

**FAB Meeting #14 06/01/2019, 9:00 am -2:00 pm
Brooklyn Children's Museum (145 Brooklyn Avenue)**

Attendance:

- 5 UB backbone staff (Dionne Grayman, David Harrington, Kassa Belay, Jason Ludwig, Danielle Augustine)
- 15 FAB members

Objectives:

- Celebrate one year of work with the FAB
- Develop a historical lens in order for understanding the context of race and racism in the United States and how it has shaped the challenges we face today
- Review Brownsville Early Intervention data and begin thinking of how UB can address inequities in access

Takeaways:

- The FAB celebrated one year of collective work
- UB and the FAB developed a historical lens that places UB's work within a larger legacy of resistance to racist structures
- FAB members expressed interest in addressing inequities in NYC's EI system through a collaborative improvement project with the PAT and the Bureau of Early Intervention

Icebreaker:

- Meeting attendees shared one thing that frightened them and one thing that give them hope
 - Fears included Donald Trump and racism while many found hope in the type of community oriented work that UB does, as well as in children and their future accomplishments

A History of Race and Racism

- Meeting attendees were split into four groups. Each group received a hand-out focused on a particular century (17th c.--20th c.) with a list of important legislation and events in the history of race and racism. Each group selected 7 moments that struck them as most important and shared out to the larger group
 - **Some events selected:** Arrival of first Africans to North America, legislation banning interracial marriage, the murder of Emmett Till
 - How do these events tie into the work of UB/FAB?

- UB’s work falls within a legacy of resistance to racist structures
- Part of the residue of the history of racism is experienced in the form of inequitable access to services--such as Early Intervention. We can look at EI data through a historicized lens of racial equity

Early Intervention Introduction

- UB approached EI through our main funder, Robin Hood Foundation in October. They said:
 - You’re on the right track
 - We want to correct inequities in the system
 - We think partnering with families is the key to that
- EI followed up on this rhetoric by providing UB with Brownsville-specific EI data
- [Introduction to Early Intervention System:](#)
 - **Who:** For 0-3 year-olds who have disabilities or developmental delays
 - **What:** Federal entitlement to therapies and services
 - **Where:** Provided in a natural setting like home or daycare
 - **When:** As early as possible
 - **Why:** So children are not left behind
 - **How:** There is a mandated process through the State and City DOH. Parents not required to use services, must consent. EI does not pass on info to other programs without consent (e.g. CPSE, Pre-K, or K-12 schools)
- **EI “Waterfall” (steps to receive service) Discussion:**



- **Questions and Comments about EI Waterfall:**

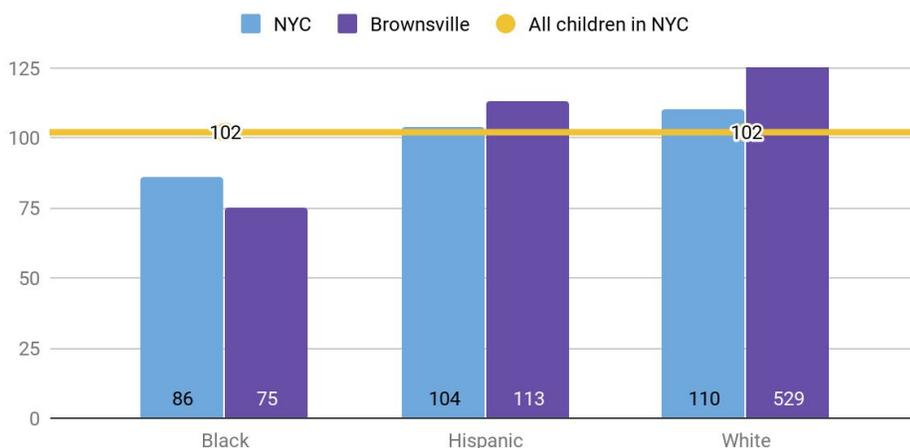
- How are professionals able to determine cognitive ability in just a 45-minute assessment?
- Parents in Bville who approach their pediatricians and request EI evaluation are often not listened to and their concerns are dismissed
 - Several FAB members shared stories about having to go to other neighborhoods to receive the services they requested
- FAB members felt that EI needs to create fact sheets and enlist Ambassadors/trusted messengers from the community to spread information about the program
 - This could be an opportunity for a UB intervention into current EI system
- How does the transition period--after a child ages out of EI--work? Needs to be better connected to other services in Brownsville
 - It is analogous to the issues with those aging out of the foster care system

Brownsville EI Data Discussion:

- We see two areas of focus:
 - Increasing rates of referral to EI in Brownsville, esp for black children
 - Increasing rates of evaluation for children once referred to EI in Brownsville (referral to evaluation drop off)

