

THIS CALL IS BEING RECORDED

# DHS Provider Briefings

Thursday 10/1/20

Provider Briefings are held  
**weekly, on Thursdays.**



# Agenda

- Announcements/updates
- Health Metrics
- Legislative updates
- DHS Equity and Inclusion Update – Jessica Ruffin, Deputy Director, Office of Community Relations and Equity and Inclusion
- CYF Racial equity efforts – Jacki Hoover, Deputy Director, CYF
- Program updates



# Help Needed in Elections Division Now

- Allegheny County is currently looking for temporary election processing assistants (primarily data processing and clerical work) at \$20/hour for various shifts
- If interested, call **412-350-6109**

# COVID-19 Test Site in McKeesport



- Address: 455 Industry Road, McKeesport
- Free COVID-19 Testing for anyone over 3 years old. Made possible by CARES Act funding.
- Testing by **Appointment Only**. This is a drive-thru site with self-administered tests.
- **If you are unable to drive, contact the COVID-19 Hotline at 1-888-856-2774 for additional options & resources.**
- Learn more on the Allegheny County News: <https://www.alleghenycounty.us/news/index.aspx>

# COVID-19 Mobile Testing Schedule

## Squirrel Hill Health Center

register at <http://allegheycovidtesting.com>

**9AM to 12PM**

- Monday, Sept. 28  
Leland Point  
5230 Wolfe Drive  
Pittsburgh, PA 15236 (Baldwin)
- Tuesday, Sept. 29  
Allegheny County Children Youth & Families  
10700 Frankstown Road  
Penn Hills, PA 15235 (Penn Hills)
- Wednesday, Sept. 30  
Concordia Lutheran Church  
3109 Brownsville Road  
Pittsburgh, PA 15227
- Thursday, Oct. 1  
Jewish Association on Aging  
100 JHF Drive, Lower Level  
Pittsburgh, PA 15217 (Squirrel Hill)
- Friday, Oct. 2  
Jewish Association on Aging  
100 JHF Drive, Lower Level  
Pittsburgh, PA 15217 (Squirrel Hill)



**Schedule announced**  
**Mondays on**

*Allegheny County Health Dept*  
*Facebook & Twitter*

## Allegheny Health Network

walk-ins welcome; physicians' orders are not required  
**10:30AM to 4PM**

- Wednesday, Sept. 23  
Hazelwood Family Health Center  
4915 Second Ave. (Hazelwood)
- Thursday, Sept. 24  
Alma Illery Medical Center  
7227 Hamilton Ave. (Homewood)
- Monday, Sept. 28  
Shop 'n Save plaza  
1850 Centre Ave. (Hill District)
- Tuesday, Sept. 29  
Clairton City Hall Building  
551 Ravensburg Blvd. (Clairton)
- Friday, October 2  
Duquesne Elementary School  
300 Kennedy Ave. (Duquesne)

9/30/2020

# Health metrics

- Compares this week (September 18<sup>th</sup> – September 24<sup>th</sup>) to previous week (September 11<sup>th</sup> - September 17<sup>th</sup>). Data is updated every Friday.
- All metrics are decreasing except hospital ED visits due to COVID like illness, which increased from 0.3% to 0.4%
  - There was a 21% decrease in new cases reported over the last week.



### Newly reported confirmed cases



Decreased from 460 confirmed cases the previous seven days to 362 in the most recent seven days.

460

Previous 7 days

362

Most recent 7 days



### Incidence rate per 100,000 residents



Decreased from a rate of 37.8 per 100,000 residents in the previous seven days to 29.7 per 100,000 residents in the most recent seven days.

37.8

Previous 7 days

29.7

Most recent 7 days



### PCR testing positivity rate



Decreased from a PCR testing positivity rate of 3.8 percent during the previous seven days to 2.9 percent over the most recent seven days.

3.8%

Previous 7 days

2.9%

Most recent 7 days



### Average daily COVID-19 specific hospitalizations



Decreased from 47.7 daily COVID-19 specific hospitalizations, on average, over the previous seven days to 41.0 daily COVID-19 specific hospitalizations, on average, over the most recent seven days.

47.7

Previous 7 days

41.0

Most recent 7 days



### Average daily COVID-19 patients on ventilators



Decreased from 8.4 daily COVID-19 patients on ventilators, on average, over the previous seven days to 7.6 daily COVID-19 patients on ventilators, on average, over the most recent seven days.

8.4

Previous 7 days

7.6

Most recent 7 days



### Percent of hospital emergency department visits due to COVID-like-illness (CLI)



Increased from 0.3 percent of hospital emergency department visits in the previous seven days due to COVID-like-illness (CLI) in the previous seven days to 0.4 percent in the most recent seven days.

0.3%

Previous 7 days

0.4%

Most recent 7 days



PA state's early warning system dashboard

(<https://www.health.pa.gov/topics/disease/coronavirus/Pages/Monitoring-Dashboard.aspx>).

# Active Solicitations

## RFP for Inpatient Program for Victims of Childhood Sex Trafficking

- Formerly called “RFP for Inpatient Program for Victims of Commercial Sexual Exploitation of Children”
- Proposals Due October 14



## RFI for a Racial Equity Training and Support Directory

- Submissions Due October 26

Available on [DHS Solicitations Page](#), along with form to sign up to receive email notifications when we post new solicitations

# Policy & Legislative Update – Federal

- On Wednesday, President Trump signed into law a stopgap government-wide funding bill for the new Federal fiscal year that begins today.
  - Provides funding through December 11th.
  - Includes a one-year extension of the Pandemic EBT (P-EBT) food program. Next step is for PA and the USDA to negotiate specifics of program operations. Unclear when funds will reach families' P-EBT cards.
- Today, HHS announced \$20b in new [Phase 3 Provider Relief Funds](#).
  - Providers that have already received Provider Relief Fund payments can apply for additional funding that considers financial losses and operating expenses due to COVID.
  - Application window is October 5th to November 6th.
- Congress discussing a new 11th-hour COVID-19 stimulus bill.
  - Democrats are asking for a \$2.2 trillion package with state and local government funding, while the administration is looking at a \$1.5 trillion package excluding government aid.



# Policy & Legislative Update – State

- Gov. Wolf announced a \$1.9m program to reduce stigma associated with substance use and opioid use disorders.
  - The *Life Unites Us* campaign will utilize social media platforms and webinars to spread real-life stories of individuals and their family members battling SUD.
- Full PA Senate will consider COVID-19 funding-related bills week of October 5th, including a bill creating the \$200m Nonprofit Economic Emergency Delivery Systems (NEEDS) Grants Program.
- Bi-partisan bill moving quickly in PA General Assembly to increase the cap on emergency rental assistance and extend the application deadline for the PA Housing Finance Agency's CARES Act Assistance for Renters and Homeowners.
  - HB 2868 could be signed by the Governor as early as the end of next week.

# CARES Coronavirus Relief Fund

- ▶ Thank You for the extra effort to execute CRF contracts timely
- ▶ Reminder to submit all invoices by October 13 for the months of July, August, and September
- ▶ Continue to bill within the first 10 business days of November and December
- ▶ Submit final invoices by January 5, 2021
- ▶ CRF expenditures must be incurred by 12/30/20

# Reminder: Use Web Form to Request Cleaning Services!

Please make sure to use the online form to request cleaning services.

Do NOT contact our cleaning contractor, ServiceMaster, directly to arrange cleaning, even if they have already performed cleaning at your location.

**DHS will not be able to pay for any cleaning services that are not requested via the web form and approved by DHS ahead of time.**



# Direct Link to Cleaning Services Request Form:

<https://forms.office.com/Pages/ResponsePage.aspx?id=Ej0n4MvksU6fclu6FvuWjUkxQI749jdHphHNKdg0q-tURE9HNk9XQk5TWDQ4WU5GUE01MVBOMUpaRS4u>

This form is permanently located on the DHS COVID-19 site in the “Operations” subsection, under “Allegheny County DHS Guidance and Operations”

## Join Our Provider Briefing Call

We will be hosting a call for DHS providers to discuss rapidly changing information and planning. Providers who would like to participate can do so using the following:

Call-In Line for the Thursday Briefing

[Join Microsoft Teams Meeting](#)

Thursdays, 4:30 pm EST

+1-267-368-7515 (Toll)

Conference ID: 253 994 565#

[Local numbers](#)

[Learn more about Teams](#)

For those who cannot make the call, we will post presentation materials and video recordings of the calls.

**Please note:** Information related to specific program areas can be found using the menu at the [top of the page](#).

Allegheny County DHS Guidance and Operations

Daily Briefing Materials

FAQs



# REMINDER! — INTERNET ACCESS REQUESTS!

- Request in-home, portable internet access for your clients in need.
- Hotspots are available now! Distributions are held most Fridays.
- Laptops can still be requested but remain out of stock. Our next shipment is expected mid-October.
- Request form link below:

[DHS Device Request Form](#)





**Allegheny County  
Department of  
Human Services**

# **Renewed Actions to Address Institutional and Structural Racism**

**Office of Equity and Inclusion**

**DHS-Equity@AlleghenyCounty.us**



# Call to Action

*“DHS – given our role in the community – must do whatever it takes to achieve what we all know, in our hearts, is needed. This work will require us to recognize and understand race in ways that we never have before, and to work with community leaders and our providers on efforts that advance racial equity. This will require us to address our own internal biases and barriers within our system that result in disparate outcomes for people of color. This will continue to be a marathon, not a sprint, but we all have a role in reimagining and building a more equitable and just society.”*

*- Director Marc Cherna, Letter to DHS Staff “Moving Forward”, June 5, 2020*

# DHS Office of Equity and Inclusion

## *Leading with Race*

“Lifting the tides for all”. We lead with race because race intersects with all other identities and people of color, regardless of their other identities, are the populations with the worst outcomes.

**If we don't solve for race, we can't resolve any of the disparities that we see within our systems.**

The Office of Equity and Inclusion envisions an agency where race no longer predicts one's success because we are providing quality services. Quality means that we are doing the right thing for the right client, at the right time, in the right way to achieve the best possible results.



# Office of Equity and Inclusion Services

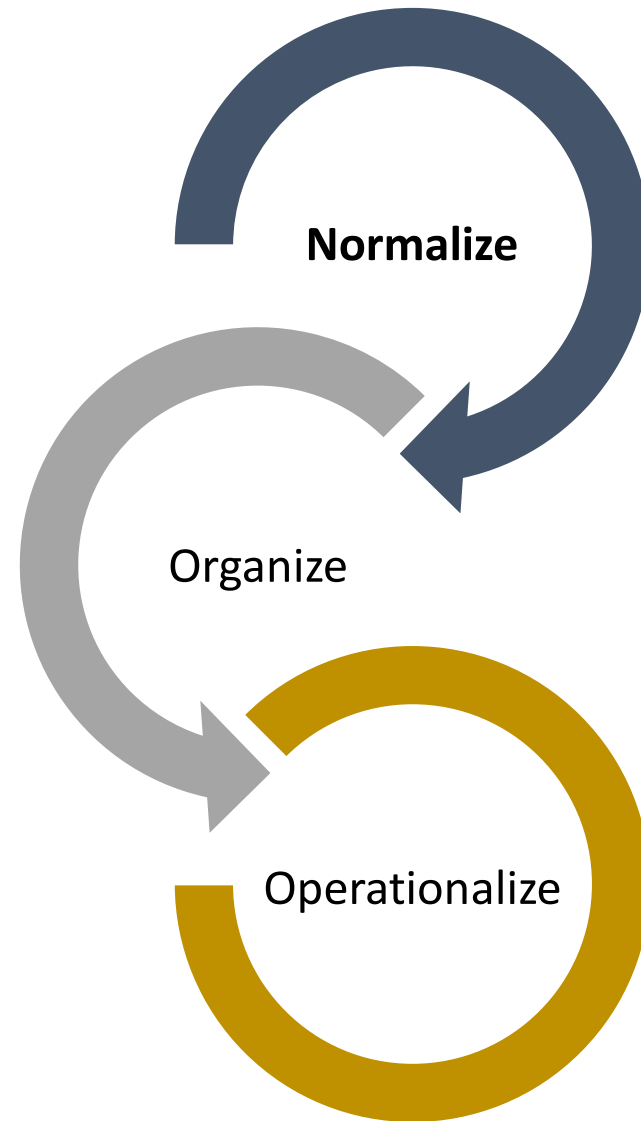


[Click here to request support](#)

# **The Goal: Equity Planning**

# Theory of Change

[Learn more here](#)




# Normalizing

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# Normalizing Conversations about Race

Through training and professional developments DHS offices will establish racial equity as a key value by developing a shared understanding of key concepts across the entire jurisdiction and create a sense of urgency to make changes.



Where we  
all begin...

# According to DHS 2019 Institutional Assessment

- 71% of respondents said that it is valuable to examine/discuss the impact of race. Black respondents placed slightly more value on examining and discussing the impact of race.
- White respondents are slightly less comfortable talking about race at work than respondents of color.
- White respondents are far less confident in identifying examples of Institutional Racism.
- White respondents are more positive than Black and other respondents that DHS has taken steps to reduce racial inequities, including workforce issues.
- While most respondents think that DHS is committed to racial equity, when disaggregated by race, Black respondents feel that DHS is only somewhat committed.
- Despite confidence and familiarity, respondents were somewhat or not at all involved in advancing racial equity (59%). And when asked about what they needed to become more active, the most common response was the need for more information to that they knew what to do to advance racial equity (35%).

