

TANF Time Limits and Racial Disproportionality in Washington State

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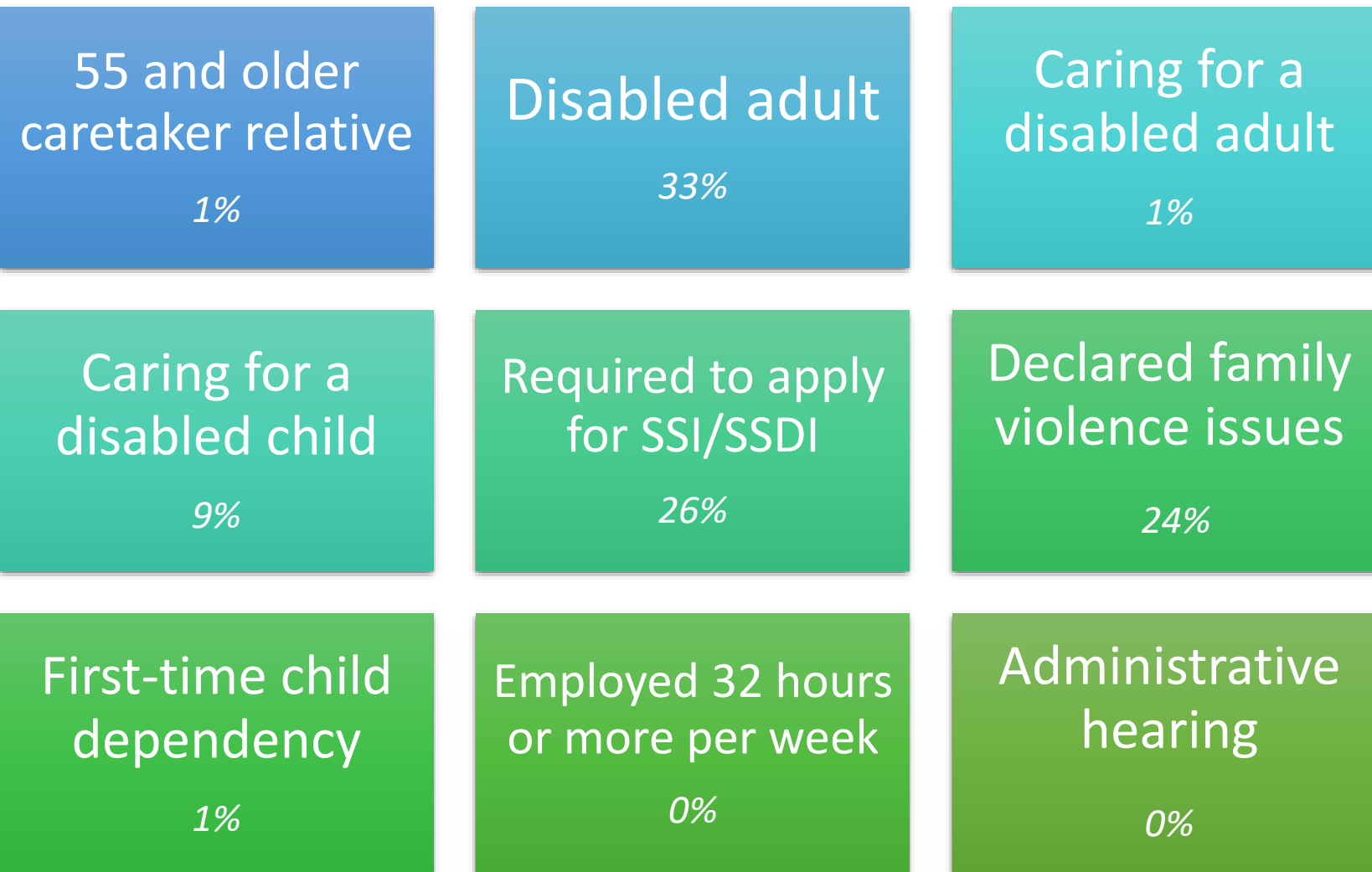
Washington State Department of Social and Health Services
Economic Services Administration/Community Services Division

Time Limits Overview

- Federal law limits TANF receipt as an adult to 60 months
 - States may offer hardship extensions to some recipients (< 20% of the caseload)
- Budget cuts led to changes in state TANF program during the Great Recession
 - More restrictive definition of hardship
 - 60-month limit applied to ineligible parents of child TANF recipients

