



DISPROPORTIONALITY IN CHILD WELFARE

“ COMMITMENT TO CHANGE ”

MAY 6–7, 2010
TEMPLE UNIVERSITY
HOWARD GITTIS STUDENT ACTIVITY CENTER
1755 NORTH 13TH STREET
PHILADELPHIA, PA



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Department of Human Services



We Make A Difference
In The Lives Of Philadelphia's
Children And Families



CITY OF PHILADELPHIA

Dear Regional Conference Participants:

Anne Marie Ambrose
Human Services Commissioner

Welcome to the "Regional Conference on Disproportionality in Child Welfare: Commitment to Change". Thank you for your time and interest in exploring this important systemic issue.

The Department of Human Services (DHS) is invested in addressing the issues of disproportionality and disparity in the child welfare system. In addition to kicking off this initiative by co-hosting a full day symposium with Temple University on June 17, 2009, DHS has developed services and/or implemented practice policies to prevent and mitigate discriminatory practice at all levels. Most of these efforts target safely preserving family unity, reducing the number of children who enter placement and significantly minimizing our reliance on out-of-state placements.

Examples of these advancements include DHS' transition from Services to Children in their Own Homes (SCOH) to a vast continuum of in home services. We created Alternative Response System (ARS), a voluntary resource available for families without safety threats. This allows the families to receive community based social supports without becoming formally involved in the child welfare system. We have also implemented Family Group Decision Making (FGDM), a resource to explore family supports when child welfare placement is imminent.

Through our various reform efforts, DHS in collaboration with Family Court has significantly reduced dependent placements over the last three fiscal years. Placements are down 21% from June 30, 2007. In an effort to keep youth needing placement connected to their families and communities, DHS has reduced its reliance on out-of-state placements by 53% (as of 12/31/09).

DHS welcomes the continued partnership of Temple University, provider agencies, Family Court and other stakeholders to address racial disproportionality and disparity in the child welfare system. This year's conference will be a hands-on experience designed to have our system partners really engaged in outlining strategies for reducing racial disproportionality and disparity. I look forward to our continued collaboration in an effort to improve system outcomes for children and families of color.

Sincerely,

Anne Marie Ambrose
Commissioner
Department of Human Services

8th Floor, 1515 Arch Street, Philadelphia, PA 19102, Phone: (215) 683-6001, Fax: (215) 683-6023

SPONSORS



PLANNING COMMITTEE

Commonwealth of Pennsylvania

The Honorable Lori Dumas-Brooks, Judge Court of Common Pleas, Philadelphia County

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Southeast Regional Office, PA Department of Public Welfare

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Stephanie Young, Assistant to Operations Director, Children and Youth Division

Timene Farlow, Deputy Commissioner, Juvenile Justice Division

James Randolph, Former Deputy Commissioner, Juvenile Justice Division

Vanessa Williams Cain, Human Services Development Director, Juvenile Justice Division

Temple University

Phyllis Randall, Project Director, Philadelphia Outcomes Measurement Project

Shirley Moy, Interim Director, Center for Social Policy and Community Development

Ginneh Akbar, Project Coordinator, Philadelphia Outcomes Measurement Project

Valarie Clemmons, Field Education Specialist, School of Social Work

Deborah Ferrell, Program Manager, Children's Unit, Department of Behavioral Health

Michael Lewis, Director, Defenders Association

Shelly Spears, Director, Community Based Program, Silver Springs-Martin Luther School

Phyllis Stevens, Founder/Executive Director, Together as Adoptive Parents, Inc.



Together as Adoptive Parents, Inc



CONFERENCE AT A GLANCE



THURSDAY, MAY 6, 2010 AGENDA

7:30 A.M.—8:30 A.M.	Registration and Continental Breakfast
8:30 A.M.—9:30 A.M.	Welcome and Introductions
9:30 A.M.—10:30 A.M.	Keynote Presentation: “First, Do No Harm – The Unforeseen Consequences of Foster Care” <i>Presenter: The Honorable Patricia M. Martin Child Protection Division Circuit Court of Cook County, Illinois</i>
10:30 A.M.—10:45 A.M.	Break
10:45 A.M.—12:15 P.M.	Workshop Options
12:15 P.M.—1:15 P.M.	Lunch (on your own)
1:15 P.M.—2:45 P.M.	Workshop Options
2:45 P.M.—3:00 P.M.	Break
3:00 P.M.—5:00 P.M.	Panel Presentation: “And Justice For All...?” <i>Facilitator: The Honorable Kevin M. Dougherty Administrative Judge Philadelphia Family Court Juvenile Division</i>
5:00 P.M.—7:00 P.M.	Networking