# *A few initiatives underway:*

- OEI staff connecting with DHS office leadership
  - Share Institutional Assessment Results
  - Identify next steps/office-level actions
- Enhanced intranet page to include:
  - A list of resources (books, articles, podcasts, etc.)
  - Dialogue Facilitation Guide
- Racial Equity Informational Video
- Virtual Racial Equity Training

# Organizing

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# Organizing for Racial Equity

With OEI support, DHS leadership will begin to build staff and organizational capacity, skills, and competencies to begin building an infrastructure to support the work, like internal advisory teams and external partnerships with other institutions and community.

## *A few initiatives underway:*

- Establishment of Employee Resource Groups
- Racial Equity Informational Video
- Virtual Racial Equity Training

# Operationalizing

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# Operationalizing Racial Equity

Theory is put into action by implementing new tools for decision-making, measurement, and accountability in service to the design and implementation of a racial equity plan.

# A few themes from the Neighborland Question: *“How can we support the fight against racism?”*

- Commitment from Senior Leadership to engage in courageous conversations about race
- Increased diversity on DHS’ Leadership Team
- Involvement in/Support of community efforts in education, criminal justice, etc.
- Increased transparency in hiring and salary ranges
- Community involvement in hiring processes
- Address policies & procedures that negatively affect African American families.
- Collectively we will ALL need to call out injustice and racism wherever it is and start holding those accountable who continue to violate the rights of others.
- It would be nice if current employees had an opportunity to share their feedback on a regular basis and be more involved in discussing where problems lie. The frontline staff are not typically asked for input or listened to when they attempt to give feedback.

## *A few initiatives underway:*

- Resource Library
- RFI for racial equity trainers/consultants with an intersectional lens for providers seeking to advance the work

<https://www.alleghenycounty.us/WorkArea/linkit.aspx?LinkIdIdentifier=id&ItemID=6442473088>

# Questions?



Contact the Office of Equity and Inclusion  
[DHS-Equity@AlleghenyCounty.us](mailto:DHS-Equity@AlleghenyCounty.us)



# ALLEGHENY COUNTY RACIAL EQUITY EFFORTS



# DHS Office of Equity and Inclusion

## *Leading with Race*

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**If we don't solve for race, we can't resolve any of the disparities that we see within our systems.**

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# FOCUS ON PRACTICE AND POLICY



# Race Distribution of Active Clients

Allegheny County Child Population	All	White	Black	Bi/Multiracial
Population under 18	241,663	174,938	45,552	11,877
Population %	100%	72%	19%	5%
OCYF Population	3,947	1,325	1,958	540
OCYF Population %	100%	33%	53%	13%
Disproportionality Index	1	0.5	2.8	2.6

\*A1203 Active Child Report, 10/24/2019

# INITIAL DATA REVIEW

We found that a black child in Allegheny County was . . .

- 3.7 times more likely to be referred to CYF
- 4.3 times more likely to be investigated
- 6.7 times more likely to have a case accepted for service
- 6 times more likely to be removed from their home

. . . than their white peer.

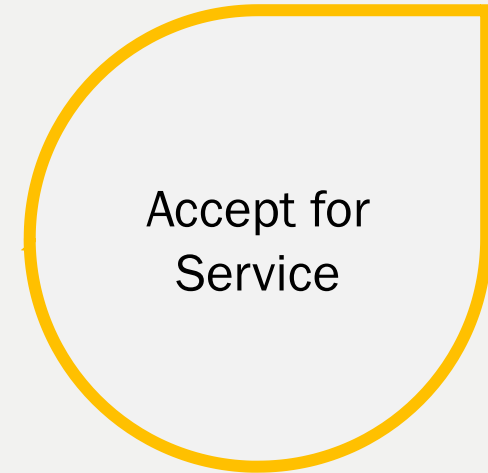
The rates for bi/multiracial children are nearly as high as for black children and follow the same pattern.



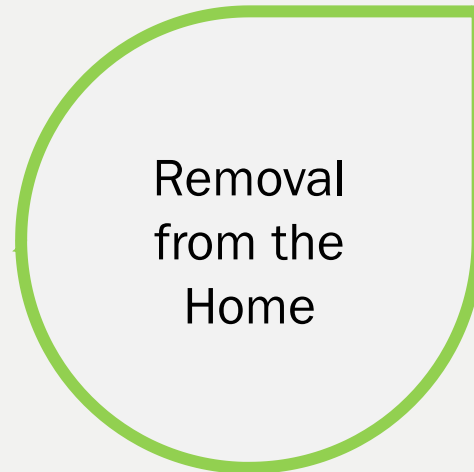
Referral to  
the Agency



Investigation



Accept for  
Service



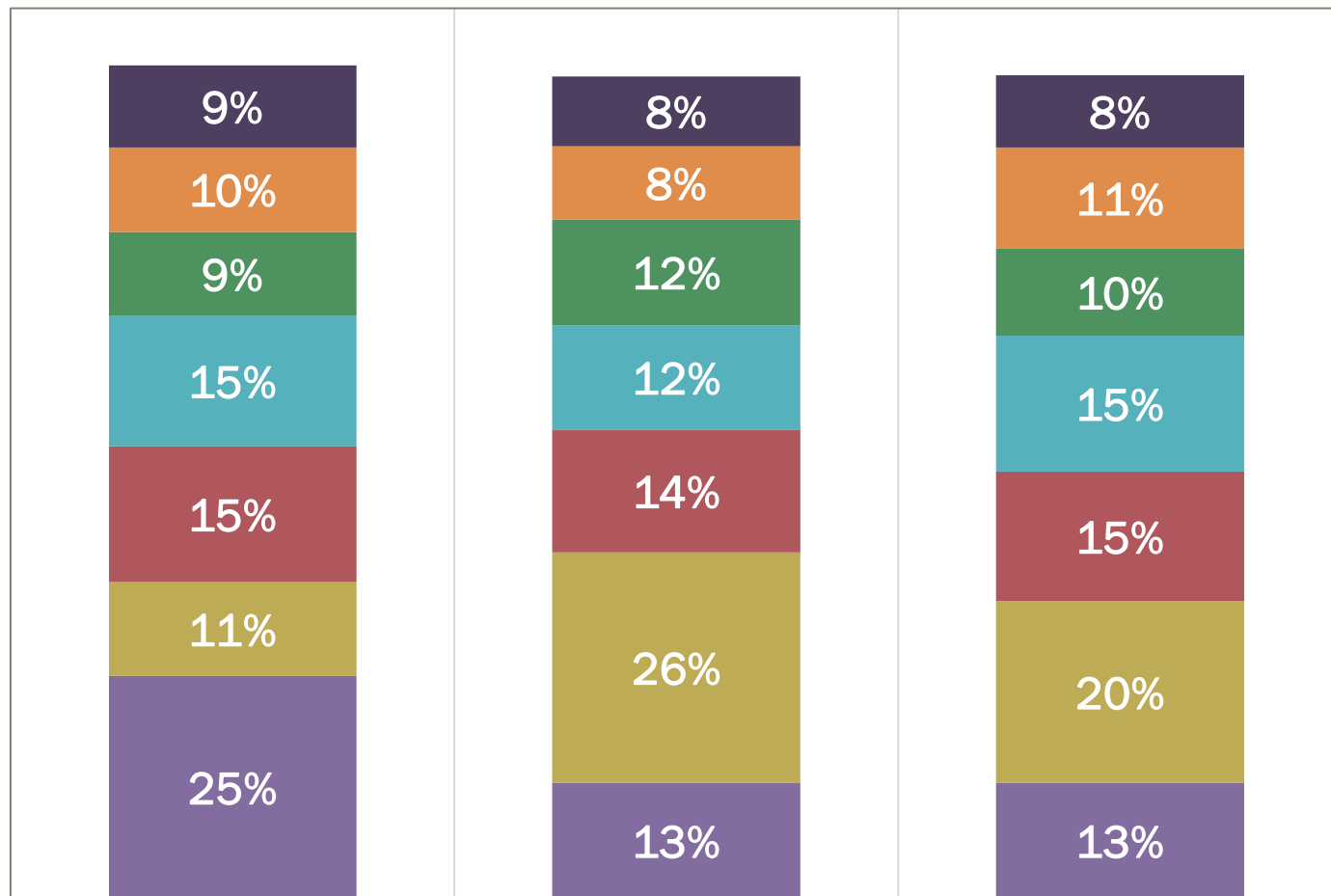
Removal  
from the  
Home



Where  
Children Are  
Placed

## REMOVAL REASONS BY RACE, 2010 TO 2014

N=8111 REMOVAL REASONS



- Mental/Physical/Sexual Abuse
- Parent's inability to cope due to illness or disability
- Neglect - No/Inadequate Housing
- Parent Unavailable
- Neglect - supervision and safety needs
- Caretaker Drug/Alcohol Use/Abuse
- Child Behaviors

BLACK N=4295

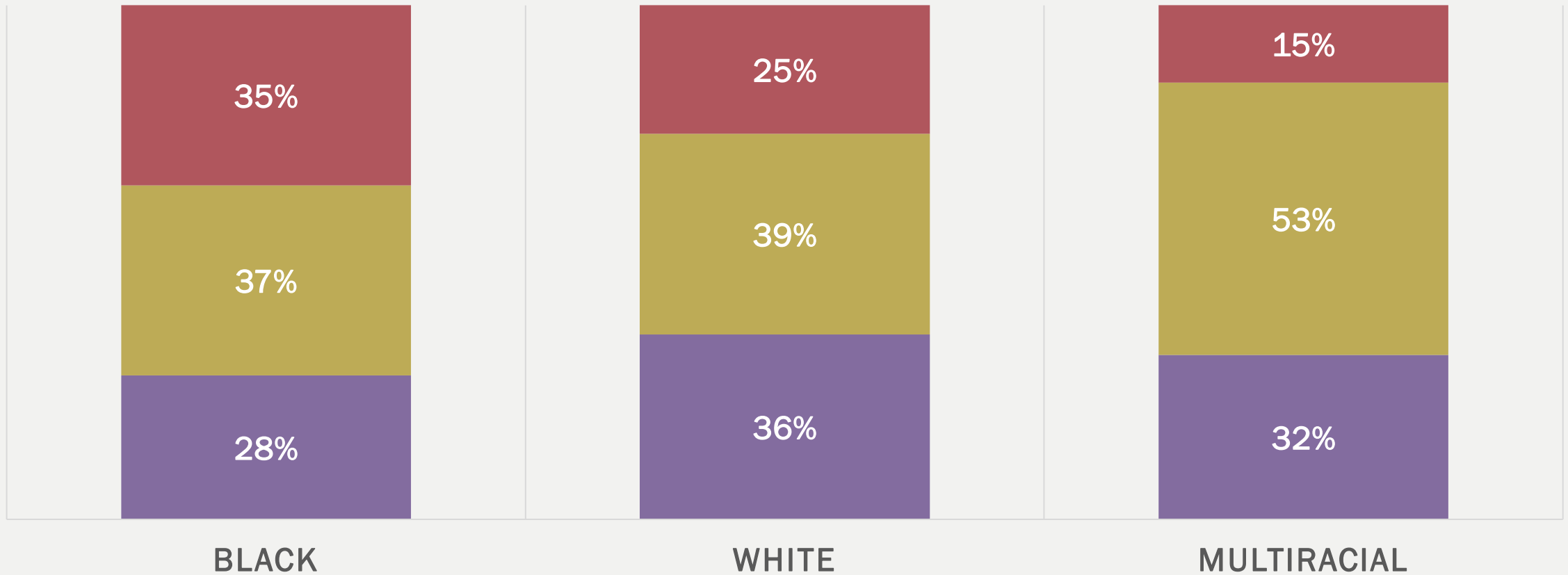
WHITE N=2841

OTHER N=975

# WHERE ARE CHILDREN PLACED?

FIRST PLACEMENT  
2010-2014 REMOVALS  
KIDS PLACEMENT EXTRACT

■ Kinship Care   ■ Foster Care   ■ Congregate Care



# First Class of DHS Leadership Fellows

Leadership gave the group the assignment of looking at placement stability. This was done by studying:

- Short Stays
- Congregate Care
- Kinship Care
- Placement with Siblings
- Re-entries to Placement

**In every measure of placement stability Black, teenaged girls have the worst outcomes.**

<https://www.alleghenycountyanalytics.us/wp-content/uploads/2016/06/Child-Welfare-Leadership-Fellows-4.pdf>



GOALS, TACTICS,  
RESULTS



# EQUITY GOALS

Reduce rates of disproportionality and disparity across the child welfare continuum

Increase kinship care placements for African American children while reducing the use of congregate care

Reduce the disproportionality and the percent of removals due to “child behavior” and “parent-child conflict”

Reduce the number of African American teenage girls whose first placement is congregate care.

Increase focus on the use of data to drive practice at the executive and regional office level

Increase parent and community engagement in efforts to address racial disproportionality and disparities.

