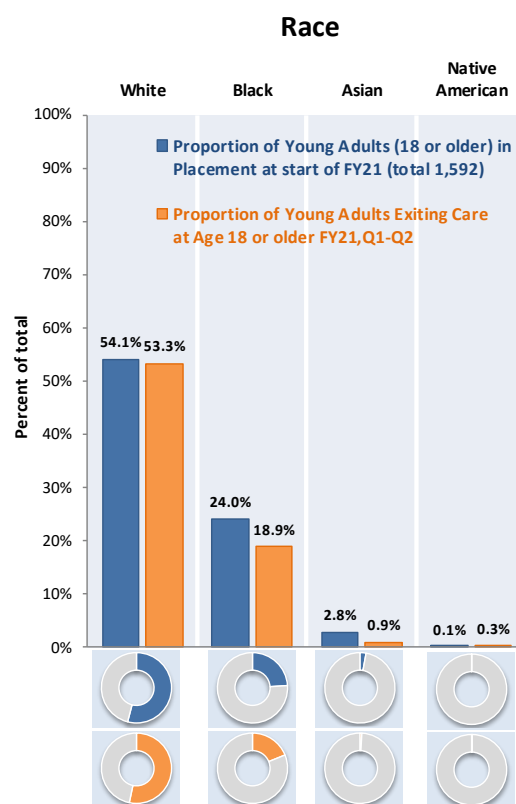
Young Adults (18 or older) Exiting Care within FY21, Q1-Q2
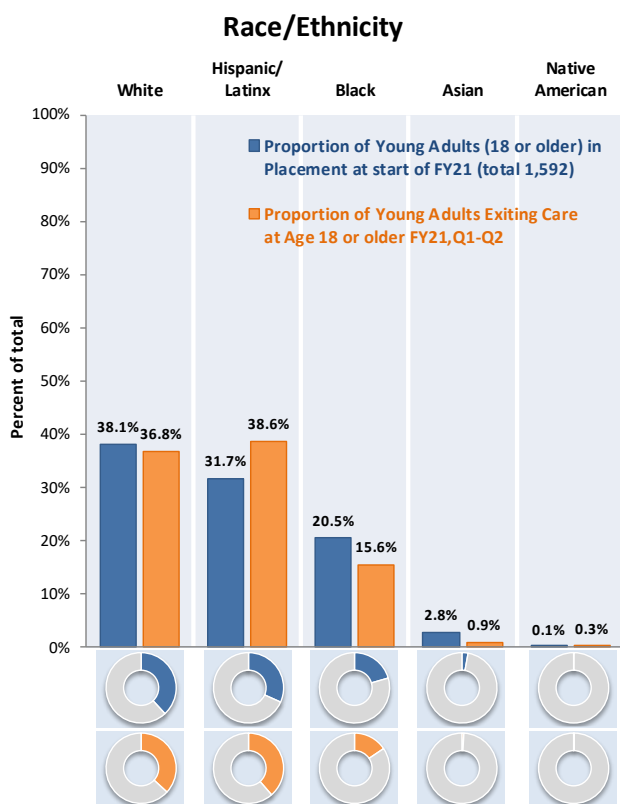
Race/Ethnicity

	RoD	RRI
White	1.0	n/a
Hispanic/Latinx	1.2	1.3
Black	0.8	0.8
Asian	0.3	0.3
Native American	4.8	4.9

Hispanic/Latinx includes children of any race (ethnicity supersedes race).

Race/Ethnicity Unknown = 2% 1%

Race

	RoD	RRI
White	1.0	n/a
Black	0.8	0.8
Asian	0.3	0.3
Native American	4.8	4.8
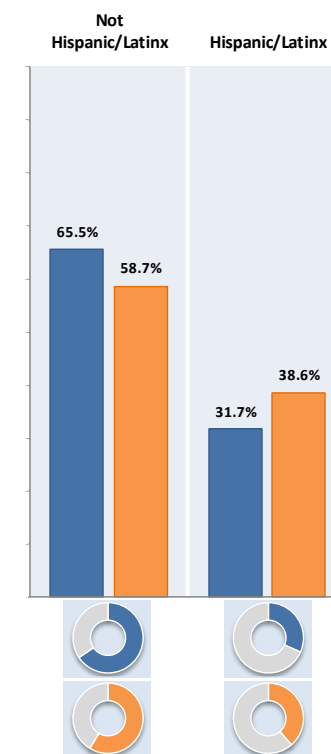
Race includes children of any ethnicity.

