

# CWAC RE MEETING MINUTES

Department of Children & Family Services  
CWAC Racial Equity

<b>Date of Meeting:</b>	03/22/2022	<b>Time:</b>	10am – 11:30am
<b>Meeting Facilitator:</b>	Dagené Brown	<b>Location:</b>	WebEx


## 1. Attendees

Name(s)			
Dagené Brown	José Lopez	LaTasha Roberson- Guifarro	Domenico, Guest
Mari Christopherson	Erika Millsaps	Claude Robinson	
Ashley Deckert	Monica Mosely-Cantrell	Prestina Singleton	
Heather Dorsey	Jere Murry	Jeffrey Walker	
Elke Hansen	Summer Piggee	LeVonda Harris	

## 2. Meeting Objective/Agenda

CWAC RE Meeting

## 3. Attachments & Handouts

Description	Prepared by
 RE Agenda 03222022.docx	Dagené Brown
SharePoint Link to meeting: <a href="#">CWAC Racial Equity Committee Meeting-20220322 1503-1</a>	Dagené Brown

## 4. Meeting Summary & Minutes

1. Welcome
  - a. Roll call was completed via Dagené and the WebEx participant list.
  - b. There was no approval of minutes for October 2021 and January 2022 due to an insufficient number of members to vote. Dagené instructed all to forward to her any questions regarding the submitted minutes.
2. Committee Updates
  - a. **Membership Updates:** Dagené provided an update to welcome LeVonda H. to the group.

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- b. **Charter Bylaws:** Dagené is in receipt of the bylaws. The bylaws are in review and should be available by next meeting for vote.
- c. **Education Campaign Update:** Prestina Singleton provided an update. Marketing and Communications were contacted regarding funding. Per Prestina, Christopher has spoken to Communications regarding funding and is waiting for the greenlight from Communications to move forward. Both Prestina and Summer agreed that funding is the stopping point currently. Dagené to follow up with Christopher and Communications. Dagené requested a preview of the campaign.

### 3. Old Business

#### a. Legislative Updates

- (1) SB3720 – Creates the Bias-Free Child Removal Pilot Program Act. Passed in Senate. Bill to mimic NY state’s plan. Dagené shared that the state of NY, Nassau county, was the first to implement the program to remove all identifying demographics such as race, ethnicity, etc. to see if it aided in placing kids of color. Ashley D. provided additional info on New York’s pilot program to inform that NYC is not participating in the pilot program; however, other cities outside of NYC, Nassau county specifically, are implementing the program and have reported a decrease in disproportionality from 55% to 28%. Ashley also shared other areas in the country implementing the program such as LA county and Grand Rapids. Ashley reminded the committee that this is a pilot program which one will not know if it works until it is attempted; IL pilot counties to be identified upon final approval. Dagené and Ashley provided an additional status update which informed the committee of the bill sponsors such as Sen. Karina Villa and Rep. Carol Ammons; this bill being is now assigned to the Human Services Committee. Ashley added this bill is not yet a house bill but will get there. More updates to follow.
- (2) HB 3821 – Racial Disproportionality Task Force. Dagené provided an update and stated that this bill explores blind removals and screenings. Dagené informed the committee that task force is awaiting appointments from the Governor’s Office and hope that this newly created task force will operate in conjunction with CWAC RE. More updates to follow.
- (3) Dagené in touch with universities regarding review of policies and procedures. Currently identifying universities that support Illinois’ policies through racial equity, diverse, trauma-filled lens.
- (4) Dagené provided a recap of HB3100 which covers implicit bias training. A request was made to insert an implicit bias module inside of mandated reporter training. Summer P. asked of DCFS’ implicit bias training prior to bill to which Dagené responded DCFS has never required implicit bias training; however, beginning 01/01/2023 a module will be available for mandated reporters.
- (5) Dagené stated that there were recommendations of blind removals/blind screenings; addressing blind removals in the space of blind screenings. Blind screening clarified as the entry process. Dagené excited about future conversations and will meet with Stanford next week to join preliminary discussion regarding blind screening study in Illinois. Dagené hoping to incorporate CWAC RE members specifically Monica regarding SCR hotline. Dagené will share more details next meeting.
- (6) RE Curriculum – Dagené provided an update and stated that there was an initial hope of using Governor’s Office training; however, the Governor’s Office has moved this training from six hour in-person training to one and half hours of online OneNet training. Dagené currently in search of a curriculum that could facilitate training for 10K individuals with inclusive curriculum for child protection. Claude R. asked Dagené could UIC’s Institute of Research, Race and Public Policy meet these needs to which Dagené informed the committee that she previously reached out to UIC only to find that they could not meet the needs of such a large project. Dagené will keep committee updated.

