

Addressing Disproportionality, Disparity and Discrimination in Child Welfare

**Data on Services Provided to
Black African Caribbean Canadian Families and Children**

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Addressing Disproportionality, Disparity and Discrimination in Child Welfare

There is an acknowledged **disproportionality**, **disparity** and **discrimination** in services provided to Black families by child welfare agencies across North America. To help us better understand and address these concerns in relation to the services provided by the Children's Aid Society of Toronto , we formed a Committee to research and examine all aspects of our service to Toronto's Black community.

Addressing Disproportionality, Disparity and Discrimination in Child Welfare

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Disproportionality is the over or under-representation of certain groups (e.g., racial) in a public child welfare agency relative to the group's proportion in the general population

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Disparity occurs when services to one segment of the community are allocated differently, such as an increased or decreased *likelihood of entering or exiting the services system/or care.*

City of Toronto ,
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Community.

Addressing Disproportionality, Disparity and Discrimination in Child Welfare

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Discrimination is unequal treatment based on one or more of the prohibited grounds, under the Ontario Human Rights Code. Discrimination can be intentional or unintentional, direct or indirect but the result is adverse on prohibited grounds.

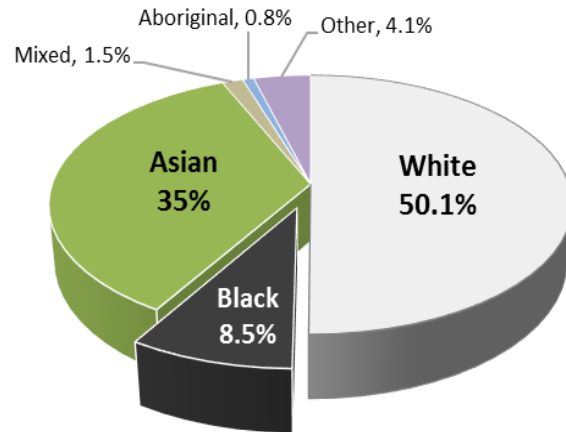
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We examined our service data going back 7 years and shared it with Black African Caribbean Canadian stakeholders in a series of Community Consultations across Toronto in May and June 2015. **To ensure transparency we committed to sharing our research data publicly.** Later this fall we will share our recommendations.

1. Disproportionality

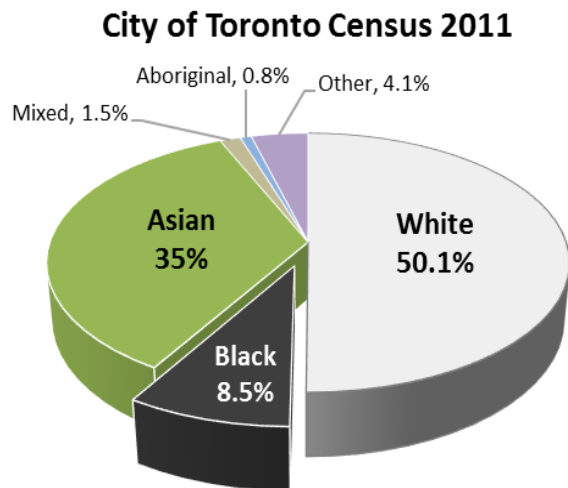
The following slides compare the City of Toronto racial proportionality to point-in-time snapshots of the racial groupings within our active family service cases, and also for our children in care.

City of Toronto Census 2011

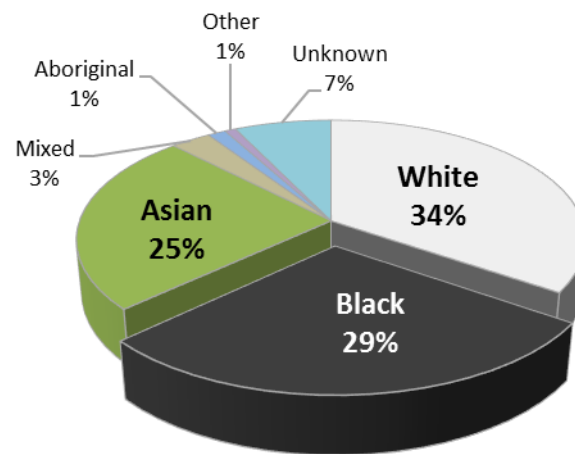


According to the 2011 National Householder survey, the percentage of voluntary respondents who self-identified as Black was 8.5%.

(The Asian category includes Arab, West Asian, Asian, Chinese, Filipino, Japanese, Korean, South Asian, and South East Asian)



**Snapshot 1 - Active Ongoing Service Cases
N=2084**



Snapshot 1: Active Ongoing Service Cases on Sept. 23, 2013
2084 family cases

When we compare this to a snapshot of our active Ongoing Service cases from September 23, 2013, we see that 29% of parents self-identified as Black.

Ongoing Service is provided when an investigation determines that a family requires ongoing support or involvement to ensure their children are safe.

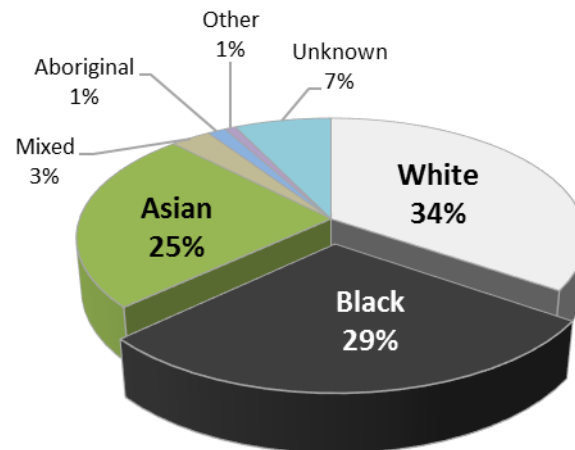
The data shown in this chart has been revised since it was originally shown at the community consultations, to reflect only those cases that are receiving Ongoing Service.

For 9 out of 10 families that we work with, the children remain at home while the parents receive the support they need to parent safely.

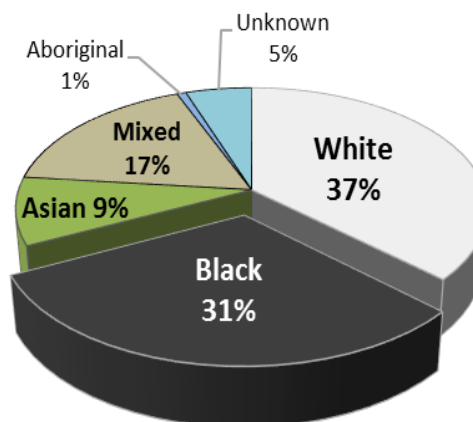
To ensure that children are safe, sometimes they must come into our care. This may be foster care or group care, for example.

When we look at a snapshot of our children in care, we see that 31% of the children are Black. Another 10.8% are of a mixed race that includes a Black parent.

**Snapshot 1 - Active Ongoing Service Cases
N=2084**



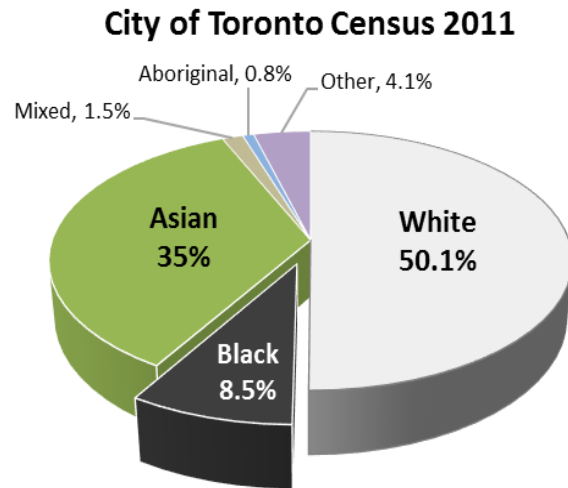
**Snapshot 2 - Children in Care
N=1521**



Snapshot 1: Active Ongoing Service Cases on Sept. 23, 2013
2084 family cases

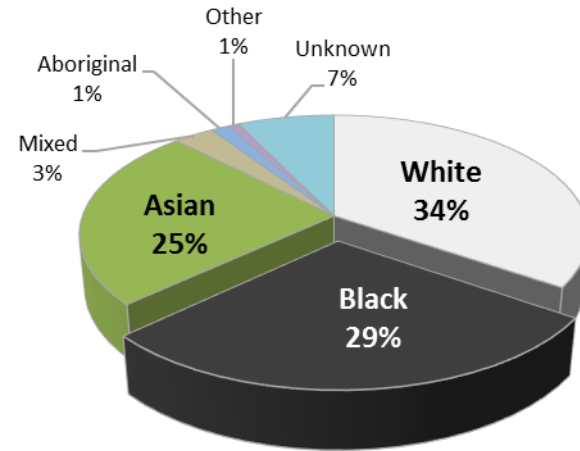
Snapshot 2: Children in Care on Sept. 24, 2013
1521 children

Note- Snapshot 2: - of the 17% Mixed, 9.8% is Black-White, 1% is Black-Asian

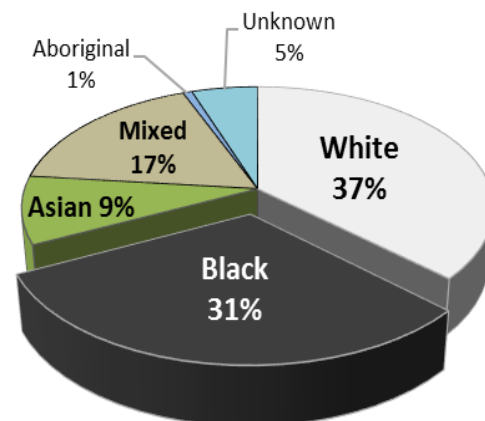


When comparing the 3 views, we see the disproportionality of Black families and children receiving service compared to the City of Toronto population.

