



*Bridging Bright
Futures for Families*

**ERICSA
2024**

Grand Rapids

**ERICSA 61ST ANNUAL
TRAINING CONFERENCE & EXPOSITION
APRIL 7-11, 2024**

Presenters:



Erin Frisch

MDHHS, Title IV-D Director



Shaneen Moore

MN Department of Human
Services, Deputy Assistant
Commissioner and Director



Liz West

Michigan Supreme Court,
Friend of the Court Bureau
(Moderator)



**Crossroads Antiracism Organizing
and Training**

Dismantling racism, building racial justice in institutions

Noah Klus

Crossroads Antiracism
Organizing & Training, Organizer
& Facilitator



Dr. B Jo Ann Mundy

Eliminating Racism &
Creating/Celebrating Equity
(ERACCE) Facilitator & Organizer



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Breaking Barriers, Building Equity: Creating a Child Support Program for All Families

There is a critical need for diversity, equity, inclusion, and accessibility (DEIA) initiatives within the child support system. Furthermore, the prevalence of systemic racism and its impact on marginalized communities has underscored the urgency of integrating anti-racism efforts into every aspect of social and governmental institutions, including child support.

This training aims to deepen participants' understanding of why DEI and anti-racism work are essential in the child support system. Through a combination of discussions and presentations by both Minnesota and Michigan on their Advancing Equity in Child Support grants from OCSS, participants will gain a deeper understanding for the need for DEI and anti-racism work in the child support system, and will begin to think how they, too, can help break down the barriers to providing an equitable child support program.



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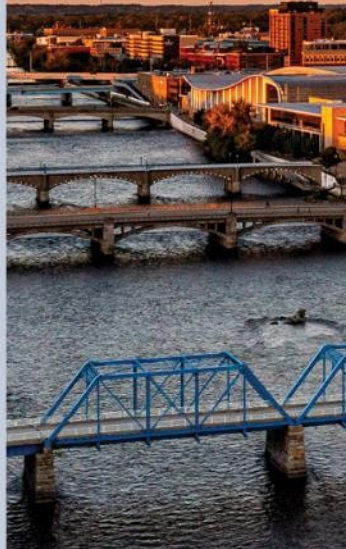
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Land Acknowledgement

We collectively acknowledge that we are located on the traditional land of Indigenous people that once and still is occupied by the Odawa and Bodewadi (Potawatomi) and other Native peoples from time immemorial. These lands hold great historical, spiritual, cultural and personal significance for these Native Nations. We recognize, support and advocate for the sovereignty of these nations in this territory and beyond. By offering this land acknowledgment, we affirm tribal sovereignty of these nations and will hold ourselves accountable to the American Indian people and nations.



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Trauma Acknowledgement

We acknowledge that the United States emerged out of great historical, spiritual, and personal trauma for indigenous and minoritized communities in the United States and welcome people from around the world emigrating from often traumatic situations. We hold this moment to remember the generations of people from all over the world who have migrated to the United States by force or by choice. We recognize and continually support the need for community specific reparations or healing processes needed for healing to take place for violation of systemic policies against people. By offering this acknowledgement of trauma, we affirm the right of people to bring their whole selves and stories into this space or aim to use our resources and time to arrive at a more connected and respectful place in the world.



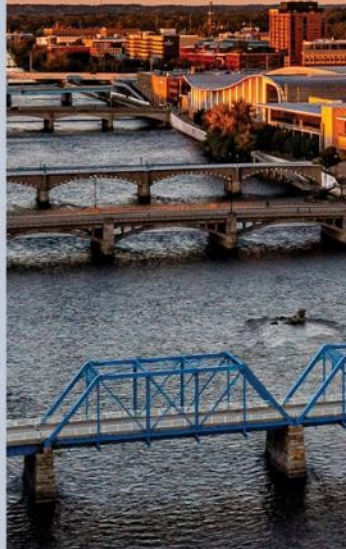
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What is “Systemic Power?”

