Conceptual Framework: Differential Response as Culturally Responsive Practice

Differential Response: Potential Impact on Disparities

Differential			
Response	Process		Culturally Responsive Practice:
Core	1100035		Potential Impact on Disparities
Components			
Engage family	Strengthen families	Meet needs that family	Reduce racial bias by including the
in decision-	by shifting from	identifies as most important	family in making key decisions
making	fault-finding to		
	engagement		
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Address	Assist more low-	More likely to receive	Intersection of poverty and race:
families' basic	income families	concrete support (help with	addressing basic needs may help to
needs		food, clothing, utilities or	reduce racial disparities and
		rent; help in looking for	disproportionality
		employment)	
Shift to	Assist more "low-	Help families that may	Prevention and early intervention
prevention	risk" families	otherwise be turned away	are key points to address racial
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Identify	Identify existing	Build social capital of parents	Engaging and supporting extended
networks of	assets and resources	and families.	families - linked to positive
support			outcomes for families of color.
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Partner with	Families are facing	Child welfare systems do not	Opportunity to build community
community	increasingly	have the resources to solely	capacity to address structural and
organizations	complex	support families: need to	neighborhood effects on child
	challenges.	collaborate.	welfare.
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(Framework by A. Semanchin Jones (2013) based on literature review: Hill, 2006; Rivaux, et al., 2008; U.S. GAO, 2007, QIC-DR, 2011).

Summary of Study Findings: Differential Response Comparative Analysis

Key Implementation Strategies Linked to Improved Outcomes

•One worker one family - one case worker for entire case •Specialized Differential Response (DR) Unit Having low discretion for assigning cases to pathway Structure of FA •Extensive training for DR and closely related approaches Closely • Early and current champions of DR **Aligned** • Promoting strong team cohesion and support that includes peer learning, Organizational mentoring and shadowing in doing effective DR practice **Family** Capacity **Engaging &** Safety **Focused** Consistent initial engagement with families Approaches: •Active support and follow up in assessment phase rather than a "one and done" approach (meet with the family once and closing the case) Well Worker •Strong focus on identifying and engaging enduring supports and **Integrated Practices** extended networks for families with the Differential Response Shared vision Approach •Full "buy-in" of DR approach • View that it is the worker's responsibility to engage families, rather than viewing Values and families as "non-compliant" or "resistant" Beliefs • "Resource Rich" - including financial supports to meet basic needs Culturally specific and responsive resources Culturally/racially diverse staff Context and Effectively manage policy constraints - caseload size and time limits Constraints