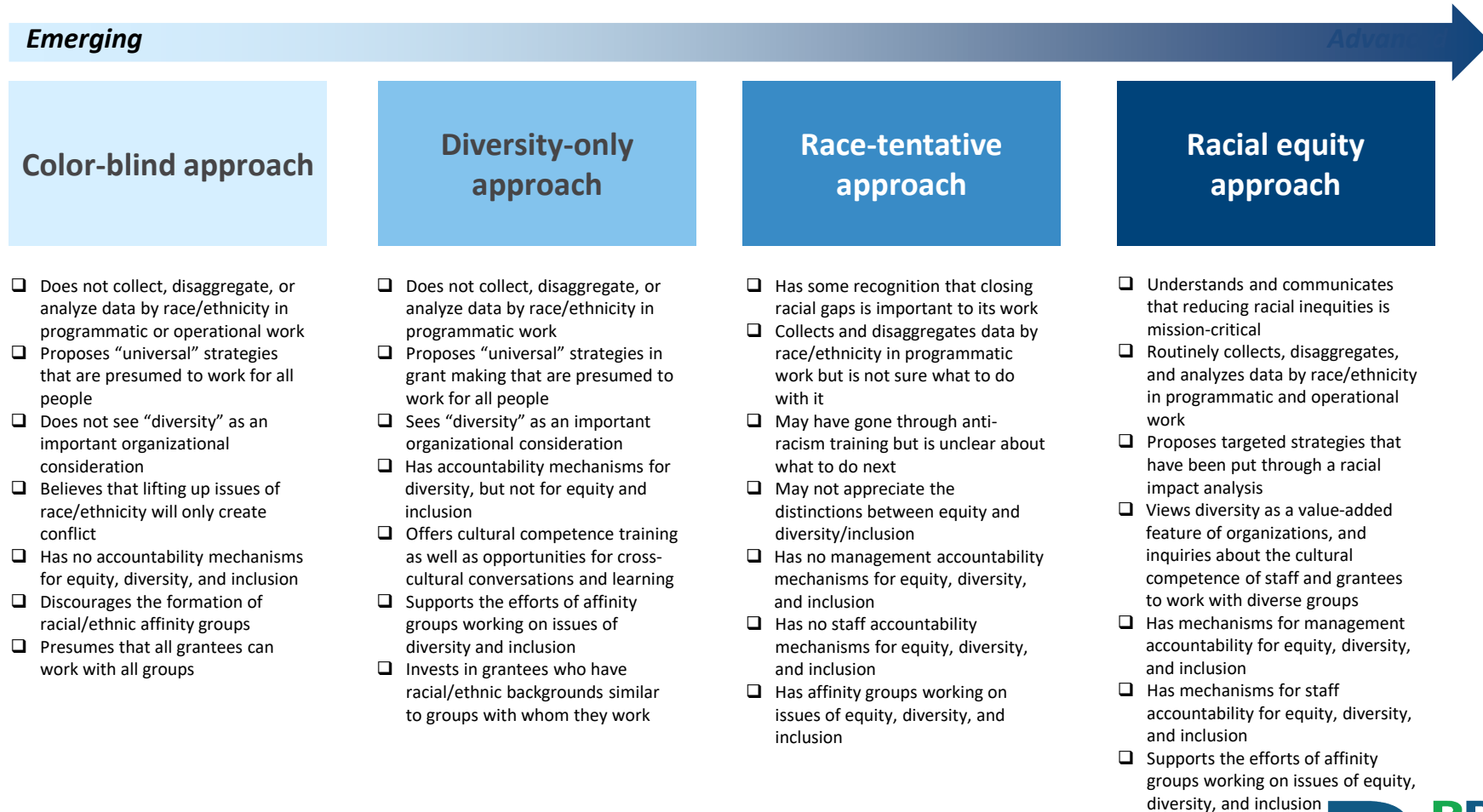


THE PRESSLEY RIDGE JOURNEY TO RACIAL EQUITY

Who We Are – Quick Facts

- Pressley Ridge provides programs in 6 states (PA, WV, VA, OH, MD, DE)
- 5 main service lines: Community Based, Treatment Foster Care, Education, Transition Age Youth and Residential programming
- 70+ programs
- Commitment to data driven approaches and quality outcomes

Going from color-blind to racial equity is often a multi-step, multi-year process



In the beginning.... Groundwater Analysis workshop

- “The workshop serves as a basis for analyzing racial inequities that exist and intersect across both public and private institutions, community based organizations, such as housing, education, judicial , law enforcement, financial services, healthcare, juvenile justice, child protective services, employment, etc..” - Joyce James Consulting

Groundwater Analysis workshop

- “The workshop is designed to promote a clearer understanding of the role of leadership in systems and institutions in working together to develop a racial equity lens that will strengthen both staff performance and programmatic success in reducing racial inequities.” – Joyce James Consulting

How did Pressley Ridge begin?

