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# REUNIFICATION OUTCOMES OF HISPANIC FAMILIES IN RIVERSIDE COUNTY CHILD PROTECTIVE SERVICES

A Project

Presented to the

Faculty of

California State University,

San Bernardino

In Partial Fulfillment

of the Requirements, for the Degree

Master of Social Work

by

Christy Quintero Sabsook

June 2010

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June 2010

Approved by: Faculty Supervisor Dr. Ray E Zile Work SociAl Lisa Shiner, Deputy Director Riverside County, Children's Services Div. Dr. Janet Chang, M.S.W. Research Coordinator

5/27/10 Date

#### ABSTRACT

This study was conducted to better understand factors that may influence the reunification of Hispanic families within Riverside County Child Protective Services (CPS). The Hispanic population is still growing in Riverside County and if reunification outcomes for this population continue to take longer than other ethnic groups, the result could be a disproportionate number of abused and/or neglected Hispanic children in out of home care within Riverside County. A better understanding of the factors selected for the purposes of this study could lead to more effective social work and shorter times in out of home placement for Hispanic children.

Fifty five Riverside County CPS cases were randomly selected and extracted from the State of California database, Child Welfare Services/Case Management System (CWS/CMS). The study evaluated differences between Hispanics families and families of different ethnic groups and explored why it may take Hispanic families longer to reunify.

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## ACKNOWLEDGMENTS

I would like to thank my husband and my parents for all their support over these three tough years. Additionally, the Children's Services Division of Riverside County for their support in my educational advancement and for allowing me to conduct research. Also, I want to thank Dr. Ray Liles for his guidance and assistance on this project.

# DEDICATION

I dedicate this to my grandfather and parents. Thank you for all the years of struggles that allowed me these opportunities.

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### CHAPTER ONE

#### INTRODUCTION

Chapter One is an overview of the project and includes the problem statement, purpose of the study, and significance of the project for social work practice.

## Problem Statement

The child welfare system affects many children and families in the United States every year. Families enter the child welfare system due to allegations of physical abuse or neglect of their children.

Most reports are made by people who are required by State law to report suspicions of child abuse and neglect--mandatory reporters. In approximately 18 States and Puerto Rico, any person who suspects child abuse or neglect is required to report. (Child Welfare Information Gateway, 2008, para.7)

According to statistics from the Center for Social Services Research (CSSR) at the University of California, Berkeley, from January 1, 2007 to December 31, 2007, in the State of California, there were 492,596 total referrals of child abuse or neglect. Of those referrals,

237,232 (48%) were Hispanic families, 130,232 (26%) Caucasian families, 68,122 (13%) African-American families, 17,896 (3%) Asian families, and 3,672 (0.74%) Native American families. Of these total referrals, only 107,484 were substantiated (found to be true).

When referrals are substantiated and the imminent risk and safety level is high, children are removed from their homes and placed in out of home care that can include a foster home, a relative's home, or a group home. Once the children are in the child welfare system, the parents have to participate in a case plan approved by the child welfare agency and the court that they must complete prior to reunifying with their children. The family is considered to be under family reunification status. This is the process of returning children in outof-home care to their families of origin. The most common goal and outcome for children in out-of-home care is reunification (CWIG, 2008). Parents are given up to 18 months (sometimes 24 months depending on circumstances) to reunify with their children, depending on the child's age and parent's progress in the case plan. These strict timelines were put in place by the Adoption and Safe Families Act of 1997 (ASFA).

The ASFA brought about the primary objectives of the child welfare system which are "to ensure the safety, permanency, and well-being of children who have experienced or are at risk of abuse and neglect" (Kimberlin, Anthony, & Austin, 2008, p.3). In 2001, the Children's and Family Services Review (CFSR) process was created and it is a federal mandate which holds states accountable for outcomes in regards to these three child welfare objectives.

In the safety domain, outcomes assess whether children are protected from abuse and neglect, and whether they are safely maintained in their homes. In the permanency domain, outcomes assess whether children in out-of-home care have permanency and stability in their living situations. The outcomes related to well-being included education, physical health, and mental health of children while they are in care and upon emancipation from the system. (Lemon, D'Andrade, & Austin, 2005, p.3)

As a result of the 2001 CFSR, California also passed the Child Welfare System Improvement and Accountability Act of 2001 to facilitate continuous improvements in the

safety, permanency, and well-being of the children involved in the child welfare system.

According to the CSSR, in the State of California from the dates of January 1, 2007 to December 31, 2007, the median time it took for Hispanic families to reunify was 6.8 months compared to 6.4 months for Caucasian families, 5.7 months for African American families, and 2.3 months for Asian families. Statistics show that Hispanic families over the last several years continue to need more time to reunify than almost every other ethnic group. A comparison of California's child welfare caseload from 1998 to 2007 shows that Hispanic caseloads have remained the same while African American and Caucasian caseloads have lowered.

Research in this field is needed as the Hispanic population will continue to rise. According to the California Department of Finance annual population projections, in 2007 there were 10,007,501 children under 18 years old in the State of California. Of those children, 4,849,726, (48%), were Hispanic. Because the Hispanic population will continue to grow, research is needed to understand how to better serve this population in order for families to reunify in a timely manner.

It is important to understand the problem of Hispanic families taking longer to reunify than any other ethnic group when they make up the majority of the child welfare cases in the state. Not understanding this problem causes children to remain in out-of-home care longer than needed and away from their family of origin. When children are away from their families, they may lose valuable family ties and have attachment issues. The longer children are in out-of-home care, the more likely they are to have multiple placement changes, and display more educational, behavioral, and psychological problems. Decreasing the amount of time a child spends in out of home care increases permanency for the child, lowers behavior problems in the child and promotes child wellbeing.

Hispanic families face many obstacles when they enter the child welfare system. In many instances, there is a lack of services tailored for this population. Suleiman (2003) reports that "limited Spanish-language services have a tremendous effect on the success of family reunification efforts at the back end, creating a challenge for Spanish-speaking families trying to meet strict time limits" (p.196). Additionally, there is often

a lack of communication between child welfare staff and Spanish speaking families. Some child welfare agencies do not have enough social workers that are bilingual, and therefore many Spanish speaking families are assigned non-Spanish speaking social workers to help them reunify. Even when an interpreter is used in these circumstances, information can be interpreted incorrectly and cause a misunderstanding. Successful family outcomes in child welfare clearly are contingent on effective communication throughout the life of a case (Suleiman, 2003, p.192). In some circumstances, parents are not legally residing in the United States and will stay away from the child welfare system instead of working on their case plan to reunify with their children as they are afraid of being deported. According to the Annie E. Casey Foundation (2008), almost one in four children in the United States are either an immigrant or children of immigrants. Additionally, they add that poverty rates are generally higher among children of immigrants and young children of immigrants are less likely to receive public benefits. Rivera (2002) states that since "Latino children and families constitute the fastest growing ethnic group in the child welfare system, it is important to understand

how to develop culturally sensitive collaborations with their communities" (p.371). Increased understanding of cultural factors could assist in overcoming some of the obstacles that Hispanic families face.

