

## **Disproportionality and Disparities in Child Welfare**

Last Revised: September 2008

The Minnesota Department of Human Services has an overarching priority to reduce disparities in service access and outcomes for racial and ethnic populations. Broad strategies include identifying and tracking racial and ethnic disparities in program access and outcomes; evaluating barriers causing disparities, and taking action steps to reduce disparities in specific program areas. As part of this department priority focus, the Child Safety and Permanency Division, has a multiyear effort to develop strategies that reduce disparities in the outcomes for children and families in the child protection system and in foster care. The Minnesota Judicial Branch has a multiyear effort to eliminate racial bias in the courts. The Judicial Branch's 2009 Strategic Plan places a priority on assuring equitable treatment of all people in the court system regardless of race or ethnicity and includes a commitment to study and analysis of available data together with development of plans to address identifiable problem areas.

The data in this document is commended to CJI teams for study and analysis and with the expectation that, if your county data reflects that families of color are disproportional in representation in your child protection system, the CJI team must develop strategies to address the disproportionality and related disparate outcomes for those families. The development and implementation of these strategies should be informed by conversations with stakeholders and others in the community who are in the best position to contribute to a fuller picture of the experiences of those served and affected by disparities.

### Definitions:

“Disproportionality” or disproportionate representation means the number of children or families of color in the child protection system and in foster care is higher (African American and American Indian as reflected in state level data in Minnesota) than their general representation in the general population. Disproportionality refers to both the overrepresentation of children of color in foster care and to the disparate outcomes they experience while they are in foster care.

“Disparities” means those racial/ethnic differences in program outcomes, service quality, access, utilization or participation that are considered to be unfair, unjust, or inequitable resulting in negative outcomes for a particular population. Disparities include the identification of over-representation and the resultant outcome or impact on that specific population.

## Statewide view of Race/Ethnicity of Children in Out-of-home Care

The table below displays the number, percent and representation in Minnesota's child population in out-of-home care. Although White children comprised the largest number in care, the proportion of African American/Black, American Indian, and those with Hispanic ethnicity, was higher than their representation in Minnesota's population. White and Asian children were under-represented in out-of-home placements compared to their proportion in the child population; Hispanic ethnicity has increased more than other racial groups in the past seven years. This increase may be due in part to the growth of Minnesota's Hispanic child population in recent years.

The final column expresses the rate of children in care per 1,000 children in the population. The highest numbers reveal the disproportional representation of American Indian and African American/Black children in placement compared to racial groups with lower numbers.

### Race/Ethnicity of Children in Out-of-home Care Statewide

Race	Total children in care	Percent of total children in care	Percent of children in 2000 Minnesota population	Rate per 1000 in care using MN child population under age 18 in 2000 census
White	7,770	52.5	83.9	7.2
African American/Black	3,071	20.8	5.0	47.8
American Indian	1,816	12.3	1.6	88.1
Two or more races	1,215	8.2	3.4	27.7
Asian	333	2.3	4.2	6.2
Missing data	64	0.4	0.0	NA
Pacific Islander	6	0.0	0.0	10.6
Unknown race/other	525	3.5	1.9	21.5
<b>Total</b>	<b>14,800</b>	<b>100.0</b>	<b>100.0</b>	<b>11.5</b>
Hispanic*	1,237	8.4	4.3	22.2

\* Hispanic ethnicity may be of any race.

Note: If a child's record indicates one of two races as unknown, the remaining race became the single race of the child. Two or more races occur when two or more races are indicated for one child.