Snapshot 1 - Active Ongoing Service Cases N=2084



Snapshot 2 - Children in Care N=1521



Snapshot 1: Active Ongoing Service Cases on Sept. 23, 2013
2084 family cases

Snapshot 2: Children in Care on Sept. 24, 2013
1521 children

Note- Snapshot 2: - of the 17% Mixed, 9.8% is Black-White, 1% is Black-Asian

2. Diversity

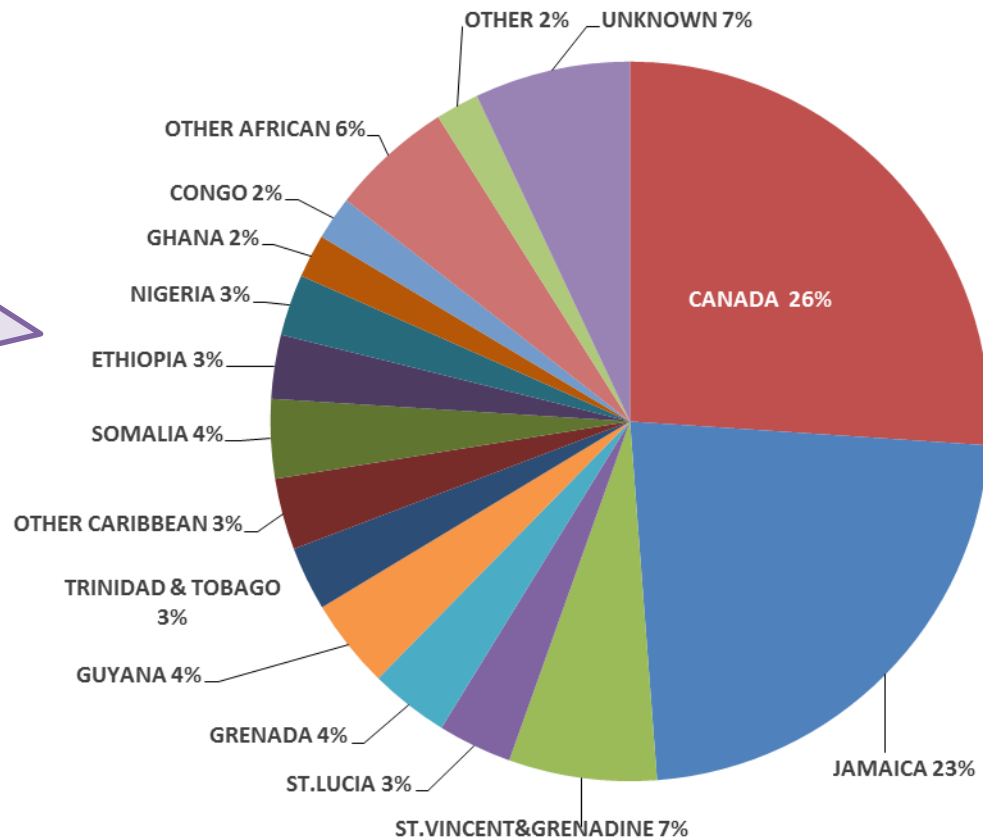
Black families receiving service from CAS of Toronto come from many different countries. To better understand this diversity, we looked at the country of birth for both the primary parent and the children in care.

Country of Birth for Black Parents

(September 23, 2013)

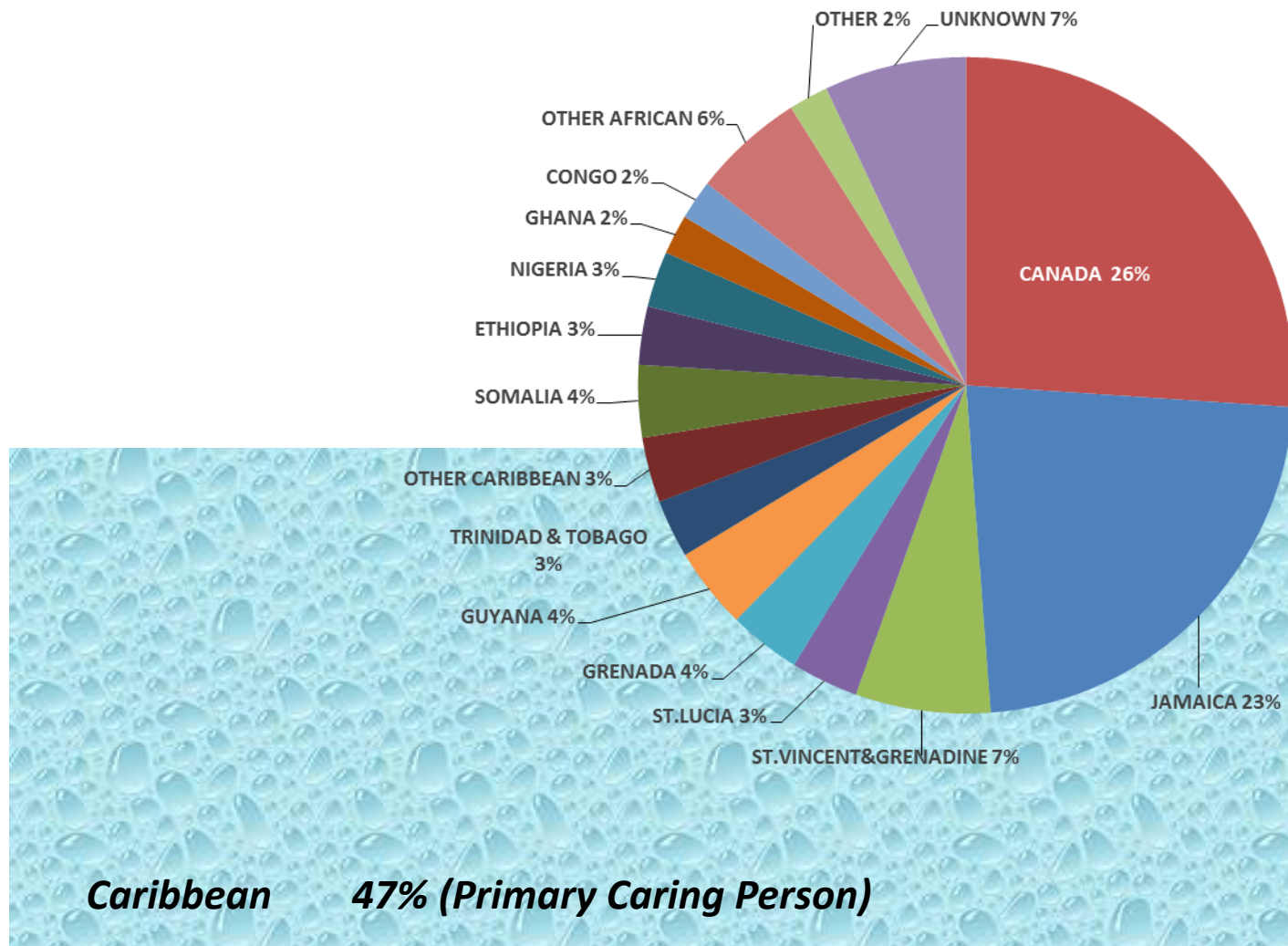
When looking at our families served in community, this shows the country of birth for the primary caring person, or parent, for our Black-led families.

26% of these Black parents were born in Canada.



