

Sacramento County Cultural Broker Program

Navigating the Child Welfare System and the Critical Need for Culturally Responsive Advocacy



Panelist Introduction

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PRESENTATION TAKEAWAYS - The Cultural Broker (CB) Model

- The Why for Sacramento County
- Creating Systemic Changes
- Voice Of CB
- Outcomes/Data
- Challenges/Successes

The “WHY” for Sacramento County



- In 2015, African-American/Black children 0-17 accounted for approximately 11% of the general Sacramento County population and comprised 18% of the population in poverty
- Children identified as African-American/Black accounted for almost 31% of all allegations received and substantiated allegations, 32% of entries into care and almost 35% of children in foster care in 2015
- Mistrust in the African-American/Black Community
- Case Reviews
- Community Feedback
- Accountability to make efforts to move the dial

What are Cultural Brokers?

- Liaisons
- Cultural Guides
- Mediators
- Catalysts of Change



Cultural Broker Model Goals



- *Reduce* Entry Rates
- *Increase* Kinship Placements
- *Increase* Reunifications

Why Use Cultural Brokers?

- Address disparities in services for African-American/Black youth and families
- Address disproportionality in Child Welfare
- Help parents successfully navigate the Child Welfare system
- Coach and model self-advocacy

Voice of the CB – Practice in Action

Cultural Brokers:

- Crisis intervention
- Home visitations
- Attend court hearings
- Attend team meetings (CFTs, IEPs etc.)
- Attend meetings with the family's social worker, attorney or service provider in an effort to align communication
- Linkages and referrals to community agencies



Where in Child Welfare Can Cultural Brokers Help?

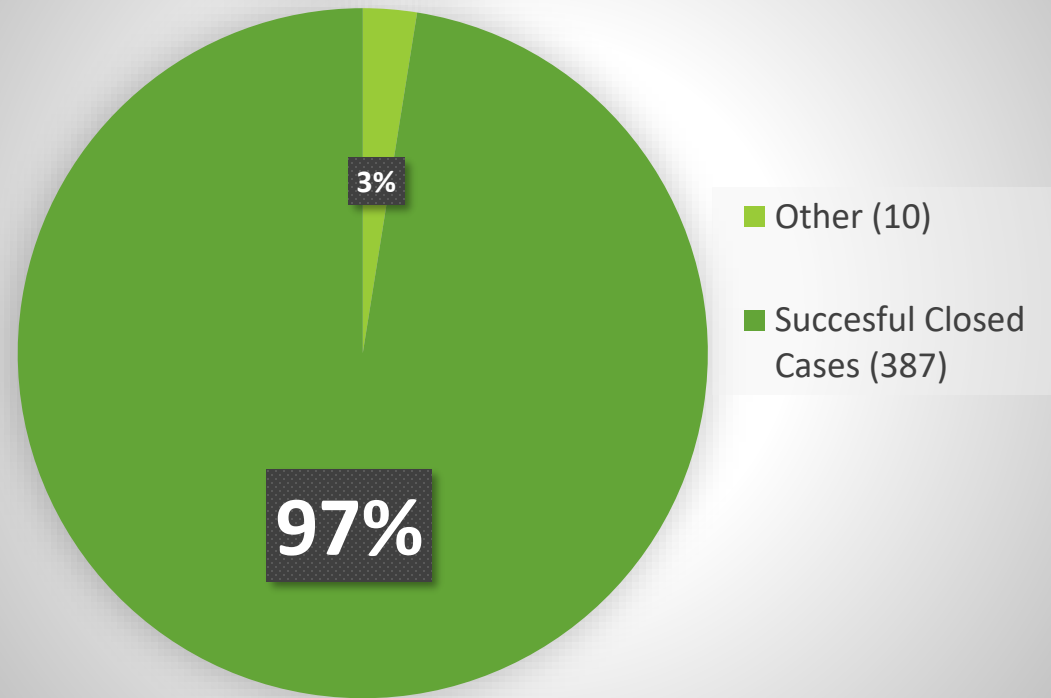
- All CPS Service Components
 - *Emergency Response, Informal Supervision, Court Services, Permanency, Extended Foster Care, Adoptions*
- Foster Parent Recruitment and Retention Supports
- Safe Sleep Baby 2.0 Joint Response
- Embracing Equity – Early Intervention Family Treatment Court
- Building Circle of Supports
- Community Multi-Disciplinary Team Meeting
- Bringing Families Home – Housing Support
- Fathers 2 Fathers Support Group

Outcome Data

- **552** Families referred to Cultural Broker Program.
- **155** Families still open to the Department (71 are still open to Cultural Brokers).
- **72%** or **397** of **552** Families are now closed to Child Welfare.

