
4DX + EQUITY

**REDUCING THE NUMBER OF BLACK/AFRICAN-AMERICAN
CHILDREN ENTERING OUT-OF-HOME CARE**



Our Wildly Important Goal (WIG)

By December 31, 2021 we will safely decrease the number of disproportionately represented Black/African-American children entering out-of-home care by 10% which represents 176 children*

**Proposed WIG targets 8 offices*

Reaching the Summit

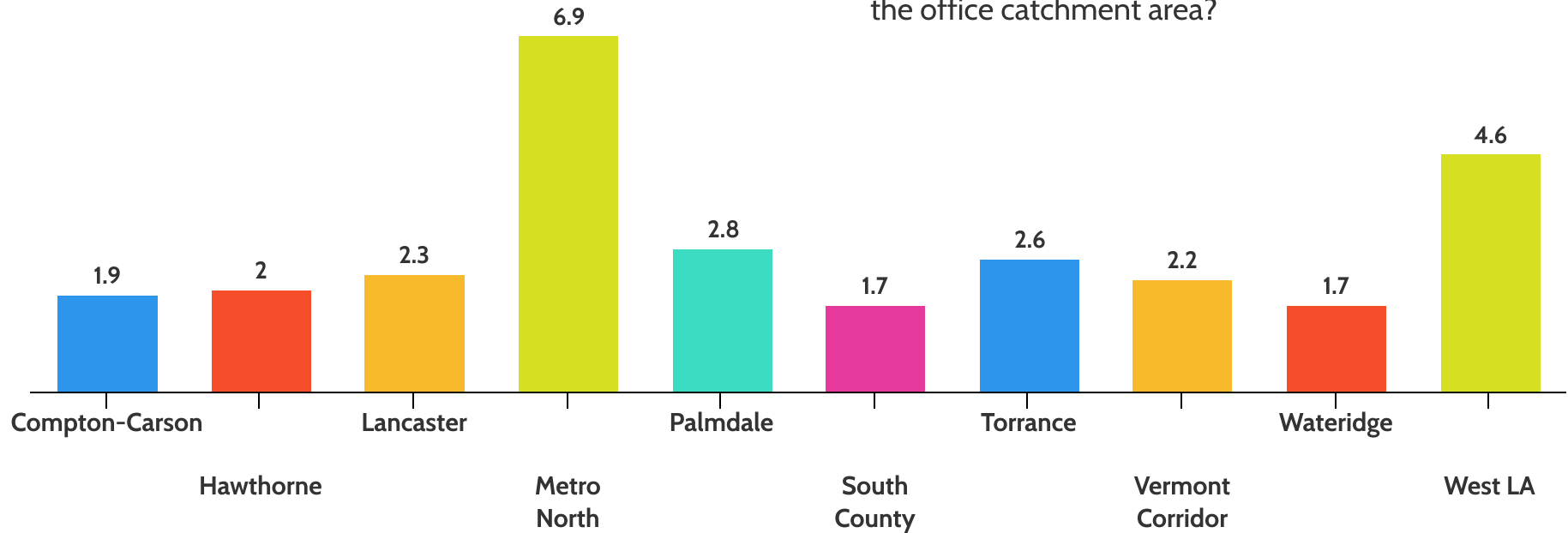
The **proposed WIG for 2021** is a 10% reduction in entries of Black/African-American children. One way to think about this work is **how you can build on progress year after year aligned with Invest LA** until you reach your **ultimate goal of racial equity in the system** where there is no disproportionality or disparity.

Summit: 3-5 Year Strategy



What does the data tell us?

How many **more times** are **Black/African-American children** entering care compared to their population in the office catchment area?



Only offices with **at least 50 removals and disproportionality indices greater than 1 are included*

Source: September 2019-September 2020 removal data

Reduction of Entries - 8 Offices and LA

What is our **impact** on disproportionate entries within the **8 offices** based on our WIG?

If we **achieve our office WIGs**, what does it mean for entries of Black/African-American children across **all of LA**?

10% Office WIG = 176 children →

8% Reduction for all of LA



Timeline

January 2021

4DX overview sessions with leadership, set final WIG numbers based on updated 2020 data

February-March

Vermont Corridor
Wateridge

April-May

Palmdale
Compton-Carson

May-June

Metro North
Hawthorne

July-August

South County
Lancaster





The "Elevator Speech"

How can we communicate this initiative across the Department and to our stakeholders in a way that is **clear, concise, and leads with our why?**

Why equity? Why now?

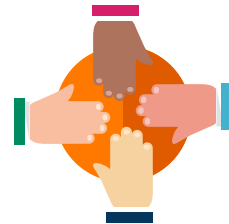
We know InvestLA is designed to **build a culture of Safety, Equity, and Community.**

The data tells us that **Black/African-American children enter out-of-home care at disproportionate rates** compared to their numbers in LA's population.

As a department we **made a commitment that Black Lives Matter.**



Safety



Equity



Community

How will we do it?

Through collaboration with Casey Family Programs and FranklinCovey, this is our **opportunity** using the **4 Disciplines of Execution** to achieve a **Wildly Important Goal** of **safely reducing** the number of Black/African-American children entering out-of-home care **by 10% in 2021**

Engage 8 offices with the **most entries of Black/African-American children** using the 4DX model

Determine a clearly defined **Wildly Important Goal** that will help us have a significant impact

Select lead measures, or the **actions and behaviors that have the most impact** on entries of Black/African-American children

Build scoreboards to make sure we are **measuring our actions and behaviors** so we can see progress

Establish a **Cadence of Accountability** so that every week each person and team are moving us towards **increasing equity**

What will change for DCFS and our community?

Safely keep Black/African-American families together by connecting them to resources in their community to achieve self-sufficiency

Achieve our desired future state of becoming a more equitable organization

Create significant downstream impact on caseload management, morale, and improved workforce excellence

Change the narrative about who we are and how the community views us



What will you do to champion equity?