## Purpose of the Study

The purpose of this study was to examine the reunification outcomes of Hispanic families within Riverside County Child Protective Services (CPS). According to the CSSR, in Riverside County from the dates of January 1, 2007 to December 31, 2007, the median time it took for Hispanic families to reunify was 6.7 months compared to 5.7 months for Caucasian families, 4.1 months of African American families, 2 months for Asian families, and 2.8 months for Native American families. Additionally, statistics show that in 2007, there were 298,966 Hispanic children in Riverside County which made up 50% of the child population in the county (CSSR). Statistics also showed that in 2007, 2,060 Hispanic children entered Riverside County's child welfare system out of 3,673 total children that entered the system in 2007. This showed that 56% of the children who entered the system in 2007 were Hispanic (CSSR). This study is

important because it examined a slightly higher ratio of Hispanic children versus all other ethnicities in Riverside County CPS as compared to the ratio of Hispanic children versus all others in the county's population. The study will provide social workers in the field of child welfare with valuable information about the Hispanic population that can guide the development of further policies aimed at providing clients with appropriate services. This information could be used to improve service delivery and case management, increase staff training, provide services in their native language and most importantly, reduce the reunification times of Hispanic families.

In Riverside County, California learning what works to help reunify Hispanic families could increase permanency for children by lowering the reunification time of families and decreasing multiple placement changes and emotional and psychological problems the children develop as a result of being away from their families. The knowledge gained by social workers from this study may be applied when working with this population and can result in families remaining in the child welfare system for considerably less time.

The research methods that were utilized for the purpose of this study were qualitative and quantitative review of case records extracted from the State of California database, Child Welfare Services/Case Management System (CWS/CMS). The cases reviewed were from Riverside County. This method was selected because data are easily available and case records can be reviewed and statistically analyzed.

# Significance of the Project for Social Work

This study is needed because the Hispanic population will continue to grow in Riverside County and if reunification outcomes for this population continue to take longer than other ethnic groups, the result could be a disproportionate number of abused and/or neglected Hispanic children in out of home care within Riverside County. "This issue is especially important to social work practice in light of the growing diversity of the populations served and the need for appropriate services for the over-represented ethnic minority populations in the public child welfare system" (Ayon & Lee, 2005, p.257). This study is needed in order to provide social workers in the field of child welfare with valuable

information about the Hispanic population and to increase social worker's cultural sensitivity related to the special needs of Hispanic families. This will help guide the development of further policies aimed at providing Hispanic clients with appropriate services and reduce the reunification times of families which promotes safety, permanency, and well-being for children.

This study examined the question, what factors affect reunification in Hispanic families in Riverside County child protective service who have children that are in out of home care and under the supervision of child protective services?

#### CHAPTER TWO

#### LITERATURE REVIEW

### Introduction

Chapter Two consists of a discussion of the literature that is relevant to reunification factors of Hispanic families in the child welfare system.

Hispanics: The Growing Minority

According to the U.S. Census Bureau (2010), the term "Hispanic" or "Latino" "refers to persons who trace their origin or descent to Mexico, Puerto Rico, Cuba, Spanish speaking Central and South American countries, and other Spanish cultures" (para.1). Origin can be considered as the heritage, nationality group, lineage, or country of the person or the person's parents or ancestors before their arrival in the United States. People who identify their origin as Hispanic may be of any race (U.S. Census Bureau, 2010).

According to the U.S. Census Bureau (2010), between 2000 and 2006, Hispanics accounted for one-half of the nation's growth. The Hispanic growth rate (24.3%) was more than three times the growth rate of the total population (6.1%). It is projected that the Hispanic

population will continue to grow and in 2050 it is projected that Hispanics will make up 24.4 % of the total population in the United States.

A study presented by Rivera (2002), focused on developing collaborations between child welfare agencies and Hispanic communities to achieve family stability. This study acknowledged the fact that the Hispanic population is the fastest growing ethnic group in the child welfare system and it is important to understand how to develop culturally sensitive collaborations with their communities. It states that much more research is needed in the areas of community-based practice and collaboration building with Hispanic families and communities involved in the child welfare system. This study supports the concern that the Hispanic population continues to grow faster than any other ethnic group but child welfare agencies are not properly equipped with the resources needed to serve this population.

# Disproportionality in the Child Welfare System

Disproportionality is when a particular racial/ethnic group makes up a higher percentage than other racial/ethnic groups. Statistics show that children

of color make up 33% of the population, but 55% of children in the child welfare system (Annie E. Casey Foundation, 2008). Nationally, Hispanic children constitute the second largest group in the child welfare system and in states with a large Hispanic representation, like California, Hispanic children make up the majority of children in the state's child welfare system.

It is likely that the difference in rates of reunification for children of color is related to the overall disproportionate representation of children of color in the child welfare system, an issue of great concern among researchers, administrators and policy makers. (Hines, Lee, Osterling, & Drabble, 2006, p.246)

There are numerous studies of the disproportionality of minorities in the child welfare system that make a number of claims in attempts to explain why Hispanic families may enter the child welfare system more frequently than other groups. Poverty is one significant factor that may explain why families enter the system more frequently as research shows that Hispanics have the highest poverty rate of any ethnic group and Hispanic

families with children under 18 are twice as likely to live in poverty as non-Hispanics. Statistics show that Hispanic parents are typically younger, less educated, and employed at lower paying jobs (U.S. Census).

Hines, Lemon, Wyatt and Merdinger (2004) report that "the links between poverty and outcomes related to child well-being, including child maltreatment rates and entrance into the child welfare system, are difficult to isolate because a number of family and neighborhood conditions often occur simultaneously with poverty" (p.514). Zambrana and Dorrington (1998) also add that Hispanic children and families "have in common high levels of poverty; limited resources, such as education, employment opportunities, and work-related benefits (health insurance, pension plans, paid sick days); and a number of obstacles to overcome in order to access social services organizations" (p.7). These factors potentially place a large number of Latinos at risk for entering the child welfare system. Hispanics living in these types of conditions increases risk for poor outcomes on assessments of health, cognitive development, school achievement and emotional well-being, as well as for peer

conflict, depression and low self-confidence (Hines, Lemon, Wyatt & Merdinger, 2004).

