Domestic Violence and Child Welfare Reform

A Three-Part Teleconference Series

Presented by:
Child Welfare League of America
Family Violence Prevention Fund
National Council of Juvenile and Family Court Judges

In partnership with:
The Office on Violence Against Women
Leadership Development and Effective Strategies to Create Systems Change through Collaboration

Teleconference Series: Part Two

Presenters:

Isa Woldeguierguis
The Hon. Judge Katherine Lucero
Alisa Del Tufo

November 6th, 2007
Managing Change:
Leadership in Child Welfare

Presented by:
Isa Woldeguiorguis

- The only constant is change
- Not another new initiative?!
- How do I get the “core work” done?
- Who are my allies?
Leadership in Child Welfare

- Why should we be concerned about domestic violence?
  - Child safety
  - Worker safety
  - Co-occurrence with SA, MH, poverty
  - Racial and ethnic disparities
  - High rates of removal, residential placement
  - Low rates of reunification
Leadership in Child Welfare

- How do I start the work?
  - Build allies and accountability
  - Assess your own systemic strengths and needs
  - Find your champions and practice leaders
  - Learn from others who have done it
Leadership in Child Welfare

- Safety and Accountability Audit

For more information on the Audit process, visit: http://www.bwjp.org/services_safety_audit.htm
Leadership in Child Welfare

- Examine policies
  - Reporting statute
  - Support/substantiation policies
  - Level of racial and ethnic disproportionality
  - Inclusion/exclusion of fathers
  - Service planning
  - ASFA timelines-permanency
Leadership in Child Welfare

- Examine your practice model
  - Family centered mission?
  - Differential Responses?
  - Standard risk and safety tool?
  - Family/community involvement
  - Services-system of care
  - Innovations?
    - F2F (TDM), FGDM, Circles, Patch, prevention
Leadership in Child Welfare

- What about specialists?
  - Value/role of specialized expertise
  - Supervision/support is key
  - Place in the organization will make or break it
  - Community collaboration vital
  - Integration with mental health, substance abuse
Leadership in Child Welfare: Lasting Change

- Relationship
- Trust takes time to build
- Parallel Process with staff
- Power sharing is risky
- Build a shield for the political winds
Leadership in Child Welfare: Resources

- **Manuals, Tools and Guides**
  

  Child Welfare Watch (NYC based)

- **Articles**
  
Contact Information

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Santa Clara County Greenbook Project: Transforming a Community

Presented By:
The Hon. Judge Lucero

Developing new partnerships....
  o Getting everyone to see all 3 partners as equal

Laying the Groundwork-
  o Homework
  o Trust Building
  o Hashing it Out with a Facilitator
  o Seeing the similarities rather than the differences
Creeping Forward

- Homework - dispelling bias/beliefs about other systems

- Facilitators - allowed us to talk to other systems about “hot button” issues
  * Failure to Protect
  * Children who witness

- Anonymous Stakeholder Interviews: acknowledge our own biases, etc. Get an idea of how much work we need to do.
  * Self Assessments

- Create a Common Language
Judicial Leadership

- Key to any systemic change where Courts are involved
  - Directing Traffic
  - Shifting Gears
Judicial Leadership

- When the Judge calls a meeting, people attend.
- Court can begin making orders that reflect systems change even without stakeholder agreement, therefore, the investment for the stakeholder is self evident.
- Collaboration is a higher road that requires the vision and direction of the Judge
Engaging Judicial Leadership?

- Family Court and Juvenile Court Judges have different rules about community engagement. If they do not, they should.

- Judges who want to be in Juvenile and Family Court should be nurtured and supported by their PJ
Engaging Judges

- Training for the Judges at the National Council is critical

- Attending the annual conference of the NCJFCJ also important
Strategies to overcome obstacles in collaborating

- Put yourself in their shoes
- Use a “neutral” facilitator to set goals
- Consider anonymous feedback
- Cross sector training
- Cross sector dialogues to discuss difficult topics
- Double back when necessary
- Consider financing those with unequal economic power
- Giving Permission to change
Sustainability

- Celebrate Success
- Be realistic about goals and products
- Recruit new leadership, rotate leadership
- Work on sustainability from the beginning
- Create infrastructure change that is not personality dependent
Involving Community

- Change cannot be successful unless community assists and community is educated about the collaboration and becomes part of the collaboration
- Paradigm shift must reach the community
- Community must hold the Leadership accountable
- Community is a valuable resource for the education of the Leadership
Moving On: Post Greenbook

- Infrastructure change that is Greenbook
  Specialized DV Unit - CW
  DV Advocates in Court - DVIC
  Dependency Court - Restraining Orders
  Judicial Training
  DV Coordinating Committee

- Joint Response - Law Enforcement
  and CW

- Family Violence vs. Domestic Violence
- DV Council
- Family Violence Center
New Collaborations

- 0-3 Meth Court
- Overrepresentation Issue for Latino Children
- Using EPROS for Child Abuse cases
- The Children’s Agenda KIC
- Juvenile Education Task Force
- Dual Status cases
- Pre-filing Team Decision Making
Bottom Line…

- Without Greenbook the trust among the systems that is needed to truly serve the children and families in our community would not have been possible....
Greenbook Made a Way…

- Permission to change and to be creative!!
- It is no one’s fault, it is everyone’s problem!
- We are forever changed.
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“From Concept to Reality: Change in Real Time.”