Rate of Referral to EI in 2018: NYC and Brownsville

*Per 1000 children aged 0-3



- Disparities between rate of referral for African American children compared to other ethnicities/races both at City and local level. Hispanic children referred to EI is comparable to rate of white children at City level but over-represented in referrals at local

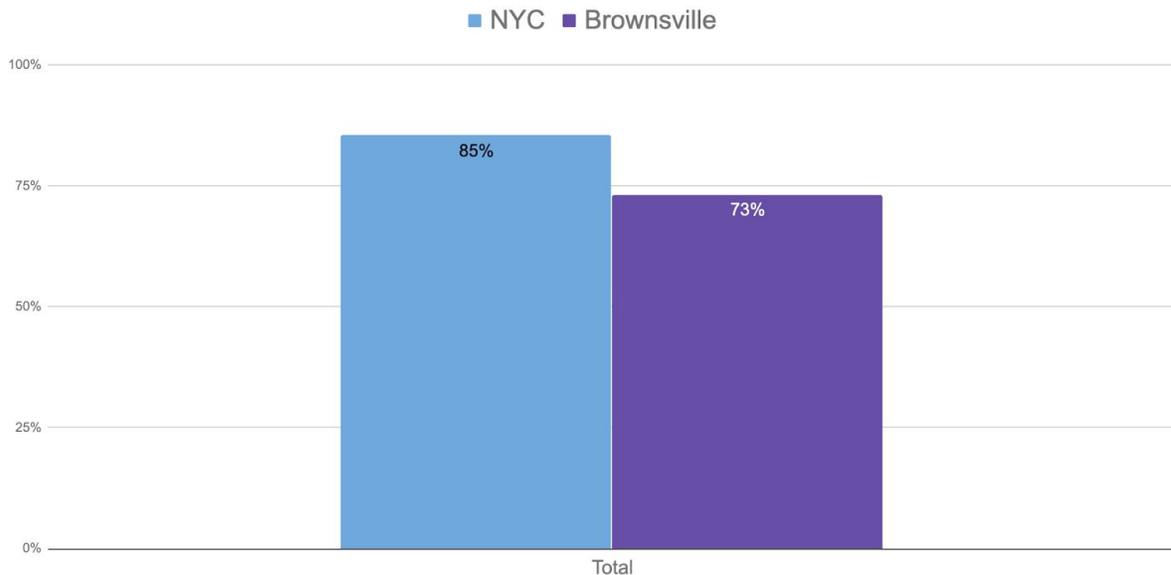
level compared to City level

- **FAB Questions/Comments about Rates of Referral:**

- Can disparities be due to mistrust between providers and families? Or providers' internal biases against black parents?

2018 Percentage of Children Referred to EI who are Evaluated

*Brownsville data for Hispanic and Black children only; White children omitted (<7 results)

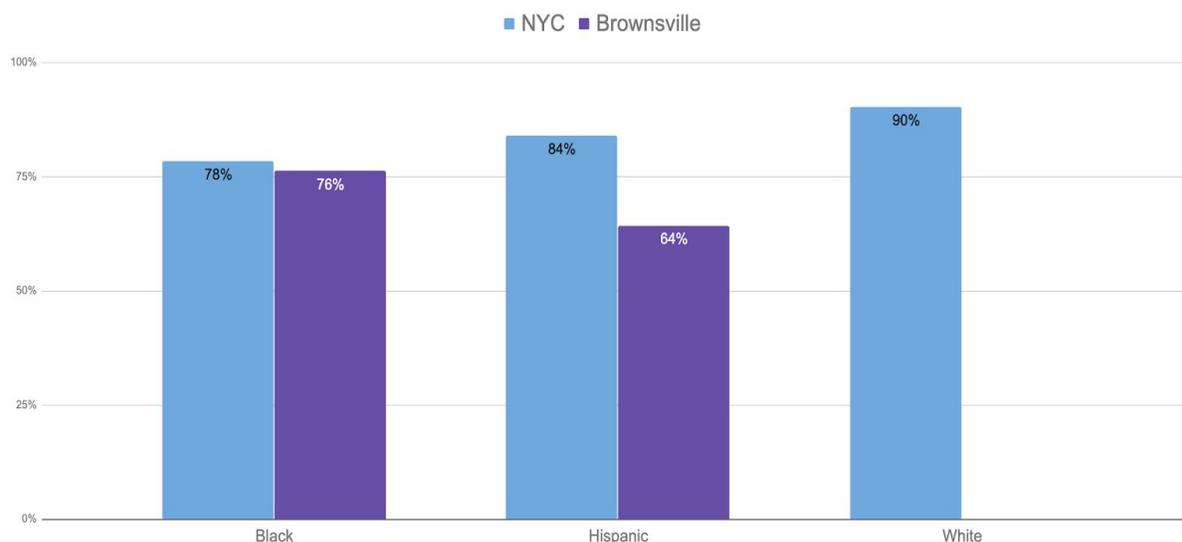


- Black and Hispanic children have a lower rate of evaluation for EI in Brownsville compared to City wide