The Vendor and Resource Room will be open:
Thursday, May 6th from 9:00 A.M. to 7:00 P.M.
Friday, May 7th from 7:30 A.M. to 5:00 P.M.

FRIDAY, MAY 7, 2010 AGENDA

7:30 A.M.—8:30 A.M.	Registration and Continental Breakfast
8:30 A.M.—9:00 A.M.	Welcome and Introductions
9:00 A.M.—10:00 A.M.	Voices for Change <i>Facilitator: Phyllis Stevens, Founder/Executive Director Together as Adoptive Parents, Inc.</i>
10:00 A.M.—11:00 A.M.	Plenary Presentation: “Racial Disproportionality and Disparity in Child Welfare” <i>Presenter: Ernestine Jones, MSW, Howard University EFJ Management Consulting Services</i>
11:00 A.M.—11:15 A.M.	Break
11:15 A.M.—12:30 P.M.	Workshop Options
12:30 P.M.—1:45 P.M.	Lunch
1:45 P.M.—3:00 P.M.	Special Presentation by Love Hate Joy PainSocio-Drama Troupe
3:00 P.M.—4:00 P.M.	Debriefing Session with Commissioner Ambrose

MAY 6TH CONFERENCE HIGHLIGHTS



OPENING REMARKS (8:30 A.M. TO 9:30 A.M.)

Anne Marie Ambrose, Commissioner, Philadelphia Department of Human Services
Ronald T. Brown, PhD, Dean, College of Health Professions and Social Work,
Temple University
Carol Wilson Spigner, DSW, School of Social Policy and Practice,
University of Pennsylvania



KEYNOTE PRESENTATION: “FIRST, DO NO HARM – THE UNFORSEEN CONSEQUENCES OF FOSTER CARE” (9:30 A.M. TO 10:30 A.M.)

The Honorable Patricia M. Martin

The Honorable Patricia M. Martin is the Presiding Judge of the Child Protection Division of the Circuit Court of Cook County, Illinois. Judge Martin received her appointment in January 2000 and since that time has worked to improve the Child Protection Division. She has introduced innovative programs that have received media attention, and which jurisdictions across the country have duplicated. During her tenure as Presiding Judge, the Child Protection Division’s caseload has declined from over 27,000 cases to fewer than 12,000 cases, a reduction of over 56%.

Judge Martin will discuss over representation of African-American children in foster care. Judge Martin will stress why over representation of minority youth is a cause for concern and why the child welfare community must seek to understand and to resolve over-representation. In addition, Judge Martin will address possible causes of over-representation.



PANEL PRESENTATION: “AND JUSTICE FOR ALL...?” (3:00 P.M. TO 5:00 P.M.)

Facilitator: The Hon. Kevin M. Dougherty, Administrative Judge, Philadelphia Family Court

Panel Members: Members from the legal and juvenile justice community in the Philadelphia region

The Honorable Kevin M. Dougherty is a supervising judge of the Philadelphia Family Court Juvenile Division, a position to which he was appointed in 2003. In 2003 and 2004, he was appointed by Governor Edward Rendell to the Juvenile Court Judges’ Commission. Prior to his current position, Judge Dougherty was elected judge of Philadelphia Common Pleas Court in 2002. In 1999, he was admitted to the U.S. District Court for the Eastern District of Pennsylvania. He served as a special master in the Philadelphia Family Court Truancy Program (1998-2000). His experiences include being a partner in private practice and an assistant district attorney.

This workshop will address Disproportionate Minority Contact (DMC) initiatives at the local and state level as it relates to the Juvenile Justice System. Panel members will discuss a federal mandate, state of Pennsylvania action plan, and local initiatives implemented to address Disproportionate Minority Contact. Participants will be able to gain a greater understanding about the enormous need to address DMC, what efforts have been pursued, and what needs to be done in the child welfare system to influence better outcomes for youth who come into our care.

