



All Things are Not Equal: Disproportionality & Disparity in Texas

Joyce James

Associate Deputy Executive Commissioner

Carolyn Rodriguez

Senior Director, Texas Strategic Consulting at Casey Family
Programs

Sheila Sturgis Craig

Disproportionality Project Manager

CEDD Mission & Vision

- **Mission** is to partner with Health and Human Service Commission agencies and external stakeholders to identify and eliminate disproportionality and disparities
- **Vision** is to serve as a leader in addressing the systemic factors and identifying practice improvements that address the disproportionate representation and disparate outcomes for children, their families, and other vulnerable citizens within Texas Health and Human Services systems.

What is Disproportionality and Disparity?

- Disproportionality is the overrepresentation of particular group or race in a system compared to their representation in the general population.
- Disparity is the unequal or different treatment or services provided to one group as compared to another group. It is how one is treated or the types, quantity, quality, of services made available.
- Health disparities are often referred to as the disproportionate burden of disease, illness and mortality associated with personal characteristics, such as race, ethnicity, age and gender. Other characteristics that are also associated with adverse health conditions and contribute to health disparities may include financial circumstances or place of residence, functional or developmental status, and sexual orientation.

Texas Child Welfare Data 2010

	African American	Anglo	Hispanic	Other	Native American
Population	12.2%	36.9%	47.2%	3.5%	0.2%
Alleged Victims	21.2%	31.4%	43.0%	4.1%	0.2%
Confirmed Victims	21.1%	31.5%	43.7%	3.5%	0.2%
Children Removed	27.9%	31.4%	37.5%	2.8%	0.3%
Children Awaiting Adoption at the End of the Year	35.3%	25.2%	37.6%	1.7%	0.2%

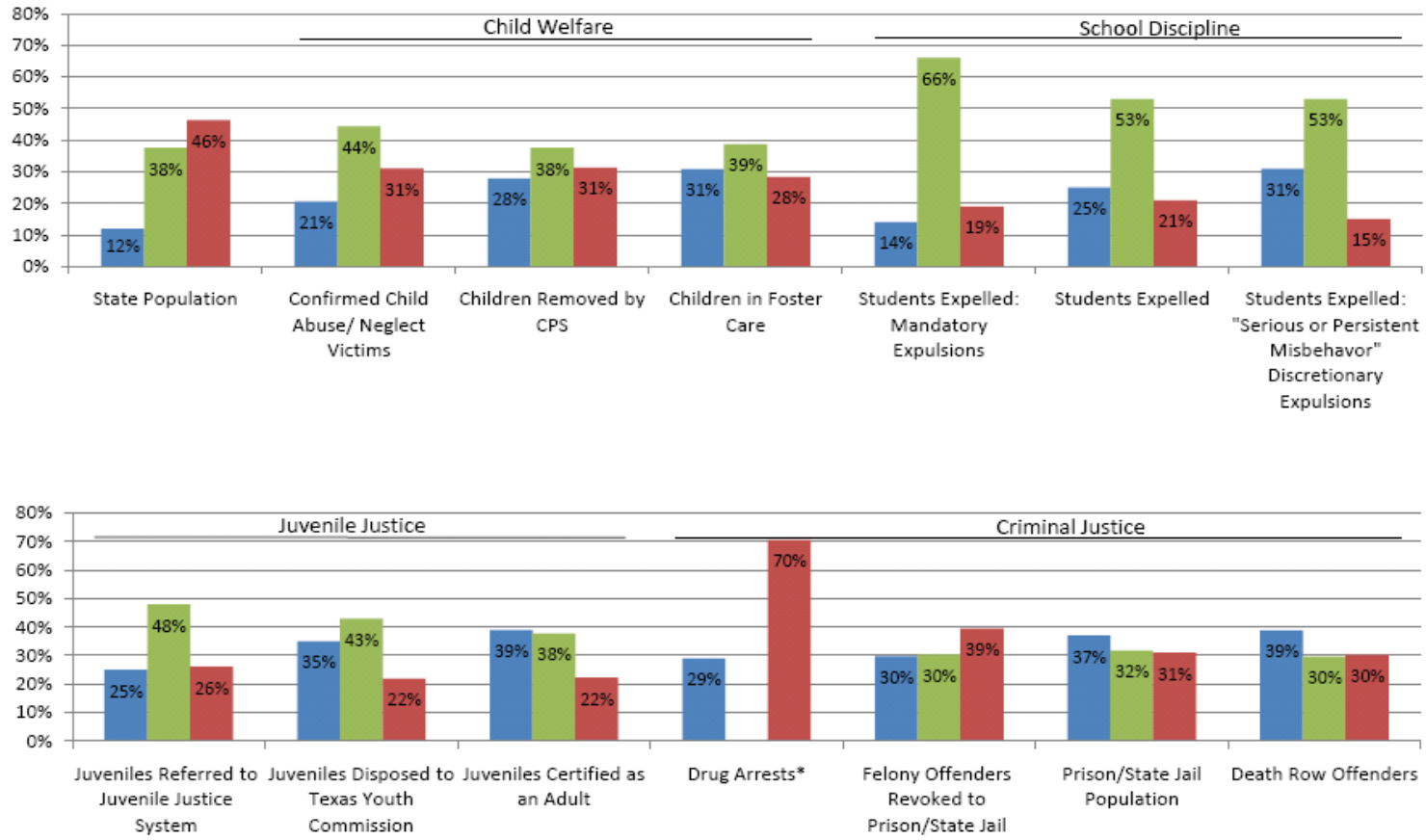
State of Texas: FY 2010 Comparison of Stages