- Groundwater Analysis workshop experience for leadership staff
 - CEO included
- Debrief sessions with Leadership
- Board workshop experience
- DATA and more DATA (disaggregated by race)

How Pressley Ridge continued...

- Groundwater Analysis workshop experience for all staff
- Debrief sessions for all staff
- Conversations and more conversations
- Integration of learnings from data, feedback and workshops into Quality Improvement process
- Focus groups for kids, parents and foster parents (in process)

Pressley Ridge Data Disaggregated by Race

Disproportionality Exists Across Systems

Healthcare

- African Americans are 2.3 times more likely to experience infant death
- African Americans are 1.9 times more likely to die of diabetes

Education

- African Americans are 1.5 times more likely to be below “proficient” in reading in the 4th grade
- African Americans are 3.7 times more likely to be suspended in K-12

Justice

- African Americans are 2.7 times more likely to be searched on a traffic stop
- African Americans are 7.0 times more likely to be incarcerated as adults

Child Welfare

- African Americans are 1.8 times more likely to be identified as victims
- African Americans are 2.1 times more likely to be in foster care

Why Disaggregate Data by Race?



Data Sources for Review by Race

1

- Organizational Level Outcomes of Clients Discharged

2

- Service Line Level Outcomes of Clients Discharged

3

- Regional Level Outcomes of Clients Discharged

4

- Customer Satisfaction

5

- Restraints in Education Programs

6

- Treatment Foster Care Length of Stay and Adoptions

7

- WV Residential vs. TFC Youth Served


8

- HR Data


Aggregated Outcomes

FY21 Quarter 3 Dashboard:

Discharge Outcomes



How we Measure Success at Pressley Ridge: FY21 Quarter 3

Outcomes at Discharge			WPA	CPA	WV & VA	MD & DE	Ohio	Org.
Number discharged:			182	97	84	26	45	434
 <div>Living Well</div>	Living with family or independently		86%	84%	64%	69%	84%	80%
	Show positive change & growth		77%	76%	74%	75%	83%	77%

Disaggregated Outcomes by Race & Region

FY21 Quarter 3: Living with Family or Independently Disaggregated by Race & Region

	WPA	CPA	WV & VA	MD & DE	OH	Org.
Asian	--	100%	--	--	--	100% (n = 1)
White	86%	84%	67%	40%	87%	80% (n = 279)
Black/African American	81%	77%	63%	79%	81%	78% (n = 82)
Bi & Multi-Racial	93%	85%	20%	--	75%	82% (n = 49)
Hispanic	50% (n = 2)	80%	100%	0% (n = 1)	100%	70% (n = 10)
Other	100%	100%	--	100%	100%	100% (n = 4)
Unknown	100%	--	100%	--	--	100% (n = 7)
Overall Region's %	86%	84%	64%	69%	84%	80%



Note: Red means results are less than the regional results

FY21 Quarter 3: Show Positive Change & Growth Disaggregated by Race & Region

	WPA	CPA	WV & VA	MD & DE	OH	Org.
Asian	--	100%	--	--	--	100% (n = 1)
White	79%	76%	78%	100%	74%	78% (n = 231)
Black/African American	75%	89%	67%	69%	88%	78% (n = 68)
Bi & Multi-Racial	67%	63%	50%	--	100%	67% (n = 42)
Hispanic	100%	75%	0% (n = 1)	--	100%	75% (n = 8)
Other	100%	100%	--	--	100%	100% (n = 3)
Unknown	80%	--	--	--	--	80% (n = 5)
Overall Region's %	77%	76%	74%	75%	83%	77%

How Much Disproportionality Exists?

