Addressing Equity in TANF

Those who say it can’t be done are usually interrupted by others doing it.

– James Baldwin, Notes of a Native Son

8/31/2023
Model of the Atom

- nucleus
- shells
- electron
- proton
- neutron

https://www.science-sparks.com/what-is-an-atom/
Addressing Equity in TANF

1. Defining Equity
2. Policy Levers to Advance Equity in TANF
3. Practical Tools To Get Started
How do we define equity?
Speak the Same Language

NATALIE WILLIAMS
Chief Equity, Diversity, Inclusion and Belonging (EDIB) Officer
## Speak the Same Language

<table>
<thead>
<tr>
<th>Diversity</th>
<th>The range of human differences.</th>
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<td><strong>Equity</strong></td>
<td>The goal of ensuring all people have opportunity and access to resources needed to help them advance individual, family, and community safety, well-being, and economic security.</td>
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<td>The action or state of including or of being included within a group or structure in a way that raises and uses each distinct voice and allows all individuals to bring their full selves to participation in society.</td>
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<td>Everyone is treated and feels like a full member of the larger community and can thrive.</td>
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<td>When racial identity has no influence on how one fares in society.</td>
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Acknowledge Differences

Before equity, diversity

- Characteristics
- Experiences
- Professional
- Community/Cultural
- Era

http://www.kornferryinstitute.com/institute-blog/2012-11-07/understanding-many-dimensions-diversity
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Everyone benefits from racial equity.

"Data in the National Equity Atlas show that our national GDP could be 14 percent or $2 trillion higher, if the wage disparity between White employees and employees of color was eliminated."

- The Competitive Advantage of Racial Equity
How do we achieve equity?

Requires three components:

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<th>Valuing all individuals and populations equally—that is, there are no invisible, undervalued, or disposable people.</th>
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<tr>
<td>1</td>
<td>Recognizing and rectifying historical injustices.</td>
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<td>2</td>
<td>Providing resources according to need—not equally, but according to need.</td>
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This 75-minute video of Dr. Camara Phyllis Jones is well worth your time.
Addressing Equity in TANF

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3. Practical Tools To Get Started
How can we distribute TANF dollars equitably?
Who is burdened?
Who benefits?
# TANF

## Check your data for disparities:

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<td>How might your state assess who benefits from these funds?</td>
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<td>Time limits</td>
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<td>Service referrals</td>
<td>Has trust been established between the participant and the referrer?</td>
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Inequities within TANF

State TANF policies are significantly related to race: all else equal, states with larger African American populations have less generous and more restrictive TANF policies.

Heather Hahn *et al.*, 2017. Parolin, 2021
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How can [my state] distribute [our] TANF dollars equitably?
Race Equity – TANF: Learning Cohorts

Emerging Themes From States and Counties

- Using Data to Understand Disproportionalities in TANF Programs
- Examining the Race Equity Implications of Proposed Policy and Practice Decisions in TANF
- Using Staff Training and Development to Promote Race Equity
- Integrating Stakeholder Engagement in TANF Policy and Practice
- Leveraging Economic Mobility to Close the Racial Wealth Gap
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Example: Analyzing Disparity Data
Washington’s Disparities in Time Limits Extension

- These disparities led to using the Multidimensional Equity Analysis Tool (MDEA), students completing in training in diversity, equity and inclusion designed the tool.

Coordinated Case Review
- Split data into time limit closure data and sanction closure data
- Did thorough analysis of disproportionate cases and identified root causes

Equity Analysis
- Interpersonal equity
- Instructional equity
- Institutional equity

Staff Training
- Reviewed and adapted existing trainings
- Discovered staff had limited access to implicit bias trainings and need for coaching
- Identified foundational training topics: active listening, intergenerational approaches
San Francisco Human Services Agency Race Equity Action Plan

- Agency Assessments via GARE
- Community Assessments via GARE
- Conducted Staff Focus Groups
- Conducted Strategic Partner Interviews

San Francisco is committed to establishing common language for shared dialogue on race equity.
What equity issue would you like to better understand within your states’ TANF block grant?
Where will your strategic focus have the most impact?
# TANF

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APHSA and our partners

www.aphsa.org