Create a county wide racial equity taskforce. Include parents, youth, community and system partners

# WORK TO ALLEVIATE RACIAL DISPARITIES

Commitment from DHS  
and OCYF leadership  
Establishment of an Equity  
and Inclusion Office

“A Groundwater Analysis of  
Racial Inequities”  
workshop

Analysis of system data  
and dissemination to staff,  
system partners, and  
community partners

Child Welfare Data  
Leadership Fellows  
Program with a focus on  
black girls

Review and change in  
policy and practice  
influencing racial  
disparities

System-wide  
implementation of  
Conferencing and Teaming

Enhanced partnership  
with A Second Chance, Inc  
to bolster kinship care

Foster Goodness  
Campaign - Diligent  
recruitment of foster home  
for teens

Congregate Care Strike  
Teams

Interactive Digital  
Recruitment Toolkit to  
enhance recruitment of  
Black families  
and improve outcomes of  
transracial placements

## Black/White Disparity Index

The rate of black representation in the child welfare system compared to white representation in the child welfare system

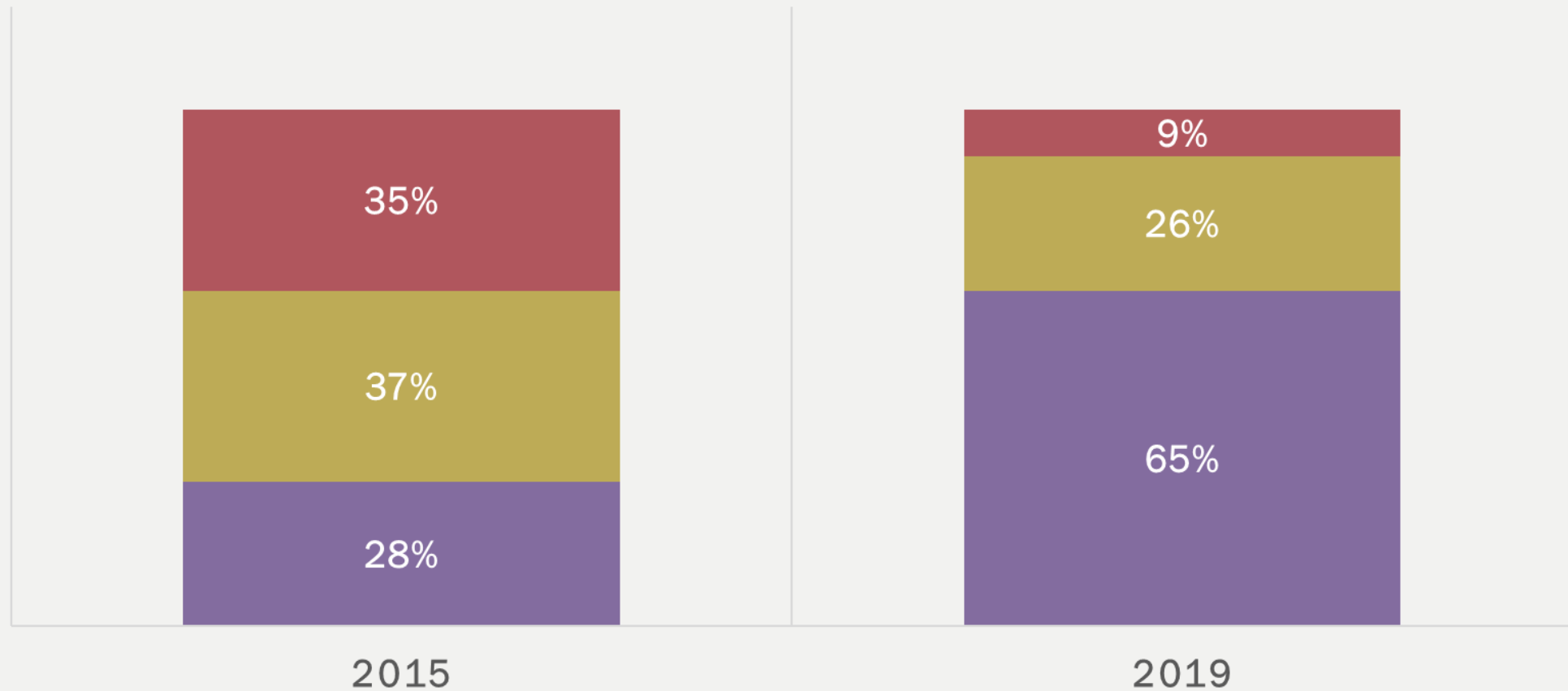
Decision Points	*Initial Review Disparity Index	2018 Disparity Index	Change in Disparity
Referral to the Agency	3.7	3.9	5% increase
Investigation	4.3	4.4	2% increase
Accept for Service	6.7	4.7	30% decrease
Removal from Home	6.0	4.5	25% decrease

\*OCYF conducted an initial review of system data in 2015. The data used was an aggregate of years 2011-2014.

# WHERE ARE CHILDREN PLACED?

## FIRST PLACEMENT OF BLACK CHILDREN

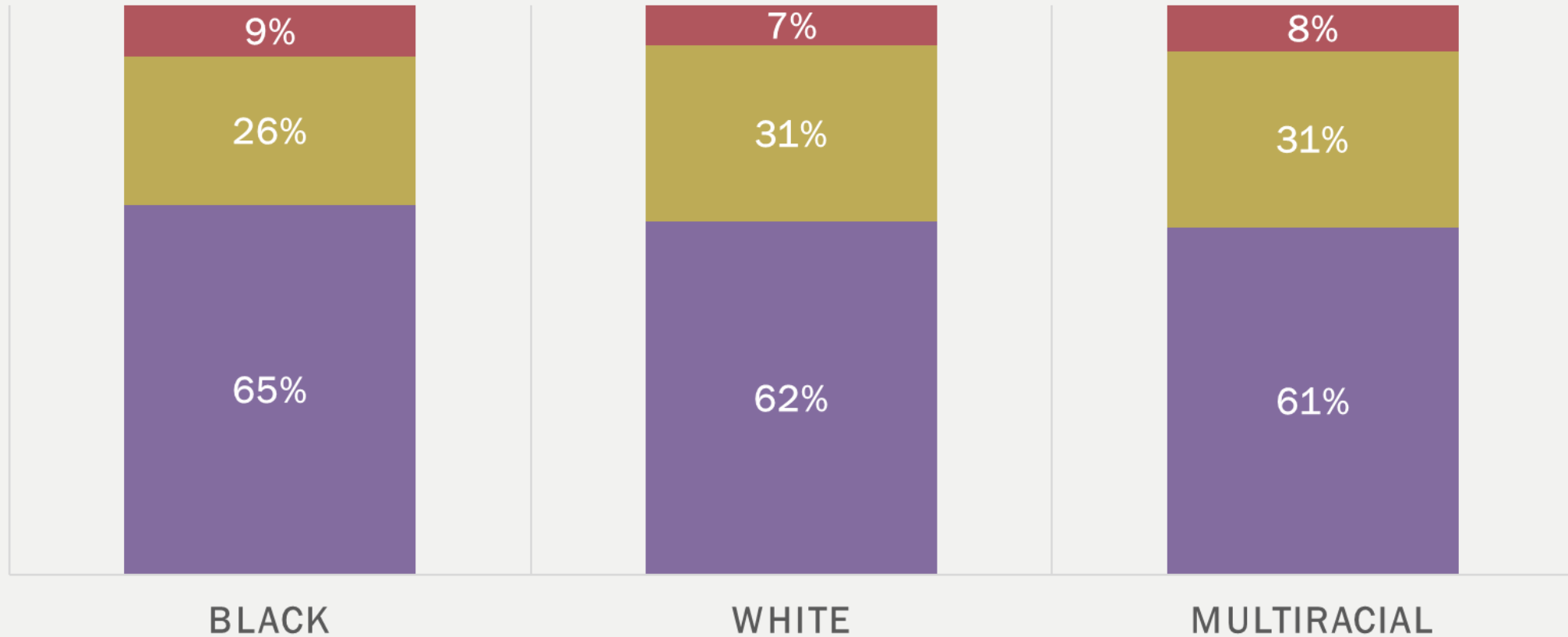
■ Kinship Care   ■ Foster Care   ■ Congregate Care



# WHERE ARE CHILDREN PLACED?

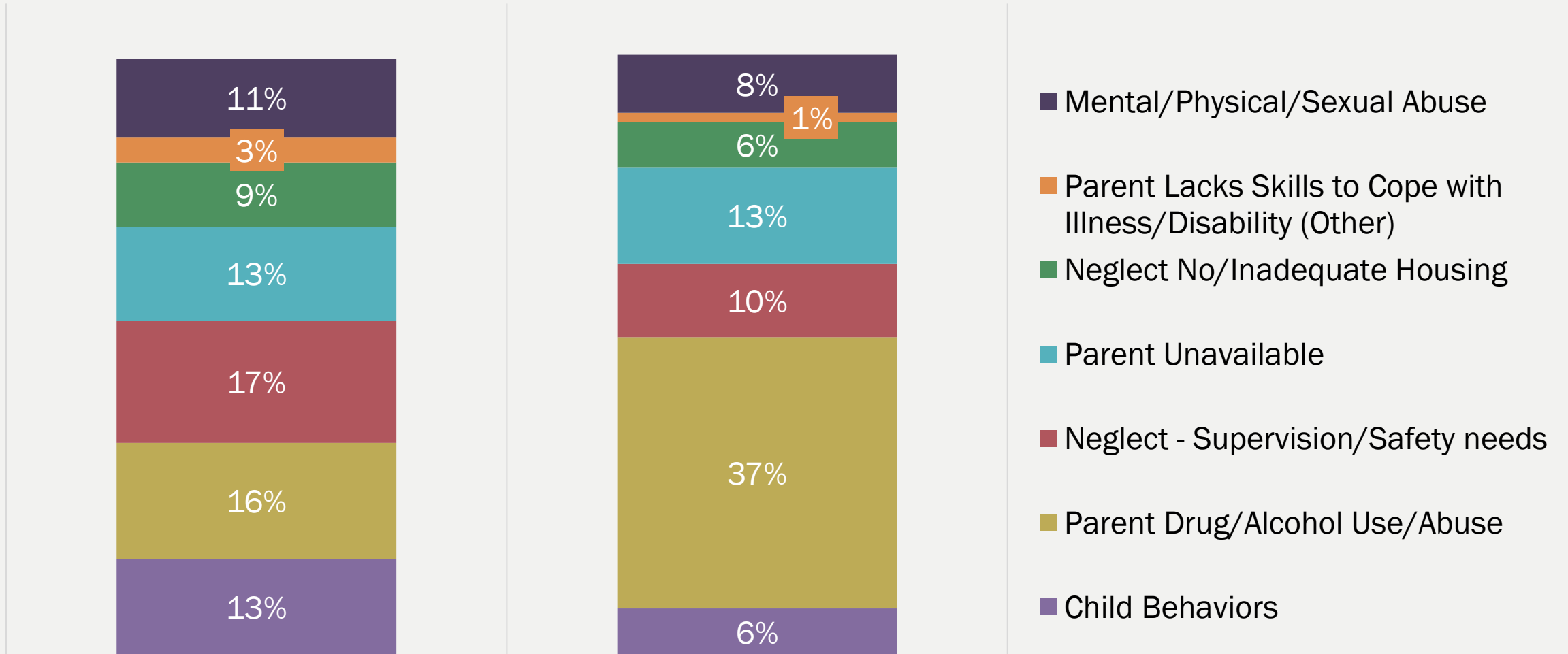
## FIRST PLACEMENT 2019

■ Kinship Care ■ Foster Care ■ Congregate Care



# Removal Reasons 2017

## KIDS Placement Extract, 2/5/18

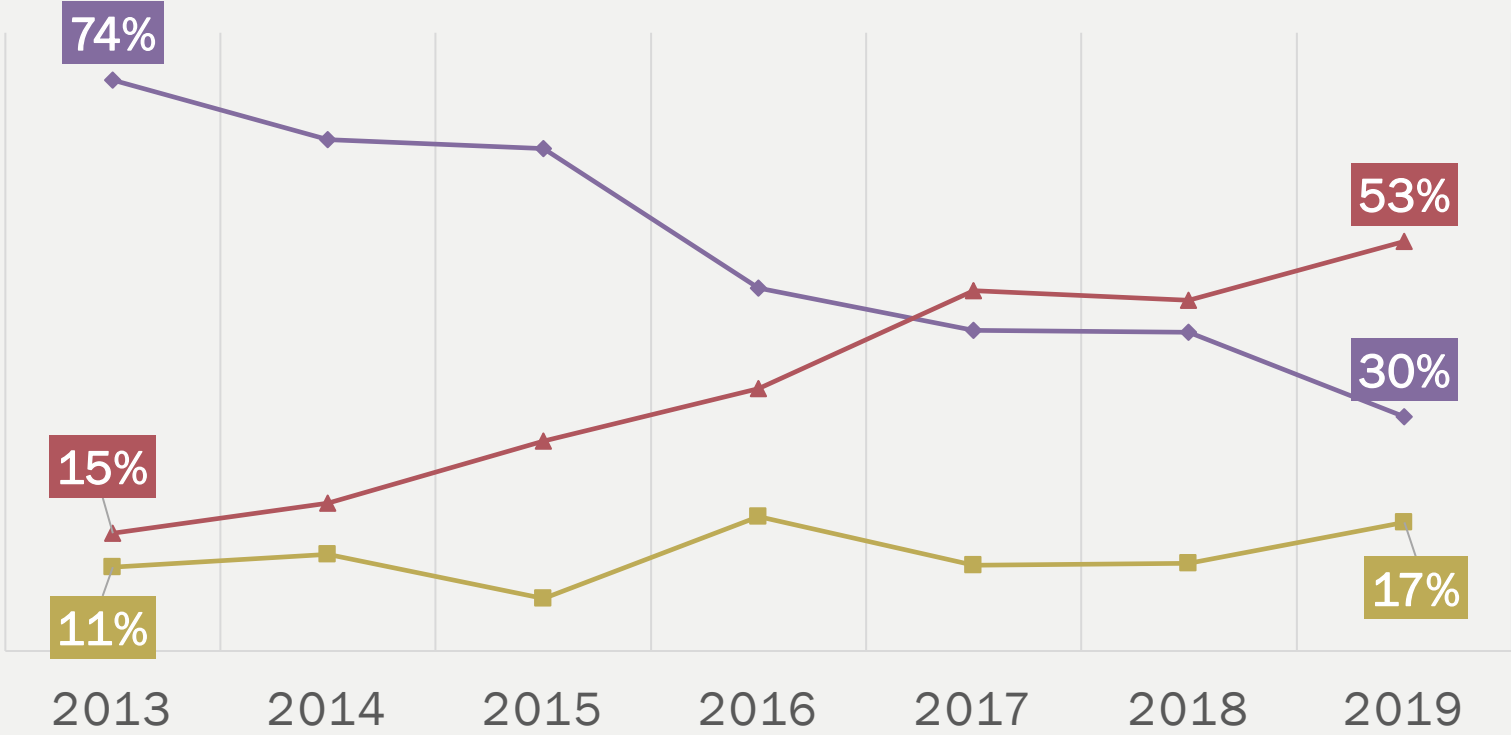


\*Children of Color include Black/African American children and Multiracial children  
 Children of Color n=593 Removals  
 White n=463 Removals

# FIRST PLACEMENT OF BLACK GIRLS 12+

◆ Congregate Care    ■ Foster Care    ▲ Kinship Care

Reduce the number of African American teenage girls whose first placement is congregate care.