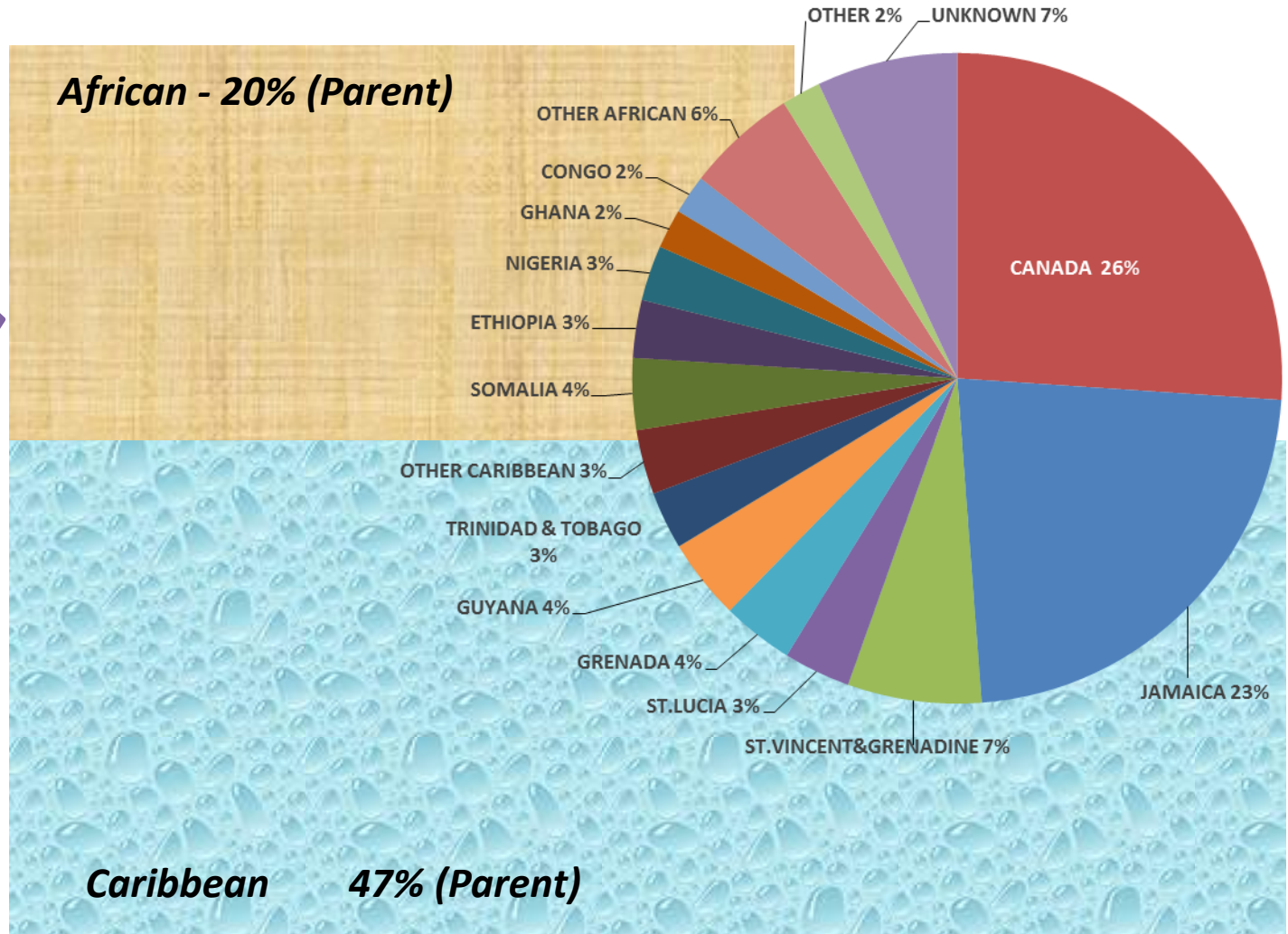
Country of Birth for Black Parents

47% of the
Black parents
come from the
Caribbean



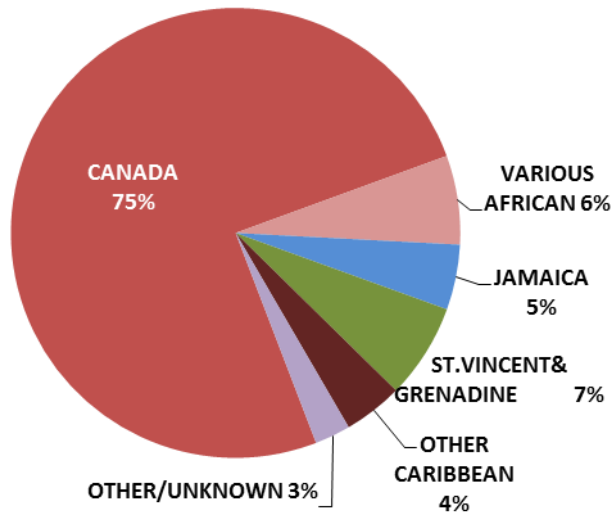
Country of Birth for Black Parents

20% of the
Black parents
come from
Africa



Country of Birth for Black Children in Care

(September 24, 2013)



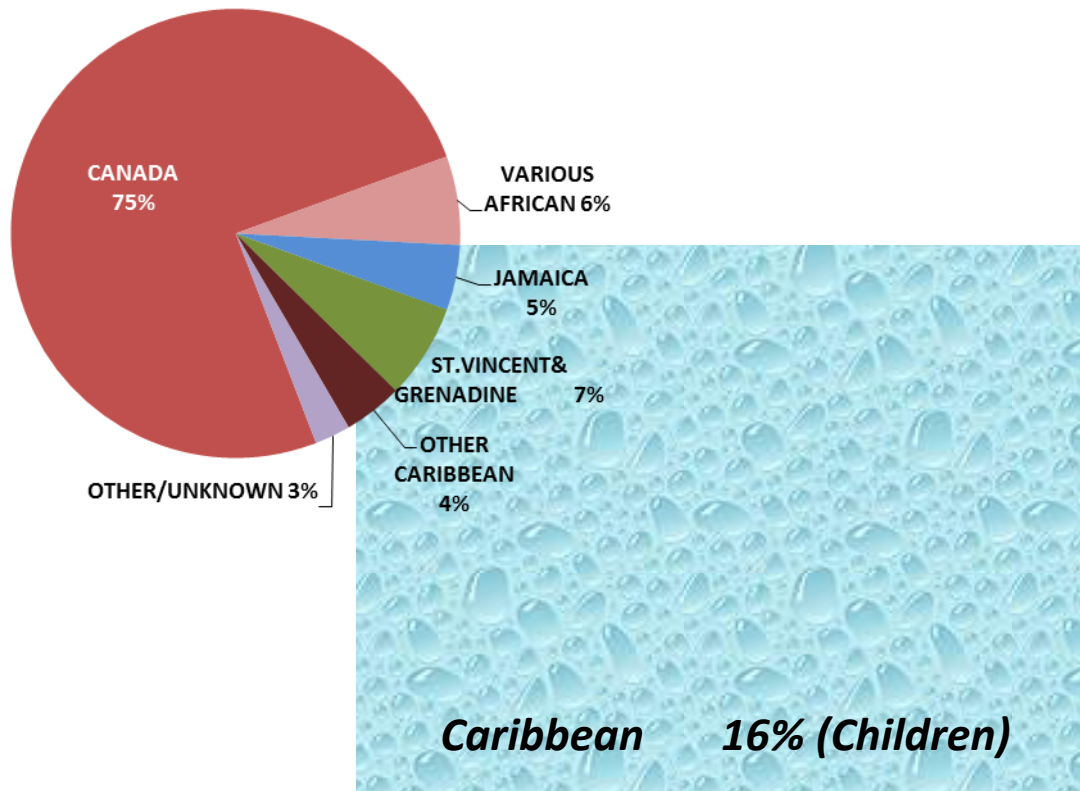
Of the families we work with, fewer than 1 in 10 have a child come into our care, which may be foster care or group care.

We can look at the country of origin for these children.

When looking at our Black children in care, we see that 75% were born in Canada.