## Children in Out-of-home Care by Race and Ethnicity by County

County	African American/ Black	American Indian	Asian	Pacific Islander	White	Two or more races	Unknown race/ other	Total children	Hispanic Ethnicity—any race**
Aitkin	*	14	*	*	57	*	*	74	*
Anoka	162	49	14	*	692	100	24	1,043	57
Becker	*	144	*	*	111	*	11	270	*
Beltrami	*	195	*	*	46	9	11	264	*
Benton	11	*	*	*	52	13	*	83	*
Big Stone	*	*	*	*	18	*	*	22	*
Blue Earth	29	9	*	*	133	14	7	193	22
Brown	*	*	*	*	75	*	*	85	8
Carlton	*	56	*	*	85	*	*	157	*
Carver	*	*	*	*	128	16	9	166	26
Cass	*	109	*	*	56	*	*	171	*
Chippewa	*	*	*	*	18	*	*	20	*
Chisago	*	*	*	*	105	10	*	125	*
Clay	*	24	*	*	106	18	*	152	25
Clearwater	*	9	*	*	10	*	*	20	*
Cook	*	*	*	*	7	*	*	15	*
Cottonwood	*	*	*	*	33	*	*	40	12
Crow Wing	8	28	*	*	175	9	*	220	*
Dakota	91	21	16	*	313	34	20	496	38
Dodge	*	*	*	*	29	*	*	30	*
Douglas	9	*	*	*	86	*	*	102	*
Fillmore	*	*	*	*	35	*	*	39	*
Freeborn	*	*	*	*	91	*	*	107	19
Goodhue	9	8	*	*	90	8	*	116	*
Grant	*	*	*	*	14	*	*	14	*
Hennepin	1,532	453	72	*	749	530	162	3,532	320
Houston	15	*	*	*	43	*	*	63	*
Hubbard	*	23	*	*	35	*	*	67	*
Isanti	*	*	*	*	87	15	*	103	*
Itasca	*	71	*	*	174	7	*	252	*
Jackson	*	*	*	*	49	*	*	54	8
Kanabec	*	*	*	*	48	*	*	50	*
Kandiyohi	*	8	*	*	111	*	*	127	50
Kittson	*	*	*	*	11	*	*	14	*
Koochiching	*	*	*	*	60	*	*	74	*
Lac qui Parle	*	*	*	*	16	*	*	17	*
Lake	*	*	*	*	33	*	*	42	*
Lake of the Woods	*	*	*	*	*	*	*	*	*
Le Sueur	*	*	*	*	55	*	*	60	9
McLeod	*	*	*	*	87	*	*	95	16
Mahnomen	*	62	*	*	*	*	*	67	*
Marshall	*	*	*	*	17	*	*	26	*
Meeker	*	*	*	*	42	*	*	53	*
Mille Lacs	*	48	*	*	37	*	*	86	*
Morrison	*	*	*	*	110	7	*	125	*
Mower	8	*	*	*	76	12	*	105	8

### Children in Out-of-home Care by Race and Ethnicity by County *(continued)*

County	African American/ Black	American Indian	Asian	Pacific Islander	White	Two or more races	Unknown race/ other	Total children	Hispanic Ethnicity—any race**
Nicollet	10	*	*	*	57	9	*	76	11
Nobles	*	*	7	*	38	*	*	55	26
Norman	*	*	*	*	14	*	*	19	*
Olmsted	30	*	8	*	122	24	*	185	17
Otter Tail	22	8	*	*	92	*	*	127	9
Pennington	*	*	*	*	63	*	*	72	*
Pine	*	20	*	*	77	*	9	113	15
Pipestone	*	*	*	*	17	*	*	25	*
Polk	7	20	*	*	92	*	*	127	37
Pope	*	*	*	*	28	*	*	28	*
Ramsey	832	111	156	*	621	136	78	1,944	186
Red Lake	*	*	*	*	10	*	*	17	*
Redwood	*	16	7	*	31	11	*	67	8
Renville	*	*	*	*	27	*	*	29	*
Rice	*	*	*	*	87	*	33	129	32
Rock	*	*	*	*	28	*	*	32	*
Roseau	*	*	*	*	30	*	*	39	*
St. Louis	57	180	*	*	384	31	18	686	14
Scott	27	7	9	*	116	18	*	181	15
Sherburne	18	*	*	*	109	11	*	143	*
Sibley	*	*	*	*	28	*	*	30	8
Stearns	45	7	*	*	244	18	*	325	22
Steele	*	*	*	*	58	*	*	64	21
Stevens	*	*	*	*	7	*	*	7	*
Swift	*	*	*	*	22	*	*	25	*
Todd	*	*	*	*	69	*	*	75	*
Traverse	*	*	*	*	*	*	*	10	*
Wabasha	*	*	*	*	39	*	*	46	*
Wadena	*	*	*	*	53	9	*	66	*
Waseca	*	*	*	*	51	*	*	51	*
Washington	35	17	7	*	140	20	47	267	18
Watonwan	*	*	*	*	37	*	*	39	22
Wilkin	*	*	*	*	29	*	*	29	*
Winona	*	*	*	*	80	*	*	94	*
Wright	14	*	*	*	233	*	13	271	10
Yellow Medicine	*	13	*	*	13	*	*	30	*
Lincoln/Lyon/ Murray	*	*	*	*	97	*	*	110	13
Faribault/Martin	*	*	*	*	112	*	*	126	17
<b>Total</b>	<b>3,071</b>	<b>1,816</b>	<b>333</b>	<b>6</b>	<b>7,770</b>	<b>1,215</b>	<b>525</b>	<b>14,800</b>	<b>1,237</b>
<b>Percent</b>	<b>20.8</b>	<b>12.3</b>	<b>2.3</b>	<b>0.0</b>	<b>52.5</b>	<b>8.2</b>	<b>3.5</b>	<b>100.0</b>	<b>8.4</b>

