



# Indiana Disproportionality Committee



**2007 Annual Report**  
**January 1, 2007 – December 31, 2007**

## Purpose of Annual Report

The purpose of the Indiana Disproportionality Committee Annual Report is to document and communicate activities and progress to stakeholders and the general community. Communication is a key component of our efforts, as we rely on a community approach to reduce the disparities that exist in Indiana for children of color. Accordingly, this report details the activities of our voluntary committee efforts during 2007.

## Acknowledgements

This annual report was made possible in part through the support of the Marion County Commission On Youth, Inc.--MCCOY Inc.

The success of the Indiana Disproportionality Committee could not have been achieved without the help of representatives from supporting organizations and agencies. We appreciate all representatives who lent their time, talents, and expertise to the Committee.



# Partners

**The Villages of Indiana  
Campagna Academy  
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Children's Bureau, Inc (CBI)  
White's Residential and Family Services  
Indiana Association of Child and Family Services (IARCCA)  
Indiana Black Legislative Caucus  
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Indiana University School of Social Work (IUSSW)  
Indiana Youth Institute (IYI)  
InteCare  
Martin University  
Marion County Commission on Youth (MCCOY)  
N.O.A.H., Inc.  
Prevent Child Abuse Indiana (PCAIN)**



## Message from the Chair

Margaret Mead once said, “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” This statement holds true for the Indiana Disproportionality Committee (IDC) when we talk about changing awareness of disproportionality in Indiana. Our small group of individuals and organizations has laid out a consistent and deliberate plan to get the attention of the broader community about both the over-representation and the disparities in services and outcomes for children of color in the systems designed to serve them.

This 2007 Annual Report highlights the accomplishments of IDC. We have achieved many objectives of the sub-committees and I applaud each of the sub-committee chairs for their dedicated work. It is through this system that we have made presentations at several statewide conferences, continued the updating and sharing of an annotated bibliography, published newsletters, drafted cultural competency training standards, passed legislation for the commission on disproportionality and recommended appropriate appointees to the commission. When we reflect on these accomplishments, I’m sure that you will agree that we are influencing changes in the systems that touch the lives of children in Indiana.

I am truly honored to be part of this group of thoughtful, committed Indiana citizens who have worked consistently to initiate positive changes in the systems that serve children of color (and all children) in our State.

Sincerely,



Clara H. Anderson, MSW, LCSW  
Chair, Indiana Disproportionality



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# History of Indiana Disproportionality Committee

Indiana, like other states, has documented that children of color are overrepresented and often disproportionately represented in the child welfare and juvenile justice systems. The Indiana Disproportionality Committee (IDC) was established in response to recommendation number seven listed in the Indiana Commission on Abused and Neglected Children which was published in 2004.

The Committee held its first meeting on November 12, 2004. Interested professionals from the State's public and private child welfare and juvenile justice systems gathered to form the IDC. During the first year, the Committee developed Vision and Mission statements, studied the problem and established priorities for addressing existing disparities. One of the first priorities was for the Committee to agree on definitions of the terms "disproportionality," "overrepresentation," and "disproportionate minority contact," which was essential to successfully focusing the Committee's work and concerns. After the first year, IDC established the structure and scope of its work.

Through IDC's grassroots efforts, between 2005 and 2006, the committee recruited state-wide support and expanded awareness of disproportionality. The committee created an annotated bibliography, glossary of terms, Fast Facts handout, and brochures. In addition, IDC created a presentation for the community which provides awareness of the Disproportionate Minority Contact (DMC) issues. To gain more support, IDC facilitated focus groups, which engaged and encouraged self evaluation and discussion around a sensitive subject. In order to increase productivity, a list serve was created to streamline communication between all Committee members. To promote public access to DMC information, the committee posted resources on the World Wide Web at [www.in.gov/cji/youth/](http://www.in.gov/cji/youth/). The committee worked with the Indiana's Legislative Service Agency to draft a bill to establish the Commission on Disproportionality in Youth Services.



