



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

**Transforming Culture to Achieve
Equitable Outcomes for Children & Families
Part 2: Where Are We Now?**

May 6, 2024

9:15 a.m. – 10:30 a.m.

**N.J. Forensic Science & Technology Center
1200 Negron Drive
Hamilton, New Jersey**

Program Summary

This program will outline the Department of Children and Families' (DCF) priorities for achieving equitable outcomes for children and families. The presenter will discuss the work of the DCF Office of Diversity, Equity and Belonging and DCF's Race Equity Steering Committee. She will share data regarding disproportionality and New Jersey's placement disparity indices and provide an overview of the disproportionality project launched across DCF and its impact on the shared work of deputies and agency staff. Deputies will learn about NJ's disproportionality rate and its disparate impact on Black and Latine families, and how they can work with DCF staff to address the disproportionate rate of out-of-home placements for Black and Latine children in NJ.

Eligibility

This program is only open to Deputy and Assistant Attorneys General in the DCF practice group and DCF agency attorneys invited to attend.

Faculty

Florence Racine, MSW, LSW is the Director of the Office of Diversity, Equity & Belonging at the New Jersey Department of Children and Families. She coordinates the work of the department's Race Equity Steering Committee, develops and implements initiatives that promote

equitable outcomes for children and families of color, builds the capacity of staff to respond effectively to structural racism, individual and implicit bias, and promotes culturally competent policy and practice within DCF and among its contracted services. Ms. Racine is a licensed social worker with expertise in direct practice and supervision in child protective service investigations and permanency, analyzing quality of service and developing and implementing effective strategies for improvement on a state level. She is a member of the ChildStat/Qualitative Review process and DCF's Race Equity Steering Committee. Her service at DCF has also included performance management, case practice model implementation, quality improvement, IAIU, and child protection. Ms. Racine's work in Race Equity began while collaborating on a project with the State of Michigan to study overrepresentation of children of color in their child welfare system. She learned that at every point along the child welfare continuum, there are disparate outcomes based on race, gender identity and sexual orientation. She holds a B.S. in Community Health Services from William Paterson University and an M.S.W. from Rutgers University in New Brunswick.

CLE Credit

NJ CLE Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of total CLE credit. Of these, 1.5 qualify as hours of credit for ethics/professionalism in the Diversity, Inclusion and Elimination of Bias category.

PA CLE Credit: 1.0 ethics credits (\$1.50 mandatory registration fee required).

Registration

Attorneys who are eligible to attend this program should fill out the registration form accessed through the registration email hyperlink.