Research suggests that once families of color enter the system, they have different experiences that result in different outcomes than other groups. They receive different types of attention sometimes during the various phases of reporting and investigation and receive fewer services. This type of casework results in ethnic minorities having poorer outcomes than Caucasian families. "While some propose that these differences are a matter of reporting bias and differential treatment of clients by individual workers, research in this area is scant and inconclusive" (Hines, Lemon, Wyatt, & Merdinger, 2004, p.509).

Hines, Lemon, Wyatt and Merdinger (2004) as cited in Barth (1997), report that a six-year longitudinal study of children in California found that Hispanic children were more likely than Caucasian children to remain in care than to be adopted. A two year study presented by Church, Gross, and Baldwin (2005) examined the out of home placement in the child welfare system of Hispanic children from the start to the finish. The study analyzed

how child welfare practices with Hispanic children are different from those applied with Caucasian children.

The study was important because like other studies, it acknowledges the fact that the proportion of ethnically diverse children to Caucasian children is increasing in the child welfare system. In addition, it acknowledges the fact that minority children are more likely to stay in the child welfare system longer and the referrals are higher among minority groups. Hispanic children are more likely to be placed out of the home more quickly and for longer period of time than Caucasian children. This means that more Hispanic children will remain in long-term foster care until they turn 18 and age out of the system.

Hines, Lee, Osterling, and Drable (2007) present a study that examined factors associated with reunification across different ethnic groups in the child welfare system. The final sample consisted of 341 cases, which including: 132 Hispanics (38.7%), 130 Caucasian (38.1), 48 African American (14.1%) and 31 Asian (9.1%). The results showed that 109 children were reunified with their parents. Of those 109 children, 39% were Caucasian, 33% were African American, 28% were Hispanic, and 16%

were Asian. Like other studies show, in a Hispanic family, the younger the child is at the time the case is opened, the more likely that child is to be reunified with their family. In addition, a major correlation related to reunification in Hispanic families was the mother's employment.

Research on factors related to this disproportionate representation suggests that families and children from different ethnic groups enter the system with a different constellation of risk factors and different factors can be related to whether children from different ethnic groups are reunified with their families. Studies have suggested that certain child, family and system-related factors are predictive of reunification or nonreunification, including age, ethnicity, type of abuse, and type of services offered (Hines, Lee, Osterling, & Drabble, 2006, p.246).

Marts, Lee, McRoy and McCroskey (2008) present a program in Los Angeles County called Point of Engagement (POE), which was created as a collaborative family and community-centered approach initiated in Compton, CA, a predominately African American and Hispanic area. The POE provided thorough investigations, engaged families, and

delivered needed services to children and families within their homes and communities. The project helped reduce the number of children removed from their families and increase the number of families reunified. The POE may be helpful for the current study and for Riverside County as they may be inspired to start a similar pilot program in one of the county's zip codes that receives the highest number of referrals.

Barriers Affecting Hispanic Families

There are numerous barriers that Hispanic families face when they enter the child welfare system. Many times they have limited access to social services due to language and legal status. Suleiman (2003) reports that "although cultural competence work includes language an aspect of culture, it has not been successful in framing effective communication and removal of language barriers as essential to meaningful access to services" (p.189). Suleiman states that meaningful access to services for individuals that are limited English proficiency (LEP) is guaranteed under Title VI of the Civil Rights Act of 1964. This act guarantees language access as a civil right and protects from discrimination in federally

funded human services (Suleiman, 2003). Suleiman adds that "from a child welfare perspective, this requirement is congruent with the principles of good social service, because a helping relationship depends on meaningful communication between the provider and the client" (2003, p.190). If a non Spanish speaking social worker is working with a Spanish speaking family, the "meaningful communication" is not there. This will affect the outcome of the family's case as "successful family outcomes in child welfare are contingent on effective communication throughout the life of a case" (Suleiman, 2003, p.192).

A family's legal status also affects access to social services. Studies have shown that immigrants are often fearful of accepting any government support which may jeopardize their application for citizenship. Documented immigrants are fearful of any interaction with government which may expose undocumented family members living in their household to potential deportation, or jeopardize their legal permanent status. According to the Annie E. Casey Foundation, undocumented women may be less likely to report domestic violence because they fear their abusive spouse will report them to immigration authorities. In addition, studies show that children of

immigrants were less likely than U.S. born parents to be placed with relatives or have case goals associated with relatives. One reason for this may be that immigrant families may not want to become kinship parents because they fear contact with government agencies or the requirements of licensing (Annie E. Casey Foundation, 2008).

A family's legal status affects reunification outcomes in several ways. An undocumented family is not eligible for services such as Aid to Families with Dependent Children (AFDC), food stamps, Medi-Cal, and housing assistance. It is common for families in the child welfare system to receive at least one of these services throughout the life of the case in order to assist them in reunifying with their family. Undocumented families are required to find these services without governmental assistance. In addition, in 1990, Congress created the Special Immigrant Juvenile Status. This states that an undocumented child who is eligible for long-term foster care can be granted this status and immediately become eligible to file for permanent residency in the United States (Annie E. Casey Foundation, 2008). As a result of this law, parents often

choose not to reunify with their children (usually older children) in order for them to have the opportunity to change their legal status.

It is assumed that there are a large number of immigrant children in the child welfare system. The Annie E. Casey Foundation mentions that the exact number of immigrant children in the child welfare system is unknown because this information is not collected uniformly at the local, state, or national level and additional research is needed on immigrants in the child welfare system. According to the Annie E. Casey Foundation, factors that contribute to the lack of reliable data are: fear of reporting immigration status, confusion regarding mixed statuses within the family, and inadequate reporting systems that are not designed to capture this information (2008).

## Cultural Competency

Hispanic families, especially immigrant families, have unique norms and values. The Hispanic family is a close-knit group and the most important social unit to a family. The term 'familia' usually goes beyond the nuclear family and includes extended family. Child

welfare agencies may disapprove of multiple and extended families living together in a home (Annie E Casey Foundation, 2008). In most Hispanic families, the father is the head of the family and the mother is responsible for the home (Clutter & Zubieta, 2009). Roles within the family can be assigned on the basis of gender and position. These immigrant families often come from countries with different cultural norms than the U.S. in regards to child rearing which can result in immigrant parents being reported for abuse and neglect because they fail to understand and follow regulations concerning their children.