\*Number of children is less than seven in that cell, and is not shown to prevent identification of individuals. Totals include this omitted data and children whose race data was missing.

\*\*Hispanic ethnicity may be of any race.

## Performance by Racial/Ethnic Groups (2004-07)

### Re-entered placement within 12 months

(Federal standard = 8.6 percent or lower)

- Minnesota's performance on re-entry rates was 20.7 percent in 2007. American Indian children had the lowest re-entry rate at 19.8 percent, followed by African American/Black, 20.7 percent, White, 21.6 percent and Asians, 24.1.
- Over the four-year period, American Indians children showed an average annual improvement of -2.4 percent. African American/Black, children followed at -.7 percent, White, -.4 and Asian, -.2 percent. Average annual improvement over the period was -1.8 percent.
- Over the four-year period, American Indian ethnicity had an average annual increase in the number of children entering placement (+15), while other racial/ethnic groups experienced a decrease. White children had the greatest average annual decrease, -189.
- None of the racial/ethnic groups were meeting the federal standard of 8.6 percent or lower.

#### State-level re-entry data by race/ethnicity

Racial/ethnic categories	Entered placement				Prior placement <12 months				Re-entry rates			
	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Two or more races	571	527	612	642	130	112	137	128	22.8%	21.3%	22.4%	19.9%
Asian	239	199	206	220	59	38	42	53	24.7%	19.1%	20.4%	24.1%
African American/Black	1,763	1,595	1,732	1,668	402	305	314	346	22.8%	19.1%	18.1%	20.7%
American Indian	807	904	857	853	219	176	182	169	27.1%	19.5%	21.2%	19.8%
White	4,767	4,658	4,249	4,200	1,082	904	824	909	22.7%	19.4%	19.4%	21.6%
Others (includes Pacific Islanders)	413	328	401	441	49	48	39	57	11.9%	14.6%	9.7%	12.9%
<b>State</b>	<b>8,560</b>	<b>8,211</b>	<b>8,057</b>	<b>8,024</b>	<b>1,941</b>	<b>1,583</b>	<b>1,538</b>	<b>1,662</b>	<b>22.7%</b>	<b>19.3%</b>	<b>19.1%</b>	<b>20.7%</b>

**County-level re-entry data by race/ethnicity**

County-level racial/ethnic data is provided only when there are two or more subgroups within a county where the numerator for a measure is equal to or greater than 10. For each county in the table below, the first row of data is the number of children who entered placement in 2007 (denominator); the second row of data is the number of children who re-entered within 12 months of a prior placement (numerator); the third row of data is the re-entry rate.