# Indiana Disproportionality Committee

## **VISION:**

**Children of ALL races and ethnicities are equitably served by Indiana's child welfare, education, juvenile justice and mental health systems.**

## **MISSION:**

**Create equality within the child welfare, education, juvenile justice and mental health systems and equalize the proportion of children of color in the child welfare, education, juvenile justice and mental health systems with their percentage of the overall population.**

## **GOAL:**

**By the end of 2007 Indiana will have developed, communicated, and initiated the implementation of a written, sustainable plan to reduce disproportional representation and disparities in outcomes for children within the child welfare, education, juvenile justice and mental health systems.**

## **OBJECTIVES:**



- Research issues of disproportionality and overrepresentation.
- Promote public policies in the State that address disproportionality in child welfare, juvenile justice, education, and mental health systems.
- Encourage a service delivery agenda that addresses disproportional issues.
- Increase awareness of Indiana's disproportional representation of minority children within systems.
- Provide trainings for public and private professionals who work with children and families.

# Research Gathered

## Indiana Data

### Demographics

Blacks represented 12.0% of the 0-17 youth population in Indiana. Hispanics represented 6.8% of the 0-17 youth population in Indiana. (Easy Access to Juvenile Population, 2006)

### Child Welfare

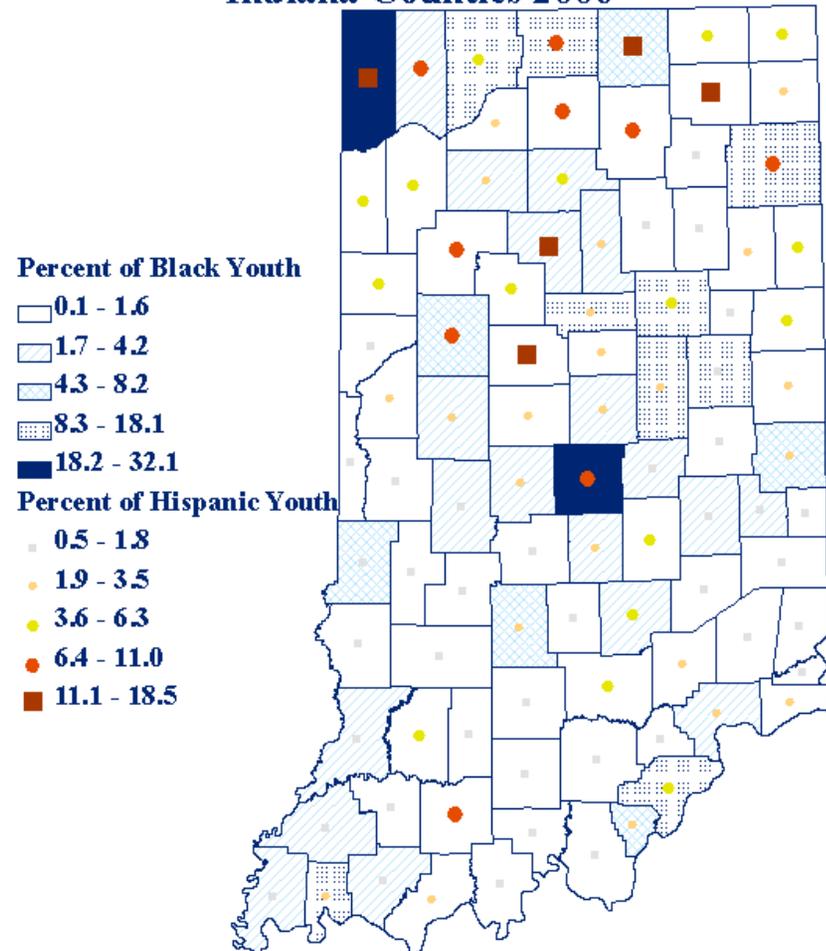
In 2006, 29.4% of youth who aged out of the Indiana Department of Children Services were Black. (Indiana Department of Children Services, Office of Data Management, Reports, and Analysis)

### Education

Indiana Black students are more likely than their peers to be identified for special education services. (Center of Evaluation and Education Policy, Moving Toward Equity: Addressing Disproportionality in Special Education in Indiana, 2004)



## Percent of Black and Hispanic Youth, Ages 0-17: Indiana Counties 2006



Data from: Puzanchera, C., Finnegan, T. and Kang, W. (2007). "Easy Access to Juvenile Populations" [www.ojjdp.ncjrs.gov/ojstatbb/ezapop/](http://www.ojjdp.ncjrs.gov/ojstatbb/ezapop/)

