

REI Self-Assessment

The purpose of conducting interviews with former leaders and longstanding staff members is to situate current REI efforts in the context of the history of the agency's approach to REI work.

A recent study of CA counties found that this kind of REI work has been occurring for over 20 years in California.

Name of Agency/County:

Name Person Completing Form:

Position Title:

Was your county was involved in:

Family to Family (through Annie E. Casey)

The California Disproportionality Project (CDP)

CAPP

An initiative to address racism in child welfare in the past

A. BACKGROUND of Person Completing Form:

A1. How long have you been with the agency?

A2. Were you with the agency when or if they participated in any of those anti-racism initiatives listed above? Yes No

a. Are you familiar with any of those anti-racism initiatives? Yes No

b. If you were with the agency and familiar with the project, what role did you play in the agency and on the project at that time?

Agency role

Project role

c. Are there any remaining members of any of those anti-racism initiatives that I could talk to? Yes No

d. While we still have a few questions to ask you, if you could direct us to how to contact this(ese) other person(people) that would be helpful.

B. THE STATE OF THE AGENCY PRE-PROJECT?

First, let's talk about the impetus for beginning REI work in your County.

B1. Do you know what was going on in your County that led the county to participate in any of the anti-racism initiatives?

B2. What were the main goals of the project or initiative?

C. THE PROJECT ITSELF

C1. What did your County do to address disproportionality and/or disparities in your child welfare agency or to address racism in the child welfare system (e.g., did you test any particular strategy(ies) or interventions?). Please describe.

C2. How long did it take to get all of the pieces in place?

C3. What factors facilitated implementation of the strategies, interventions or the initiative overall?

C4. What were the barriers to implementation?

D. THE IMPACT OF THE PROJECT

D1. How effective was each initiative? What outcomes were achieved? What evidence do you have that shows its effectiveness (e.g., what baseline and comparative data did you use to show the initiative worked?).

D2. Which aspects of the initiative (e.g., strategies, interventions) were most effective? Why do you say so? (What evidence did you have that these pieces worked best or led to best outcomes?)

D3. Did you use data beyond that provided by the University of Berkeley? yes no
If so, what other data did you use (either quantitative or qualitative)?

E. SUSTAINABILITY OF THE PROJECT

E1. Are any of the strategies, interventions or aspects of the initiative still in place? yes no

a. Which ones?

b. Why do you think they were sustained? (i.e., what factors supported their continuation?)

c. Which ones ended, when and why?

E2. For how long did the impact of the strategies, intervention or initiative last (1 year?, 2 years?, 5 years?)

E3. How do you know how long the impact lasted or if the project is still having an impact?

E4. In those cases where the initiative or strategies within it ended, why do you think the initiative (including specific strategies, processes, etc.) didn't last?

E5. As you look back over the initiative from beginning to end and the years since, what lessons learned or recommendations do you want to make to Counties that are embarking on this journey now (to reduce D&D, to become an anti-racist organization).