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TANF Time Limit Extension Hardship Categories, June 2019

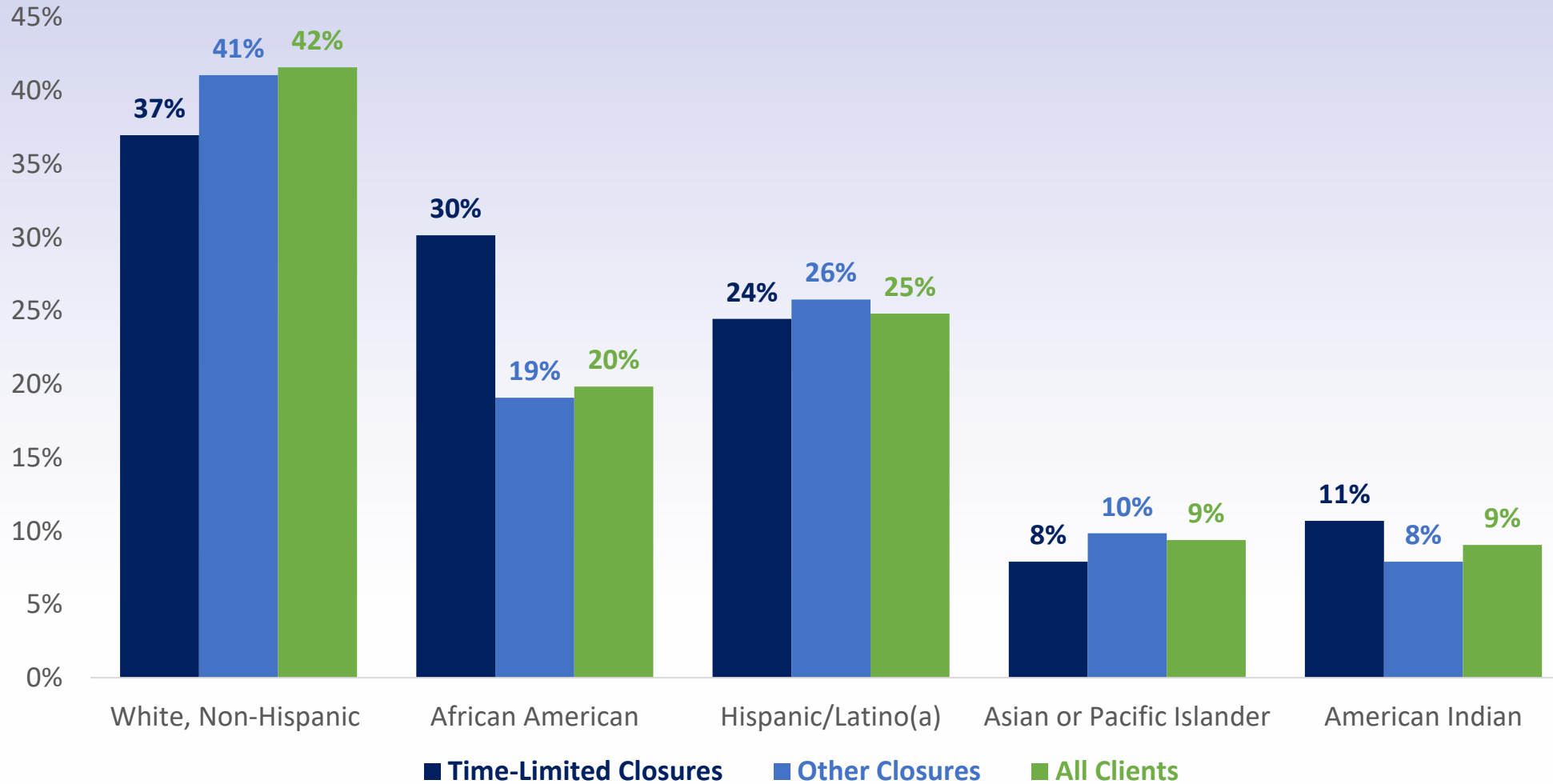


Profiles of Time-Limited Clients

- Compare clients on cases terminated due to the adult recipient time limit to
 - Clients on cases terminated for other reasons
 - All clients
- Characteristics examined include
 - Demographics
 - Medical history (physical and behavioral health)
 - Housing status (unstably housed)
 - Arrest/conviction history
 - Substance use
 - Child welfare involvement
 - Employment history