97% FAMILIES *OF CLOSED CASES TO CHILD WELFARE EITHER REUNIFIED, ACHIEVED PERMANENCE, OR HAD THE INVESTIGATION CLOSED.*

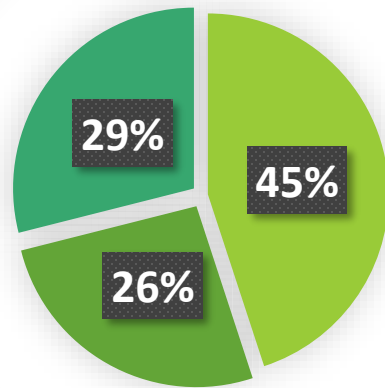
Cultural Broker Closed Case Status



Outcome Data



Successful Closure (n=387) Breakdown



- Reunified (n= 174)
- ER Referral Closed (n= 101)
- Permanency/EFC Youth (n= 112)

➤ **26% (101)** Families had their ER referral closed without court intervention

➤ **45% (174)** Families reunified

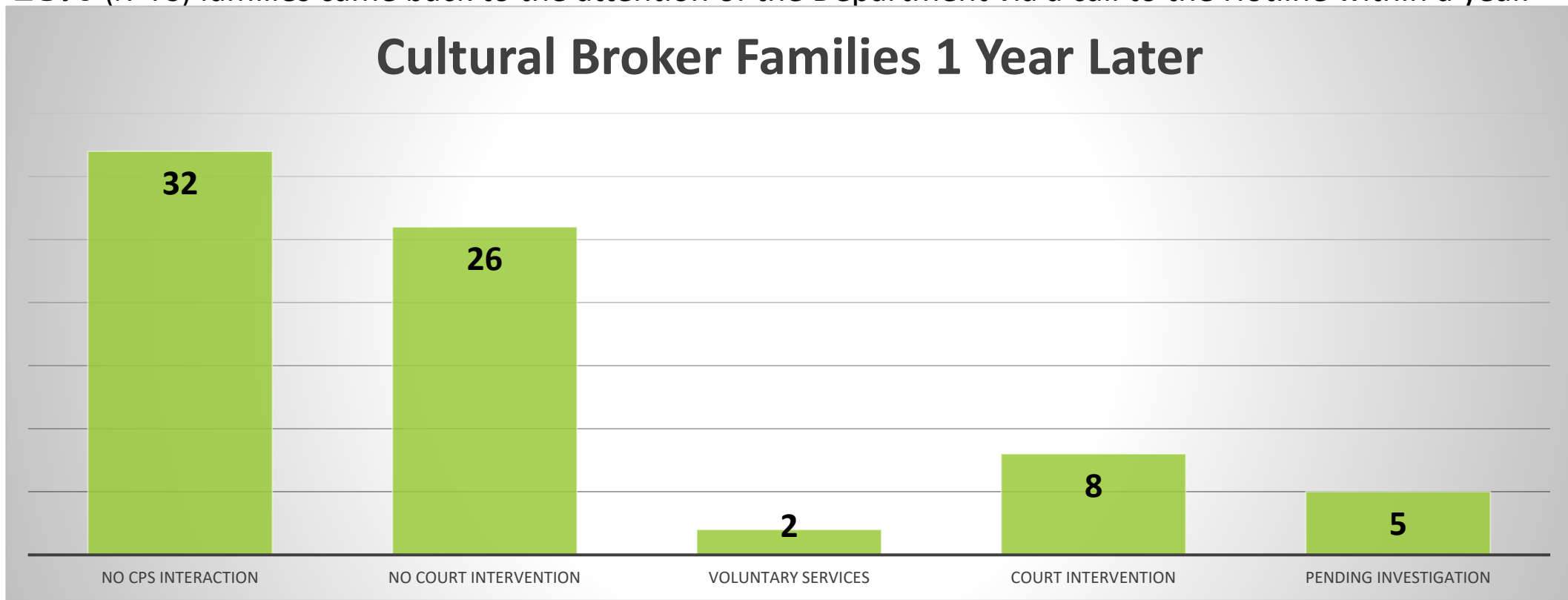
➤ **29% (112)** children/youth achieved permanency

And..... 1 year Later....



18% (N=73) families came back to the attention of the Department via a call to the Hotline within a year.

Cultural Broker Families 1 Year Later



Challenges:

- Systemic Change is... HARD
- Sustainability
- Everyone is NOT a Broker
- Data/Evaluation Supports



Cultural Brokers and Success

Cultural Broker LaDonna Lee and Executive Director Cora Hardy with Cultural Broker Family
Pictured in National Children's Bureau Summer 2020

- Systemic Change
- Staff Engagement
- Sustainability
- Improved Outcomes



What Questions Do You Have?





Thank You! Thank You! Thank You!

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