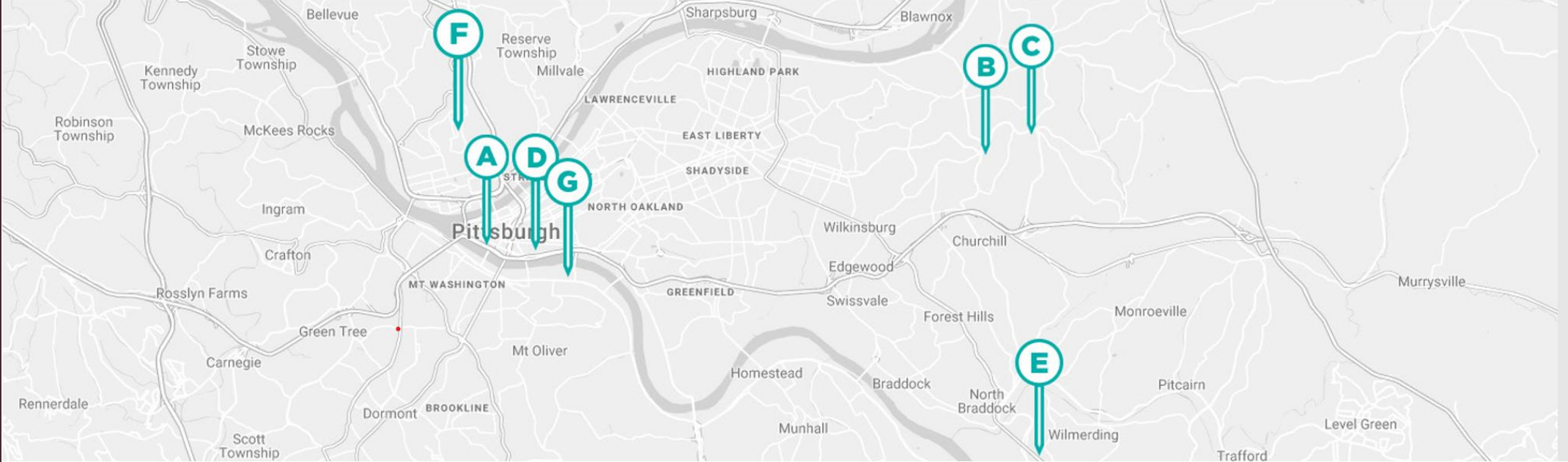




# REGIONAL OFFICE WORK



# CYF Locations



# Regional Office Work Intake



## **Call Screening:**

Created a weekly report of call screening decisions.

Reviewed by director weekly.  
Reviewed by the group at check-in meetings.

Since the introduction of Allegheny Family Screening Tool, review of data regarding low AFST scores shows the tool is less disparate than call screening decision making.



## **CPS:**

Focus on cases accepted for service and removals.

Next meeting soon to review data.



## **Field Screen Unit:**

Review of data found no disparities in decision making regarding referrals sent to the field screen unit. How can we learn from this to create more equitable decision making across the agency?

- Neighborhood of focus:
  - *McKees Rocks – met with Focus on Renewal, ROD and Best Practice Specialist to join Community Development Corporation*
- Practice focus:
  - *Through data we found that referrals for neglect, IPV and truancy came in proportionate across races. However, removals for these reasons were disproportionate.*
- Next steps:
  - *Case review of neglect, IPV and truancy cases to find patterns*
  - *Engage with community*
  - *McKees Rocks – met with Focus on Renewal, ROD and Best Practice Specialist to join Community Development Corporation*

# Regional Office Work Central

\*21-Day Equity Challenge

\*Book Club reading *White Fragility*

\*All Staff Meeting Space

\*Small Groups- Presenting Robin DeAngelo's work

Work to support staff:

\*Equity Moments during morning huddle

\*Equity Moment and presentation at every Staff meeting to:

\*create safe space

\*Process BLM

\*Explore trauma

\*Team build

\*Weekly debriefing on Racial justice movement

\*Monthly race discussion “How’s it going” with staff here < 1 year

\*21-day Equity Challenge

\*ERO Mission/Vision statement

\*ERO Equity Champions

# Regional Office Work East

- Neighborhood of focus:
  - *Homewood -- met with several neighborhood agencies to begin talks about CYF efforts*
- Practice focus:
  - *Black teen girls, focusing on parent-child conflict/child behaviors*
  - *Joins with the Black Girls Equity Alliance child welfare workgroup*
- Next steps:
  - *Case review of black girls cases*
  - *Engage with community*
  - *BGEA to create campaign for changing perspectives about black girls*
  - *Inclusive of Intimate partner violence work*

## Internal work

\*Developed a Goal of being Anti-Racist Office

\*Anti-Racist Bingo

\*Monthly: Let's talk about the hard stuff

\*Listening/viewing sessions by weekly of podcast/video

\*Racial Equity groups

# Regional Office Work Mon Valley

- Neighborhood of focus:
  - *Clairton*
- Practice focus:
  - *Congregate Care – completed case reviews, created workgroup, began looking at practice difference across race*
- Next steps:
  - *Review updated data regarding decision points.*
  - *Learning from the congregate care data, what practice changes should be a focus?*

## Neighborhood of focus:

Schools within the northside



## Practice focus:

Creating conversation of resource pathways rather than direct referral



## Next steps:

Case review of neglect cases

Engage with community in Perry North and South

Focus on identifying and utilizing community-based organizations

# North Regional Office

INTERNAL WORK

\*WEEKLY RACE/DIVERSITY CONVERSATION

\*21 DAY EQUITY CHALLENGE

\*READING/WATCHING, LISTENING GROUPS

\*RACE TOPIC TO MONTHLY STAFF MEETINGS

- Practice focus:
  - *Undocumented unaccompanied minors*
- Next steps:
  - *Collaboration with Justice for Work regarding training for staff*
    - Identifying labor trafficking
    - Immigration statuses and visas (SIJS: Special Immigrant Juvenile Status)
    - Undocumented minors
- Looking to identify legal resources

# Regional Office Work South

## 21- day Equity Challenge

### Book club

Color of Compromise by Jemar Tisby a chapter by chapter regarding racism and church has historically responded or not responded to the perpetration of racism. Discussing historical events and how they impact us today.

**Social Justice workgroup:** is conducting 2 social justice discussion groups based on Eyes on the Prize part 1, "Awakening. They meet every other Tuesday to discuss the Civil Rights Movement, Native American Freedom Movement, Red-Lining and the unjust criminal justice system. It's a safe, judgment free space to learn, share and improve our advocacy for justice.



# Child Exploitation Allegations by Year

Allegation	2017	2018	2019	2020*	Total	Count
Child Pornography	12%	7%	16%	9%	12%	35
Dissemination Of Photos, Videos, etc.	7%	17%	19%	29%	17%	50
Employing, Using Persuading, Inducing, Enticing, etc.	33%	27%	20%	24%	26%	77
Photographing, Videotaping, etc.	10%	18%	15%	7%	13%	39
Prostitution	18%	3%	1%	0%	6%	18
Sexual Exploitation	20%	14%	12%	11%	15%	44
Sex Trafficking	N/A	14%	19%	20%	13%	38
<b>Total</b>	100%	100%	100%	100%	100%	<b>301</b>
<b>Count</b>	<b>83</b>	<b>71</b>	<b>102</b>	<b>45</b>	<b>301</b>	

- The percentage of allegations of sexual abuse involving the dissemination of photos, videos or other materials has greatly increased in 2020

# Child Exploitation Reporters by Sex of Child

Reporter	Female	Male	All*	Children	Referrals
Other Pub/Priv Social Services Agency	20%	10%	17%	73	68
School Staff	15%	16%	15%	46	42
Law Enforcement Agency	13%	7%	11%	32	29
Hospital/Physician	12%	7%	10%	32	27
County Children and Youth Agency Staff	8%	11%	9%	29	25
Behavioral Health Facility	7%	11%	8%	23	23
Relative	7%	10%	8%	23	18
Private Psychiatrist/Psychologist	6%	10%	8%	17	15
Parent-Foster	5%	6%	5%	6	5
Anonymous	1%	5%	2%	5	4
Unrelated Adult	2%	4%	2%	4	4
Residential Facility	1%	1%	1%	3	3
Self Referral	2%	0%	1%	1	1
Attorney	0%	1%	0%	1	1
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>295</b>	<b>265</b>
<b>Count</b>	<b>190</b>	<b>102</b>	<b>295</b>		
<b>Percent of Total</b>	<b>64%</b>	<b>35%</b>	<b>100%</b>		

- The most referrals involving Child Exploitation were made by Public/Private Social Service Agencies (26%) and School Staff (16%)
- Social Service Agencies, Law Enforcement, and Hospitals/Physicians made higher percentages of referrals for girls
- Behavioral Health Facilities and Private Psychiatrists/Psychologists made higher percentages of referrals for boys

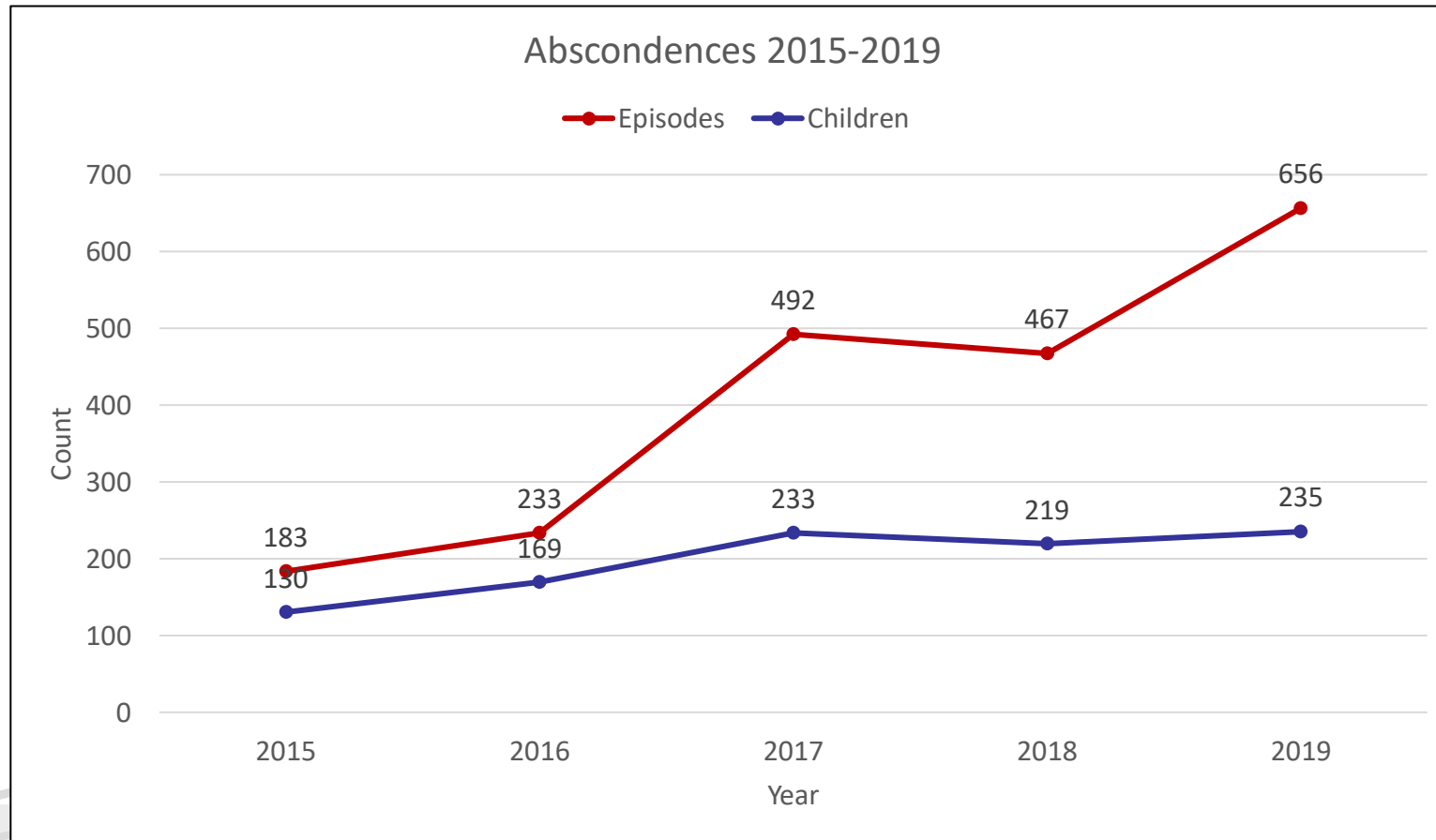
\* "All" and the total counts include 4 children where the child's sex was not documented