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Comparison of Time-Limited TANF Recipients with Other TANF Clients, Race and Ethnicity, SFY 2018



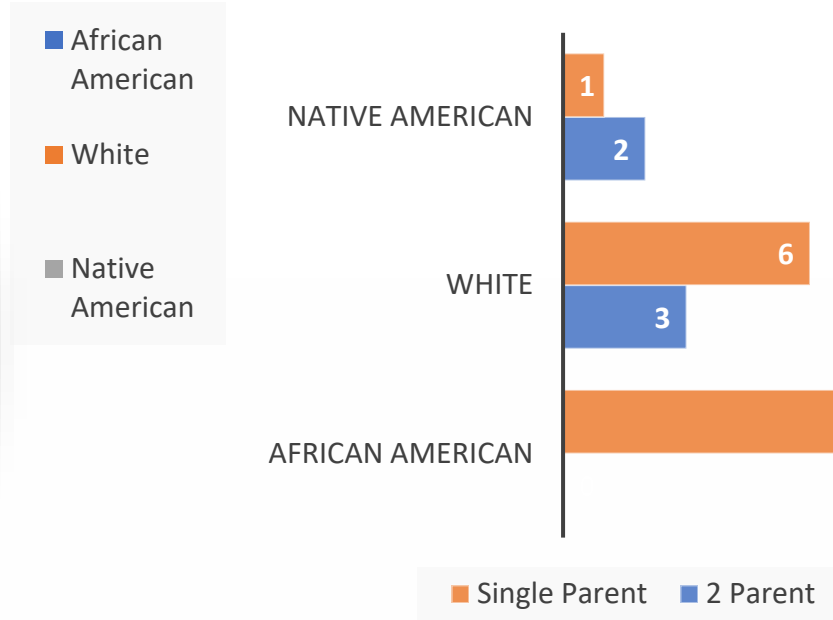
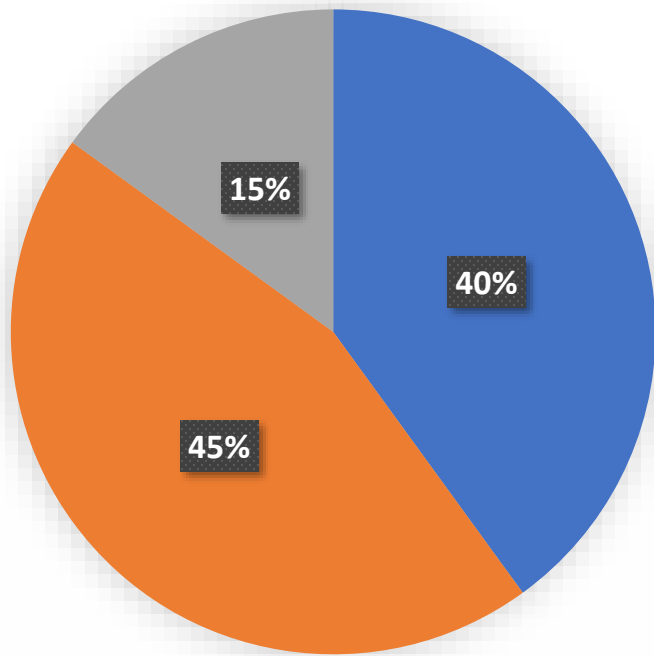
Data and Case Reviews: Digging Deep

Analyzing the Initial Data

- The importance of inclusion, and race in cash eligibility programs

Moving into Action

- TANF policy team reviewed cases to determine if policies were followed



Data and Case Reviews: Digging Deep

A Need for Change

- Workgroup implementation

Procedures Developed to Create Room for Less Intrinsic Bias

- A new review – The Supervisor/Designee Review
 - Before denial, supervisor or designee required to review

Outreach and Communication

- WorkFirst staff
- Applicants and participants
- Follow up with advocates and legislative staff

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TLE Analysis: Applying an Equity Analysis Tool

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Multidimensional Equity Analysis Tool (MDEA)

- Applied to TLE policy, procedure, and process.
- Application included analysis of TLE policy documents, staff training, interviews with staff, and observation of interactions with customers.