Country of Birth for Black Children in Care

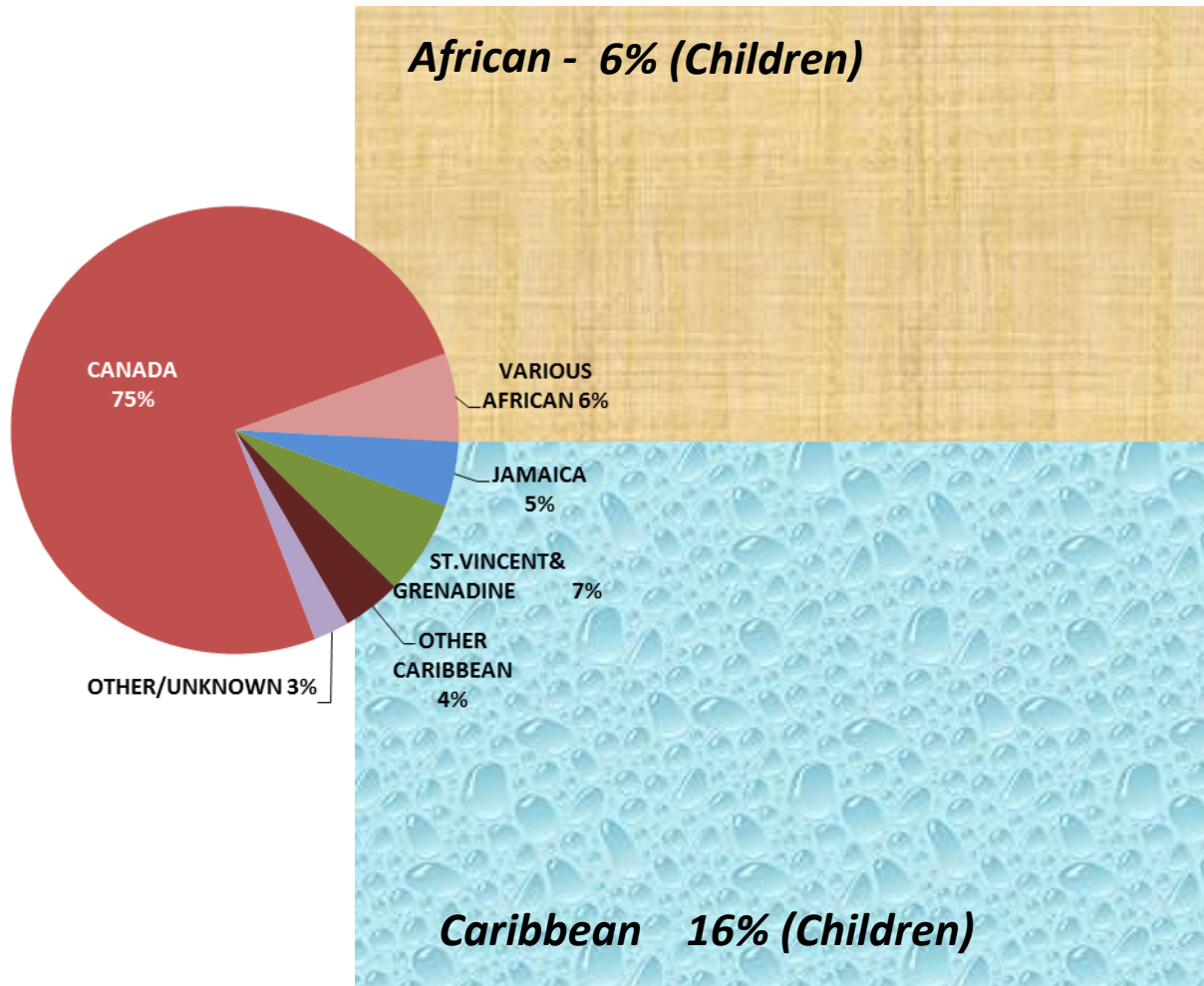
(September 24, 2013)



Of the Black children in our care, 16% were born in the Caribbean

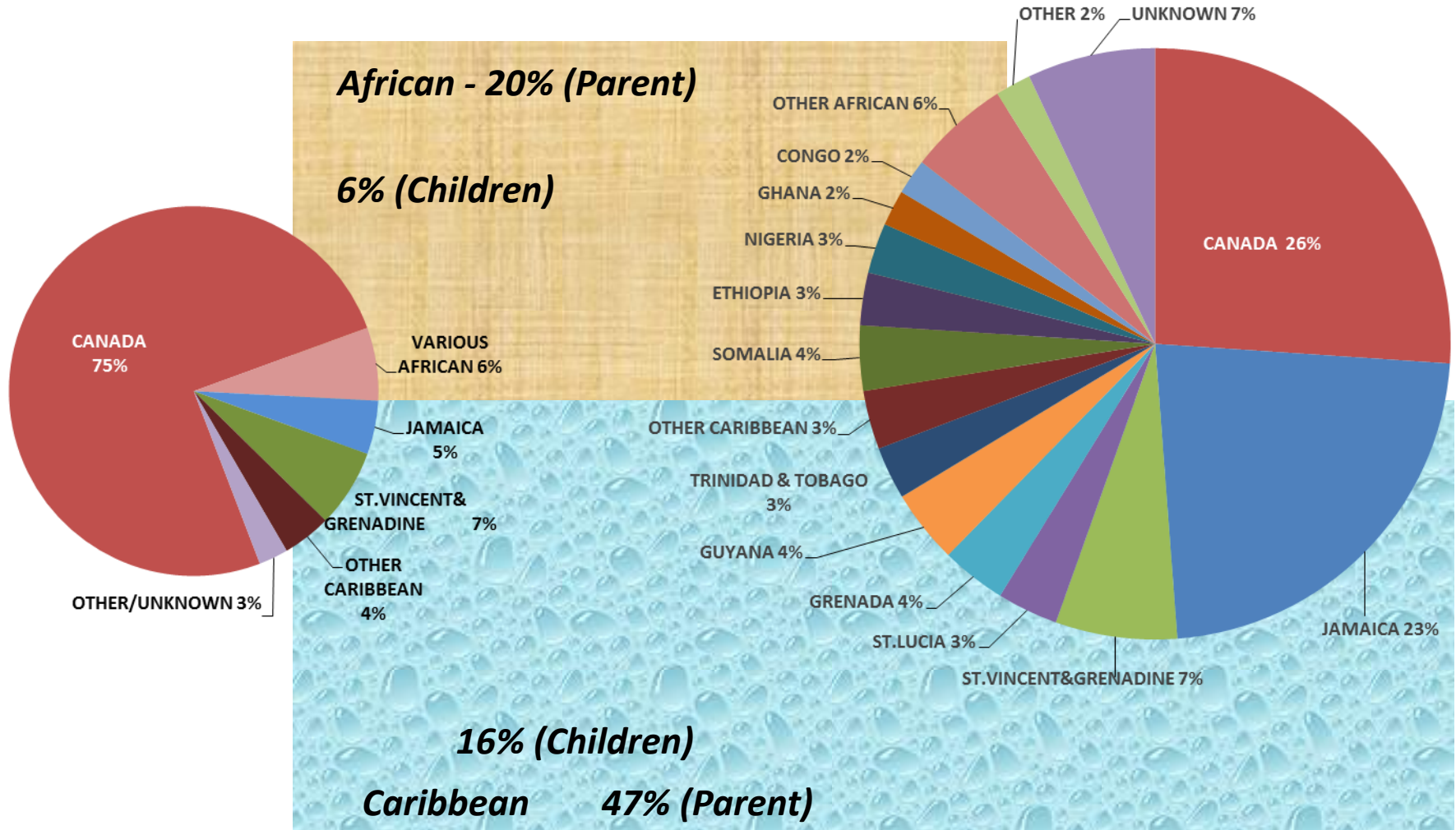
Country of Birth for Black Children in Care

(September 24, 2013)



Of the Black children in our care, 6% were born in Africa

Country of Birth for Black Parents and Children Snapshots in September, 2013

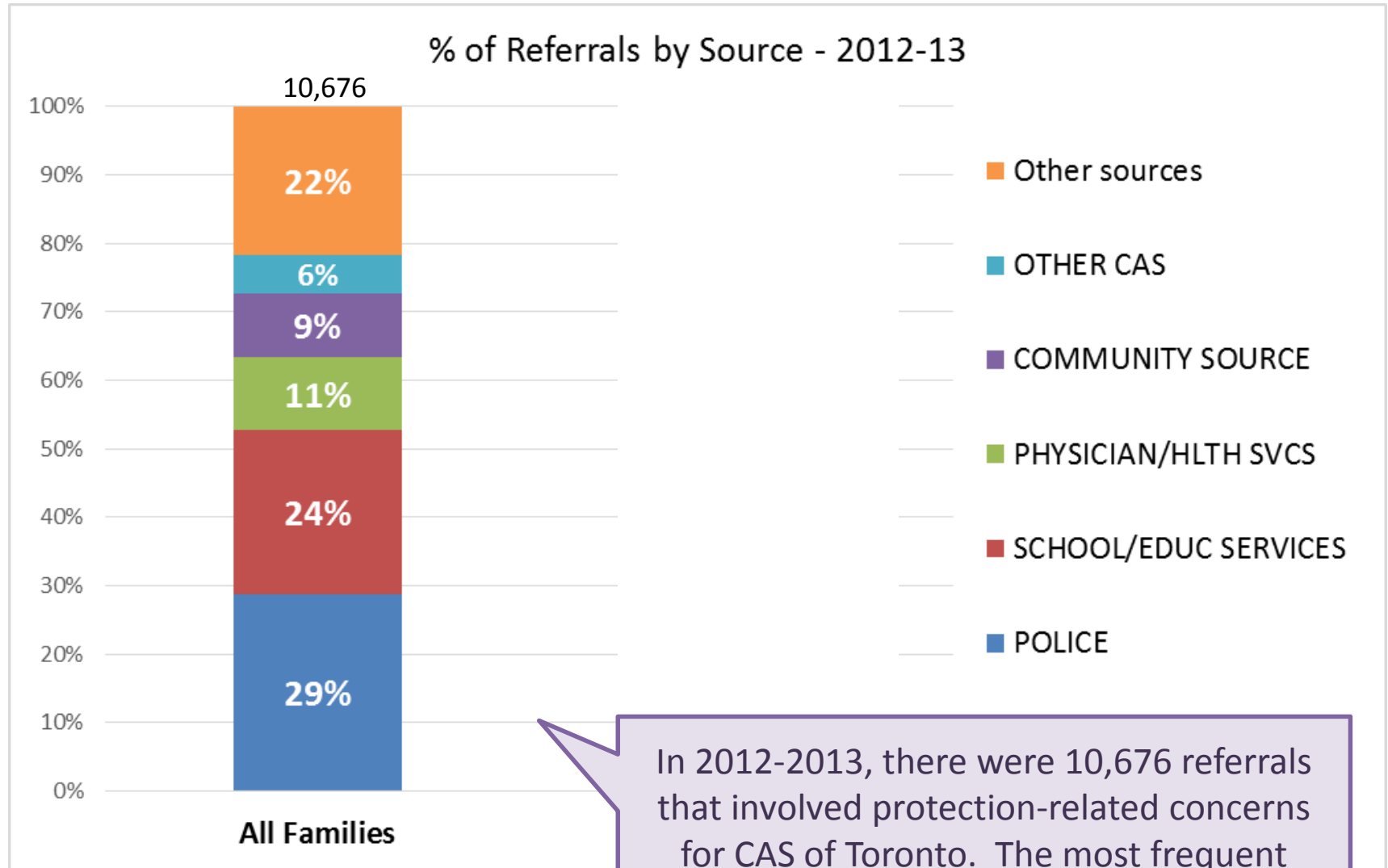


This view shows the diversity of both the parent and child countries of birth.