# Child Exploitation Reporters by Race of Child

Reporter	White	Black	Bi/Multiracial	Other/Unknown	Total	Children	Referrals
Other Pub/Priv Social Services Agency	23%	25%	22%	35%	25%	73	68
School Staff	12%	20%	17%	16%	16%	46	42
Law Enforcement Agency	16%	5%	9%	6%	11%	32	29
Hospital/Physician	11%	11%	13%	6%	11%	32	27
County Children and Youth Agency Staff	9%	11%	4%	13%	10%	29	25
Behavioral Health Facility	10%	8%	0%	3%	8%	23	23
Relative	8%	8%	17%	0%	8%	23	18
Private Psychiatrist/Psychologist	7%	5%	0%	6%	6%	17	15
Parent-Foster	1%	2%	13%	0%	2%	6	5
Anonymous	1%	2%	4%	0%	2%	5	4
Unrelated Adult	1%	0%	0%	10%	1%	4	4
Residential Facility	1%	1%	0%	0%	1%	3	3
Self Referral	0%	1%	0%	0%	0%	1	1
Attorney	0%	0%	0%	3%	0%	1	1
<b>Percent</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>295</b>	<b>265</b>
<b>Count</b>	<b>153</b>	<b>88</b>	<b>23</b>	<b>31</b>	<b>295</b>		
<b>Percent of Total</b>	<b>52%</b>	<b>30%</b>	<b>8%</b>	<b>11%</b>	<b>100%</b>		

White youth were much more likely to be referred by law enforcement and black youth were much more likely to be referred by school staff

# Abscondences (Runaways)



Children= count of unique children who ran away during that year

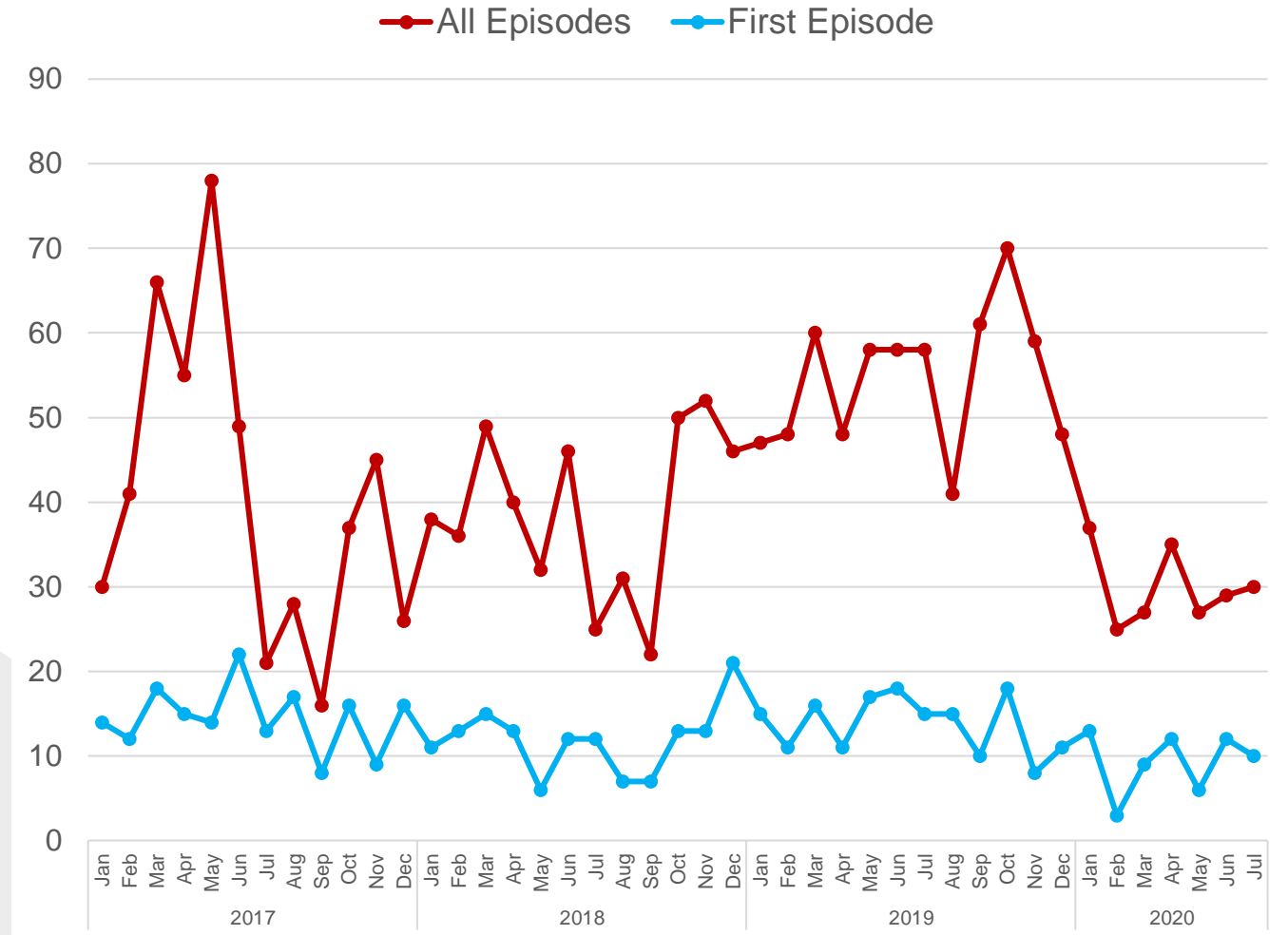
Episodes= count of each time child ran away during year (child may run away multiple times during the year)

**From 2015 to 2019, the number of children running away increased by 81% and the number of runaway episodes increased by 258%**

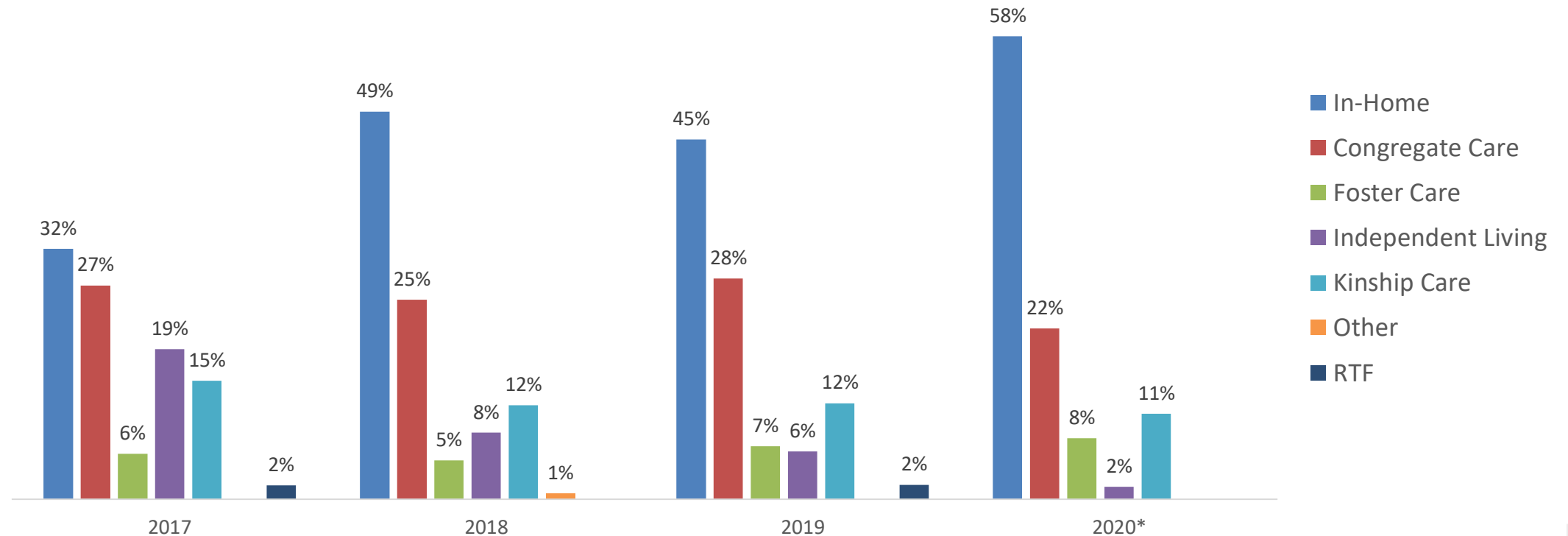
# Abscondences since 2017

- Total monthly abscondences have fluctuated greatly since January 2017
- First abscondence episodes have been more consistent and trended slightly downwards

Year	Monthly Average	
	First Episode	All Episodes
2017	15	41
2018	12	39
2019	14	55
2020*	9	30



# Abscondences by Placement Type



- The highest percentage of children who have absconded are running away from their homes.
- For youth in placement, the majority are running away from a congregate care facility.
- Since 2017, there has been a large decline in the percent of youth who run from an independent living placement – from 19% to 2%.

# Race and Sex of Clients Who Absconded

- Females were 54% of those who absconded
- Black females were 33% of those who absconded and made up 42% of total episodes

Race	Female	Male	Percent	Count
Black	33%	30%	<b>63%</b>	386
White	10%	10%	<b>20%</b>	124
Bi/Multiracial	5%	4%	<b>9%</b>	57
Other Race	0%	2%	<b>0%</b>	3
Unknown Race	5%	2%	<b>7%</b>	46
<b>Total</b>	<b>54%</b>	<b>46%</b>	<b>100%</b>	<b>616</b>





# KEEP: Kids Esteem Enhancement Program



## ABOUT US

The Undercover Confidence Program provides a free boutique quality intimate apparel/undergarment fitting experience for participants between the ages of 14-21. We ensure the comfort of each participant by having trained professionals take measurements in a nonthreatening manner, ensuring privacy and respect of the individual's personal space.



### FREE MEASUREMENT

Qualified participants will be measured and properly fitted for undergarments to enable them to look and feel their absolute best.



### FREE UNDERGARMENTS

After being measured, participants will choose undergarments (bras, briefs, binding, & more) to choose from.



### EDUCATIONAL WORKSHOPS

We provide virtual educational workshops to congregate care facilities to further promote self-care and confidence.





# TRANSITION AGE YOUTH YOGARROOTS

## A COMMUNITY OF ACCOUNTABILITY

Committed to dismantling racism, patriarchy, and capitalism while honoring wholeness.

"No one is free until we are all free."

- Rev. Dr. Martin Luther King Jr.

## OUR THREEFOLD PROCESS

1. Create community agreements, then introduce an initial analysis of systems of oppression to create a shared foundation of language and understanding.
- 2) Explore and unpack our personal and societal beliefs that we carry around with us, knowingly and unknowingly. This is where we spend the bulk of our time and energy and build professional development.
- 3) Solidify the personal accountability plan that participants have been building throughout our sessions together. Participants leave having an understanding of what the next steps are for their personal and professional journey and where to seek support for their continued work and development.