Race Unknown = 13% 18%

Hispanic/Latinx Ethnicity

	RoD	RRI
Not Hispanic/Latinx	0.9	n/a
Hispanic/Latinx	1.2	1.4

Ethnicity includes children of any race.

Ethnicity Unknown = 3% 3%

- The Rate-of-Disproportionality (RoD) is an indicator of inequality. RoDs for the above metric are calculated by dividing the observed DCF rate for a given race/ethnicity by the Placement rate (at the start of the FY) of that specific race/ethnicity.   - RoDs > 1.0 indicate overrepresentation   - RoDs < 1.0 indicate underrepresentation

- Relative Rate Index (RRI) compares the RoD for White children with the RoD for children of color, or the RoD of Not Hispanic/Latinx children to the RoD for Hispanic/Latinx children.

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FY2021, Q1-Q2

Decision Points for Children/Youth by Race/Ethnicity

.Relative Rate Bar Charts

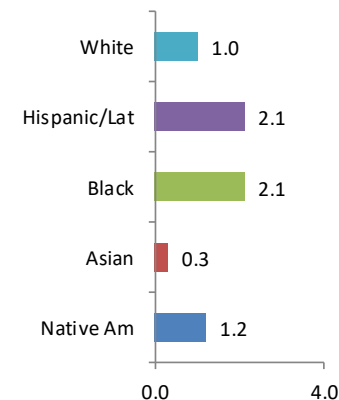RRIs greater than "1.0" indicate overrepresentation relative to White children.

Hispanic/Latinx children were the subject of a 51A report at 2.1x the relative rate (RRI) of Not-Hispanic/Latinx children.

Black children were the subject of a 51A report at 2.1x the relative rate (RRI) of White children.
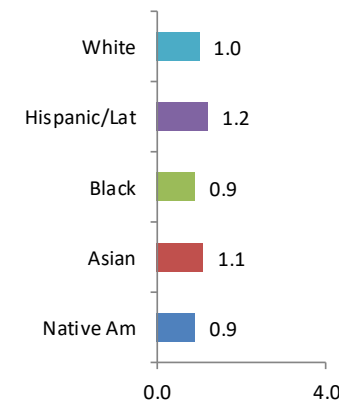
Asian children were the subject of a 51A report at 0.3x the relative rate (RRI) of White children.

NOTE:
Asian and Native American counts are a small share of the overall counts. As such their respective RoDs/RRIs should be considered conservatively
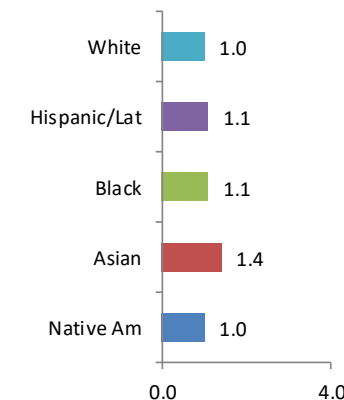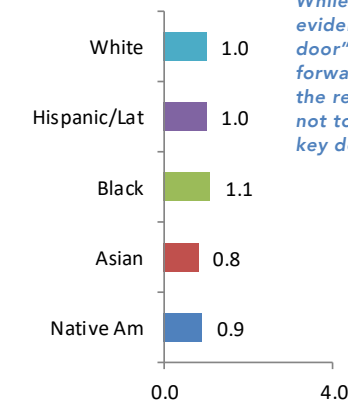
Abuse/Neglect Reports
Race	RRI
White	1.0
Hispanic/Lat	2.1
Black	2.1
Asian	0.3
Native Am	1.2