Religion has traditionally played a significant role in Hispanic family's values. The church influences family life and community affairs, giving spiritual meaning to the Hispanic culture (Clutter & Zubieta, 2009). This strong faith in their religion can become a barrier in the child welfare system because as a result of their religious beliefs, Hispanic families tend to consider problems or events as something that is meant to be and cannot be changed. Therefore, it will be much more difficult for them to acknowledge their mistakes and problems. Additionally, in domestic violence situations,

it is more difficult for couples to separate when it is frowned upon in their religion.

Not understanding a family's culture can result in the family not receiving adequate and essential services to help them reunify with their children. Research shows that in order for social workers to work effectively in addressing issues within the Hispanic culture, they need to be culturally competent. Church (2005) reports that:

Although the disparate delivery of services may not be deliberate, discriminatory practices often result from an inaccurate understanding of the client's culture. In addition to having historical knowledge of an ethnically diverse population, it is important for social workers to be familiar with the customs and beliefs of ethnically diverse groups in order to provide culturally sensitive services. (p.1008)

The National Association of Social Workers encourages social workers to expand their knowledge of cultural issues. They state that "social workers should have a knowledge base of their clients' cultures and be able to demonstrate competence in the provision of services that are sensitive to clients' cultures and to

differences among people and cultural groups" (2009, p.385).

## Theories Guiding Conceptualization

A theory that guided this study was the ecological theory. The ecological perspective "emphasizes the interdependence of organism and environment" (Gitterman & Germain, 2008, p.51). Factors that may affect reunification can better be understood by examining a family and their environment and how one can affect the other. Individual factors that were examined in the study were disabilities or health issues of children and the educational level of caregivers. Family factors that were examined were family stressors such as financial difficulties which were examined through a caregiver's employment status and whether the household was a two parent home or one parent home. Social support, culture, and access to services were examined as possible community factors that affect a family's functioning and possibly reunification as well. Different aspects of the child welfare agency were also examined as a worker's experience and bilingual capabilities can greatly affect a family reunifying. These factors were all examined as

the ecological theory is "concerned with the growth, development, and potentialities of human beings and with the properties of their environments that support or fail to support the expression of human potential" (Germain, 1979, p.7).

## Summary

This chapter was a review of the literature and research important to the study of reunification outcomes of Hispanic families. It specified who "Hispanics" were and how quickly they are growing in the United States. Literature in regards to the disproportionality of Hispanic children in the child welfare was presented to better understand the problem being studied in addition to factors affecting this such as language access and legal status. Ethically, it is important for social workers to be culturally competent in order to best serve their Hispanic clients.

#### CHAPTER THREE

#### METHODS

### Introduction

Chapter Three outlines the steps that were used in developing and researching this project. This section includes a discussion of the design of the research, the sample, data collection and instruments, procedures, protection of human subjects, and data analysis.

## Study Design

The purpose of this study was to explore factors that influence reunification in Hispanic families in the child welfare system. The study examined services offered to families of different ethnic groups who have had their children removed by Riverside County Child Protective Services (CPS) due to abuse or neglect and explored why it takes Hispanic families longer to reunify than other ethnic groups.

The methods that were utilized for the purpose of this study were qualitative and quantitative review of case records extracted from the State of California database, Child Welfare Services/Case Management System (CWS/CMS). The cases reviewed were from Riverside County.

These methods were selected because a great amount of data is available per case and can be extracted from the CWS/CMS system. Each case record was reviewed and data was collected and entered into the SPSS database to be analyzed.

Data extraction from the CWS/CMS system was chosen in order to explore the relationship between a number of independent variables and the dependent variable, reunification outcomes of families of different ethnic groups, especially Hispanic families. This study examined a randomly selected stratified sample of families by ethnicity over a predetermined period of time. The study can be used to increase the understanding of the factors that may influence reunification of Hispanic families and provide a base for future research.

There are several limitations related to the use of the CWS/CMS system in the study. One can be the discrepancies in demographic data entered into the system, such as inaccurate or incomplete information. Also, case notes and assessments can be different from social worker to social worker. Also, certain data entered into the system may have been influenced by biases of the social workers assigned to the case.

This study examined the question, what factors affect reunification in Hispanic families in Riverside County CPS? The hypothesis of this study is that factors such as language barriers, immigration status, and number of children influence the time it takes Hispanic families to reunify.

#### Sampling

Data was obtained from the CWS/CMS database. This database is an automated, online client management database that tracks each case from initial contact through termination of dependency. Data was extracted from demographic information, general data screens, case notes, case forms and court reports. The sample included fifty-five Riverside County child welfare cases where the children were detained by CPS and placed in an out-ofhome placement between January 1, 2007 and June 30, 2007. A distribution of cases of different ethnic groups was randomly selected from the database. Fifteen cases were Hispanic families, fifteen cases were African American families, fifteen families were Caucasian families, and ten families were "other", which included Asian, Native American, and other ethnicities. The goal was to have fifteen of the "other" category, but due to there being

limited cases from this category and time period, ten cases were all that was available. The fifty-five cases selected for this study were from the Western Riverside County CPS regions which includes the regions: Southwest, Valley, Metro, and West Corridor. Only cases within the zip codes of these four regions were examined. Relevant data was reviewed and obtained from those cases from January 1, 2007 through June 30, 2009. The time period covered is important due to the time frames connected to reunification services in child welfare cases. In 2009, the State of California law changed so that parents can now be offered up to 24-months of reunification services, compared to 18-months in past years.

## Data Collection and Instruments

Content analysis was done on each case. Qualitative information was obtained and converted into quantitative data that was entered into the SPSS database to be analyzed. This information was recorded with a data collection tool (Appendix A) that was created by the researcher. The tool was created to record information related to the dependent and independent variables.

The dependent variable in this study is reunification outcomes in families of different ethnicities. There are forty seven independent variables that are measured at a nominal level and a ratio level.

The time it took a family to reunify was measured at a ratio level. Who the child reunified to and their ethnicity was measured at a nominal level.

The caretaker's demographic information, gender, employment status, primary language, and immigration status was measured at a nominal level. Age and education level was measured at a ratio level.

Family information that was measured at a nominal level includes: Is the family receiving public assistance? Is the family receiving housing assistance? Is it a two parent home? What type of abuse occurred? What is the immigration status of the children? Did the children have a disability or health problems? Did the family have a history of CPS? What services were ordered in the case plan? Were services offered in the client's native language? Was it a Team Decision Making meeting case? Were children placed with relatives and which one? Was there any family involvement or other social support? Number of children in the family, age of children at time

of entry, CPS priors, and whether services were provided in a well-timed manner were measured at a ratio level.