Texas Cross Systems Data

Texas Disproportionality

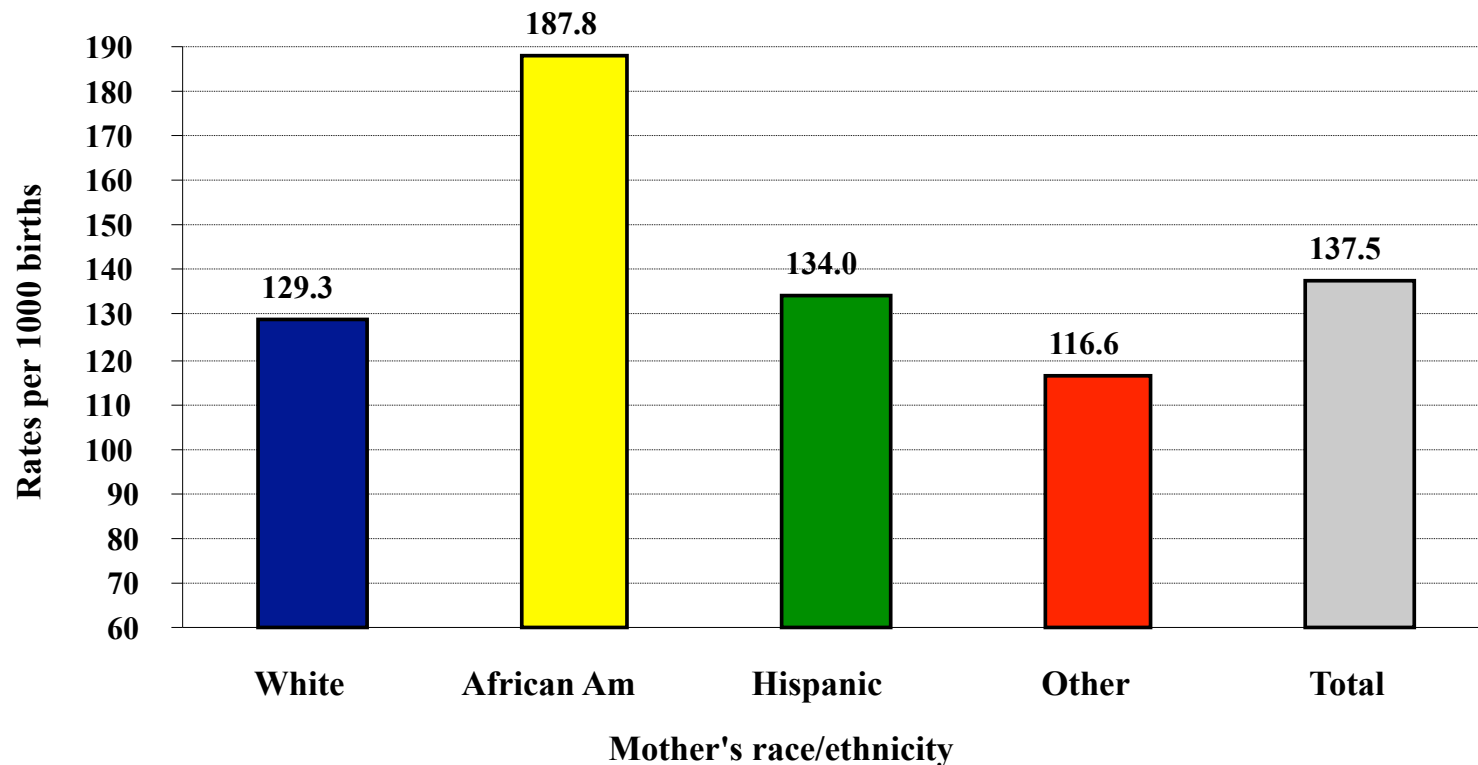
■ African American ■ Hispanic ■ White



*Drug arrest data do not separate out Hispanic as a race; therefore, Hispanics are included in these percentages.