- **FAB Questions/Comments about Percentage of Brownsville children referred who are evaluated:**

- FAB members described potential causes for low evaluation rates: delays in receiving evaluations, mistrust in the EI system, and providers explaining EI in inequitable ways
 - How can parents' voices and concerns be amplified?
- Can we imagine a system where all children are evaluated?
- FAB members felt as though providers often don't have the time to properly evaluate children

2018 Percentage of Children Referred to EI who are Evaluated by Race



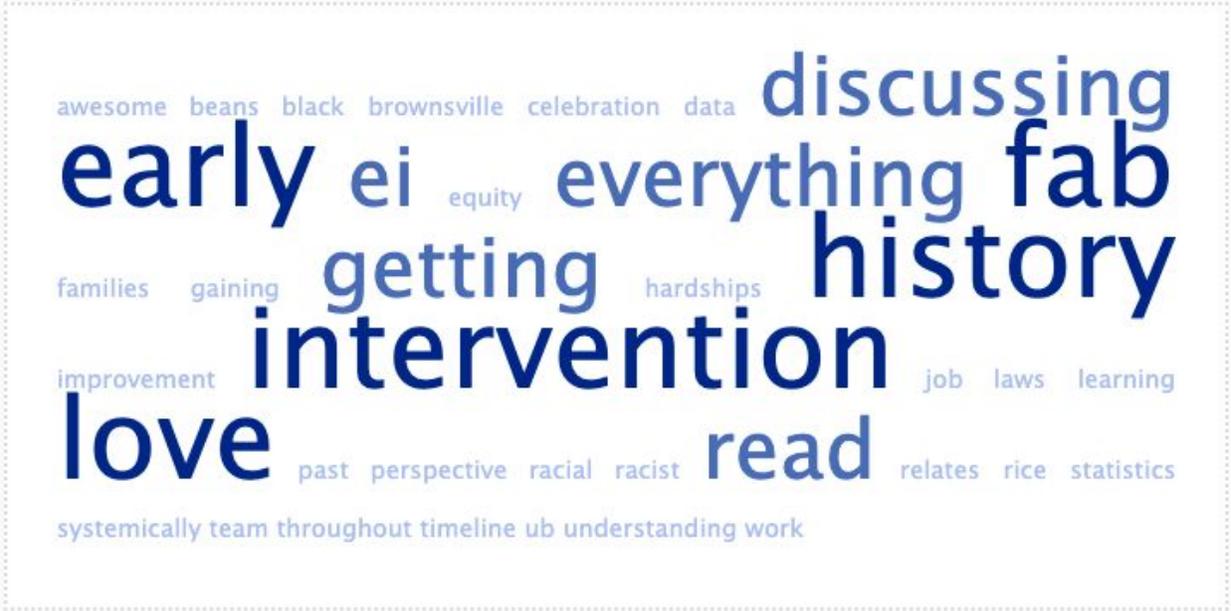
- Black and Hispanic children have a low(er) rate of evaluation for EI once referred in Brownsville and at Citywide level
- **FAB Questions/Comments about Percentage of NYC and Brownsville children referred who are evaluated:**
 - Large dropoff for Hispanic Children could be caused by language barriers and concerns about documentation
 - EI needs ambassadors in the community to establish trust in the system
- **EI Data discussion Wrap-up:** EI will be attending next Leadership Council Meeting (6/4) and UB would like FAB members to join and voice their concerns

Conclusion: Family Co-op

- Family Co-op Application is now open:
 - Please post and distribute flyers for the Family Co-Op
 - We are hiring 2 Parent Ambassadors to work part-time (3.5 hrs per week on Saturdays) at the Family Co-Op

Reality Check Survey Results

Surveys were almost unanimously positive and reflect an appreciation for the difficult but essential work of tracing the history of racism in the United States and the opportunity to delve into Early Intervention data comparing Brownsville utilization of EI services to the rest of the city, which uncovered deep inequities. There was universal support expressed at the meeting for taking on EI improvement projects targeted at increasing referrals of black children from Brownsville into the system and increasing the follow-ups on referrals of black and Hispanic children.



FAB Reality Check Average Answers