# Other workgroups/projects/advisory groups

- System of Care Diversity and Inclusion Workgroup
- Model Courts Equity and Diversity Workgroup
- Engaged courts in reviewing equity data
- Child Welfare Resource Center Diversity Task Force
- Allegheny County Health Department Racial Equity workgroup (infant and maternal mortality)
- Hep C Free Allegheny
- Intimate Partner Violence QIC-Grant
- Placement Stability & Permanency for LBGTQ Youth in Foster Care-QIC Grant
- Transition Aged Youth Racial Equity Planning

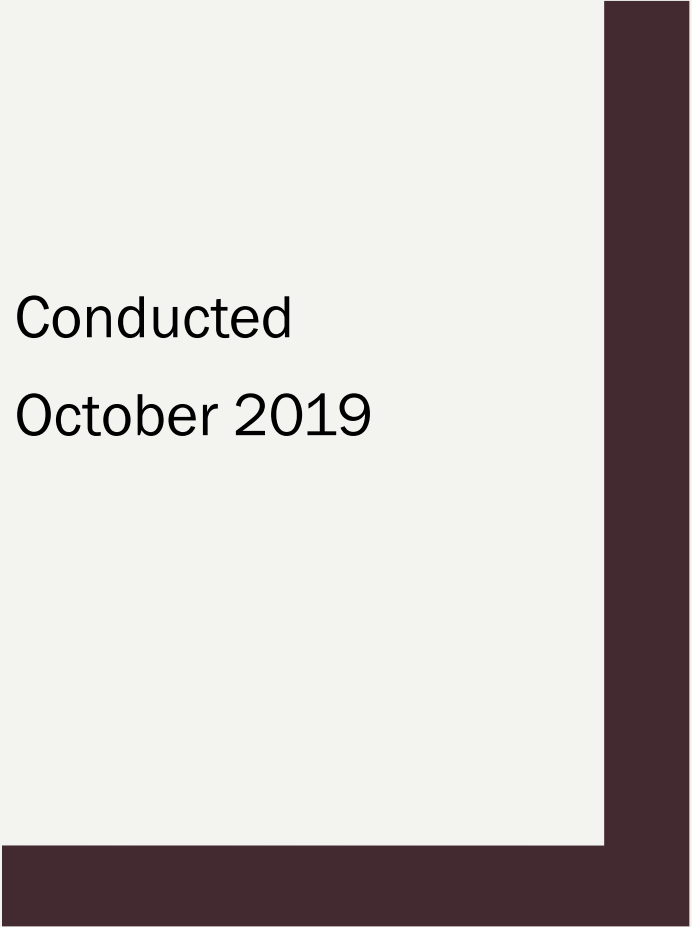
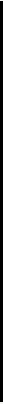
FOCUS ON CHILD  
WELFARE STAFF



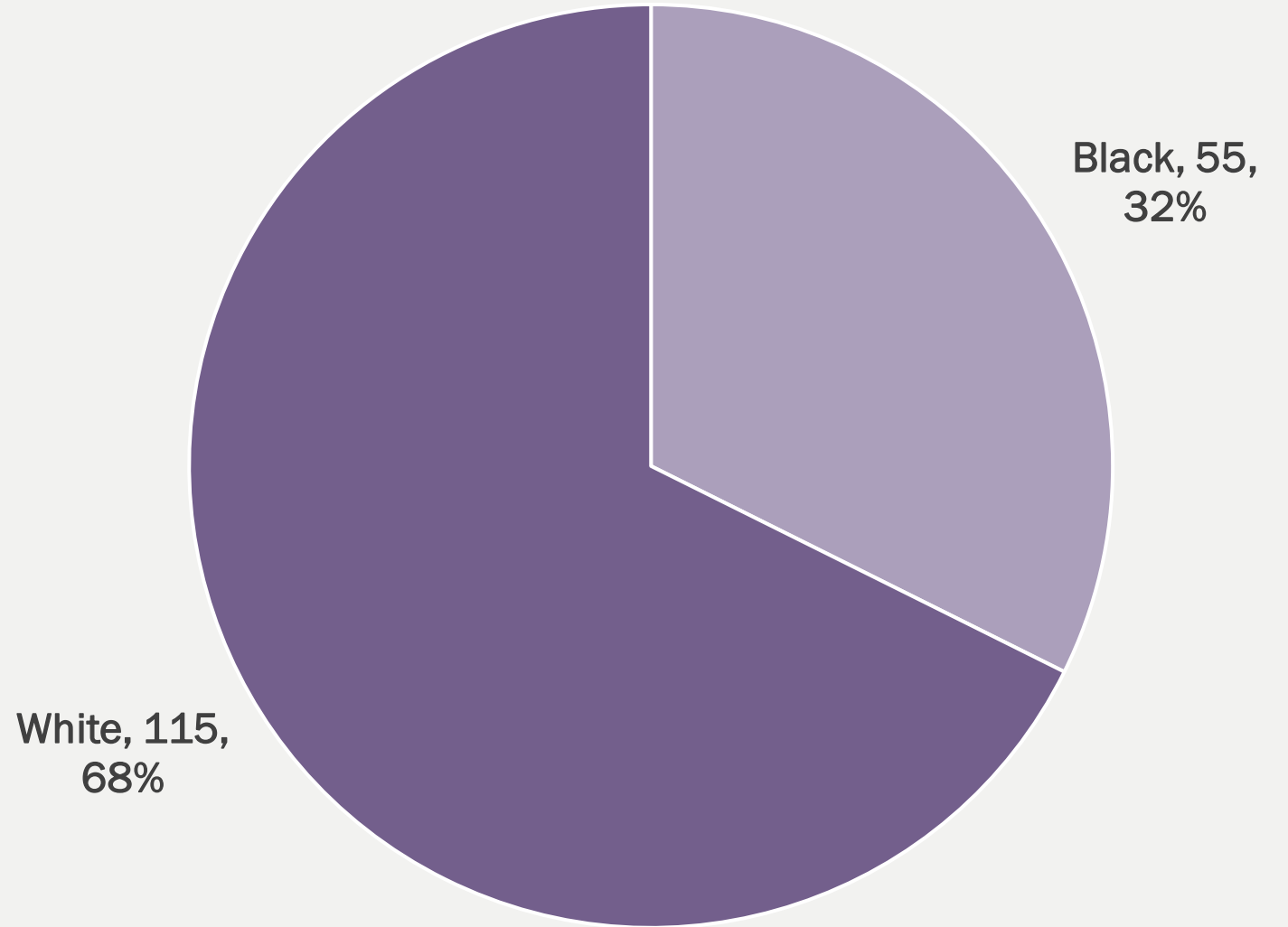


CYF  
INSTITUTIONAL  
ASSESSMENT

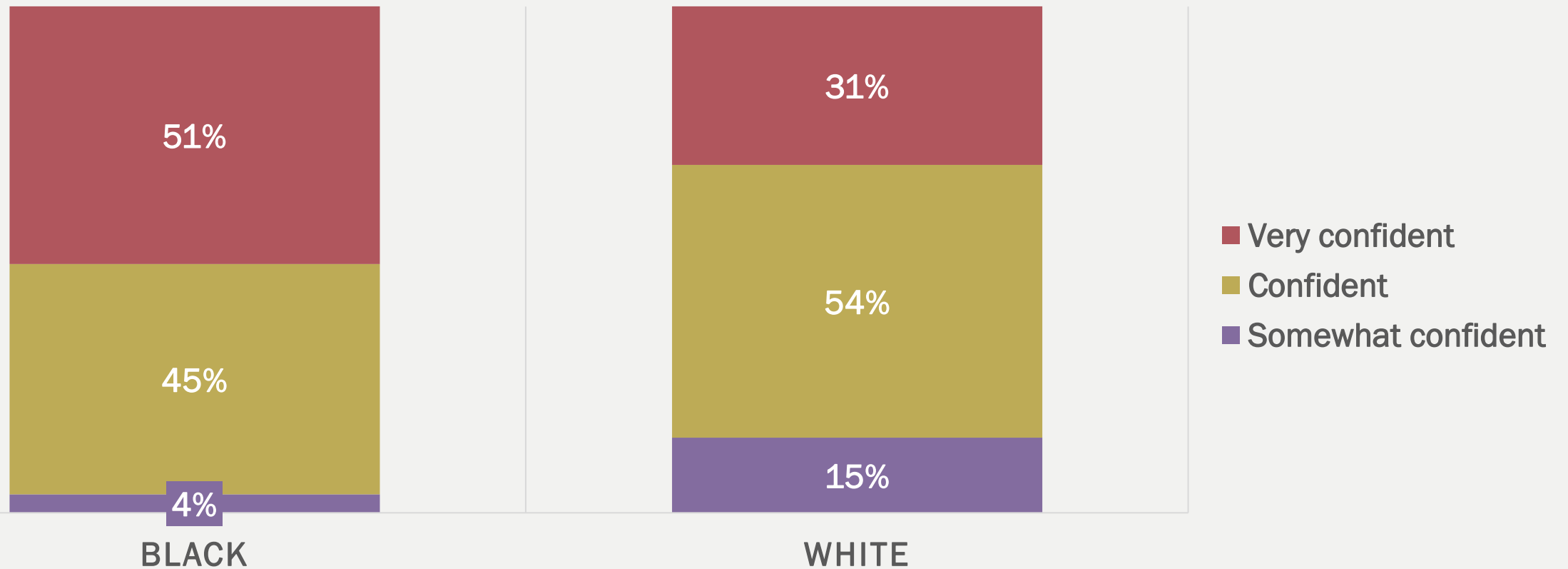
Conducted  
October 2019



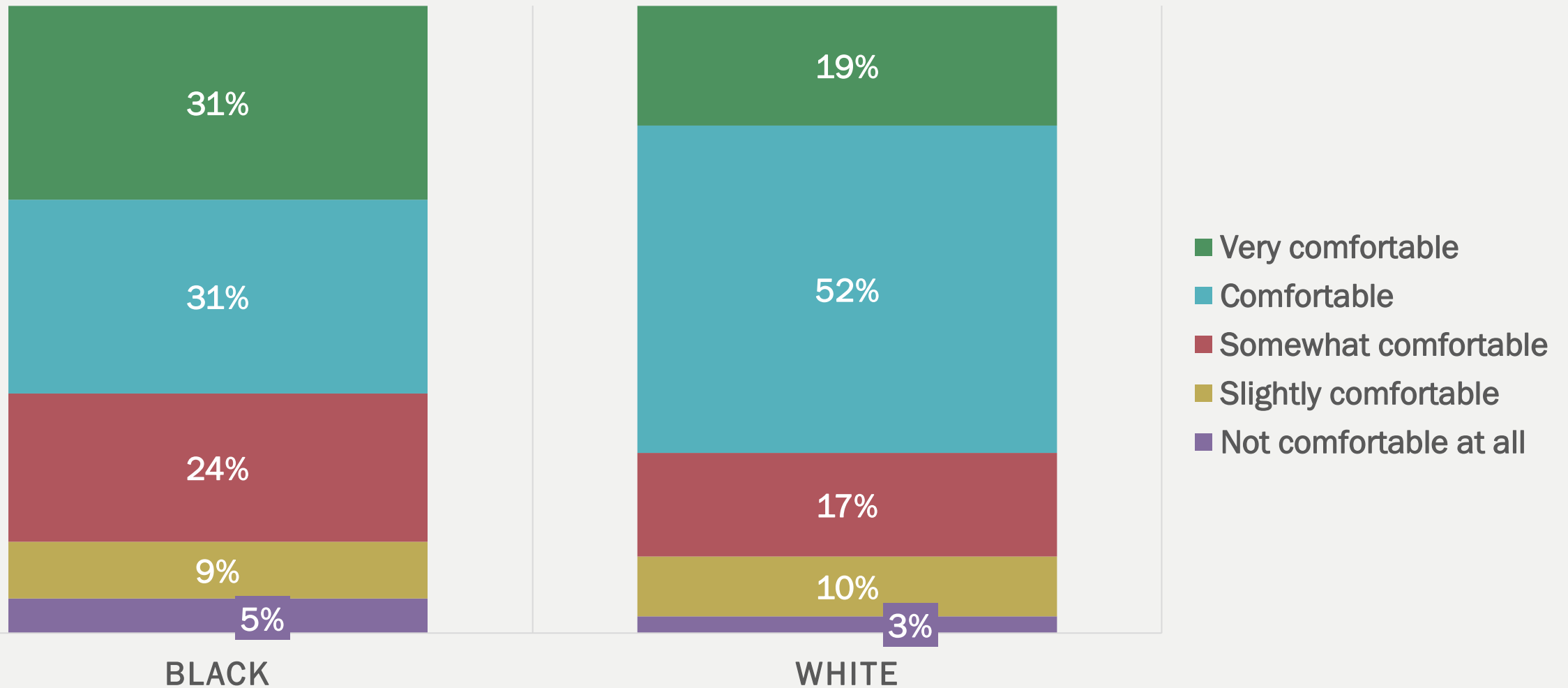
# Race Groups in Analysis



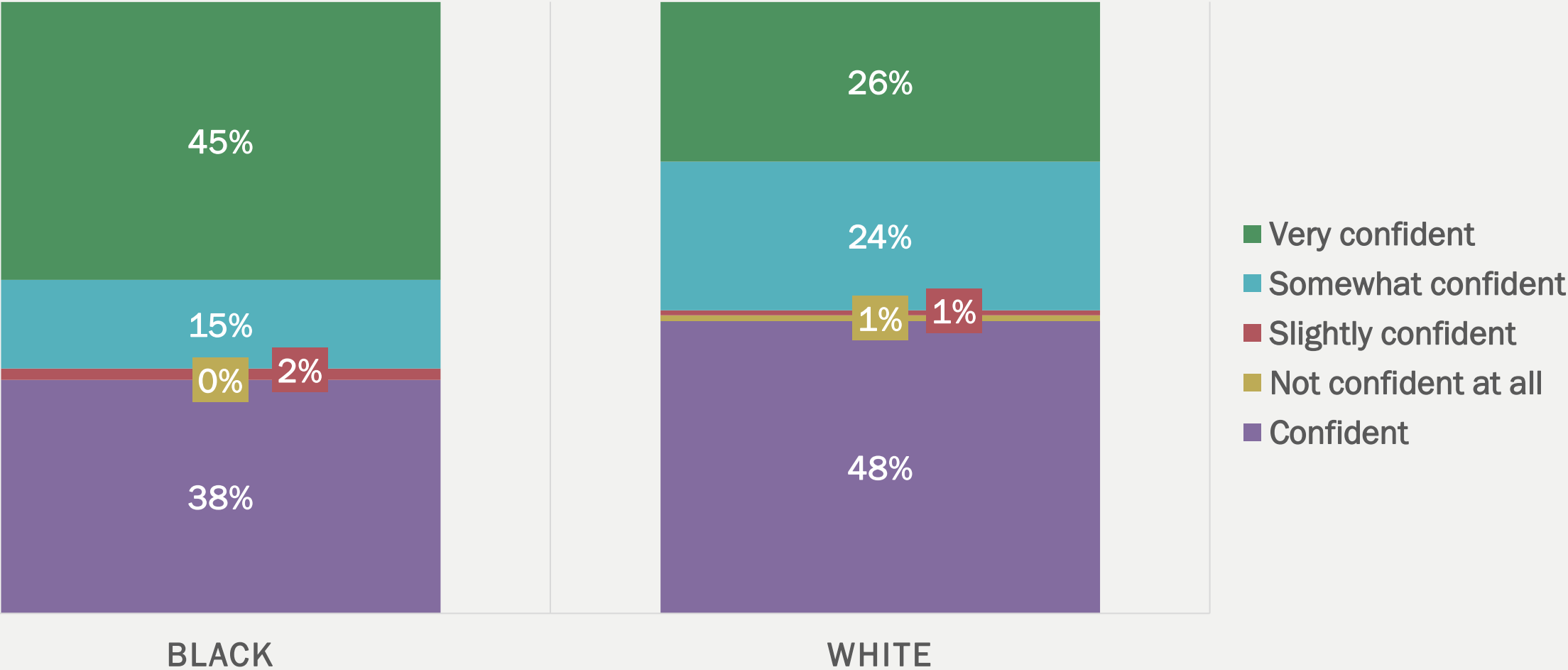
All respondents felt confident in their interactions with people of another race. Black respondents were more confident in these interactions.