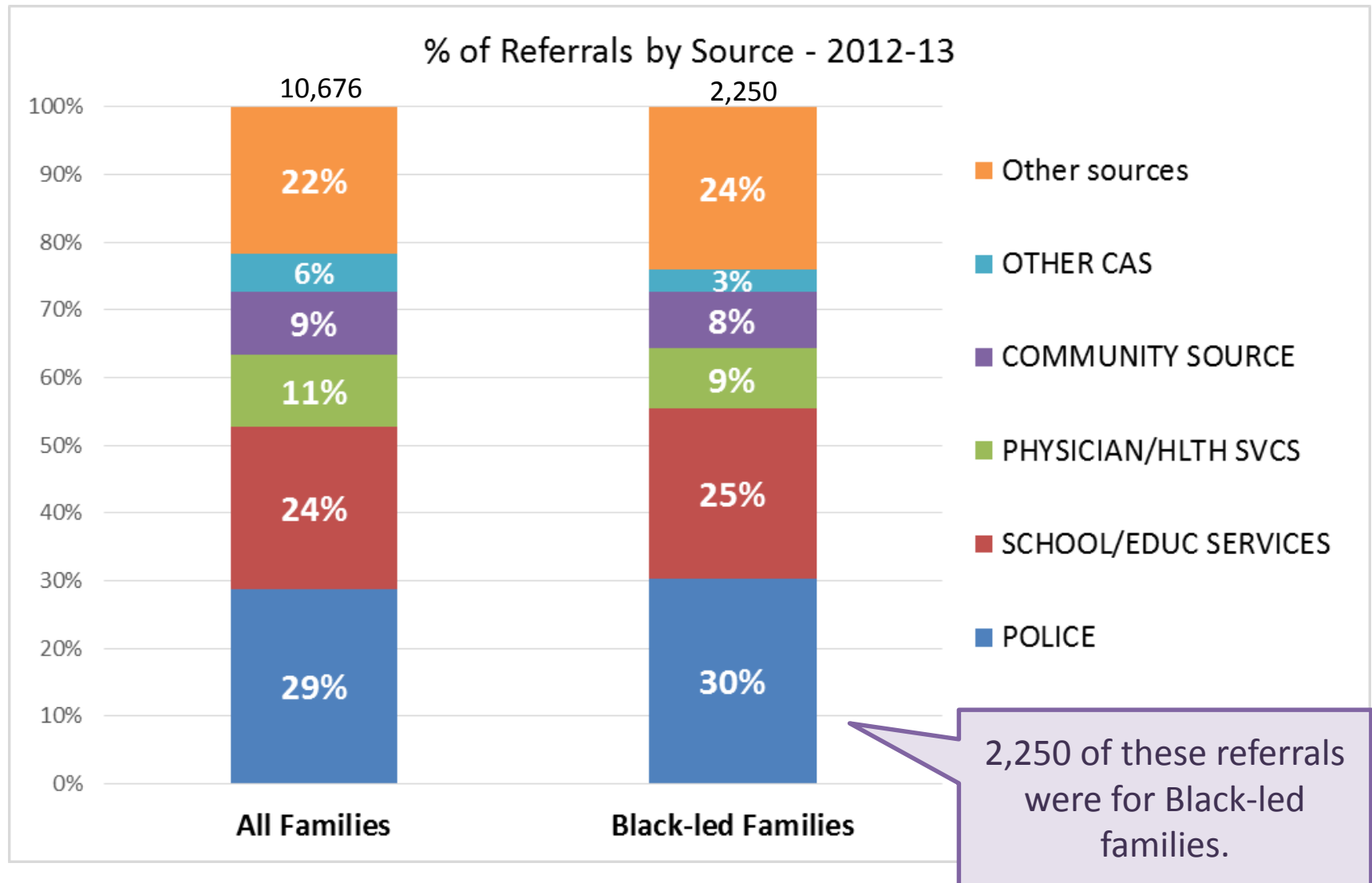
3. Referrals

An examination of referrals (where our calls come from) from 2008 to 2013 was undertaken. Referral sources, reasons for service, and racial grouping were analyzed.

Protection Referrals



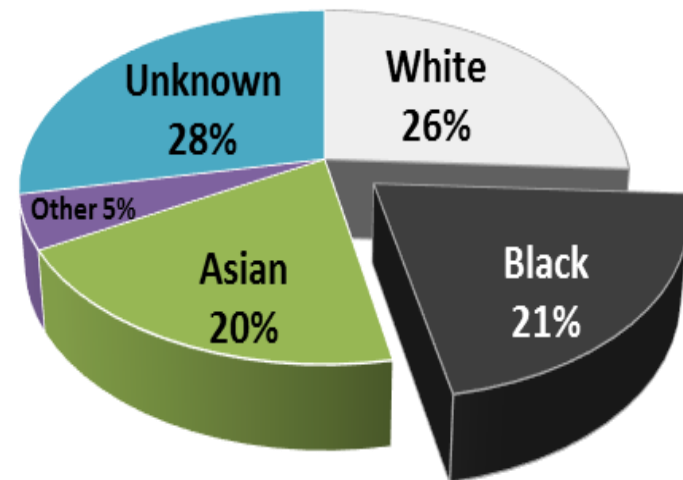
Protection Referrals



Protection Referrals by Racial Identity of Parent

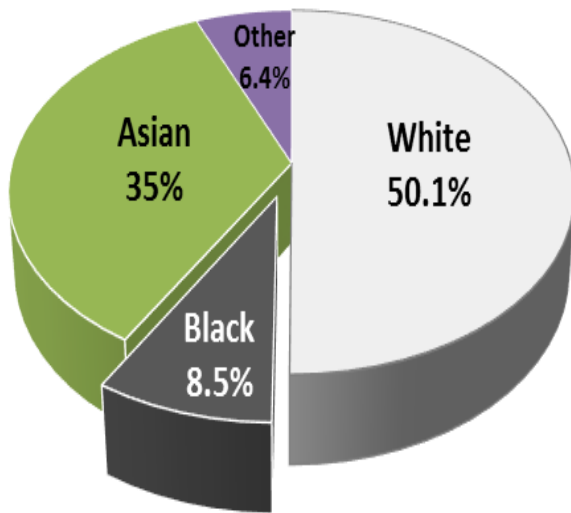
The racial grouping of the parent is shown for the 10,676 referrals.

Next, we can compare this to the City of Toronto stats.