Presented By:
Alisa Del Tufo
1986-1991: Beginning of a Movement

- **Death of Lisa Steinberg**

- **Child Welfare Committee** of the NYC Inter Agency Task Force: inside/outside pressure, agency and advocates

- **Oral History**: 42 Abused Mothers interviewed, women’s voices

- **NYC Task Force on Family Violence**, advocate’s voices. Outline of FVPP
Goals of The Family Violence Prevention Project: 1993 - present

- To support the development of awareness and expertise regarding the overlap of maternal and child abuse in the child welfare system
- To develop internal (cps) leadership and expertise on do and child welfare
- To enhance the capacity of the child welfare system to identify and provide effective services to abused mothers and their children
- To enhance the safety for abused mothers and their children within the child welfare system
- To support changes in policy and practice that will enhance the safety of abused women and children within the child welfare system and hold perpetrators accountable
- To develop interventions and sanctions for abusive men/fathers in the child welfare system
Program Components of the FVPP

- Education and capacity building of PPRS, **Collaboration with staff**

- Pilots in CPS: Zone C, Zone A. **Collaboration with ACS administrators**

- Identification and Assessment: development and dissemination of instruments. **Collaboration with advocates**

- Resource Development: New supports and services for families and staff. **Collaboration with staff and families**

- Policy change: Macro and micro. **Collaboration with Administrators, upper and mid level**

- Research and Evaluation: develop a body of knowledge and provide quality assurance. **Collaboration with the academy**
Working with Men

- In mid 1990’s only criminal court mandated batterer’s intervention
- Most men in the child welfare system were not involved in criminal proceedings for dv
- NYC Family Court/ACS had virtually no services, intervention, sanctions for abusive men
- Failure to Protect was often used in dv/child welfare situations
- Child Welfare Services are mandated for the whole family
GOALS: Abusive Partners Intervention Program

- FVPP determined need for child welfare based batterer’s program

- Developed APIP with dual goals
  1) enhancing safety of abused women and children
  2) helping fathers desist from violent and abusive behavior

- Caused tension within the dv community
APIP: Program Requirements

- Only programs in good standing with FVPP could participate
- Must offer women’s support group to partners of men in APIP
- Must designate 2 workers for families with dv identification
- Men must be in a group run by a different agency
APIP: Program Components

- 12 week training
- Observation of a full cycle, 26 weeks
- Co-lead, man and woman
- On-going training/supervision
Elisa Izquierdo and Nicholson

- Crisis response after the death of Elisa Izquierdo led to massive increase in placement and reliance on Failure to Protect in cases of dv. Marrisol v Scoppetta

- ACS failure to fully support and implement FVPP and other recommendations left them open to liability. Nicholson v Williams

- Despite intensive and on-going advocacy ACS did not shift these policies
Reforms After Nicholson

- City funded and implemented recommendations of FVPP and Child Welfare Committee: Universal Screening, dv specialists, additional training for new cps staff, clinical consultation teams, Office of DV Policy and Planning
Resources

For Technical Assistance or Copies of the Greenbook:

- The National Council of Juvenile & Family Court Judges (NCJFCJ) Resource Center on Domestic Violence: Child Protection and Custody: 1-800-527-3223

- The Family Violence Prevention Fund: www.endabuse.org (617) 262-5900
Resources

Check out:
The Greenbook Initiative: www.thegreenbook.info
Family Violence Prevention Fund: www.endabuse.org
MINCAVA Electronic Clearinghouse: www.mincava.umn.edu
Special site on Child Witnessing: www.mincava.umn.edu/link
USDOJ VAWO site: www.usdoj.gov/ovw
VAWnet Online Library: www.vawnet.org
Susan Schechter Fellowship: www.schechterfellowship.org
Sharwline Nicholson’s website: www.balancingtheharms.com
CONNECT is happy to announce a new publication:

“Collaborative Engagement; helping child welfare service providers support families struggling with domestic violence, mental illness, substance abuse and poverty”

To purchase copies of the Guidebook Visit:

www.connectnyc.org