Information regarding the primary social worker on the case that was collected was the worker's classification level and whether they were bilingual. This was measured at a nominal level.

#### Procedures

Fifty-five cases from Riverside County where the children were detained and placed in out of home care between January 1, 2007 and June 30, 2007 were extracted from the CWS/CMS database. Data from these cases was collected with the Data Collection Tool that was created. Each sample case was assigned an identification number in order to track each selected case through the research process and to prevent the disclosure of confidential information. Data was obtained from general demographic information, case screens, case forms, case notes, and court reports completed over the life of the case. The data extracted was analyzed by the researcher.

## Protection of Human Subjects

In order to protect the individuals in the cases reviewed, a numbering system was used in order to track

each case through the research process. No individual names or other identifiers were associated to the information gathered for this study in order to protect the confidentiality and anonymity of the families examined in this research study.

## Data Analysis

The collected data was analyzed to examine reunification outcomes of Hispanic families. The data collected was entered into an SPSS database. Univariate analysis was used to examine the distribution of demographic information of the caretakers and families in the cases examined. These statistics were used to provide an overview of the study's sample. Bivariate analysis was used to examine the relationship between different variables used in the study.

#### Summary

In summary, this study examined fifty five Riverside County child welfare cases in where the children were removed during a six month specified period. A data collection tool was created to assist with obtaining important data from these cases that was extracted. This

data was then analyzed to explore factors that may influence the reunification time of Hispanic families.

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#### CHAPTER FOUR

#### RESULTS

#### Introduction

This chapter presents the results of the research project. First, relevant frequencies and descriptive statistics of the fifty five cases are discussed. Secondly, significant findings of the research project are discussed.

## Presentation of the Findings

Among the fifty five cases, the ethnicities of the children were as follows: 27.3% (15) Hispanic, 27.3% (15) African American, 27.3% (15) Caucasian, and 18.2% (10) "Other." The reunification rates of children with their parents were as follows: 12.7% (7) reunified in four months or less, 30.9% (17) reunified between five to twelve months, 11% (6) reunified in thirteen to twenty one months, and 45.5% (25) did not reunify. Out of the 54.5% (30) of children that reunified, 30.9% (17) reunified with their mother, 10.9% (6) with their father, and 12.7% (7) to both their mother and father.

At the time of the child's removal, the primary caretaker was a female 83.6% (46) of the time compared to

a male 16.4% (9) of the time. The primary caretaker's age at the time of removal ranged from age seventeen to age sixty, with the median age being thirty three years old. In 58.2% (32) of the cases, there was no secondary caretaker at the time of the child's removal. When there was a secondary caretaker, 34.5% (19) was a male and 7.3% (4) was a female. The secondary caretaker's age at the time of removal ranged from age twenty two to age sixty nine, with the median age being thirty two to thirty four years old.

Out of the fifty five cases, 14.5% (8) were permanency planning cases, which means the parents were not offered reunification services by the court. Of the forty seven cases that were offered reunification services, 14.9% (7) of the primary caregiver's were males and 85.1% (40) were females. Of the forty seven cases that were offered reunification services, 55.3% (26) of the cases did not have a secondary caretaker when reunifying.

The caretaker's employment was measured at time of removal and when reunifying but unfortunately, the information was not available for all cases. At time of removal, the primary caretaker was employed 23.6% (13) of

the time, not employed 49.1% (27) and it was unknown 27.3% (15) of the time. When reunifying, 43.6% (24) of the time the primary caretaker was employed, 32.7% (18) not employed, and unknown 9.1% (5) of the time. At time of removal, 14.5% (8) of the time the secondary caretaker was employed, 9.1% (5) not employed, and 18.2% (10) was unknown. There was no secondary caretaker 58.2% (32) of the time. When reunifying, 32.7% (18) of the time the secondary caretaker was employed, 16.4% (9) unemployed, and 3.6% (2) was unknown. There was no secondary caretaker 47.3% (26) of the time.

In regard to public assistance, 54.5% (30) of families did not receive any public assistance, 43.7% (24) received some type of public assistance, and it was unknown if 1.8% (1) received any assistance. 16.4% (9) of the families received housing assistance, 81.8% (45) did not, and it was unknown if 1.8% did (1).

The family was a two parent home 29.1% (16) of the time and was a one parent home 69.1% (38) of the time. It was unknown 1.8% (1) of the time. Out of the fifty five children removed from their parent's care, 5.5% (3) were removed due to a combination of physical abuse, general neglect, and no provisions/whereabouts unknown, 25.5%

(14) of the children were removed due to general neglect only, and 40% (22) due to general neglect and no provisions/whereabouts unknown. 41.8% (23) of the families consisted of only one child, 25.5% (14) of two children, 29.1% (16) of three children, and 3.6% (2) of four to five children.

The majority of families had CPS history. 81.8% (45) of the families had CPS history compared to 18.2% (10) that did not. The number of CPS priors ranged from zero to sixteen. The median number of priors was two. The most common service on a parent's case plan was parenting as it was ordered on 85.4% (47) of cases, followed by counseling which was ordered on 72.7% (40) of cases. Substance abuse testing was ordered on 54.5% (30) of cases, substance abuse treatment was ordered on 49.1% (27) of cases, and domestic violence/anger management was ordered on 25.4% (14) of cases.

Team Decision Making (TDM) meetings were held on only 23.6% (13) of case and not held on 76.4% (42) of the cases. 54.5% (30) of the time, children were not placed with relatives and 45.5% (25) of the time they were. When children were placed with relatives, they were placed in the following order: their maternal grandparents, NREFM's

(non-related extended family members), maternal aunt/uncle, paternal aunt/uncle, and paternal grandparents. 56.4% (31) of the cases had extended family involvement and social support while 36.4% (20) did not. It was undeterminable in 7.3% (4) of the cases.

As to the social workers characteristics, 58.2% (32) were of Social Worker V status, which is the highest social worker position, 21.8% (12) were at the Social Worker IV level, which is the second highest social worker position, and 20% (11) were of Social Worker III status. Of the fifty five cases, only eight cases involved parents where English was not their native language. Of these eight cases, 75% (6) of the time the social worker was not bilingual in the client's language and 25% (2) of the time the social worker was bilingual.