MAY 7TH CONFERENCE HIGHLIGHTS

VOICES FOR CHANGE (9:00 A.M. TO 10:00 A.M.)

Facilitator: Phyllis Stevens, Founder/Executive Director, Together as Adoptive Parents, Inc.

Youth, parents and resource parents will share their personal stories with the Child Welfare system. Looking through a cultural lens, these individuals will reflect on their experiences. Each will share the challenges, resiliency and successes they faced as ethnic-minorities or working with ethnic-minority families.



PLENARY PRESENTATION: "RACIAL DISPROPORTIONALITY AND DISPARITY IN CHILD WELFARE" (10:00 A.M. TO 11:00 A.M.)

Ernestine Jones, MSW, Howard University, EFJ Management Consulting Services

As part of her past work in conjunction with BASW, Casey Family Programs and Joint Center for Political and Economic Studies, Ms. Jones looked at or wrote about work that has been done in disproportionality in Minnesota, Michigan, North Carolina, Texas, California, New York, Florida, Arizona, Georgia, Washington, Connecticut, Illinois, Iowa, and more recently, Tennessee. She will discuss tools and practice strategies to prevent and reduce the number of children in out-of-home care.

Ms. Ernestine Jones provides consulting services to human services agencies for improving administrative and program operations, offering services including consultations, evaluations, special reports and projects, organizational change, reorganization, long and short-term management planning and technical assistance in improving ongoing management of human service agencies.

SPECIAL PRESENTATION WITH LOVE HATE JOY PAIN SOCIO-DRAMA TROUPE (1:45 TO 3:00 P.M.)

Facilitator: Harold Brooks, Temple University, Center for Social Policy and Community Development

Using an improvisational socio-drama technique, the Love Hate Joy Pain Drama troupe will reenact real life situations that are often fraught with dilemmas and go unresolved. The facilitator, Mr. Brooks, will begin with a brief overview of the situation and introduces the actor in character. After situations are re-enacted, the facilitator "stops the action" and addresses the audience with questions about what is happening, what might be behind it, etc. Participants respond and then the highly improvisational nature as the sociodrama experience takes over. At the end of the sociodrama, the facilitator will make key "learning points" based on what has occurred and about the subject at hand. The audience is invited to engage either the facilitator or actors in discussion.

NETWORKING

On Thursday, May 6th from 5:00 P.M. to 7:00 P.M., join us for a social networking session and meet others who have made a commitment to change — to address disproportionality and positively effect the child welfare system. Enjoy a variety of desserts and drinks.

VENDOR AND RESOURCE ROOM

The Vendor and Resource Room will be open both days on Thursday, May 6th from 9:00 A.M. to 7:00 P.M. and Friday, May 7th from 7:30 A.M. to 5:00 P.M.

THURSDAY ONLY WORKSHOPS



INUA UBUNTU: A COMMUNITY RESPONSE TO DISPROPORTIONALITY RATES OF AFRICAN AMERICAN MALE CHILDREN IN CHILD WELFARE

This workshop will examine an innovative project, Inua Ubuntu ("To lift up: I am because we are"). Inua Ubuntu is a culturally-based diversion and intervention project aimed at keeping African American male children safely in their own homes and reducing placement rates of African American male children.

Ethnic minorities are more likely to be brought to the attention of child welfare systems. Placement rates for African American children are 56% versus 24% for their white counterparts. African American families remain under the watchful eye of child welfare systems for longer periods of time. An African American male children often move from foster care, to detention, to jail, to homelessness, or worse.

The operating premise of Inua Ubuntu is that African American children and families are better served when assessed, counseled and treated by people who look like them, live in their communities and understand the unique cultural needs of African American male children.