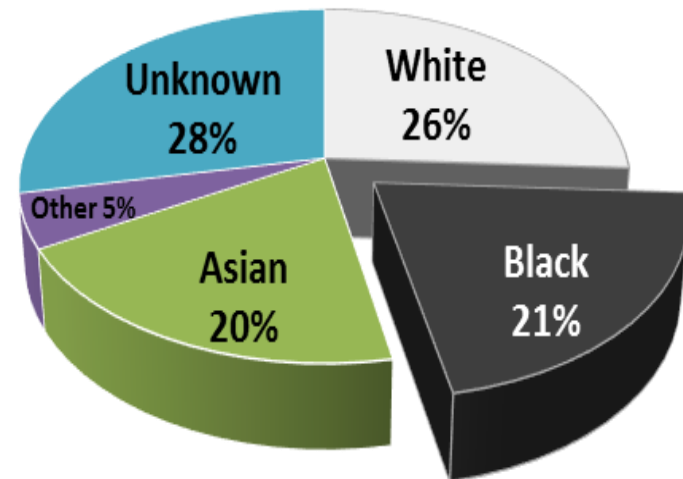


Protection Referrals Compared to City of Toronto

City of Toronto Census 2011



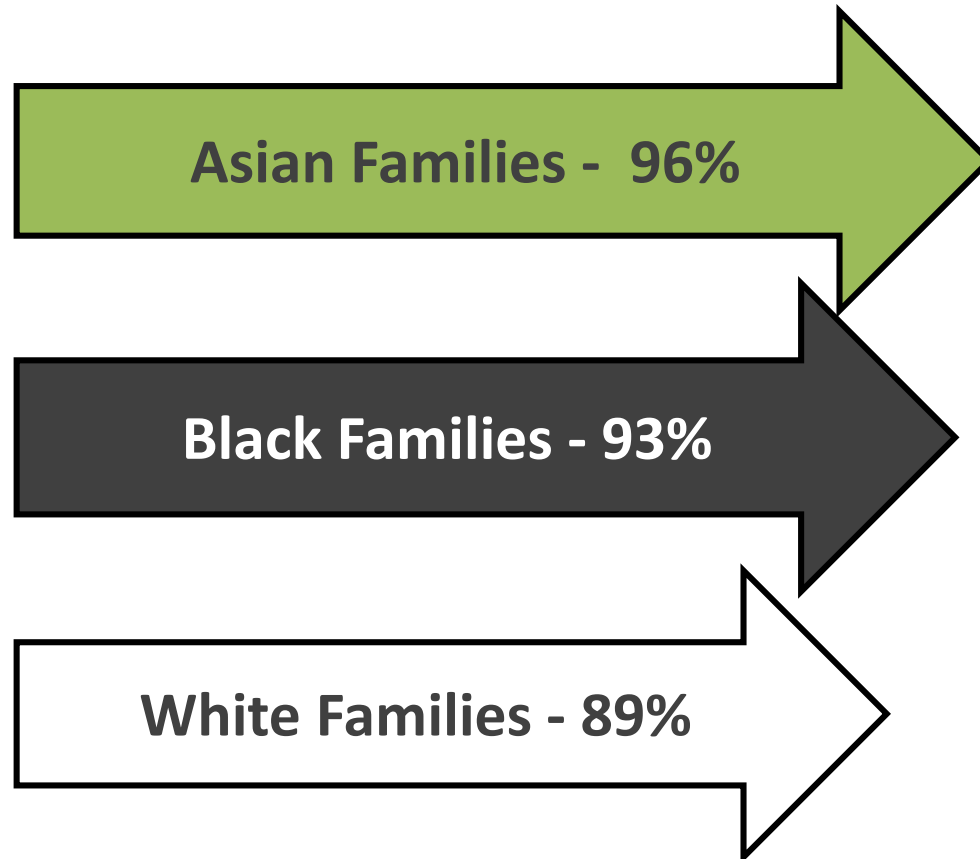
Referrals for Protection Service



The % of referrals of Black-led families (21%) is disproportionate to the size of the Black community in Toronto (8.5% in 2011)

Referral ➡ Investigation

- How often does a Referral lead to an Investigation?



A referral is assessed to determine whether a protection investigation is required. The likelihood for Black-led families is similar to that for White and Asian-led families.

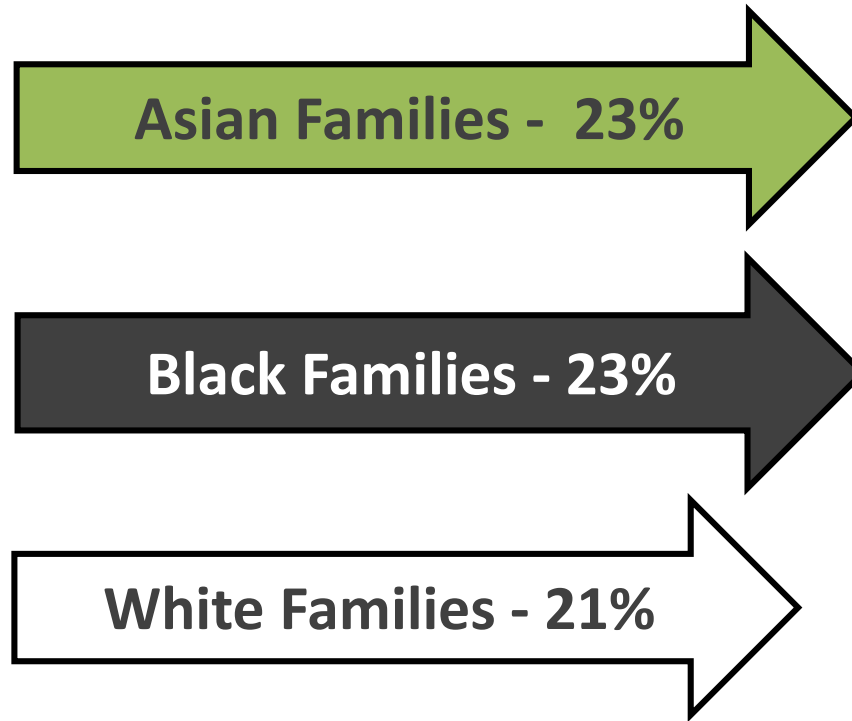
Reasons for Investigation

| | All Families | Black-led Families |
|---------------------------|--------------|--------------------|
| Physical Abuse | 22% | 24% |
| Sexual Abuse | 4% | 4% |
| Neglect | 16% | 14% |
| Domestic Violence Related | 31% | 31% |
| Caregiver-Child Conflict | 5% | 8% |
| Caregiver Capacity | 22% | 20% |

The %'s for Black-led families show the greatest difference (5% vs 8%) for Caregiver-Child Conflict

Investigation ➔ Ongoing Service

- How often does an Investigation lead to a transfer to Ongoing Service?



Once an investigation is completed, a decision is made as to whether the child(ren) and family require ongoing support or involvement to ensure the child(ren) are safe.

This is known as a transfer to Ongoing Service.

The likelihood for Black-led families is similar to that for White and Asian-led families.

4. Entry to Care

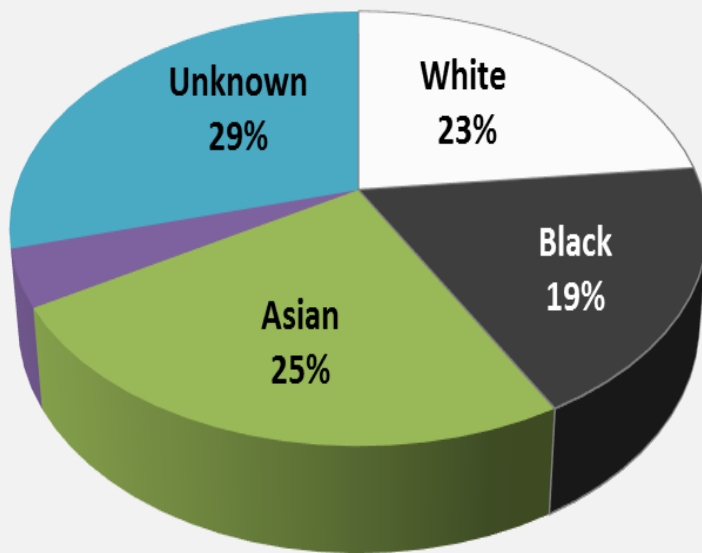
A study was undertaken to analyze the likelihood of a child coming into our care (for example, foster care or group care). Three factors were studied – reason for service, age of child, and racial grouping of the parent.

This study examined families who received service from CAS of Toronto for the first time between April 1, 2008 to March 31, 2009.

3.2% of these families had a child come into care within one year of the start of service.

The likelihood of entry to care was highest when the reason for service was Caregiver-Child Conflict (14.8%) and when the child was a teenager (11.5%).

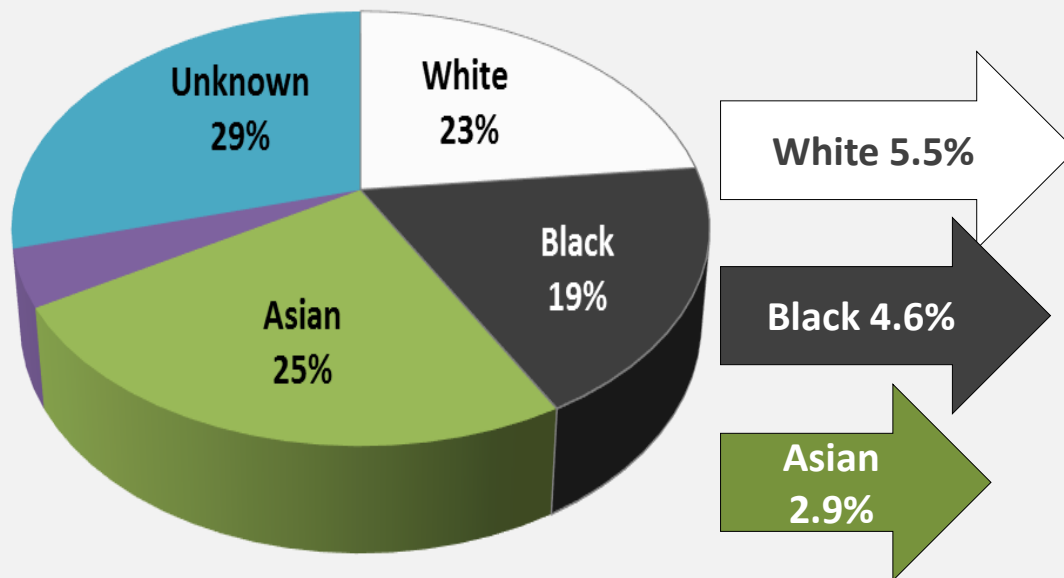
Entry to Care by Racial Grouping of Parent



The entry to care study looked at 3,881 families starting to receive service between April 1, 2008 and March 31, 2009. These were families that had no prior history with CAS of Toronto.

Other, Mixed, and Aboriginal have been combined for this view.