The length of time it took to reunify was correlated with ethnicity, who the child reunified to, primary caretaker's age at time of detention, was family receiving public assistance, type of abuse, number of children, and was the social worker bilingual. Ethnicity was also correlated separately with all the above mentioned variables. Correlations showed that 33.3% (5) of Hispanic children reunified with their parents in less

than eight months, 20% (3) reunified between nine and twenty-one months, and 46.7% (7) did not reunify. Figure 1 shows that 26.7% (4) of African American children, 46.7% (7) of Caucasian children, and 70% (7) of other also did not reunify with their parents.

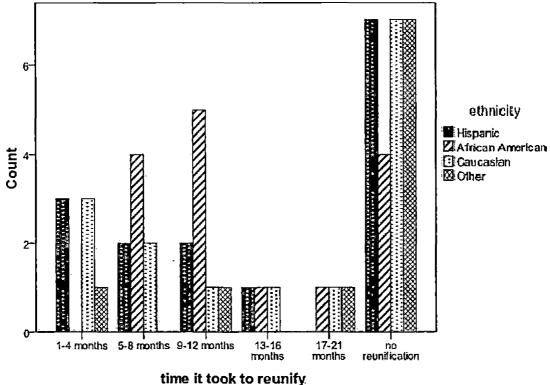


Figure 1. Reunification Outcomes Among Ethnicities

Findings show that in Hispanic families, of the children that reunified, 75% (6) reunified to their mother and 25% (2) reunified to their father.

Reunification in less than eight months occurred 66.6% (4) of the time to the mother and 50% (1) to the father. The correlation between length of time it took to reunify and who the child reunified to showed to be significant and is illustrated in Table 1.

Table 1. Time It Took To Reunify and Who The Child Reunified To

Ethnicity			time it took to reunify2	who did the child reunify to			
Hispanic	time it took to reunify	Pearson Correlation	1	.900"			
		Sig. (2-tailed)		.000			
		N	15	15			
	who did the child reunify to	Pearson Correlation	.900	1			
		Sig. (2-tailed)	.000				
		Ν	15	15			

Correlations

\*\*. Correlation is significant at the 0.01 level (2-tailed).

In Hispanic and African American families, the primary caretaker's were younger at the time of the child's removal compared to the other two ethnicities. When reunifying, Hispanics were more likely not to have a secondary caretaker compared to the other ethnicities. The caretaker's age (r = -.488, p = .065) and not having a secondary caretaker when reunifying was not significant to the time it took to reunify.

Hispanics and the "other" ethnicity group had high percentages of not receiving public assistance. Findings show that 53.3% (16) of the total families that did not receive any public assistance (30) did not reunify. The family receiving public assistance was not significant to the time it took to reunify among the whole sample (r =.114, p = .409) and among Hispanics (r = -.395, p =.145).

Among Hispanic families, children were removed from the care of their parents for general neglect and caretaker absence 60% (9) of the time compared to 40% (6) in African American and Caucasian families and 10% (1) in the "other" category. When removed for these reasons, Hispanic children reunified 33.3% (3) of the time and did not reunify 66.7% (6) of the time. The 33.3% of children that reunified did so within eight months. The type of abuse was not statistically significant to the time it took to reunify. Table 2 illustrates the results.

Table 2. Type Of Abuse and Time It Took To Reunify

	Correlations		
		time it took to reunify2	type of abuse
time it took to reunify2	Pearson Correlation	1	152
	Sig. (2-tailed)		.587
	N	15	15
type of abuse	Pearson Correlation	152	1
	Sig. (2-tailed)	.587	
	N	15	15

Correlatione<sup>8</sup>

a. ethnicity = Hispanic

Hispanic families overall had a higher number of children compared to the other ethnic groups. 46.7% (7) of Hispanic families had three to five children compared to 40% (6) of African American families having three children, 20% (3) of Caucasian families having three children, and 32.7% (2) of the "other" category having three children. No other ethnicity besides Hispanic families had over three children. The number of children in the family was significant to the time it took to reunify among the whole same (r = -.384, p = .004) and is illustrated in table 3. The number of children in Hispanic families was not significant (r = -.394, p = .146) to the time it took to reunify.

Table 3. Number Of Children and Time It Took To Reunify.

		time it took to reunify2	number of children in family
time it took to reunify2	Pearson Correlation	1	384
	Sig. (2-tailed)		.004
	<u>N</u>	55	55
number of children in family	Pearson Correlation	384	1
	Sig. (2-tailed)	.004	
	<u>N</u>	55	55

Correlations

\*\*. Correlation is significant at the 0.01 level (2-tailed).

33.3% (5) of Hispanic parents spoke Spanish as their primary language and 30% (3) of the "other" category parents spoke another language other than English as their primary language. Findings show that of the cases where English was not the primary language, 60% (3) of the time, the social worker for the Hispanic family was not bilingual. Additionally, 100% (3) of the time, the social worker for the "other" ethnicity was not bilingual in the family's native language. When the social worker was not bilingual in the families' native language, the children did not reunify 66.7% (2) for Hispanics and the "others" category. There was no statistically significant relationship between the social worker being bilingual

and the time it took to reunify among Hispanics (p = .043, r = .880) and "Others" (p = .040, r = .913).

#### Summary

Chapter four examined the results of this study. The results indicated that Hispanic families have a number of different family compositions compared to other ethnicities in regard to family size, age of parents, what parent the child reunifies to, type of abuse, and language. There were also several similarities among ethnic groups including non reunification

#### CHAPTER FIVE

#### DISCUSSION

## Introduction

Chapter Five discusses the conclusions from the research findings. Additionally, limitations of the study are discussed along with recommendations for social worker practice, policy, and research.

## Discussion

The purpose of this study was to determine why it took Hispanic families longer to reunify and what factors affected and influenced reunification in these families. As to time it took to reunify, the results of this study were not consistent with CSSR (Center for Social Services Research) data which showed Hispanics took longer to reunify than other ethnic groups. This study showed that of the families that reunified, African American families took longer to reunify followed by Hispanic families.

As to factors that affected and influenced reunification among Hispanic families, several results of this study were consistent with other studies. For example, the U.S. Census showed that Hispanic parents in the child welfare system were generally younger and less

educated than other ethnicities which could contribute to reunification outcomes. This study also showed that Hispanic parents were overall younger and had a lower education level when their children were removed from their care.

This study showed that the number of children in a family was significantly related to the time it took a child to reunify in the overall study. Specifically to Hispanic families, there was no significance related to the time it took a child to reunify. This was unexpected as in this study, Hispanic families had more children compared to the other ethnicities and previous studies suggest that the higher number of children in Hispanic families is related to longer reunification times when they are compared to other ethnicities. Additionally, studies have shown (Hines, Lee, Osterling, & Drable, 2006) that the younger the children are at time of removal, the more likely they will reunify with their families sooner. This study showed that 73% of the time, the youngest child in Hispanic families was under 3 years of age and overall they did reunify faster than families where the children were older. However, in this study,

the child's age was not significant to the time it took a child to reunify with their family.