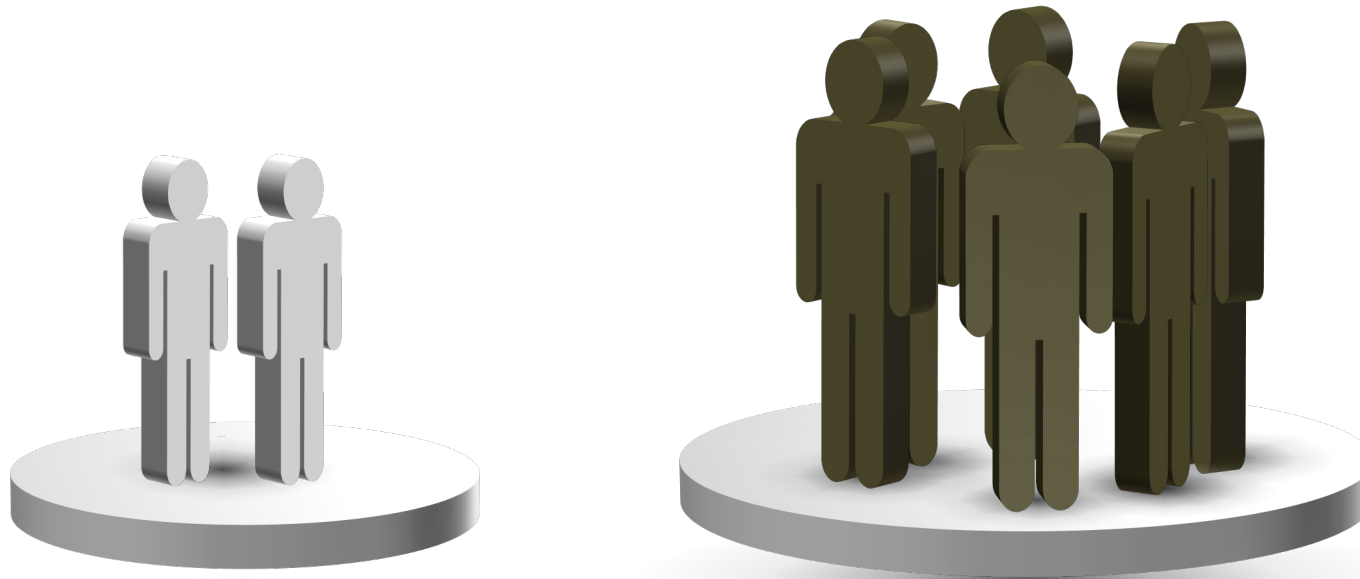
- The likelihood of experiencing a negative outcome compared to a certain group or groups of people

Risk Ratio	Interpretation
1	Precise proportionality
Greater than 1	Over-representation
Less than 1	Under-representation

- Risk ratios around 1.5 are considered *concerning*, and risk ratios above 2 indicate *significant disproportionality* (Gibbs & Skiba, 2008).

Restraint Risk Ratios by Race

Black/African American students are **2.65 times more likely** to be restrained than White youth.
(Education Service Line Data)