MARCIA STURDIVANT, PHD
ALLEGHENY COUNTY DHS
OFFICE OF CHILDREN, YOUTH AND
FAMILIES

DO YOU SEE WHAT I SEE? HIDDEN PERCEPTIONS AND REALITIES OF WORKING WITH AFRICAN AMERICANS IN CHILD WELFARE

This session will incorporate didactic lecture, discussion, case studies, and role play scenarios to begin a "real" and practical dialogue among professionals within the child welfare system. As its intended goals, the presenters will present "best practices" that could facilitate the efficacy and provision of culturally congruent services to families of color.

African-Americans have a unique and very rich heritage and culture. In ways in which we are still learning, the legacy of slavery and discrimination has influenced our social policies, economic viability, educational opportunities, and health standings within the African American community and the child welfare system. Consequently, such families bring to the child welfare system an unprecedented level of personal helplessness, an unimagined level of clinical challenges, and an overwhelming level of need. Given this context, professionals within the child welfare system must develop an increased level of cultural proficiency, of professional creativity, and of personal savvy in order to address these complex problems.

EDWARD MORRIS, PHD
AGAPE CONSORTIUM, INC.
BRENDEN A. HARGETT
GUILFORD COUNTY DEPARTMENT OF
SOCIAL SERVICES



MOURNING AND POWER: HOW POWER DYNAMICS AFFECT A PARENT'S MOURNING THE LOSS OF THEIR CHILD

This workshop is grounded in an ethnographic study conducted with parents who lost custody of their children, and were in the reunification process. The workshop is facilitated by the researcher and a mother who has recently regained custody of her children.

Within human services, mourning theories are often applied to the experiences of children in care, but rarely to their parents. A study conducted in 2006 showed that mothers experienced all stages of mourning. For African American mothers, these experiences may become more intense due to historical and present legacies of unequal access and unequal power distribution. Their mourning is often outwardly manifested in ways that can make it easy for the clients to be labeled "non-compliant," resulting in a diminished likelihood for the child to be returned to the parent. These practices continue the cycle of loss and contribute to the disproportional increase of placement and retention of African American children in care.

RITA S. FIERRO PHD
INDEPENDENT RESEARCH
CONSULTANT
LAWANDA CONNELLY
PARENT

THURSDAY ONLY WORKSHOPS



BRIDGING THE CULTURAL DIVIDE: ADDRESSING DISPROPORTIONALITY THROUGH SUPERVISION

This workshop will explore supervision practices to address disproportionality in child welfare and also examine the complexities of clinical oversight to social workers. Upon participating in this workshop, participants will be informed and equipped to provide culturally driven and adequate supervision practices to caseworkers that serve the African American child welfare population.

Adequate clinical oversight and supervision for caseworkers that serve this population may help to improve reunification efforts, impact removal rates, change the culture of services and supports as well as reduce disproportionality. From investigation to permanency, child welfare systems must take a closer look at their practices to ensure equitable and culturally appropriate practice to avoid misconceptions, stereotypes and discriminatory practices. While this task is not easy, systems must closely examine their supervision tactics with a commitment to hold accountable those professionals delivering services directly to African American clients.

DONNA L. PARRISH, MA, LPC
AMERICAN HUMANE ASSOCIATION
BRENDEN A. HARGETT
GUILFORD COUNTY DEPARTMENT OF
SOCIAL SERVICES

AGENCY/COMMUNITY/UNIVERSITY PARTNERSHIP TO ADDRESS DISPROPORTIONALITY

Participants will learn how Fresno County Department of Children and Family Services is utilizing a partnership with California State University of Fresno and Cultural Brokers to identify practice issues, training needs, and use Mentors/Field Based Trainers to work directly with Child Welfare Supervisors and Cultural Brokers to address disproportionality, disparities and promote fairness and equity in the delivery of child welfare services.

The workshop will begin with an overview of the partnership and cultural brokers (community members) to provide mentoring and field based training for Supervisors, and Cultural Brokers. Information will also be shared on how this agency, community (cultural brokers) and University effort has been used to improve the quality of African American families' experiences with child welfare and understand how Cultural Brokers be an effective strategy for addressing disproportionality and disparities

MARGARET JACKSON, MSW
CALIFORNIA STATE UNIVERSITY
FRESNO, CA
JANE MIDDLETON, DSW
CHAIR, DEPARTMENT OF
SOCIAL WORK
CALIFORNIA STATE UNIVERSITY OF
FRESNO

COMMISSIONER ANNE MARIE AMBROSE'S THINK TANK DISCUSSION (BY SPECIAL INVITATION ONLY)

Invited guests will meet with DHS Commissioner Anne Marie Ambrose to collaboratively strategize how their agencies will commit to reducing the rate of disparity and disproportionality in child servicing agencies in Philadelphia and surrounding counties.