Characteristics of tool

- Cornerstones include looking at equity across a variety of dimensions but focuses on institutional structures such as policy and procedure.
- Is intersectional, with a focus on groups that are disproportionately affected by poverty and understanding of racism as a root cause of poverty.
- Includes an analytical framework informed by community-based action research methods and continuous improvement methods.

Multi-Dimensional Equity Analysis (MDEA) Tool

- Equity and Diversity taking a front seat at CSD
- Coaching and providing support with participant interaction
- Evaluating policies past, current, and future
- Breaking down barriers and supporting families of color

Legislative Report

- Annually report disaggregated data on race and ethnicity for TANF clients who experienced benefit reductions or terminations due to time limits and sanctions to the Legislature
 - If racial disproportionality exists, ESA must describe what it is doing to ameliorate it
- First year of implementation covered SFY 2020 (July 2019 – June 2020)

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Race and Ethnicity for Clients on TANF Cases Terminated or Denied Due to Time Limits, July 2019 – March 2020

		TANF Cases		TANF Cases with Benefit Terminated or Denied Due to Time Limits			
		<i># of Clients</i>	<i>% Clients</i>	<i># of Clients</i>	<i>% Clients</i>	<i>Risk</i>	<i>Risk Ratio</i>
Number of Clients		94,541	100.0%	3,638	100.0%	3.8%	1.00
Ethnicity and Race	Hispanic or Latino	22,293	23.6%	1,206	33.2%	5.4%	1.41
	Not Hispanic or Ethnicity Not Reported	72,248	76.4%	2,432	66.8%	3.4%	0.87
	White	42,347	44.8%	1,209	33.2%	2.9%	0.74
	Black/African American	12,631	13.4%	711	19.5%	5.6%	1.46
	Asian/Pacific Islander	5,294	5.6%	111	3.1%	2.1%	0.54
	American Indian/Alaska Native	3,499	3.7%	115	3.2%	3.3%	0.85
	Two or More Races	2,840	3.0%	115	3.2%	4.0%	1.05
	Race Not Reported	5,637	6.0%	171	4.7%	3.0%	0.79