All respondents report being comfortable with talking about race at work. White respondents report a higher level of comfort.

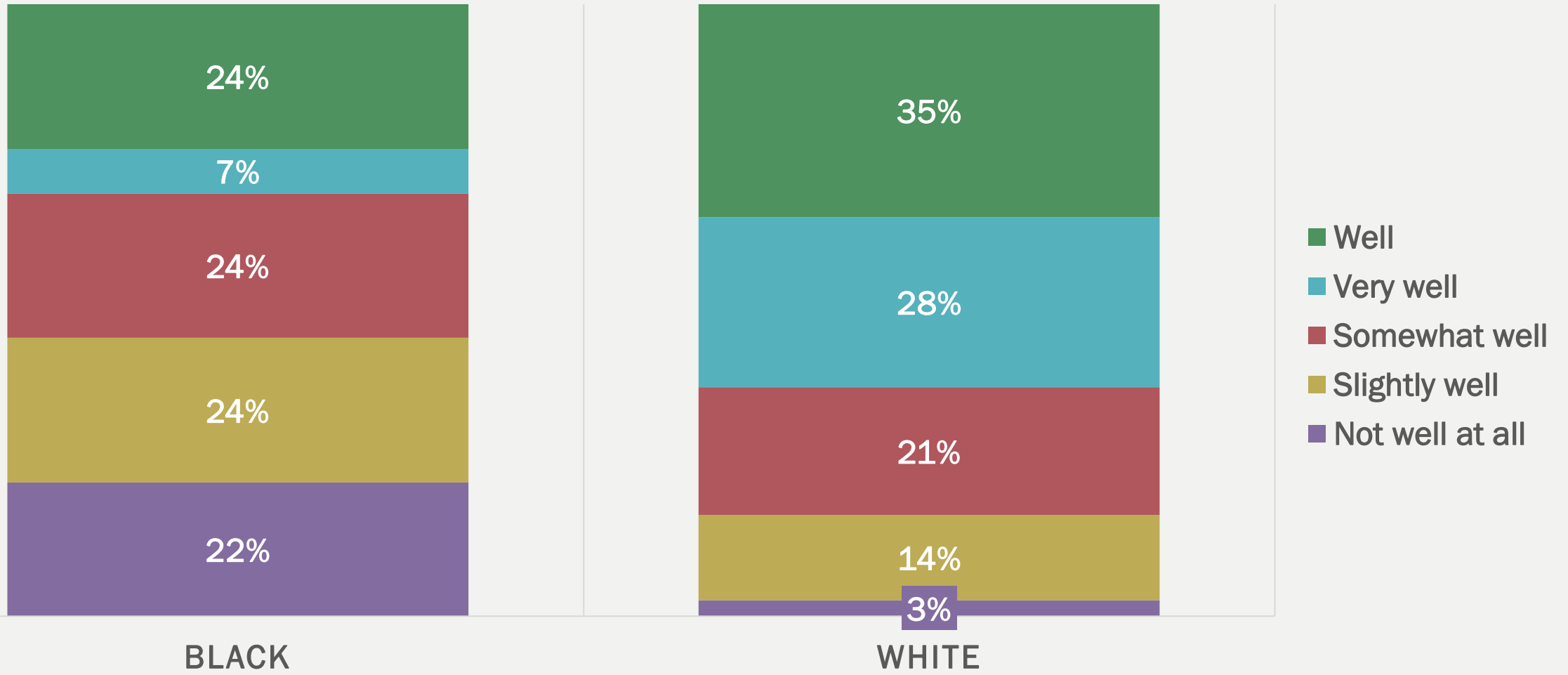


# Black respondents are more confident in identifying examples of institutional racism.

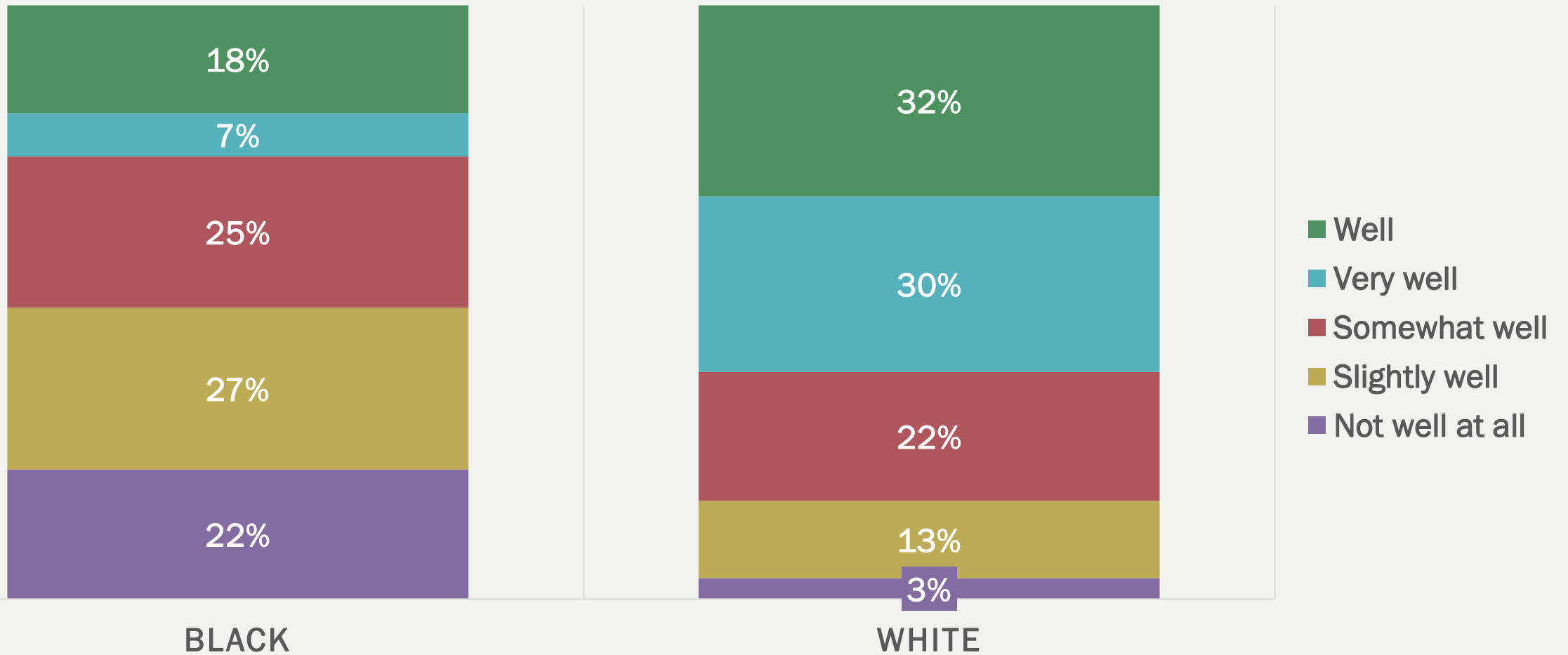




# Black respondents report less competence among leadership at DHS to support conversations about racial equity.



Black respondents do not feel DHS communicates the importance of addressing racial equity as much as White respondents do.





PROFESSIONAL  
ADVANCEMENT





Children,  
Youth and  
Families



# Promotions Practice Improvement Overview

**July 2020**

# CAREERS

# NCWWI COHA results support need for practices to be more closely examined and improved

## Workplace Prejudice and Discrimination Inventory

- 85% agree that staff respect coworkers who are from different racial/ethnic backgrounds
- 41% agree that there is discrimination
- 53% agree that prejudice exists at work
- 34% reported that they did not agree that promotions and rewards are fair and free from racial or ethnic bias

## Racial/ Ethnic Bias

- 16% personally experienced
- 30% witnessed toward staff



# Staff-informed and contributed to promotions process improvement



## Focus Groups: Journey Mapping

*Over 80 staff engaged*

- February 21, 2020 (20 staff)
- African-American Focus Groups: March 26, 30, April 1, 2020 (60+staff)

## Workgroup Participation

*15-20 staff actively engaged*

- Discussed process content
- Informed evaluation factors
- Reviewed business process details

# Journey mapping exercise offered insight on how staff experience the promotion process and provided valuable information to enhance process improvement efforts

Prompt:

*Think about your promotion experience—what happened and what did you feel at each identified step of the journey?*

General process steps:



**ROSE** : things that are positive



**THORN** : things that are negative



**BUD** : things that have potential

**Additional focus groups were held  
to more deeply understand the experience  
of African-American staff within CYF**



# Staff affirmed and identified needs for process improvements to increase process integrity

## A call for:

- Greater Transparency
- Greater Consistency
- Clearly Articulated Process Steps & Timing
- More Relevant Evaluation Criteria & Content
- Increased Timeliness of Decision Notices

# Candidates will be comprehensively evaluated across factors

- **Professional Development:** Candidate's demonstrated commitment to continuous learning and growth, as evidenced through:
  - Educational attainment and degree(s)
  - Specialized trainings, certificates, or other professional development opportunities to enhance knowledge and skills related to the job and/or child welfare practice
  - Field Placement Supervisor for student interns
  - Mentorship of colleagues
  - Committees or workgroup participation to advance agency practice
- **Leadership Qualities:** Candidate's demonstrated ability to lead others. Leaders possess clear vision, contribute to development and growth of others, are aware of team dynamics, and demonstrate the value of giving and receiving feedback. Leaders take initiative, are adaptable, facilitate change, and are effective relationship builders.
- **Experience:** Candidate's range of experiences navigating DHS—including the extent to which experience fosters a holistic view of the agency; consideration for worker and system decision making; and perspective on the direct service needs of children and families.
- **Performance:** Indicators of candidate's performance and workplace conduct (e.g. Planning and Organizing, work ethic, critical thinking skills, collaboration and teamwork, data and technical proficiency).
- **Cultural Humility:** Candidates will show an understanding of racial disparities and show an ability to focus on cultural humility in their role.
- **Interview**



Children,  
Youth and  
Families

CAREERS

ALLEGHENY COUNTY  
DEPARTMENT OF  
HUMAN SERVICES

# Career Resource Objectives



- Capture CYF County job opportunities in one place
- Create an internal resource to help employees navigate their CYF careers
- Create an internal resource to help managers of people as they engage in professional development and supervision discussions with their employees
- Create an external resource used in the recruitment process to articulate career advancement opportunities to potential candidates
- Create greater awareness of professional development opportunities and existing resources
- Highlight CYF employees' experiences to exemplify and personalize professional development and career advancement
- Value diversity





## Office of Children, Youth and Families



Children,  
Youth and  
Families

Every year, thousands of children and youth in our County suffer from maltreatment, neglect and/or family violence. They struggle in the moments when abuse and neglect occur, and they suffer long term effects when no one intervenes and helps them heal from the trauma they endure. In our society, government has the responsibility of protecting children and youth and keeping them safe and free from harm. In Allegheny County, this responsibility falls to the Department of Human Services' (DHS) Office of Children, Youth and Families (CYF). We are glad that you have accepted the challenge to join us in this critical endeavor.

Only a few special professionals choose a career in child welfare. These few focus not on the pain of this work but on the difference they can make in the lives of our most vulnerable children and families. They find meaning and purpose in helping children and families envision and create a brighter future. The most successful child welfare professionals maintain a healthy balance between work and their personal lives, practicing self-care and welcoming opportunities to learn and grow both personally and professionally.

Thank you for your commitment to children and families and your decision to fulfill this role as a vital part of CYF. We hope you will find the information and resources provided in this publication helpful. We appreciate your choice for a meaningful career over a job. We hope you enjoy your career path in our supportive and challenging environment.