ANNE MARIE AMBROSE
COMMISSIONER
DEPARTMENT OF HUMAN SERVICES
CLARICE M. BAILEY, PHD
FACILITATOR
BAILEY ASSOCIATES

POSTER PRESENTATIONS

Dr. Yookyong Lee, PhD, School of Social Work at Temple University, will discuss her research. Using Fragile Families and Child Wellbeing (FFCW) study, findings will be shared which have implications for the prevention of adolescent pregnancy, intervention with adolescent mothers, and father involvement.

Temple Harrisburg will share information about its Family Credentialing Program. The purpose of FDC training is to provide front line workers with the knowledge and skills to support strengths-based, empowerment oriented practice to transform the way agencies work with individuals and families -- achieving change on the individual, organizational/systems and community levels.

THURSDAY AND FRIDAY WORKSHOPS



DISPROPORTIONALITY: THE IDENTITY CHANGE – CHANGE AND TRANSITION IN HUMAN SERVICE DELIVERY

We struggle with changing our way of doing business, in a large part, because we don't attend to the human chore of examining our basic mental models of the way the world works. We are asking that those who deliver services view themselves and come to the work of service delivery, differently. We are asking this without paying attention to the emotional challenge this presents. Bridges' three stages of *Transitions (Endings, Neutral Zone, New Beginning)* grants us the opportunity to reconsider this premise.

The process of letting go of our previous perception of self is the work of *Endings*. The *Neutral Zone* serves a vital purpose because time is needed to reorient ourselves, to feel comfortable again, and to explore new ways of doing things. During the neutral zone, if we can watch the chaos of our lives and are reflective, we see ourselves self organize toward a reemergence, a *New Beginning*.

In this workshop, we will explore change and transition as it impacts our identity and the story we tell ourselves about who we are, how we show up in our work and what it takes to shift that perspective in a way that creates a more equitable environment through which we serve children and families.

CLARICE M. BAILEY, PHD
BAILEY ASSOCIATES



WORKING TOWARDS CHANGE: USING ORGANIZATIONAL EFFECTIVENESS PRINCIPLES TO ADDRESS DISPROPOR- TIONALITY IN CHILD WELFARE

Organizational Effectiveness (OE) is a systematic and systemic approach to continuously improving an organization's performance and client outcomes. "Systematic" refers to taking a step-by-step approach and "systemic" refers to taking into account all the moving parts of a system. Simply put, OE is a step-by-step approach to continuously improving an entire organization.

This workshop will present a proven OE framework, used in over 25 states on over 40 projects, for developing customized solutions by defining the problem, assessing strengths and gaps along with root causes, and making, implementing, and monitoring plans that lead toward sustainable solutions. The presentation will focus on the application of this technique to organizations looking to improve performance in relationship to disproportionate outcomes and will address all levels of the organization.

JON RUBIN, MSW
AMERICAN PUBLIC HUMAN
SERVICES ASSOCIATION



POINT OF ENGAGEMENT: REDUCING DISPROPORTIONALITY AND IMPROVING CHILD AND FAMILY OUTCOMES

This paper describes an innovative service delivery model to reduce the number of children entering the child welfare system. Point of Engagement (POE) is a collaborative family and community centered approach initiated in Compton, a regional office in Los Angeles County that serves South Los Angeles, a predominantly African American and Hispanic/Latino area.

Over the past two years, through the provision of more thorough investigations, engaging families and providing needed services to children and families within their homes and communities, POE has demonstrated a reduction in the number of children removed from their families, an increase in the number of children returned to their families within one year and an increase in the number of children finding legal permanency. This model has been used with children and families of color in the Compton area and strongly suggests that there are successful strategies that can keep many children out of the system and therefore contribute to reducing disproportionality.