In the Hispanic culture, family is very important (Clutter & Zubieta, 2009). Unexpectedly, this study showed that when removed from their parent's care, only 46.7% of children were placed with relatives. This was consistent with the Annie E. Casey Foundation who reported that immigrant children, who a high number of Hispanic children are, are less likely to be placed with relatives due to family member's immigration status.

One commonality across all the ethnic groups was the lack of a secondary caretaker at time of removal and time of reunification. Families were one parent households at least 70% of the time for Hispanic, African American, and "other" ethnicities. Even though there was no statistical significance on reunification and whether it was a two parent home, it is important to mention that for Hispanic families, when it was a two parent home, only 14.3% of children did not reunify compared to 85.7% of children who did not reunify when it was a single parent home. The primary caretaker who children reunified to in Hispanic, African American, and "Other" families was usually the mother compared to Caucasian families who of the children

that reunified, 50% reunified to both their parents and 37% to their fathers.

Hines, Lee, Osterling, and Drabble's (2006) study suggested that type of abuse is a factor that is predictive of reunification. Even though there was no statistical significance related to the type of abuse, the current study was consistent with the type of abuse being a factor related to reunification in Hispanic families. This study showed that the majority of Hispanic children (60%) were removed from their parent's care for general neglect and caretaker absence, which can include issues of domestic violence, parents not having appropriate provisions, unsafe environments, and lack of supervision. Of these children, 66.7% did not reunify with their parents. This finding suggests possible issues of cultural competence among social workers as they may not understand the Hispanic family's norms and what they may believe is appropriate. Conversely, it may suggest a lack of understanding amongst Hispanic families in that they may not understand child abuse and neglect laws and regulations.

Suleiman (2003) reported that language can be a major factor in reunification. The current study showed

that for Hispanic families, when English was not their primary language, only 40% of the time was their social worker bilingual. This is a major concern because it limits the quality of services the family receives by not being able to properly communicate with their social worker and most importantly, to reunify with their children. It can be a major problem when clients are forced to use a translator in order to communicate to their social worker as information could potentiality be lost in translation and result in the client's needs not fully being met. This can also result in the clients missing the opportunity to be involved in the case planning aspect of their case because of a language barrier, such as the absence of a translator.

## Limitations

This study had several limitations. To start, it was extremely difficult to obtain all the information on the collection tool due to missing, inaccurate, or incomplete data in the CWS/CMS database. For example, general demographics information was often not entered into client notebooks as it should have been. Therefore, the researcher had to search other areas of the case such as

court reports and forms completed by social workers in attempts to locate the information. These items were often also found to be incomplete or workers skipped sections which resulted in basic demographic information not being available for certain cases. Team Decision Making (TDM) meetings were not properly coded in the CWS/CMS system and only sometimes documented in court reports as required. Therefore, whether a case had a TDM or not may have been overlooked if the researcher did not search through the case notes. Additionally, it was very difficult to determine the time it took for clients to receive services from CPS as specific dates clients were given referrals were not clearly documented in several cases. When these dates were documented, they were inconsistent with other dates found in the case, and therefore for the majority of the cases these numbers were not reliable.

A parent's primary language was not as easy to verify as anticipated. English was often listed as the primary language in a client's notebook, but in court reports an interpreter would be requested for the parent. Therefore, it is believed that several more clients were actually Spanish speaking that were not documented in

this study since the validity of the a client's primary language was uncertain due to inconsistent documentation in CWS/CMS. Another difficultly was assessing whether services were offered in the client's native language as this is not typically documented in a case. Because the majority of the sample was English speaking clients, for those clients it was assumed that services were offered in their native language. For the few clients where English was not their primary language, it was only verified that one person did not receive services in their native language. In 7 cases, it was not possible to verify whether the client received services in their language or not.

Lastly, it was difficult determining whether parents were legal residents or not. The reason for this is due to social workers not typically asking this and if it was asked, there is no place in CWS/CMS where it would generally be entered in. This was unfortunate because it was the researcher's assumption that immigration status would be a reunification factor among Hispanic families.

The sample size was a major limitation to the study as it limited the findings. It was initially anticipated for a higher number of cases to be reviewed, but due to

the time it took to obtain all the needed information on the collection tool per case, fewer cases were reviewed.

The collection tool used could have included additional items such as: Was it an ICWA (Indian Child Welfare Act) case? Were any of the parents in jail or prison? Did the parents have to be placed on a waiting list for services? How many social workers did the family have during the life of their case? And the number of placements children had prior to reunifying. In conducting this current study, these items came up more than once and may possibly be factors that could affect reunification. Lastly, one item that was originally included in the collection tool was the social worker's educational level. Due to this information being confidential, the agency did not allow the researcher to obtain the information from social workers. This is a limitation to the study as it is believed this may also be a factor than can affect reunification outcomes.

## Recommendations for Social Work Practice, Policy and Research

Findings highlight the high number of families (45%) of all ethnic groups that failed to reunify with their children. This suggest that services being offered may

need to be re-evaluated to ensure their appropriateness for clients and possibly additional trainings for social workers in working with challenging families may be beneficial.

Additionally, because the study showed that the older the children were at the time of their removal, the less likely they were to reunify, it is essential for social workers to be aware of this and work more intensely with these families. These families may need additional resources and require special attention compared to families with younger children.

Across all ethnic groups, it was common to see no secondary caretaker at the time the child was removed and when the family was reunifying. This means that social workers should continue to recognize the importance of searching for absent parents and constantly try to involve them in the reunification process. Additionally, knowing that the majority of families consist of one parent families and overall they took longer to reunify than two parent families, social workers should expect one parent families to need additional services than two parent families.

Another issue that became apparent while conducting this study was the obstacles parents go through to complete their services. For example, at times parents were placed on waiting list as the service they were referred to was already full. Due to other services not being available, parents had to wait until there was an opening to begin their services. Additionally, parents that were employed full time had a harder time completing their case plan requirements due to conflicting work schedules. Transportation was also an issue for parents when they needed to attend services at night as most buses stopped operating prior to the parents being done with their classes. A possible solution to the transportation issue would be providing the parent with a gas card to assist them in getting to and from their services at night, but unfortunately this is not a common practice in this agency. Due to these several barriers parents face to participating in their services, it is important for social workers to be aware of issues associated with their clients attending their needed classes and being willing to assist or come up with different ideas for their clients to participate in required services. Additionally, it is important for the

agency to consider the fact that it is much more expensive to maintain a child in foster care while a parent is on a waiting list for a service or trying to locate transportation than it is to pay for a parent to receive services from a non-contracted service provider or provide a parent with a gas card to attend their services.