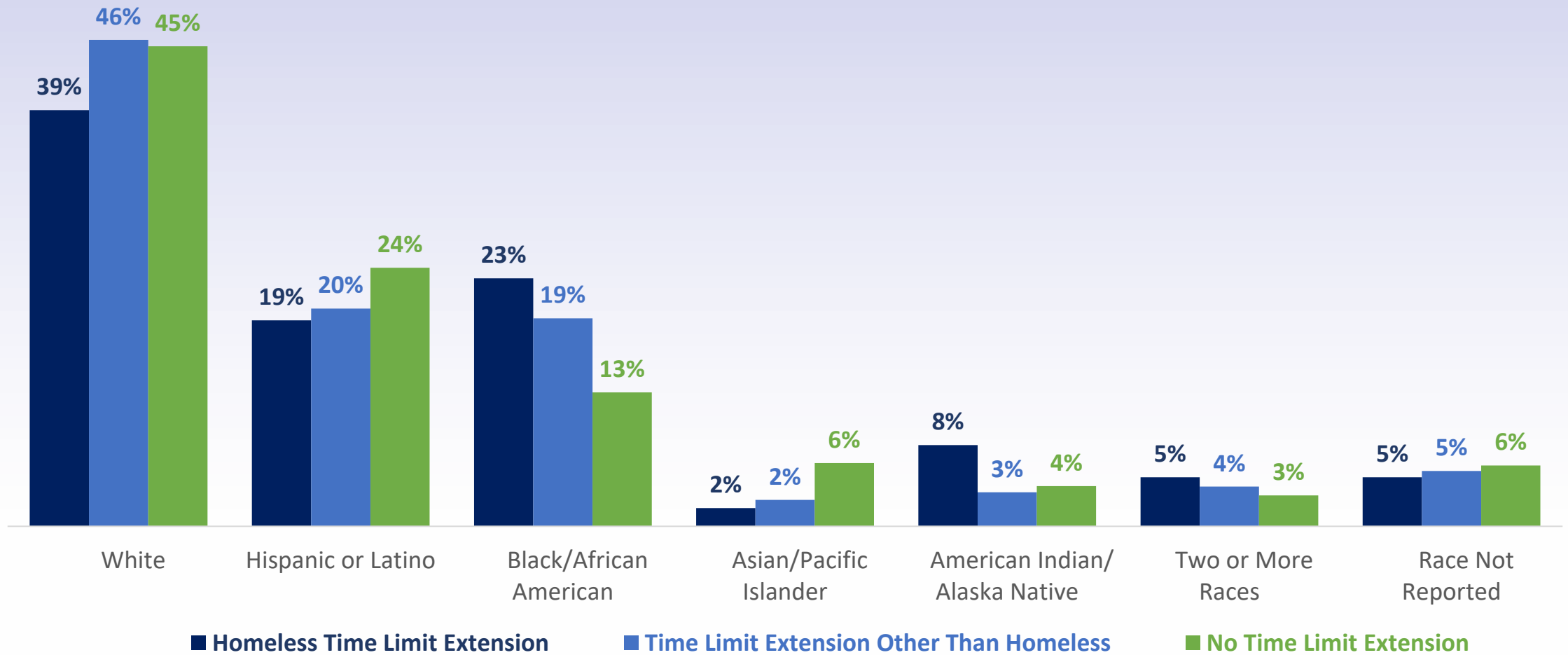
Homeless Time Limit Extension

- Legislature added new time limit extension category for homeless clients, effective July 2019
 - Legislation passed in 2021 adds an additional category that uses McKinney-Vento definition
- Used risk ratios to examine disproportionality
 - Race/ethnicity, gender, primary language, age, citizenship status, marital status, educational attainment

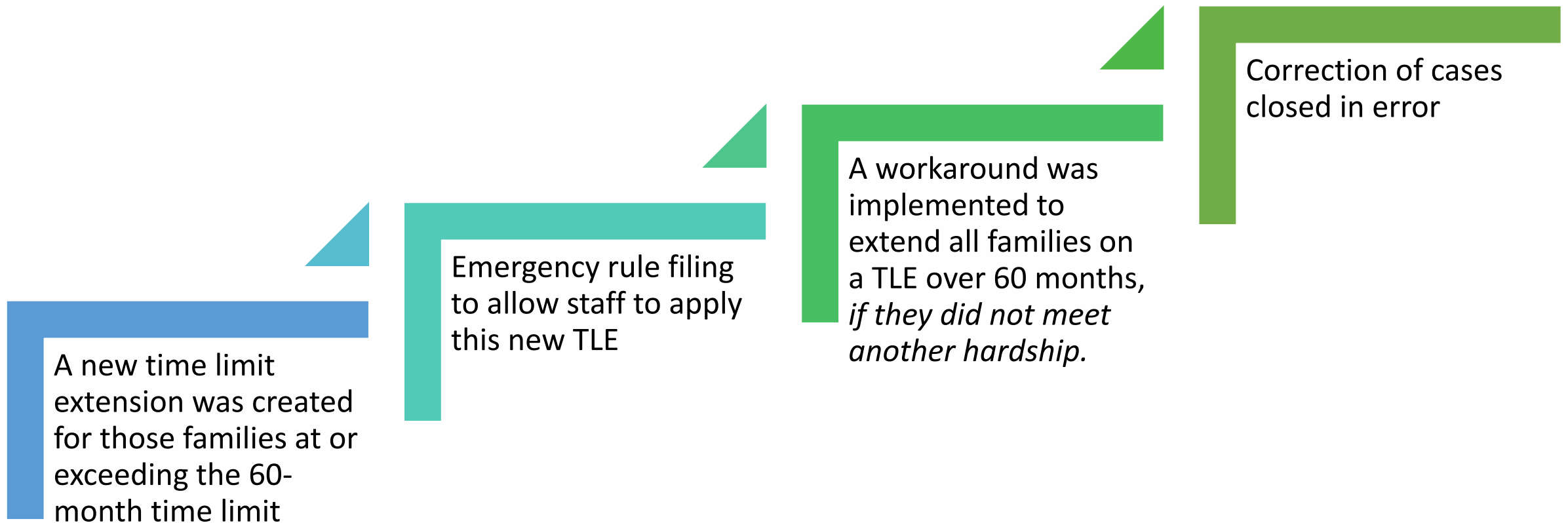
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Race and Ethnicity by Homeless TLE Status