ERIC J. MARTS, MPA
LOS ANGELES COUNTY
DEPARTMENT OF
CHILDREN'S SERVICES

FRIDAY ONLY WORKSHOPS



A CLASS DIVIDED - THE MOVIE: AN EXERCISE ON THE EFFECTS OF RACISM ON INDIVIDUALS AND SOCIAL SYSTEMS

On the day after Martin Luther King Jr. was murdered in April 1968, Jane Elliott's third graders from the small, all-white town of Riceville, Iowa, were taught a lesson in prejudice, privilege and power that lasted a lifetime. Elliott divided her class by eye color and treated students in preferential and negative ways based on their eye color group membership. Students' perception of self and others were dramatically altered by the exercise; academic achievement was impacted as well. The first portion of the film documents Elliott's exercise with her students. In the last part of "A Class Divided," FRONTLINE's cameras follow Jane Elliott as she takes her exercise to employees of the Iowa prison system.

Behavioral science and diversity related research findings will be discussed and the emotional intelligence model will be introduced as a developmental tool for professional development and personal change. Self-awareness, self-management, social awareness, relationship management and the self-fulfilling prophesy will be explored through the use of small and large group discussion and the use of experiential activities designed to deepen program engagement and impact.

MARIE AMEY-TAYLOR, EDD
ACADEMIC CENTER ON RESEARCH IN
DIVERSITY
DR. ROLAND L. WILLIAMS, JR.
COLLEGE OF LIBERAL ARTS
TEMPLE UNIVERSITY



ENSURING SERVICE EQUITY IN COLORADO'S CHILD WELFARE SYSTEM THROUGH RE-SEARCH AND PRACTICE IMPROVEMENT

Learn how the Colorado Disparities Resource Center has increased the level of awareness of disparities by Colorado county child welfare administrators through data distribution, reduced disparities in the provision of child welfare services to TANF eligible families of color, and developed technical assistance resources focusing on data, workforce development, allied professional development, and community development.

American Humane, in partnership with the Colorado Department of Human Services (CDHS), launched the Colorado Disparities Resource Center (CRDC) in May 2009. This groundbreaking initiative helped to address the disproportionate representation and differential treatment of children and families of color in the child welfare system.

By integrating the recommendations drafted by the Governor's Child Welfare Action Committee, the CDRC recruited an Advisory Committee, hired a coordinator who was housed at the CDHS, and developed and implemented strategies to achieve systemic change at both local and state levels. These steps have paved the way for an effective response to the issue of inequitable outcomes for families and children.

DONNA L. PARRISH, MA, LPC
JOHN FLUKE, PHD
AMERICAN HUMANE ASSOCIATION



ORGANIZATIONAL CULTURE, DISPROPORTIONALITY AND DISPARATE OUTCOMES SERVICE DELIVERY

Disproportionality and disparities in outcomes have been documented for American Indian and African American children, despite similar rates of child maltreatment across groups. Much of the current analyses of contributing factors have focused on poverty, the multi-problem nature of families and location. There have been few explorations of the interaction of these factors with the culture and processes of child welfare agencies. This workshop will explore traditional ways of examining this issue and also look at how organizational policies and practices may contribute to the rotten outcomes. Using a framework derived from organizational ethnography, this workshop will focus on the way in which values and practice are structured to produce certain outcomes and the opportunities for change that exist.

CAROL WILSON SPIGNER, DSW
UNIVERSITY OF PENNSYLVANIA
SCHOOL OF SOCIAL POLICY AND
PRACTICE

GENERAL INFORMATION

CONFERENCE DESCRIPTION: The Disproportionality in Child Welfare Regional Conference: seeks to strengthen the child welfare community by providing a forum for dialogue on solutions and strategies on some of the most pressing issues in the system. Disproportionality refers to the overrepresentation of ethnic minorities in the child welfare system. Not only is there overrepresentation but also service disparity — many of these youth and families receive unequal treatment which effect outcomes. The conference will incorporate experts and advocates in order to examine this problem and develop solutions.

CONFERENCE OBJECTIVES:

- Understand the complex issues related to disproportionality and disparity.
- Discuss appropriate child welfare policies and proven and effective practices.
- Develop strategic recommendations to address disproportionality and disparity in the Southeastern Pennsylvania region.