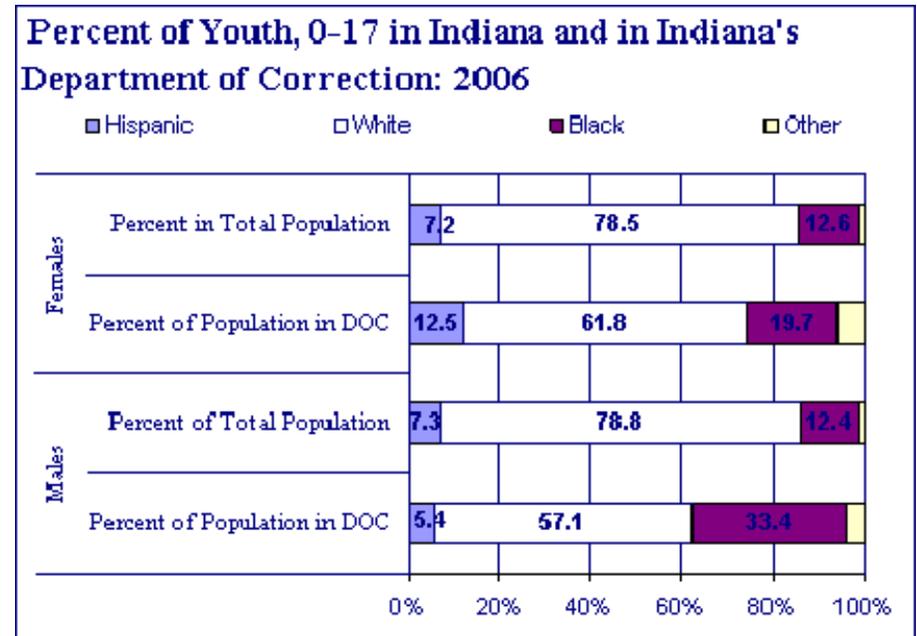
# Research Continued

## Juvenile Justice

In 2005-2006, Hoosier Black youth were 2.64 times as likely as all other youth to be arrested.

(Disproportionate Minority Contact: Quantitative Analyses: Final Report 2007, Indiana Criminal Justice Institute)

In 2006, of the 845 male juveniles involved in the Indiana Department of Corrections, 33.4% were Black. Of the 151 female juveniles, 19.7% were Black and 12.5% were Hispanic. (Indiana Department of Corrections Annual Report, 2006)



## National Data

- Black and Hispanic juveniles were 3 times more likely to live in poverty as Non-Hispanic White Juveniles – Black 33%, Hispanic 27%, White 10%. (Office of Juvenile Justice and Delinquency Prevention, 2006)
- Black students are labeled mentally retarded three times as often as white students. (National Education Association, 2007)
- Native American children receive special education labels and service at twice the rate of the general student population. (National Education Association, 2007)
- In 2004, about 16% of the total population was uninsured-11% of Whites, 20% of Blacks, 33% of Latinos (Families USA Minority Health Initiatives, 2006)



# 2007 Accomplishments

## The Commission on Disproportionality in Youth Services

Established to develop and provide an implementation plan to evaluate and address disproportionate representation of youth of color in the use of youth services in juvenile justice, child welfare, education and mental health services.

Collaborated with Indiana Senate, House of Representatives and The Governor's Offices

Identified individuals to be appointed to commission

Provided resources

Developed a survey to assess current cultural competency training practices of organizations providing services to children, youth, and families in Indiana.

Used Survey Monkey to administer the questionnaire to over 20 organizations in the areas of child welfare, education, juvenile justice, and mental health

Conducted a literature search on data related to cultural competency challenges, impacts, best practices, and other related information

Developed the Indiana Cultural and Linguistically Appropriate Training Standards (CLAT) for use by organizations providing services to children, youth, and families in Indiana

Began identifying curricula to be used that support the CLAT standards

Updated and expanded presentation slides and annotated bibliography

Maintained consistent membership

Published IDC newsletter

Submitted Manuscript:

Busch, M., Wall, J.R., Koch, S.M., & Anderson, C. (In Press). Addressing Disproportionality: A Collaborative Community Approach. *Child Welfare: Special Issue*

Provided representation to other emerging DMC efforts

*"Very insightful presentation... the several counties of concentrated minorities were very interesting. The causes of those social problems stems from societal issues, institutions, racism, and family structure."*

*- IUSSW graduate student*

*"Great. Keep getting the info out!"*

*-Indiana Foster Care and Adoption Association*

## 2007 Accomplishments *(Continued)*

Presented at state conferences

Clark, T., Jani, D., & Roberson C. "Children of Color in Indiana's Child Welfare, Juvenile Justice, Education, and Mental Health System: Identifying Overrepresentation and Disproportionality." IJDA Conference, April 16, 2007.