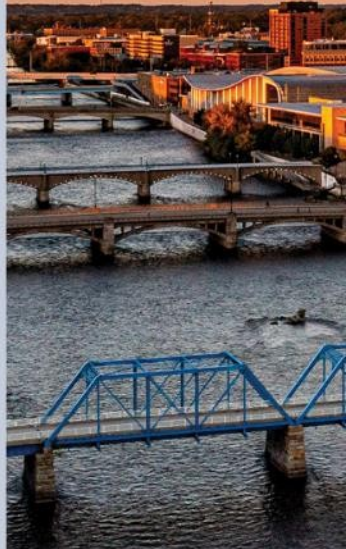
The legitimate / legal ability to access and/or control those institutions sanctioned by the state.

Purpose of Institutions: Institutions create, manage, and distribute the resources necessary for life. They provide a means for people to act in such a way as to preserve (institutionalize) and perpetuate collective action.



What is “Institutionalized Racism?”

Europeans and Euro-Americans originally, intentionally, and legally structured every one of their U.S. institutions to serve white society exclusively or advantageously. Institutional racism is the result of institutions structured to function without accountability to people of color.



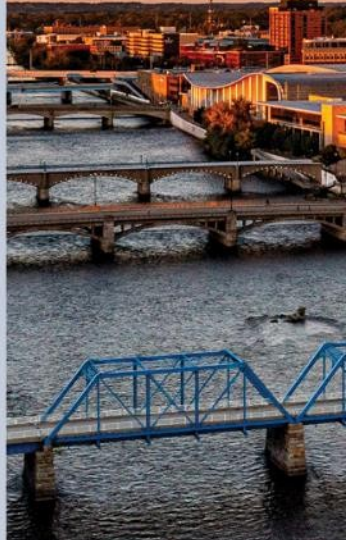
What is Racism?

- 1. We need a common definition and a common analysis of racism** if we want to work on solutions to racism.
- 2. Racism is not the same thing as individual race prejudice and bigotry.** All people are racially prejudiced (regardless of racial / ethnic identity). It is part of the air we breathe. It is socialized into every person.
- 3. Racism is more than race prejudice.** It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.
- 4. Systemic power turns race prejudice into racism.** Racial prejudice becomes racism when one group's racial prejudices are enforced by the systems and institutions of a society, giving power and privilege based on race to the group in power, and limiting the power and privilege of the racial groups that are not in power.

Definition provided by Crossroads Antiracism



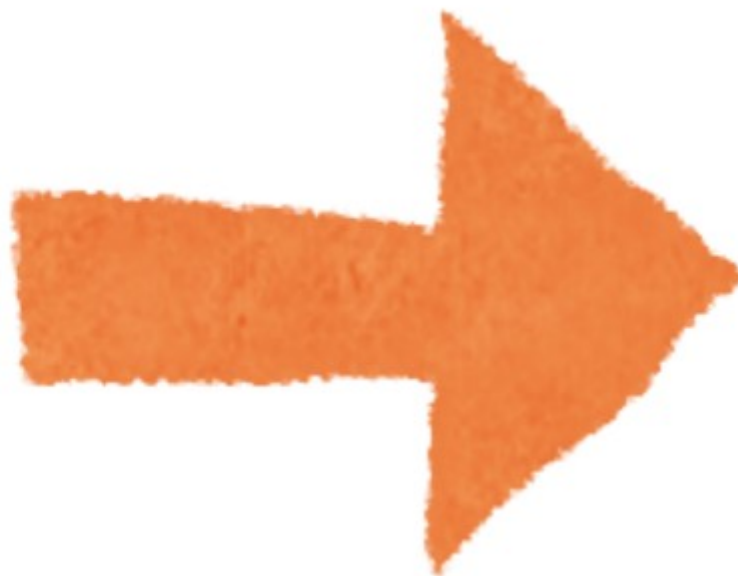
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Race Prejudice
+
misuse of **Power**
by Systems and Institutions
=
RACISM