County	County data	Missing	Two or more races	Asian	African American/ Black	American Indian	Pacific Islanders	Unknown	White	Hispanic
Anoka	688		56		129	28			446	35
	185		14		36	10			119	13
	26.9%		25.0%		27.9%	35.7%			26.7%	37.1%
Dakota	270				40				161	
	45				10				27	
	16.7%				25.0%				16.8%	
Hennepin	1779		245		820	180		113	348	169
	284		41		147	18		13	56	20
	16.0%		16.7%		17.9%	10.0%		11.5%	16.1%	11.8%
Itasca	162					46			114	
	46					14			31	
	28.4%					30.4%			27.2%	
Ramsey	1086		85	92	430	64			344	96
	276		26	27	101	17			96	29
	25.4%		30.6%	29.3%	23.5%	26.6%			27.9%	30.2%
St. Louis	302					66			170	
	53					18			28	
	17.5%					27.3%			16.5%	
State	8,024	52	642	220	1,668	853	4	385	4,200	700
	1,662	4	128	53	346	169	2	51	909	136
	20.7%	7.7%	19.9%	24.1%	20.7%	19.8%	50.0%	13.2%	21.6%	19.4%

## Reunified within 12 months

(Federal standard = 76.2 percent or higher)

- In 2007, Minnesota's reunification rate was 89.1 percent. Asian ethnicity had the highest rate at 97.2 percent, followed by African American/Black at 89.1 percent.
- All of the racial groups performed well on this measure, all were within a few percentage points of state performance and were meeting the federal standard.
- Over the four-year period, Asian ethnicity reunification rates had an average annual change (improvement) of 1.4 percent, followed by American Indian at 1.1 percent. African American/Black and White had an average decrease of 1.3 percent, respectively.

### State-level reunification rates by race/ethnicity

Racial/Ethnic Categories	Total reunified				Reunified within 12 months				Reunification rates			
	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Two or more races	276	298	322	379	249	255	284	340	90.2%	85.6%	88.2%	89.7%
Asian	183	155	147	141	170	147	131	137	92.9%	94.8%	89.1%	97.2%
African American/Black	987	1,059	1,127	1,043	917	972	1,026	929	92.9%	91.8%	91.0%	89.1%
American Indian	424	441	397	472	353	409	360	409	83.3%	92.7%	90.7%	86.7%
White	2,775	2,933	2,856	2,883	2,567	2,678	2,574	2,555	92.5%	91.3%	90.1%	88.6%
Others (includes Pacific Islanders)	218	198	236	297	212	187	222	278	97.2%	94.4%	94.1%	93.6%
<b>State</b>	<b>4,863</b>	<b>5,084</b>	<b>5,085</b>	<b>5,215</b>	<b>4,468</b>	<b>4,648</b>	<b>4,597</b>	<b>4,648</b>	<b>91.9%</b>	<b>91.4%</b>	<b>90.4%</b>	<b>89.1%</b>

**County-level reunification rates by race/ethnicity**

County-level racial/ethnic data is provided only when there are two or more subgroups within a county where the numerator for a measure is equal to or greater than 10. For each county in the table below, the first row of data is the number of children who exited out-of-home placement to reunify with their parents or caregivers in CY 2007 (denominator); the second row of data is the number of children who were reunified within 12 months from the date of last removal from home; the third row of data is the 12-month reunification rate.

County	County data	Missing	More than one race	Asian	African American/Black	American Indian	Pacific Islander	Unknown	White	Hispanic
Anoka	521		36	10	92	11		12	358	25
	498		32	10	89	11		12	342	24
	95.6%		88.9%	100.0%	96.7%	100.0%		100.0%	95.5%	96.0%
Becker	75					41			30	
	67					36			27	
	89.3%					87.8%			90.0%	
Beltrami	85					57			16	
	59					37			10	
	69.4%					64.9%			62.5%	
Blue Earth	72				16				48	14
	61				16				39	11
	84.7%				100.0%				81.3%	78.6%
Carlton	36					12			21	
	31					10			18	
	86.1%					83.3%			85.7%	
Cass	51					28			22	
	45					22			22	
	88.2%					78.6%			100.0%	
Dakota	167		18		33				100	14
	156		18		31				91	14
	93.4%		100.0%		93.9%				91.0%	100.0%
Hennepin	1073		155	27	474	87		82	239	110
	919		132	26	409	78		72	194	100
	85.6%		85.2%	96.3%	86.3%	89.7%		87.8%	81.2%	90.9%
Itasca	107					23			83	
	98					22			75	
	91.6%					95.7%			90.4%	
Mille Lacs	32					15			16	
	29					13			15	
	90.6%					86.7%			93.8%	