Entry to Care by Racial Grouping of Parent



**Referrals Investigated for
3881 First-time families
2008-2009**

Average 3.2%

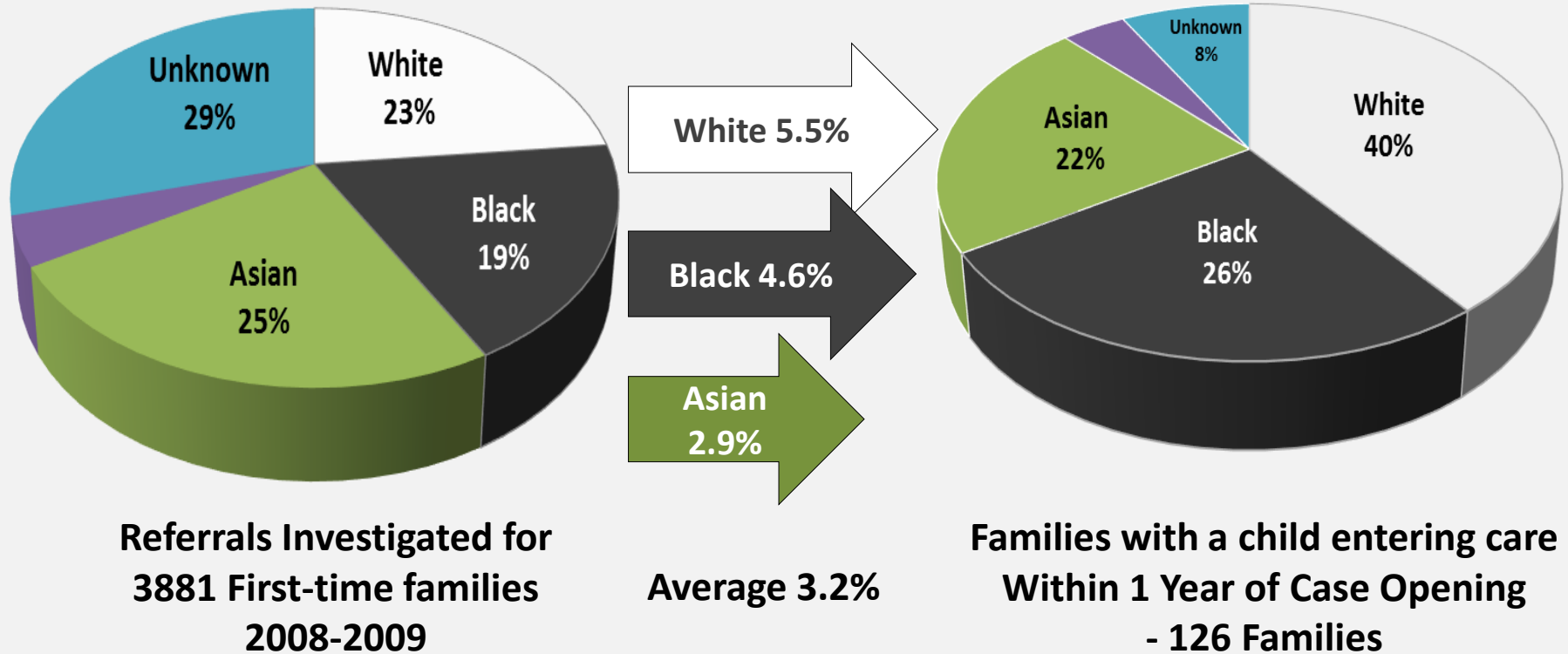
 Other, Mixed, and Aboriginal have been combined for this view.

The likelihood, or rate of entry to care is shown for each of the 3 major racial groupings.

For Black-led families receiving service from CAS of Toronto for the first time, 4.6% had a child come into care within 1 year of the start of service.

This rate was less than that for White-led families and greater than that for Asian-led families.

Entry to Care by Racial Grouping of Parent



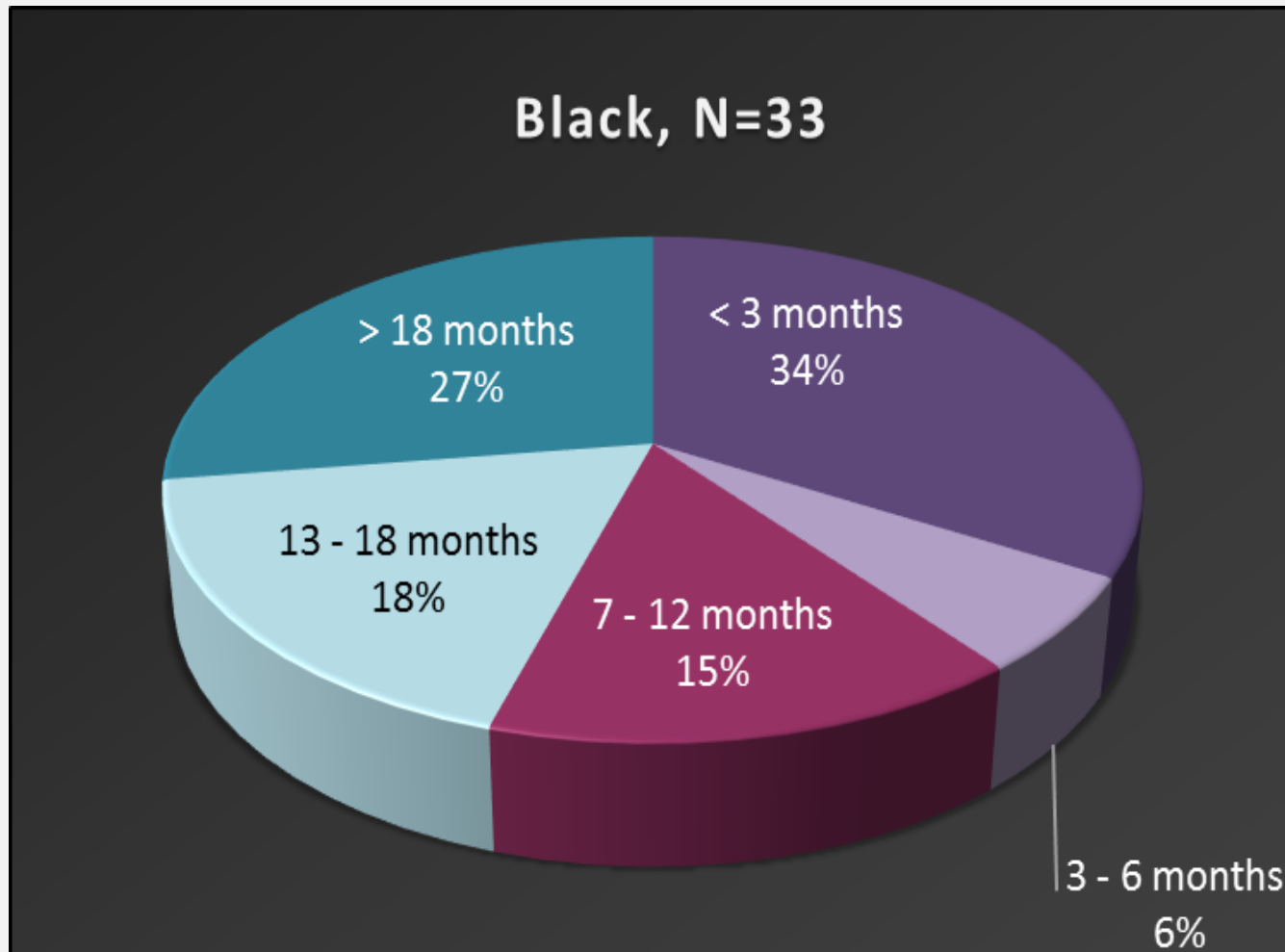
The racial grouping of the primary parent of the 126 families (out of 3,881) who had a child enter care within one year of start of service is shown here.

5. Exit from Care (Length of Stay)

This study analyzed how long the child stayed in care for these 126 families. Three factors were studied – reason for service, age of child, and racial grouping of the parent.