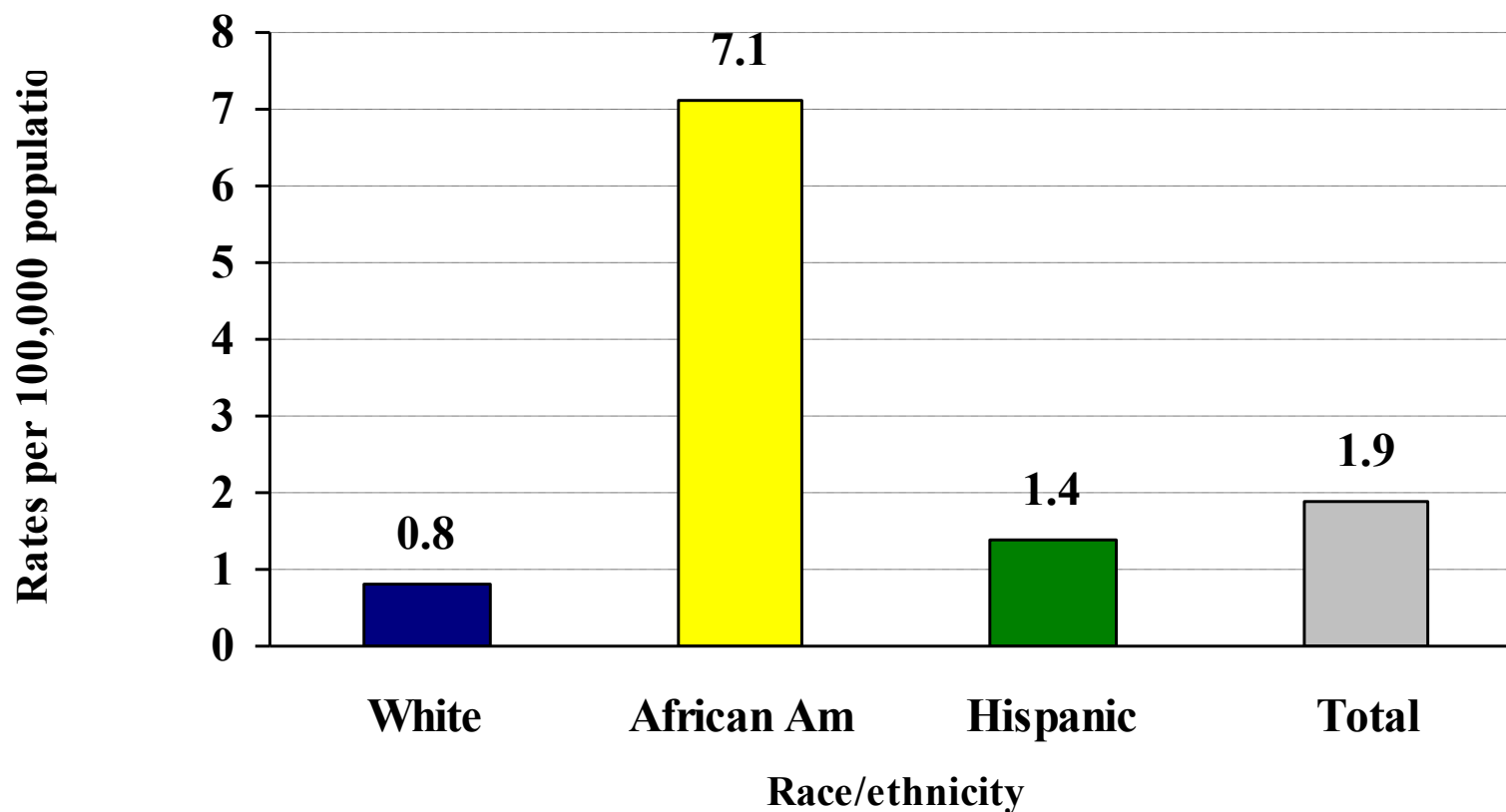
Texas Preterm birth rates by mother's race, 2005

Premature births are important contributing factors
to low birth weight and infant mortality.