Supervisory  
Roles



Internal Professional  
Development Opportunities

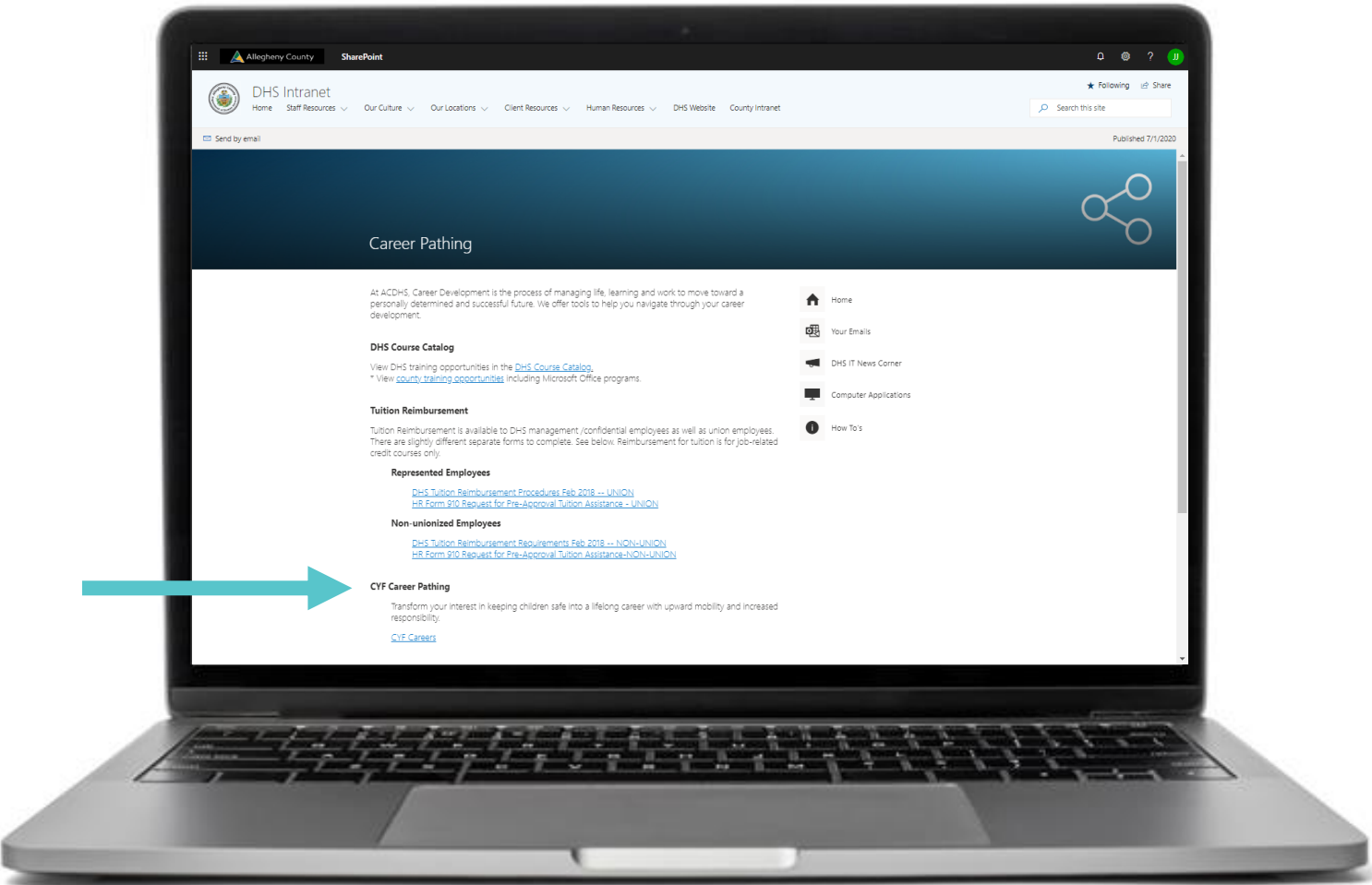
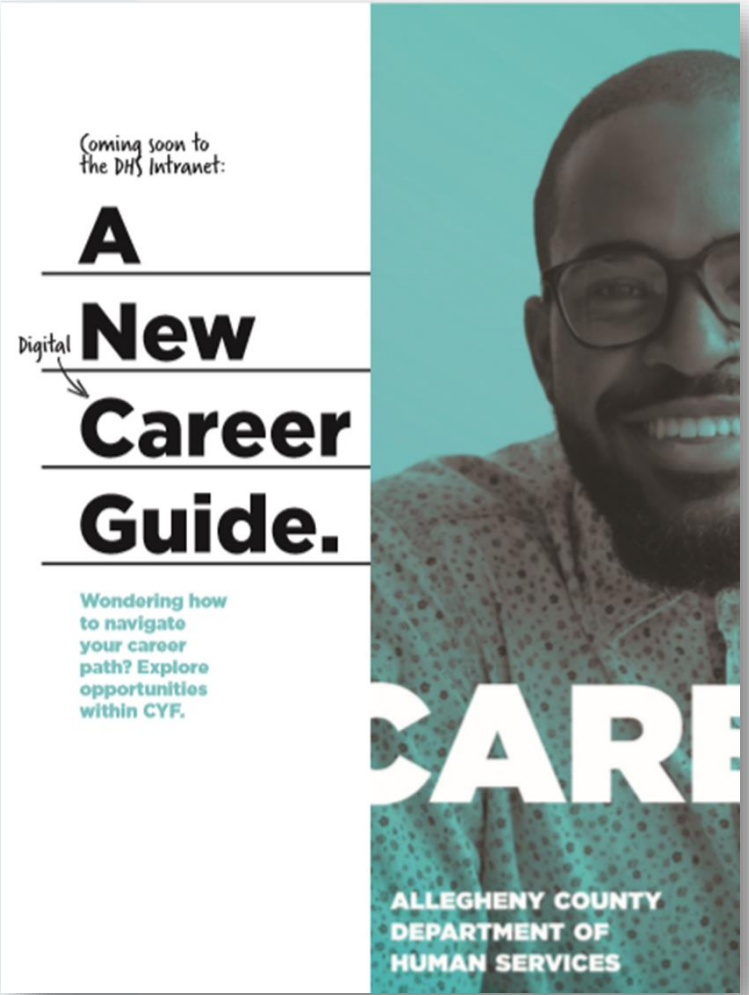


External Professional  
Development Opportunities



# Resources: A new digital career guide for CYF opportunities

DHS Intranet > Human Resources > [Career Pathing](#)



# Promoting Staff Wellness through Trauma-Informed Engagements



## MEANINGFUL ENGAGEMENTS

- Focus Groups and Meetings about trauma-related needs in child welfare work and COVID era
- Deputy Director's Daily Meaningful Messages
- CYF Choir
- CYF Wellness Calendar and SharePoint
- Listening Sessions with Black and Brown Staff...now moving into Action
- Weekly Leadership Team Meetings about racial equity and staff support
- Child Welfare Worker Appreciation Week focused on self-care/self-appreciation and meaningful engagements
- Development of trauma-informed protocol for case review teams
- Integration of Mindful Moments in everyday meetings
- Racial Equity Listserv
- Racial Equity-focused Unit/Team Dialogues and Activities across CYF



# FOOD DISTRIBUTIONS

## FARMERS TO FAMILIES Food Distribution

3

**SATURDAY AT 10 AM – 12 PM**

### **Farmers to Families Food Distribution | West Mifflin**

1800 Homeville Rd, West Mifflin, PA 15122-3650, United States

WEST MIFFLIN



October 13

## Military Share

WHAT: Drive-Up Food Distribution Event -  
\*MilitaryShare\* WHEN: Tuesday, October 13 from  
noon to 3 p.m. WHERE: 2934 Smallman St,  
Pittsburgh, PA 15201

[LEARN MORE](#)

# FOOD DISTRIBUTIONS

October 12

**Duquesne**

WHAT: Drive-Up Food Distribution WHEN: Monday, October 12 (5 p.m. – 7 p.m.) WHERE: Greater Pittsburgh Community Food Bank; 1 N Linden Street, Duquesne, PA 15110

**MAKE A RESERVATION**

October 13

**Allegheny Valley**

WHAT: Drive-Up Food Distribution WHEN: Tuesday, October 13 (5 p.m. – 7 p.m.) WHERE: Pittsburgh Mills Galleria; 590 Pittsburgh Mills Blvd., Tarentum, PA 15084

**MAKE A RESERVATION**

October 17

**McKeesport**

WHAT: Drive-Up Food Distribution WHEN: Saturday, October 17 (10 a.m. – noon) WHERE: 1960 Eden Park Blvd., McKeesport, PA 15132

**MAKE A RESERVATION**

October 24

**Wilkinsburg**

WHAT: Drive-Up Food Distribution WHEN: Saturday, October 24 (11 a.m. – 1 p.m.) WHERE: Enter at 333 Lincoln Highway (Intersection of N Trenton and Penn Ave), Pittsburgh, PA 15221

**MAKE A RESERVATION**

<https://www.pittsburghfoodbank.org/get-help/drive-up/>



# FARMERS TO FAMILIES FOOD BOXES

**Sysco has approximately 120k cases from the USDA farmers to families food boxes for PA that they are looking to distribute to 501c3 partners**

**They will deliver the boxes to your location. They are currently looking to identify partners to get the boxes out by 10/31/20**

Please provide **Christine Heyser** at [cheyser@pa.gov](mailto:cheyser@pa.gov) by Monday, October 5 with your contact information so they can compile a list to forward to Sysco if interested.

COMPONENT OF FAMILY BOX	COMPONENT OF FAMILY BOX CONTENTS
<b>Assorted Dairy box</b>	1# Butter, 2# Shredded Mozz, Liquid Egg 2 LB
<b>Assorted Meat box</b>	2.5# Chicken Patty 1 oz each, 2.5# diced fully cooked chicken breast
<b>Produce box</b>	1-5# apples, 1-5# of potatoes, 2# sweet potatoes
<b>Milk (single gallon)</b>	1 gallon

# ALLEGHENY COUNTY RENTAL ASSISTANCE PROGRAM

[HTTPS://COVIDRENTRELIEF.ALLEGHENYCOUNTY.US/](https://COVIDRENTRELIEF.ALLEGHENYCOUNTY.US/)

## Local Updates:

**The Local Application Deadline has been extended to October 31.** (Fingers crossed the State will follow suit). In the meantime, any eligible applications received in October will be paid using only County CARES funds.

**The Rent Cap has been raised to a total of \$2,000/month from \$1,500/month.** The additional funding will be covered with County CARES funds.

**The Non-Rent Cap has been increased to \$500/month from \$200/month.** This can cover gas, electric and internet, late fees, other lease-based fees and court costs. This does not include water or sewer.

# CONGREGATE SETTING GUIDANCE

[HTTPS://DHSTRAUMARESOURCELIBRARY.ALLEGHENYCOUNTY.US/COVID-19-INFORMATION-FOR-DHS-PROVIDERS/](https://dhstraumaresourcelibrary.alleghenycounty.us/COVID-19-INFORMATION-FOR-DHS-PROVIDERS/)

- Negative COVID tests are not required to accept new clients into shelters or housing programs.
- Symptom/temperature checks at intake are recommended.
- Intake/Referral flow chart [https://dhstraumaresourcelibrary.alleghenycounty.us/wp-content/uploads/2020/04/safe-haven-decision-tree\\_revised.pdf](https://dhstraumaresourcelibrary.alleghenycounty.us/wp-content/uploads/2020/04/safe-haven-decision-tree_revised.pdf)

# TELEHEALTH

- Thanks to Home4Good funding (and Goodwill), DHS will be providing homelessness & DV shelters with a telehealth workstation.
- Workstations will be coordinated with your partnering/local Federally Qualified Health Center
- Workstations will include everything you need to connect to health services - computer, camera, blood pressure cuff, thermometer.
- Supplier will assist with delivery and staff training.



# YOU DON'T NEED A HOME TO VOTE

- Deadline to register to vote is October 19
- Individuals experiencing homelessness can register to vote by mail (w/o specific address) or online (w/ address of shelter, drop-in center, etc.)
- More info at <https://www.pavoterservices.pa.gov/Pages/VoterRegistrationApplication.aspx>



# VOTER REGISTRATION TIPS

- Put up signs announcing that people can “Register to Vote Here.”
- Train staff on voter registration forms.
- Post messages on social media reminding followers to register and vote.
- Have outreach workers do voter registration.
- Make registration part of your intake or exit interview process.
- Ask your client advisory group to help, or what you can do to help them encourage registration among clients.
- Let your clients use your agency address.
- Encourage staff, board members, supporters to register to vote.
- Support clients in getting to the polls on voting day.

# HOMELESSNESS PROVIDER NETWORK CALLS

Every other Tuesday at 9:30 AM

- Next call is October 13

All homelessness service providers invited and encouraged to participate

Call in information:

**Phone number: 1-267-368-7515**

**Conference ID #: 883 836 652**

## **Ask a Navigator! Office Hours**

Every Tuesday from 10:30-11:00AM

**1-267-368-7515**

**Conference ID #: 947 434 365**

# Key Contacts

- Provider questions for Allegheny County Health Department
  - [DHS-COVID19Planning@alleghenycounty.us](mailto:DHS-COVID19Planning@alleghenycounty.us)
    - Use the subject field to indicate if your qq is about CYF, Aging, BH, CYF, ID, Community Services, or DHS operations (e.g., contracting, payment)
  - <https://www.alleghenycounty.us/healthdepartment/index.aspx>
- Key DHS staff
  - Payment inquiries: Dan Evancho [Dan.Evancho@alleghenycounty.us](mailto:Dan.Evancho@alleghenycounty.us)
  - Contract inquiries: Kathy Heinz [Kathy.Heinz@alleghenycounty.us](mailto:Kathy.Heinz@alleghenycounty.us)  
Laura Brigido [Laura.Brigido@alleghenycounty.us](mailto:Laura.Brigido@alleghenycounty.us)
- United Way 2-1-1
  - For basic needs assistance or general COVID-19 inquiries call the 24/7 COVID-19 Hotline at 1-888-856-2774. Language services are available.