Abuse/Neglect "Victims"
Race	RRI
White	1.0
Hispanic/Lat	1.2
Black	0.9
Asian	1.1
Native Am	0.9

Case Openings
Race	RRI
White	1.0
Hispanic/Lat	1.1
Black	1.1
Asian	1.4
Native Am	1.0

HREs Started
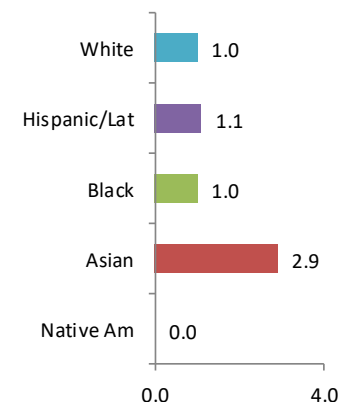| Race	RRI
White	1.0
Hispanic/Lat	1.0
Black	1.1
Asian	0.8
Native Am	0.9

While disproportionality evidenced at the "front door" (51A Report) rolls forward (i.e., not reversed), the relative rates (RRI) tend not to be cumulative across key decision points.
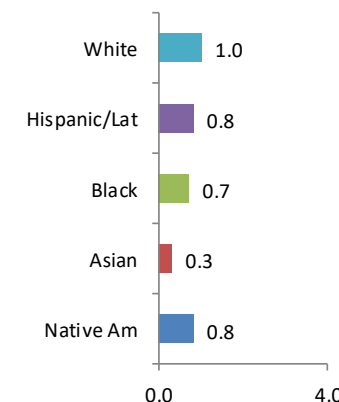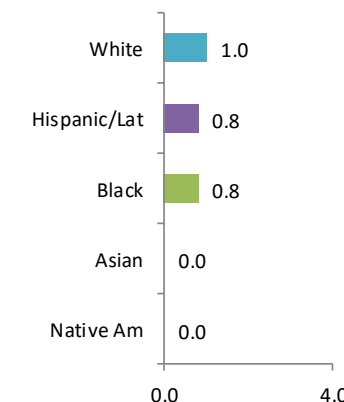
Of children who exited care, Asian children exited to Reunification at 2.9x the relative rate (RRI) of White children.

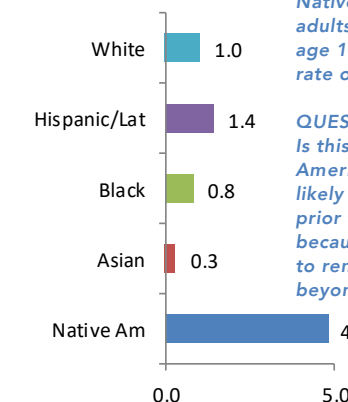*No Native American children were reunified during the reporting period.*

Children Reunified
Race	RRI
White	1.0
Hispanic/Lat	1.1
Black	1.0
Asian	2.9
Native Am	0.0

Children Adopted
Race	RRI
White	1.0
Hispanic/Lat	0.8
Black	0.7
Asian	0.3
Native Am	0.8

Children w/Guardianships
Race	RRI
White	1.0
Hispanic/Lat	0.8
Black	0.8
Asian	0.0
Native Am	0.0

Exits at Age 18 or older
Race	RRI
White	1.0
Hispanic/Lat	1.4
Black	0.8
Asian	0.3
Native Am	4.8

Native American young adults exited care beyond age 18 at 4.8x the relative rate of White young adults.

QUESTION: Is this because Native American children are less likely to achieve permanency prior to age 18, and/or because they are more likely to remain in voluntary care beyond age 18?

These are our initial steps…

Thank you!

Data Work Group Agenda

February 25,2021

1. Welcome and Introductions

2. Approval of Minutes

3. Presentation of Data: Decision Points for Children/Youth by Race/Ethnicity

4. **DWG Legislation**