HIV Data for Youth 11-17 year old

Chart 10a: 2007 HIV infection rates for Texas adolescents (11-17)



Establishment of CEDD and the Texas Model

- Significant gains have been made in reducing disproportionality within the Texas child welfare system using the Texas Model. This work has laid the foundation for expansion and continued system improvement within HHSC and other systems serving vulnerable citizens.
- The creation of the new Center by Executive Commissioner Tom Suehs exemplifies the Health and Human Services Commission's commitment of leadership at the highest level of HHSC – unprecedented across other states and jurisdictions, elevating Texas as the national leader in addressing disproportionality and disparities.

Legislation 2011

Further Statewide Expansion

- Senate Bill 501 Establishes in Law an Interagency Council (IC) lead by Joyce James in the Center. The IC will identify and examine disproportionality in Child Welfare, Education and Juvenile Justice, review and analyze statistics, research findings, service delivery methodologies, best practices and provider training curricula. It will also issue reports on their findings, monitor agencies progress in eliminating health and health access disparities, provide information on unmet service needs and help develop resources for eliminating disparities.
- The bill amends the Health and Safety Code to remove references in provisions of law relating to an office for the elimination of health disparities within HHSC to refer instead to the center for elimination of disproportionality and disparities.



Collaborative Partnering in Addressing Disproportionality and Disparities

- History of DFPS/Casey Partnership
 - Partnership began in 2004 with state wide expansion of this work in Texas child welfare System
 - Collaborative work at the state and regional levels of Texas CPS

Casey Technical Assistance and Support

- **Community Engagement / Support**
 - Support for Disproportionality Specialists' activities
 - Advisory Committee development and activities
- **Disproportionality statewide evaluation**
 - Internship support
- **Documentation of the Texas Model work**
 - Chronicling / documenting of Texas Model achievements
- **Leadership Development**
- **Regional processes**
- **Chronicle of Port Arthur HOPE practice model**
- **Training and Development**
 - Support for Undoing Racism Training
- **Workshops**
- **Technical assistance sessions**
 - Knowing Who You Are Implementation
- **Statewide Task Force Development**
 - Facilitation and support for Statewide Task Force meetings
- **Casey/CASA Collaboration: Permanence for Youth in Care**

Cross-Systems Expansion of the Texas Model

- **Collaboration with HHSC Center**
 - Compression Planning session
 - Collaborative development support of Concept Paper for initial expansion activities
- **Continued co-sponsorship of People's Institute efforts**
 - Undoing Racism Workshops
 - Support for Technical Assistance sessions



Alignment of Expanded work of CEDD with Expanded Casey Vision

- Beyond the Casey 2020 Vision
 - Cross-systems efforts to support families and youth
 - Sustained support for expanded scope of Texas Model implementation

History of Institutionalized Racism

- Impact on Poor Communities – “*Why are People Poor?*”
- An Analysis of Power
- Race: The Power of an Illusion-
Episode Three
“*The House We Live In*”

Internalized Racial Oppression

Internalized Racial Inferiority

- Denial
- Mimicking
- Distancing
- Colorism
- Protectionism
- Exaggerated Visibility
- Ethnocentrism

Internalized Racial Superiority

- Individualism
- Distancing
- Right to Comfort
- Paternalism
- Minimalize
- Denial
- Arrogance



Center for Elimination of Disproportionality and Disparities

Success is dependent on mutual accountability at every level across every system, so that the end result is elimination of disproportionality and disparities.



Contact Information

Joyce James

Associate Deputy Executive Commissioner
Center for Elimination of Disproportionality and Disparities

Joyce.james@hhsc.state.tx.us

(512) 487-3396

Sheila Sturgis Craig

Disproportionality and Disparities Project Manager
Center for Elimination of Disproportionality and Disparities

Sheila.craig@hhsc.state.tx.us

(512) 487-3359

Carolyn Rodriguez

Senior Director
Texas Strategic Consulting at Casey Family Programs

crodriguez@casey.org

(512) 892-5890, extension 21575