
Helping Hands
Bridging Bright Futures for Families
ERICSA 2024
Grand Rapids
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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

ERACCE

Dr. B Jo Ann Mundy

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



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.



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 Bodwewadi (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.



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.



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.

Definition and Purpose provided by Crossroads Antiracism



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.

Definition provided by Crossroads Antiracism



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



Race Prejudice

+

misuse of Power

by Systems and Institutions

=

RACISM



Provided by Crossroads Antiracism

DEI → Anti-Racism



Crossroads Antiracism Organizing & Training

Continuum on Becoming a Multicultural Antiracist Institution

Exclusive Organization	**Club or Compliance Institution**	**Symbolic Institution**	**Critically Conscious Institution**	**Antiracist Institution**	**Liberatory Institution**



the rupture

The history of the Social Institution of Child Support



Conceptualization of Equity (1/2)



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Conceptualization of equity (2/2)



Visual Timeline: Systemic Racism in TANF & Child Support Programs



The Child Support System creates conditions for Black Family Separation

Plantation System as the foundation of forced and intentional Black family separation

African American Family Exclusion

Building of Social Safety Net System: Black children and families typically were excluded from receiving or deemed ineligible to receive services.

African Americans in the TANF and Child Support

Overrepresentation of Black families in social safety net programs including TANF and Child Support systems.

Eliminating family ties essential to maintaining the Social Isolation needed to perpetuate the institution of slavery.

DEHUMANIZATION OF SLAVES

- Sexual exploitation and abuse of for breeding purposes
- Child exploitation
- Emasculation of men

1865-1870
Civil War Amendments, 13th, 14th, and 15th designed to ensure equality for recently emancipated slaves. Establishes family integrity as a fundamental right.

*1896: Plessy v. Ferguson - Separate but equal doctrine, Supreme Court – two-track delivery system for families

*1910: Mothers' Pension programs begin

*1912: Children's Bureau created

*1935: Social Security Act

*1935: ADC Benefits in Social Security Act

*1962: ADC becomes AFDC program

*1964: Flemming Rule implemented

*1975: Child Support Enforcement program enacted federally

*1984 to 1988: Child Support Enforcement Amendments

*1988: U.S. Commission on Child Support

*1996: Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA)

*1998: Deadbeat Parents Punishment Act and the Child Support Performance and Incentive Act

*2006: Deficit Reduction Act of 2005

Overseer Function for Surveillance of Slaves

Social Isolation of slavery perpetuated to maintain white power hierarchy. Dehumanization perpetuation through discrimination.

Policing for surveillance of Black communities

Black Codes, The New Deal, GI Bill, Nixon Campaign, Welfare Queen, War on Poverty, Law and Order, 1994 Crime Bill, Crack Epidemic, Bush/NAACP, Hurricane Katrina

Slavery (Free labor building the Nation) — 246 years

Reconstruction

Jim Crow/Segregation — 89 years

Mass Incarceration — 61+ years

1619	1700	1800	1865	1900	1965	1996	2023
*1597: English Poor Laws require parents to support children *1601: Common Law established decentralized structure for welfare programs *1619: Arrival of enslaved people to Jamestown *1789: Judiciary Act establishes federal court system, including Supreme Court	*1857: Dred Scott v. John F.A. Sanford *1865: End of Civil War *1865: KKK Founded *1882: KKK ruled unconstitutional *1896: Plessy v. Ferguson (colorblindness- separate but equal) *1910: Mothers' Pension programs begin *1912: Children's Bureau created	*1935: Social Security Act enacted *1935: ADC benefits established *1962: ADC becomes AFDC program *1964: Flemming Rule implemented *1964: Civil Rights Act enacted *1968: King v. Smith *1970: Goldberg v. Kelly, Dandridge v. Williams *1971: Wyman v. James	*1975: Child Support Enforcement program enacted federally *1984 to 1988: Child Support Amendments - program expansion and establishment of enforcement provisions *1996: PRWORA enacted - establishing TANF block grant, AFDC eliminated, punitive non-compliance measures *1998: Deadbeat Parents Punishment Act and the Child Support Performance and Incentive Act *2006: Deficit Reduction Act of 2005	*2012: Trayvon Martin's Murder *2013: Black Lives Matter *2020: George Floyd's Murder



sitting in the discomfort

RECKONING WITH THE RUPTURE

Where do we go from here?



lead with

GRACE



Advancing Equity in Child Support

Transforming child support through people, processes, and tools





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



Advancing Equity in Child Support

CGI	Center for Policy Research	Child Trends	Research in Action	National Fatherhood Initiative
Project Manager	Environmental scan & literature review, data compilation	Equity assessment & final evaluation	Parent Advisory Council & statewide survey	Consultant to Parent Advisory Council & statewide survey

Vendor partners



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



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





Thank you!



Erin Frisch

Title IV-D Director

Michigan Department of Health and Human Services

Office of Child Support

FrischE@michigan.gov



Shaneen Moore

Deputy Assistant Commissioner and Director

MN Department of Human Services

Shaneen.moore@state.mn.us



Thank you!

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