Anderson, C., Busch, M., & Jani, D. "Disparities for Children of Color in Child Welfare, Juvenile Justice and other Human Service Systems: Status and Solutions." Breaking the Cycle XXIX Conference, Prevent Child Abuse Indiana, May 7, 2007, Indianapolis, IN

Anderson, C., Busch, M., & Jani, D. "Children of Color in Indiana's Child Welfare, Juvenile Justice, Education, and Mental Health System: Identifying Overrepresentation and Disproportionality." Train the Trainer Workshop, June 13, 2007.

Anderson, C., Kennedy, J., & Williams, D. "Is there Racial Disparities for Children of Color in Child Welfare: Status and Solutions." NASW Child Welfare Specialty Practice Group. June 26, 2007, Indianapolis, IN.

Gaither, G. & Jani, D. "Disparities for Children of Color in Child Welfare, Juvenile Justice and other Human Service Systems." Juvenile Judges Symposium, June 2007. Indianapolis, IN.

Anderson, C., Busch, M., & Jani, D. "Disparities for Children of Color in Child Welfare, Juvenile Justice and other Human Service Systems: Status and Solutions." IARCCA Annual Conference, September 19, 2007, Indianapolis, IN.

CdeBoca, C., Clements-Effner, K., & Anderson, C. "Children of Color in Indiana's Child Welfare, Juvenile Justice, Education, and Mental Health System: Identifying Overrepresentation and Disproportionality." IUSSW Policy Class, October 25, 2007.

Woehler, J., & Tolbert-Banks, N. "Disparities for Children of Color in Child Welfare, Juvenile Justice and other Human Service Systems." A View of a Lifetime Conference, Indiana Foster Care Adoption Association, November 15, 2007, Indianapolis, IN.

Anderson, C. Culture and Disproportionality...Is There a Connection. Prevent Child Abuse Indiana Service Council, November 16, 2007, Indianapolis, IN.

*"I really appreciated the presentation. It was beneficial to have concrete information on what the State is doing and direction we are trying to go. I feel better prepared to work with cases I may have. I thought it was very informative."*

*-CASA Forum*

# Recommendations for Change

Based on the Committee's research and ongoing efforts, the following recommendations represent promising practices across systems, in order to reduce disparities for children.

- ✓ Increase prevention services and programs.
- ✓ Require culturally competent practices at all levels.
- ✓ Encourage community building, including employment opportunities and networking with non-traditional services.
- ✓ Make services accountable.
- ✓ Change policies and practice guidelines.
- ✓ Diversity training.
- ✓ Encourage consistent collection of racial and ethnic data.
- ✓ Partnering in the equity solution.
- ✓ Compare Indiana efforts to other states.
- ✓ Identify indicators.



# 2008 Future Direction

The mission of IDC is carried out by five subcommittees.

## *Community Awareness*

- Illustrate to the community disparities regarding children of color in all Indiana systems.

## *Public Policy*

- Identify and assess laws and policies that relate to juvenile justice, mental health, education and child welfare
- Advocate for the reduction of racial and ethnic disproportionality and disparities in youth services

## *Research*

- Support research efforts of the Indiana Commission on Disproportionality in Youth Services
- Pursue Indiana specific mental health data

## *Resource/Fund Development*

- Rejuvenate efforts to secure volunteers, financial and in-kind contributions to carry out the mission of IDC

## *Training*

- Re-administer the survey assessing current cultural competency practices
- Construct a curriculum that fully supports the standards provided
- Provide a description of each standard for use by practitioners



## Other DMC Efforts in Indiana:

- State of Our Black Youth (SOBY) – Indianapolis Committee
- Indiana Civil Rights Commission – Education Steering Committee
- Juvenile Detention Alternative Initiative
- Indiana University Center for Education and Evaluation Policy
- IARCCA’s Outcome Measures Project
- Including DMC information in MSW curriculum at Indiana University School of Social Work
- Children and Adolescent Needs and Strengths (CANS) Mental Health Statewide Initiative
- State Bar Association and Indiana Minority Health Coalition - Mental Health Assessment Collaboration





The Indiana Disproportionality Committee (IDC) is a statewide collaborative network of public and private entities working together to address racial disparities within the child welfare, juvenile justice, education and mental health systems.

If you are interested in becoming a part of the Indiana Disproportionality Committee, please contact Clara H. Anderson, 317.264.2700 or [canderso@childrens bureau.org](mailto:canderso@childrens bureau.org).