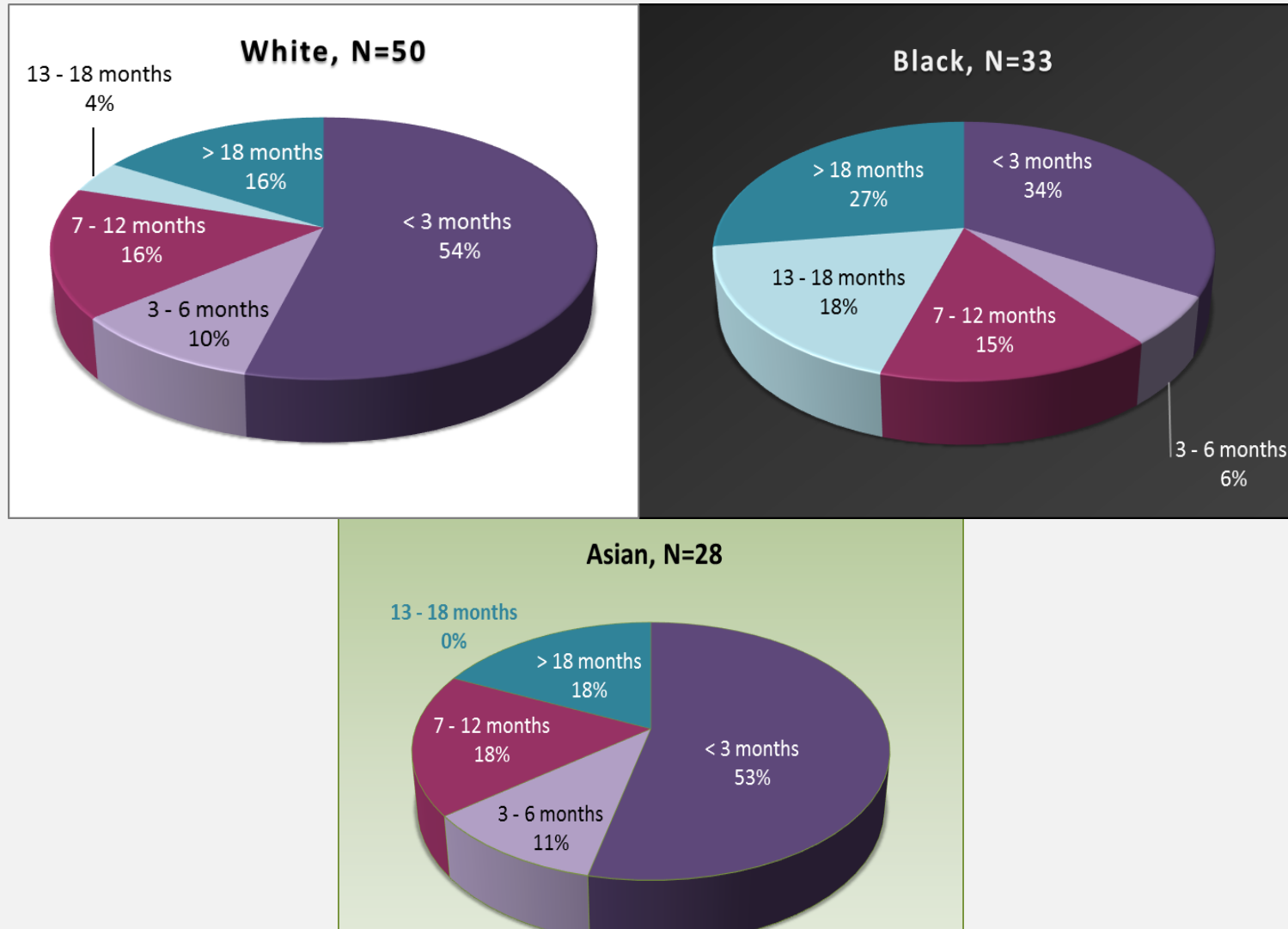
The median length of stay was highest for children of Black-led families (229 days), and when the reason for service was Caregiver-Child Conflict (207 days), and when the child was a teenager (204 days).

Exit from Care – Length of Stay for Children of Black-led Families



For the 33 Black-led families in the study, this chart shows the % of cases for each length of stay category. For example, 27% of the cases involved the child staying in care for at least 18 months. Next, we can compare this to White and Asian-led families.

Exit from Care – Length of Stay by Racial Grouping of Parent



For the 50 White and 28 Asian-led families, there is a higher % of short stays in care (less than 3 months), and a lower % of longer stays in care (13-18 months, more than 18 months).

6. Use of Kinship Services

The use of Kinship Services within 3 years of case opening was analyzed, by racial grouping of the parent.

A Kinship Service placement is used as an alternative to an admission into care when a child cannot remain safely at home with their parents. In these cases, the child resides with other family or with another member of their community.

Children Entering Kinship Services within 3 Year Period

- Study of 4373 families receiving services for the first time in 2010-11
- % of families using Kinship Services within 3 years of the start of service:
 - 2.7% of Black-led families
 - 2.3% of White-led families
 - 0.9% of Asian-led families

For families involved with CAS of Toronto for the first time in 2010-2011, the percent of families using Kinship Services within 3 years of the start of service is higher for Black-led families.

7. Placement Types

A point-in-time snapshot of children in care (age 18 and under) in November of 2014 was analyzed to examine placement types by major racial grouping.

Placement types include Foster Care, Group Care, Adoption Probation, Kin Care, and Other Care.

Placement Type of Children and Youth in Care

| Racial Grouping of the Child | Foster Care | Group Care | Adoption Probation | Kin Care | Other Care |
|------------------------------|-------------|------------|--------------------|----------|------------|
| White (352 children) | 62% | 12% | 12% | 3% | 11% |
| Black (348 children) | 69% | 14% | 4% | 3% | 10% |
| Asian (99 children) | 71% | 13% | 5% | 0% | 11% |
| Mixed Race (196 children) | 65% | 8% | 13% | 3% | 11% |

Snapshot of 1,039 children in care under age 18 from November 2014

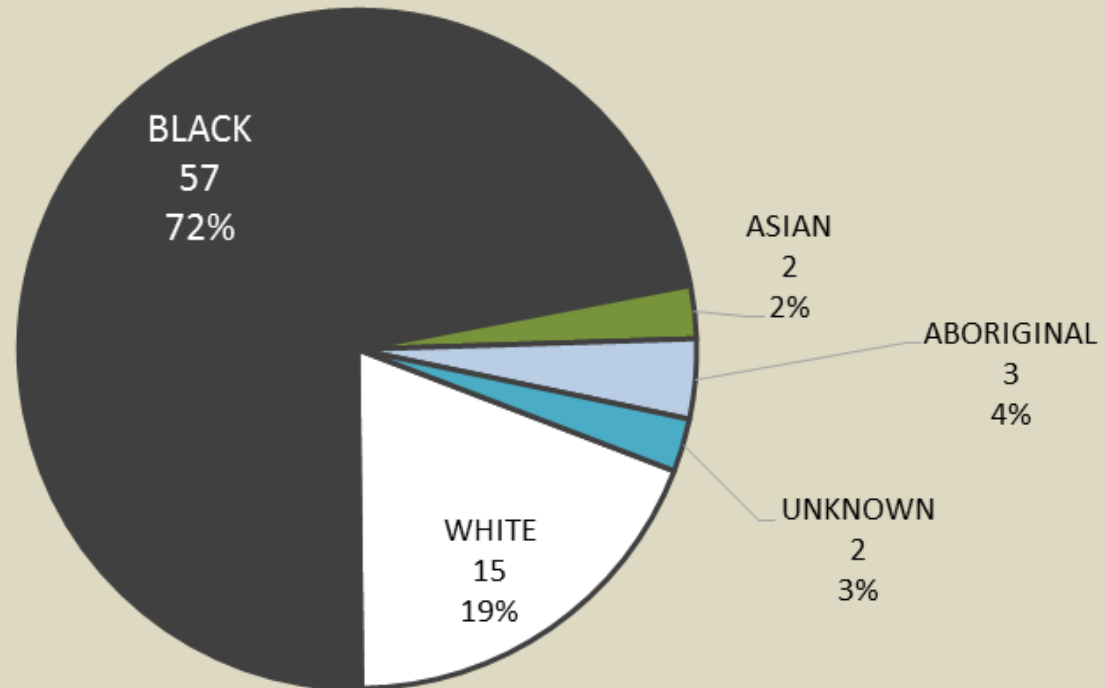
Fewer Black children are placed on adoption, compared to children of other racial groupings. Adoption probation refers to the period of time between when a child is placed with an adoptive family, and when that adoption is finalized by the court. Other Care can include, for example, independent living, relatives' home.

8. Foster Care

In this point-in-time snapshot of children in care (age 18 and under) in November of 2014, we can look more deeply into the category of Foster Care, for our internal CAS of Toronto foster homes

Black Children in CAS of Toronto Foster Homes

Race of Foster Homes for 79 Black Children in Care



72% of Black children in our internal foster homes are residing with Black foster parents in this snapshot from November 2014.

Summary of Data Analysis

- There is a disproportionality of Black families and children receiving services from CAS of Toronto, compared to the proportion of the City of Toronto population who self-identify as Black
- There is a disproportionality of child protection referrals to CAS of Toronto for Black-led families, compared to the proportion of the City of Toronto population who self-identify as Black
- The likelihood of a referral being assessed as requiring a protection investigation is similar for Black-led families, compared to White and Asian-led families
- The likelihood of an investigation resulting in a decision to provide ongoing support and involvement (Ongoing Service) is similar for Black-led families, compared to White and Asian-led families
- In a study from 2008 of families receiving service from CAS of Toronto for the first time,
 - There is a higher rate of children entering care within 1 year when the reason for service is caregiver-child conflict, when the child is a teenager, and for children of White-led families
 - There are longer median stays in care for children of Black-led families, when the reason for service is caregiver-child conflict, and when the child is a teenager
- The use of Kinship Services is higher for Black-led families, compared to White and Asian-led families
- Fewer Black children are placed on adoption, compared to children of other racial groupings
- Of the Black children in our internal foster homes, 72% are placed with Black foster families

For more information please contact:

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