DEI

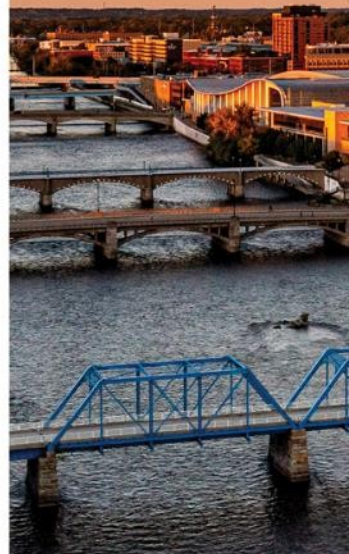


**Anti-
Racism**



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Continuum on Becoming a Multicultural Antiracist Institution



the rupture

The history of the Social Institution of
Child Support



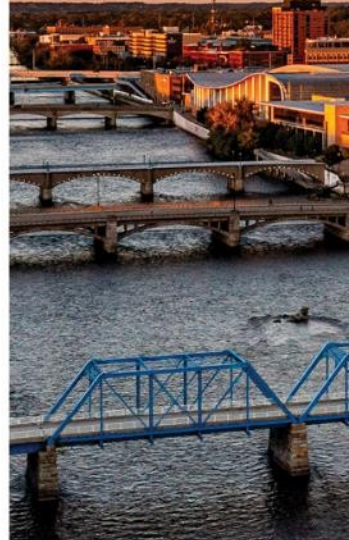
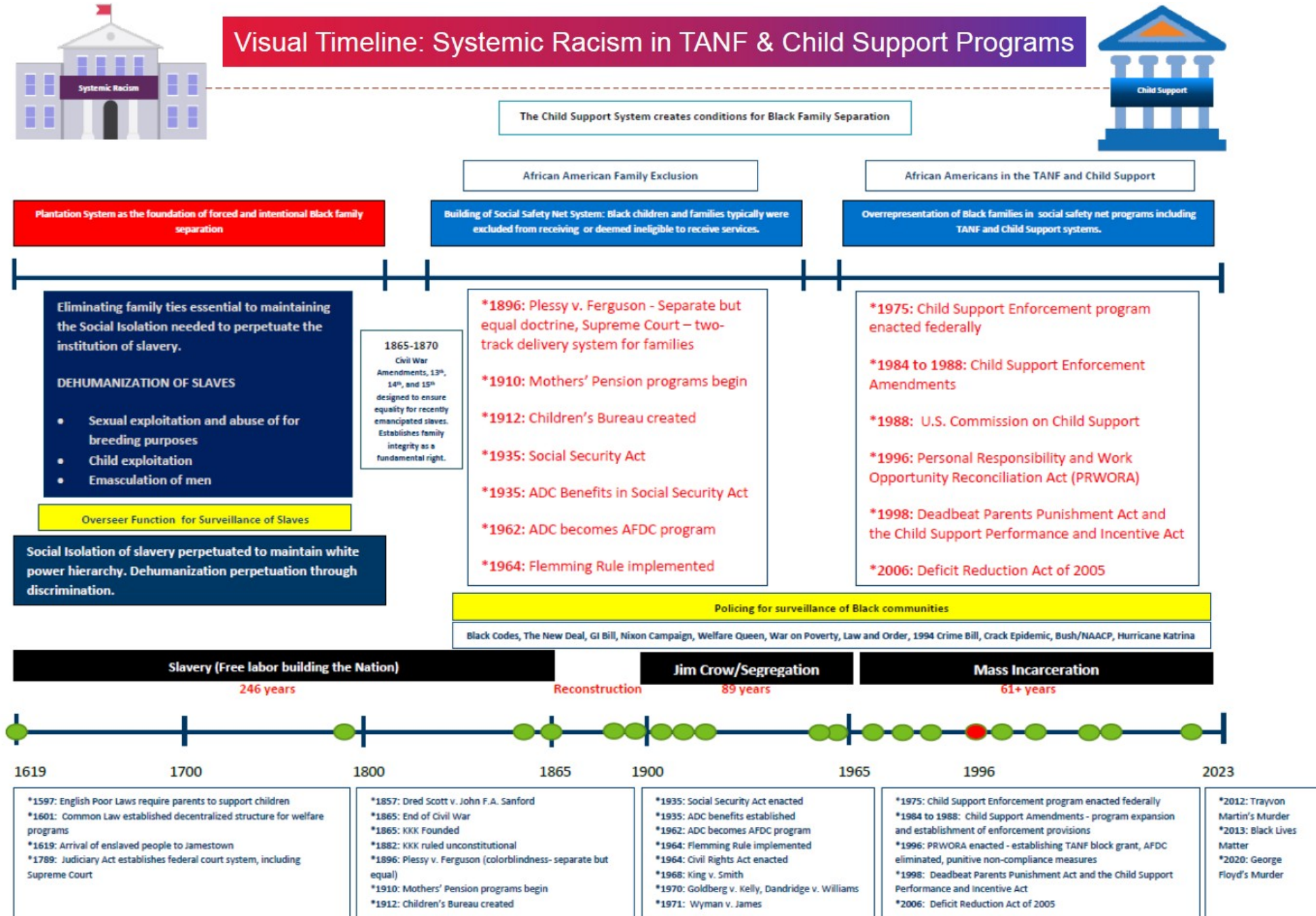
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Conceptualization of Equity (1/2)