WHO SHOULD ATTEND: Scholars, activists, advocates, practitioners, clinicians, researchers, policy makers, judges, mandated reporters, members of the community, and clients of the child welfare system.

DATE & LOCATION: May 6 and 7, 2010 at Temple University’s Main Campus/Howard Gittis Student Activity Center, 1755 North 13th Street, Philadelphia, PA. (Map Located on back of brochure).

REGISTRATION:

- On-Line:** Visit www.temple.edu/cspcd. Click on Conference Registration Form.
E-mail registration to TEAM@temple.edu
- By Fax:** Fax completed registration form to: (215) 204-2578.
- By Mail:** Mail registration form with check, money order, or payment information by April 30th to: TEAM, Center for Social Policy and Community Development, Temple University, Ritter Annex, 1301 Cecil B. Moore. Philadelphia PA 19122.

REGISTRATION FEES: Please see registration form on page 11 for details. Registration fees include conference materials, breakfasts, one lunch and networking session.

PROFESSIONAL CREDITS: CEU’s are included with the cost for Full Registration; CEU certificates are being offered for Social Workers, Educators and Lawyers, and will be mailed to participants after the conference.

CANCELLATION & REFUND POLICY: A small cancellation and refund processing fee of \$25.00 will be applied.

HOTEL ACCOMODATIONS

The Conwell Inn Hotel

1331 Polett Walk

Philadelphia, PA 19122

Phone: 1-215-235-6200

Toll Free: 1-888-379-9737

Email: info@conwellinn.com

Room Rate is \$109.00 for reservations by 4/7/10

Marriott Courtyard Downtown Philadelphia

21 N Juniper Street

Philadelphia, PA 19107

Phone: 1-215-496-3200

Fax: 1-215-496-3696

Toll-Free: 1-888-887-8130

Room Rate is \$136.00 for reservations by 4/7/10

*** Parties are responsible for making their own hotel reservations**

DISPROPORTIONALITY IN CHILD WELFARE

COMMITMENT TO CHANGE

REGISTRATION FORM

INSTRUCTION: TO OFFICIALLY REGISTER AND SIGN UP FOR YOUR WORKSHOP SELECTIONS, PLEASE GO TO WWW.TEMPLE.EDU/CSPCD.

Name

Title

Agency

Address (City, State and ZIP Code)

Telephone

REGISTRATION TYPE

- Full Conference Registration \$ 100.00
Early Bird Special—By April 20th
- Full Conference Registration \$ 125.00
Registered After April 20th
- Resource Parents (2 Days) \$ 50.00
- Students with valid ID (2 Days) \$ 50.00
- One Day Registration
 - Thursday, May 6, 2010 \$ 75.00
 - Friday, May 7, 2010 \$ 75.00



METHOD OF PAYMENT

CHECK

MAKE CHECK PAYABLE TO: TEMPLE UNIVERSITY
REMIT TO: TEAM/CENTER FOR SOCIAL POLICY AND COMMUNITY DEVELOPMENT
1301 CECIL B. MORE AVENUE, 4TH FLOOR, RITTER ANNEX
PHILADELPHIA, PA 19122



DISPROPORTIONALITY IN CHILD WELFARE REGIONAL CONFERENCE

C O M M I T M E N T T O C H A N G E

PLEASE
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HERE

Center for Social Policy and Community Development
School of Social Work
College of Health Professions and Social Work
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1301 Cecil B. Moore Avenue
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Philadelphia, PA 19122

(215) 204-7491
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espcd@temple.edu

**REGISTER BY APRIL 20, 2010
FOR EARLY-BIRD PRICING**



Conference Location: To locate the conference, enter the Howard Gittis Student Center Building 47B (Student Ctr. Annex SOUTH). This building's entrance is closest to Cecil B. Moore on 13th Street, next to Weiss Hall (Psychology Building). Please refer to the map for details.**

For Parking: If you use Mapquest or Google Maps to find Main Campus, be sure to use this address: 1801 N. Broad Street, Philadelphia, PA 19122. That will lead you to the Liacouras Garage, which is our main visitor lot.