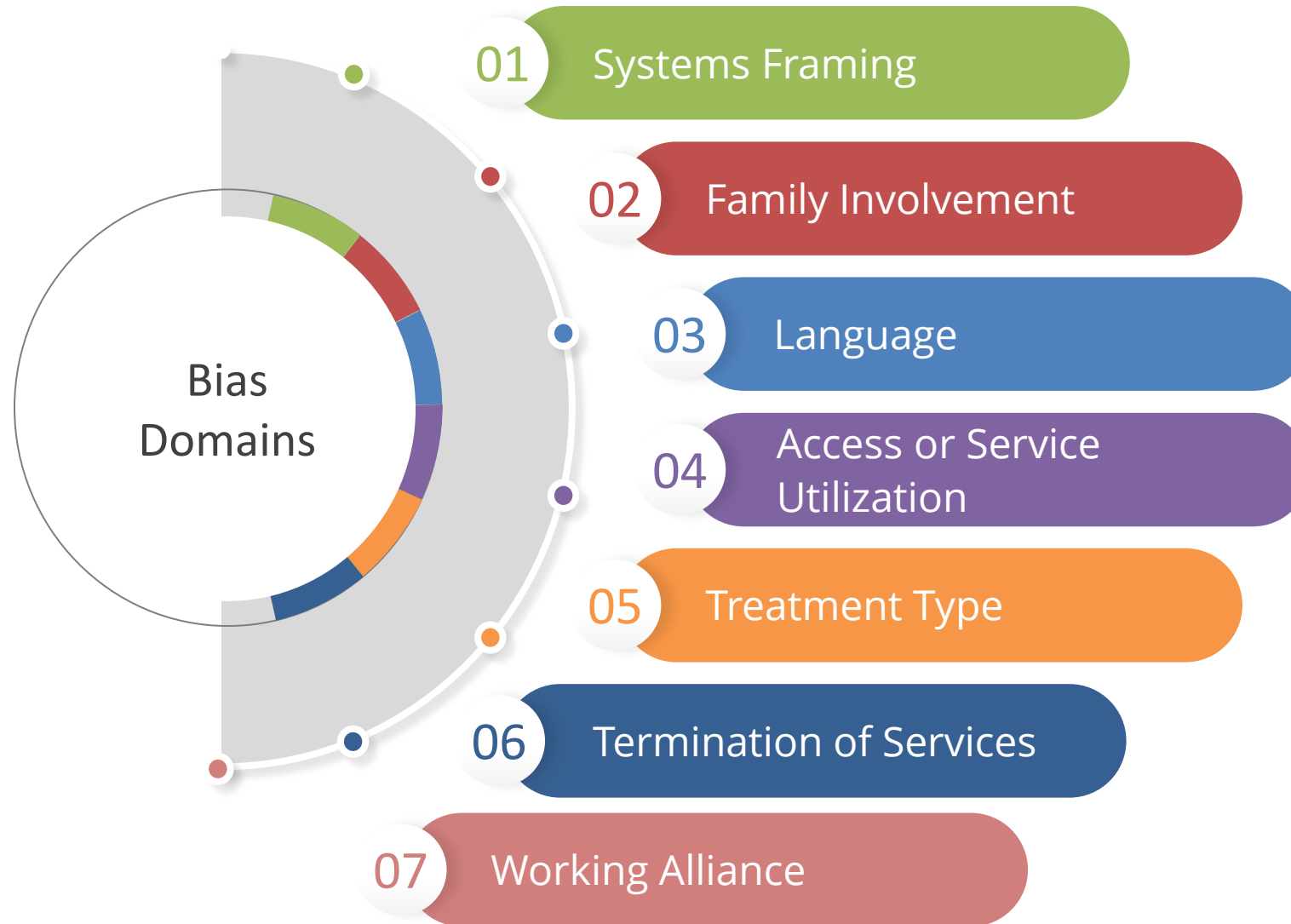
A Tool for Examining the Lived Experience of Those We Serve: The Equity Tracer

Equity Tracer Development: Literature Review



- Behavioral health and health care outcomes are often worse for ethnic minorities when compared to Caucasians (Nelson, 2002; Drwecki, 2011).
- These outcomes are often linked to service professionals' or systems level bias (Goddu et al., 2018).

The Literature Identifies 7 Forms of Bias



Why an Equity “Tracer?”

- The tracer methodology allows us to:
 - Examine youth experiences based on outcomes that are reviewed through normal regional discussions in greater detail;
 - Understand the lived experience of those we serve;
 - Identify areas of systemic bias;
 - Improve our services for diverse individuals.

Where is Pressley Ridge now?

- Data disaggregated by race is integrated into each regional and organizational quality improvement meeting
- Equity Committee has been established with various levels of staff across states and services
- Consultation has begun with Human Resources – review of policies and practices both internal and external that create barriers for people of color

Where is Pressley Ridge now?

- Workforce strategies being developed to increase diversity within organization as well as in administrative positions and leadership
- Follow up sessions with Supervisors and Directors scheduled
- Clinical Reviews of those served with a racial equity lens
- On-going development of Equity Committee and organization

Texas Model:

A framework for equity



Strategies to eliminate disparities are informed by reliable race and ethnicity data.

Advancing data-driven strategies

Developing leaders

Everyone has the opportunity to develop leadership skills to strive for equity in their practice.

Networks and coalitions of gatekeepers and advocates seek sustainable solutions across institutional lines.

Collaborating across systems

Engaging communities

The community is included in dialogues, discussions, planning and decision-making in efforts that will affect them.

Concepts of fairness and justice guide all programs, policies and practices, which are designed to eliminate institutional barriers to equity.

Promoting work defined by race equity principles

Evaluation & transformation

Every initiative, program and policy is evaluated for equity and effectiveness leading to system transformation

Note: The Texas Model is not a linear process; instead, each component supports the others.



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Work still needed to be done...

- Collaborating across systems
- Community engagement
- Promoting of work defined by race equity principles
- Evaluation and continued transformation.....

Lessons Learned

- This is a journey – not a task to check off your list
- Board and Leadership engagement is critical and necessary
- Conversations and experiences are emotional and sometimes difficult – keep listening and then make changes
- Trust the process – sometimes its not linear and you need to be flexible and go where the data/feedback takes you
- Communicate and communicate some more about your efforts

How do you begin????

You just start 😊