### 4. New Business

#### a. Brainstorming Initiatives for Racial Equity

- (1) Dagené opened the floor to discussions on initiatives on racial equity and to identify committee’s role in this space. Elke started the discussion sharing thoughts on training and impacting practice; training is not to be a one and done yet fully implemented into daily roles. CWAC RE must be the example. Summer spoke on cutting the red tape and shared that ISBE tackles the same issues as DCFS. Summer added education key; universities should work with DCFS as well as schools. Other key takeaways provided by Summer included suggestions such as whole organizations could exist blindly and implicit bias in discipline.
- (2) Prestina communicated thoughts on whole systems to be included from doctors and beyond. Dagené acknowledged Prestina’s suggestions and shared the Director asks for necessary collaboration from partners only to be overlooked on occasions; silos exist as well. Dagené shared that public domain training available but not mandated by the employer. Heather D. inserted suggestions of reframing the system and how people talk about DCFS; language is important, and change is needed. Dagené states that the committee is to help breakdown silos.
- (3) Monica expressed thoughts on breaking barriers to obtaining information due to privacy issues etc. Claude R. shared that a clear direction on breaking down barriers to collaboration is needed. Dagené posed a question to the committee, “How do we dismantle the system?” The system is designed to work

the way it works; change the system. Summer concluded the segment with the system can change; we need to align to get change.

- (4) Jere M. questions how to empower biological parents; the rights given to foster parents do not mirror the rights of biological parents. Dagené responded to state Permanency Enhancement Project is designed to help with this and will speak in detail on PEP if requested. Jere suggested alternatives to the selection of traditional authorized foster parents; the system should allow persons with blemished pasts to become foster parents. Monica shared her reservations to Jere’s suggestions and having felons as authorized foster parents and the associated risks. Jere circled back to share in summary that risks are associated with alternatives to traditional foster parent but worth the attempt. Dagené joined to say the work is difficult and challenging; our biases keep people operating within the current systems in place. Dagené furthered this notion by asking how do we make it better; how do we dismantle or rebuild?
- (5) Mari C. left us with the suggestions of discussing biases between agencies and the idea of a statewide conference for relationship building and to learn and see what others are doing. Dagené closes with thoughts of potential in-person meetings in the future and gratitude for the ideas and conversations in today’s meeting.
  - b. Race Equity Improvement Collaborative Convening – Dagené reminds group to save the dates May 4<sup>th</sup> & May 5<sup>th</sup>. Dagené states this is an opportunity to work with Casey Family and other statewide jurisdictions. CWAC RE members are expected to attend if available.
- 5. Public Comments – Erika Millsap thanked the committee and Dagené for the invitation to join. Summer P. wanted additional information about bylaws to which Dagené responded to schedule a separate meeting to discuss.
- 6. Adjournment and appreciation were provided concisely by Dagené.

5. Action Items			
Item	Owner	Deadline	Follow Up
Bylaws Review	Dagené Brown	Next meeting	TBA
Funding for Education Campaign	Dagené Brown	TBA	Next meeting

6. Next Meeting (if applicable)					
<b>Date:</b>	05/24/2022	<b>Time:</b>	10am	<b>Location:</b>	WebEx