The findings of this study revealed that even though there were few clients whose primary language was not English, the majority of those clients were not being served by a social worker who was bilingual. This places clients and their children at a disadvantage as they may not be able to reunify due to basic communication issues. It is recommended that the agency analyze their need for Spanish speaking social workers in the agency and reexamine ways to retain their current Spanish speaking social workers that are crucial to the reunification outcomes of Spanish speaking clients.

Furthermore, it is vital for social workers to be re-trained in entering vital demographics information regarding each case into the CWS/CMS database. The results of this study suggest that the documentation in CWS/CMS need to be improved. Recent contact with the

agency where this study was conducted suggests that improved record keeping has been made a priority and that effective training in this area has taken place.

Lastly, future research is needed on the effects that language has on reunification outcomes of Hispanic families and other families whose primary language is not English. Future research should consist of a larger sample size and assess factors such as: Was the social worker bilingual in the family's native language? Did the family receive services in their native language? And did the family receive a case plan, court report, etc. in their native language?

#### Conclusions

This study described factors that Hispanic families have which can effect reunification outcomes and additionally described similar factors these families had to other minority groups in the child welfare system. This showed that even though each ethnicity may have their own differences, they also have several similarities as well which means social workers need to always be culturally sensitive when working with all families in the child welfare system.

The researcher located social worker practice issues during the study that were not supportive of the child welfare principles of safety, permanency, and well-being. For example, a family being served by a social worker that does not speak their native language may not be able to always assess child safety and well-being if a translator is unavailable. Additionally, each family's needs were not always looked at individually and instead, clients were often referred to the same services offered by the same service providers. In these situations, social workers could have used the ecological approach to better analyze the families they work with including the environment the family lives in to better assist the family. It is believed that if more social workers used an ecological theory approach to understand the dynamics in each family they worked with, clients would receive better fitted services and result in improved reunification outcomes. The improved reunification outcomes result in better outcomes for the children's safety, permanency, and well-being. Lastly, the ecological approach is beneficial for both social workers and clients as it "helps the profession enact its social purpose of helping people and promoting responsive

environments that support human growth, health, and satisfaction in social functioning" (Gitterman & Germain, 2008, p.51).

It should be noted that the cases studied were from children that were detained in 2007, and therefore practices differed from the agency's current practice principles. For example, a training region was created and expanded within the agency to provide social workers with improved and up to date trainings on how to be more efficient and productive in their jobs which will lead to better outcomes overall. Additionally, it is apparent that the quality of documentation in court reports and CWS/CMS has improved as a result of additional trainings. It is anticipated that Children's Services Division will continue to provide trainings that will increase social workers knowledge and understanding of factors that can affect the reunification of families and support child safety, permanency, and well-being.

APPENDIX A

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DATA COLLECTION TOOL

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## Data Collection Tool

## Reunification Outcome

Time it took to reunify (in months): \_\_\_\_ Reunified to: mother (01) father (02) Both (03) none (04) No reunification: \_\_\_\_

## Case #:

Ethnicity:

Hispanic (01)	African American	(02)
Caucasian (03)	Other (04)	

#### Primary Caretaker at time of Detention

Gender: male (0) female (01) Age: \_\_\_\_ Employed: no (0) yes (01) Education level: \_\_\_\_ Primary language: \_\_\_\_ Immigration status- legal in US?

no (0) yes (01)

Secondary Caretaker at time of Detention:

## Primary Caretaker when Reunifying

Gender: male (0) female (01)

Age: \_\_\_\_ Employed: no (0) yes (01) Education level: \_\_\_\_ Primary language: Immigration status- legal in US? no (0) yes (01) Secondary Caretaker when Reunifying Gender: male (0) female (01) Age: Employed: no (0) yes (01) Education level: Primary language: Immigration status- legal in US? no (0) yes (01) Public Assistance family is receiving: None (0) Cash-aid (01) Food Stamps (02) Medi-Cal (03) WIC (04) Other (05) Two (06) Three or more (07) Housing assistance? no (0) yes (01) Two parent home? no (0) yes (01) Type of abuse: \_\_\_\_ \_\_\_ \_\_\_ Number of children in family: Age of children at time of entry: Child #1: \_\_\_\_ Child #2: \_\_\_\_ Child #3: \_\_\_\_ Child #4: \_\_\_\_ Child #5: \_\_\_\_ Child #6: \_\_\_\_ Immigration status of children: legal in the US? Child #1: no(0)yes(01) Child #2: no(0)yes(01) Child #3: no(0)yes(01) Child #4: no(0)yes(01)

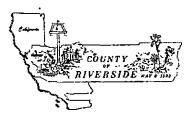
Child #5: no(0)yes(01) Child #6: no(0)yes(01 Does child have disability? No (0) yes (01) If yes: \_\_\_\_ Does child have health problem? No (0) yes (01) If yes: \_\_\_\_ Family history of CPS? No (0) yes (01) Number of priors: Services ordered in case plan: \_\_\_\_ \_\_\_\_ \_\_\_\_ Services offered in native language? No(0) yes(01) Length of time it took to receive services: \_\_\_\_ TDM case? No (0) yes (01) Child placed with relative? No (01) yes (01) Relative child placed with: Extended family involvement and other social support? No (0) yes (01) Social Worker Classification:

I-II (01) III (02) IV (03) V (04) Social Worker Bilingual? No (0) yes (01)

APPENDIX B

AGENCY LETTER

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# **Department of Public Social Services**

Administrative Office: 4060 County Circle Drive, Riverside, CA, 92503 (951) 358-3000 FAX : (951) 358-3036

Susan Locw, Director

June 3, 2009

California State University, San Bernardino Department of Social Work 5500 University Parkway San Bernardino CA 92407-2318 909-537-5000

To Whom It May Concern:

This letter is to indicate the support of the Department of Public Social Services, Children's Services Division, for Ms. Christy Sabsook to pursue her graduate research project titled, "Reunification Outcomes of Hispanic Families in CPS."

Sincerely,

Ň Lisa Shiner

Deputy Director Riverside County DPSS, Children's Services Division 10281 Kidd Street Riverside, CA 92509 (951) 358-7782

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