County	County data	Missing	More than one race	Asian	African American/Black	American Indian	Pacific Islander	Unknown	White	Hispanic
Ramsey	762	10	39	67	294	38		45	269	70
	695	10	37	65	267	37		41	238	60
	91.2%	100.0%	94.9%	97.0%	90.8%	97.4%		91.1%	88.5%	85.7%
Rice	35							15	20	
	32							15	17	
	91.4%							100.0%	85.0%	
St Louis	166				10	46			91	
	148				10	41			79	
	89.2%				100.0%	89.1%			86.8%	
Scott	92				17				58	
	90				17				56	
	97.8%				100.0%				96.6%	
Washington	130		11		13			30	61	
	123		11		13			29	58	
	94.6%		100.0%		100.0%			96.7%	95.1%	
State	5,215	27	378	141	1,043	472	3	267	2,884	469
	4,648	26	339	137	929	409	2	250	2,556	413
	89.1%	96.3%	89.7%	97.2%	89.1%	86.7%	66.7%	93.6%	88.6%	88.1%

## Two or fewer placement settings within 12 months

(Federal standard = 86.7 percent or higher)

- In 2007, the rate for two or fewer placement settings within 12 months was 89.0 percent. Asian ethnicity had the highest rate, 95.5 percent, followed by White, 90.0 and African American/Black, 87.7 percent. American Indians ethnicity had the lowest rate among the four groups, at 82.5 percent. All racial/ethnic groups except American Indian exceeded the federal standard of 86.7 percent or higher.
- Over the four-year period, state performance decreased minimally, from 91.6 percent in 2004 to 89.0 percent in 2007. American Indian rates decreased from 87.6 percent in 2004 to 82.5 percent in 2007.

### State-level placement setting rates by race/ethnicity

Racial/ethnic categories	In placement < 12 months				Had two or fewer placements				Rates			
	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Two or more races	593	591	685	642	518	514	569	565	87.4%	87.0%	83.1%	88.0%
Asian	251	230	231	220	238	213	222	210	94.8%	92.6%	96.1%	95.5%
African American/Black	1,881	1,803	1,913	1,668	1,679	1,586	1,672	1,463	89.3%	88.0%	87.4%	87.7%
American Indian	873	1,049	1,027	853	765	890	856	704	87.6%	84.8%	83.3%	82.5%
White	5,005	5,416	5,128	4,200	4,672	4,948	4,687	3,782	93.3%	91.4%	91.4%	90.0%
Others (includes Pacific Islanders)	430	375	437	441	405	350	395	417	94.2%	93.3%	90.4%	94.6%
<b>State</b>	<b>9,033</b>	<b>9,464</b>	<b>9,421</b>	<b>8,024</b>	<b>8,277</b>	<b>8,501</b>	<b>8,401</b>	<b>7,141</b>	<b>91.6%</b>	<b>89.8%</b>	<b>89.2%</b>	<b>89.0%</b>

**County-level placement setting rates by race/ethnicity**

County-level racial/ethnic data is provided only when there are two or more subgroups within a county where the numerator for a measure is equal to or greater than 10. For each county in the table below, the first row of data is the number of children in out-of-home placement for less than 365 days from date of last removal from home in CY 2007 (denominator); the second row of data is the number of children that had two or fewer placement settings during the 365 days; the third row of data is two or fewer placement setting rate.