sitting in the discomfort

RECKONING WITH THE RUPTURE

Where do we go from here?



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lead with

GRACE



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Advancing Equity in Child Support

Transforming child support through people, processes, and tools



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Involvement & role of partners (1/4)



Dr. Andre Lockett
Co-lead State



Shaneen Moore
Project Director



Erin Frisch
Co-lead State



Lead and co-lead states



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Advancing Equity in Child Support



CGI

Project
Manager



Center for
Policy
Research

Environmental
scan &
literature
review, data
compilation



Child Trends

Equity assessment
& final evaluation



Research in Action

Parent Advisory
Council & statewide
survey



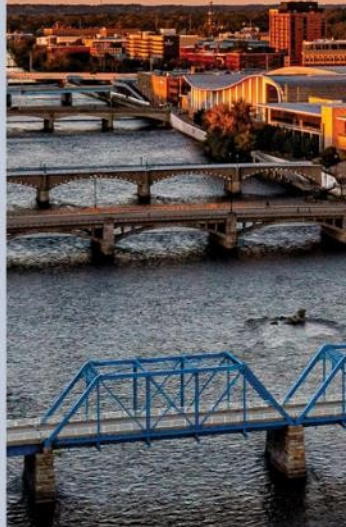
National
Fatherhood
Initiative

Consultant to
Parent Advisory
Council &
statewide survey

Vendor partners



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Advancing Equity in Child Support Grant Activities



Literature Review and Environmental Scan



Equity Assessment and Use of Data



Recommendations and Model Resources



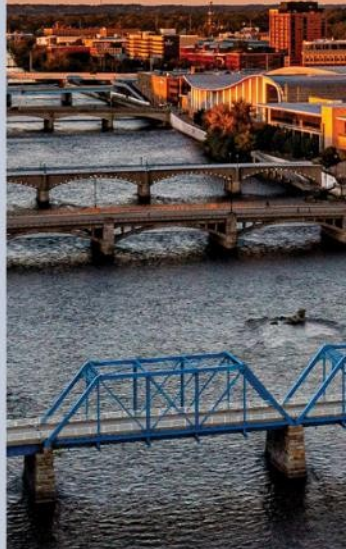
Technical Assistance and Dissemination



Sustainability Planning



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Advancing Equity in Child Support Outcomes

Equity Assessment

- Undergo Equity Assessment
- Develop child support specific Framework

Data

- Capture relevant data
- Demonstrate ways to improve data

Community Engagement

- Give a voice to parents
- Show effective ways of engagement



Helping Hands
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Thank you!



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Thank you!



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