TANF Clients, July 2019 – February 2020

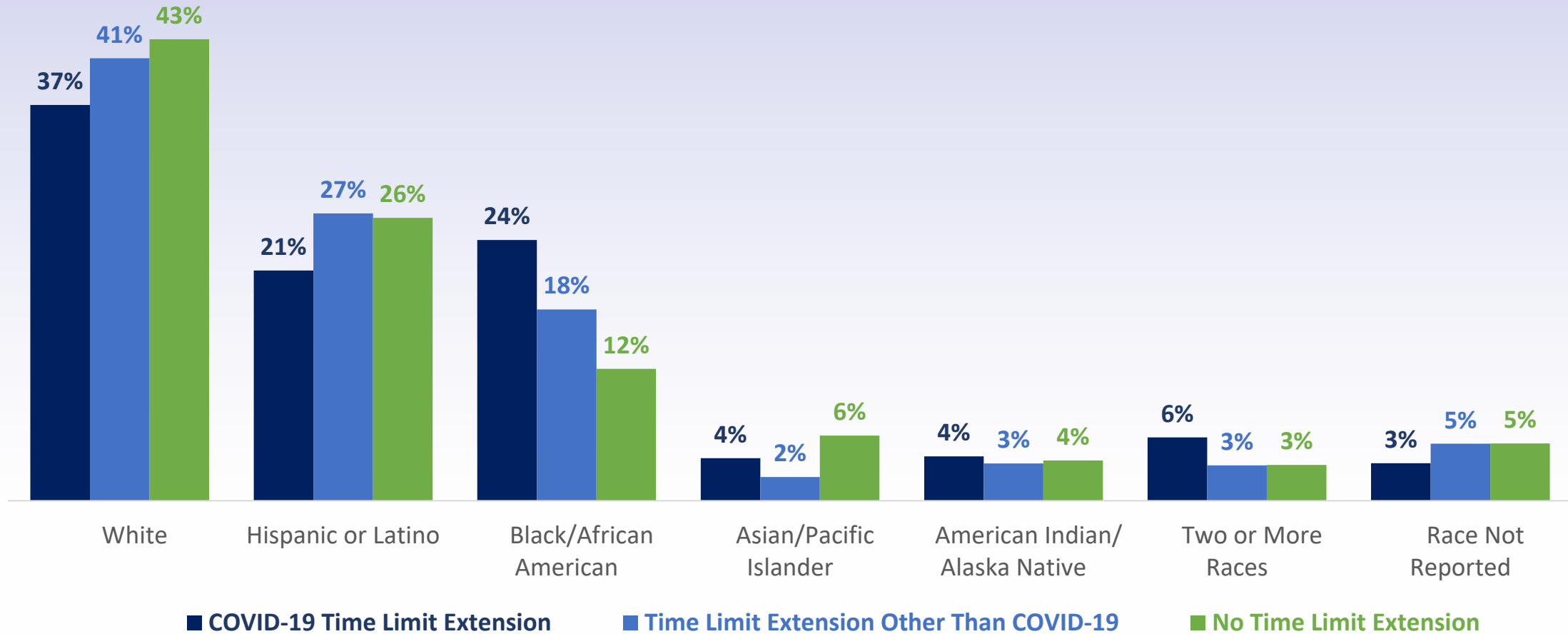


Eliminating Disparities with TANF Time Limit Policies and Procedures During COVID-19



Race and Ethnicity by COVID-19 TLE Status

TANF Clients, June 2020



Continuous Improvements Practices

Supporting Staff

Communication through multiple formats

Staff training with supervisor support

Key meetings and listening forums for all staff

Upcoming Changes

Transforming Case Management

Personal Development Tool (PDT) - New assessment tool

Provider Directory Tool

New TLE Hardship Categories, SFY 2020 and Beyond

Homeless

(July 1, 2019)

***Caring for Homeless
Child***

(July 1, 2021)

Post-Pandemic

***(Governor's Proviso from July 1, 2021 -
June 30, 2022)***

***High Unemployment
Rate***

(July 1, 2022)

Moving Forward: Eliminating Disparities for Families of Color

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Future Possible Policy Changes

- Expanding WAC 388-484-0006 to add additional TLE hardship category

Continued Conversations with Advocates

- Many hands make for light work
- Keeping TLE conversations going

Meeting Families “Where They Are”

- Being race and trauma informed
- Connecting with communities of color
- WorkFirst staff exploring all barriers