County	County data	Missing	More than one race	Asian	African American/Black	American Indian	Pacific Islander	Unknown	White	Hispanic
Anoka	688		56	13	129	28		14	446	35
	615		50	13	113	23		12	402	32
	89.4%		89.3%	100.0%	87.6%	82.1%		85.7%	90.1%	91.4%
Becker	153					74			68	
	128					60			57	
	83.7%					81.1%			83.8%	
Beltrami	111					76			19	
	99					64			19	
	89.2%					84.2%			100.0%	
Benton	48		10						29	
	38		7						24	
	79.2%		70.0%						82.8%	
Blue Earth	126				25				85	14
	119				25				79	14
	94.4%				100.0%				92.9%	100.0%
Carlton	84					29			45	
	77					28			41	
	91.7%					96.6%			91.1%	
Carver	110		12						82	21
	105		10						79	20
	95.5%		83.3%						96.3%	95.2%
Cass	101					56			40	
	82					41			37	
	81.2%					73.2%			92.5%	
Clay	68								55	11
	51								43	9
	75.0%								78.2%	81.8%
Crow Wing	112					12			93	
	101					12			83	
	90.2%					100.0%			89.2%	
Dakota	270		25	11	40	14		19	161	26
	255		25	8	39	14		19	150	23
	94.4%		100.0%	72.7%	97.5%	100.0%		100.0%	93.2%	88.5%
Freeborn	60								51	13
	50								42	8
	83.3%								82.4%	61.5%
Hennepin	1,779	23	245	50	820	180		113	348	169

County	County data	Missing	More than one race	Asian	African American/Black	American Indian	Pacific Islander	Unknown	White	Hispanic
	1,514	22	203	49	694	129		109	308	144
	85.1%	95.7%	82.9%	98.0%	84.6%	71.7%		96.5%	88.5%	85.2%
Houston	35				11				20	
	33				11				18	
	94.3%				100.0%				90.0%	
Hubbard	33					11			18	
	32					10			18	
	97.0%					90.9%			100.0%	
Isanti	58		10						48	
	53		9						44	
	91.4%		90.0%						91.7%	
Itasca	162					46			114	
	150					44			104	
	92.6%					95.7%			91.2%	
Kandiyohi	55								46	18
	47								40	15
	85.5%								87.0%	83.3%
McLeod	44								41	11
	40								37	11
	90.9%								90.2%	100.0%
Mille Lacs	43					16			27	
	39					14			25	
	90.7%					87.5%			92.6%	
Nobles	39								23	21
	35								20	18
	89.7%								87.0%	85.7%
Olmsted	89		13		13				59	
	83		13		13				53	
	93.3%		100.0%		100.0%				89.8%	
Otter Tail	71				16				49	
	63				15				43	
	88.7%				93.8%				87.8%	
Pine	47								27	11
	45								25	11
	95.7%								92.6%	100.0%
Polk	61								49	19
	54								43	18
	88.5%								87.8%	94.7%
Ramsey	1,086	10	85	92	430	64		61	344	96
	1,000	10	78	90	397	58		57	310	88
	92.1%	100.0%	91.8%	97.8%	92.3%	90.6%		93.4%	90.1%	91.7%
Redwood	45					14			15	
	41					12			14	
	91.1%					85.7%			93.3%	

County	County data	Missing	More than one race	Asian	African American/Black	American Indian	Pacific Islander	Unknown	White	Hispanic
Rice	72							29	40	20
	58							24	31	17
	80.6%							82.8%	77.5%	85.0%
St. Louis	302	14	17		21	66		12	170	
	254	14	16		17	53		12	140	
	84.1%	100.0%	94.1%		81.0%	80.3%		100.0%	82.4%	
Scott	128		13		18				80	
	123		13		16				78	
	96.1%				88.9%				97.5%	
Sherburne	85				12				64	
	74				9				58	
	87.1%				75.0%				90.6%	
Stearns	161				20				126	12
	142				18				112	12
	88.2%				90.0%				88.9%	100.0%
Steele	38								35	12
	33								31	10
	86.8%								88.6%	83.3%
Washington	170		16		23	10		41	77	12
	162		14		21	10		39	75	12
	95.3%		87.5%		91.3%	100.0%		95.1%	97.4%	100.0%
Lincoln/Lyon/Murray	68								58	10
	57								47	8
	83.8%								81.0%	80.0%
Faribault/Martin	81								74	12
	79								73	11
	97.5%								98.6%	91.7%
State	8,024	52	642	220	1,668	853	4	385	4,200	700
	7,141	51	565	210	1,463	704	3	363	3,782	621
	89.0%	98.1%	88.0%	95.5%	87.7%	82.5%	75.0%	94.3%	90.0%	88.7%