



Minnesota African American Family Preservation and Child Welfare Disproportionality Act July 2025

Nikki Conway, Children and Family Services
Director
Lawrence Dickens, Children and Family Services
Deputy Director

1

Overview



- The Minnesota African American Family Preservation and Child Welfare Disproportionality Act was established on July 1, 2024.
- Implementation of The Act began in Hennepin and Ramsey counties January 1, 2025, with a plan to phase in all counties statewide January 1, 2027.
- Goal to protect the best interests of African American children and children disproportionately represented in the child welfare system.

2

Who does it apply to?

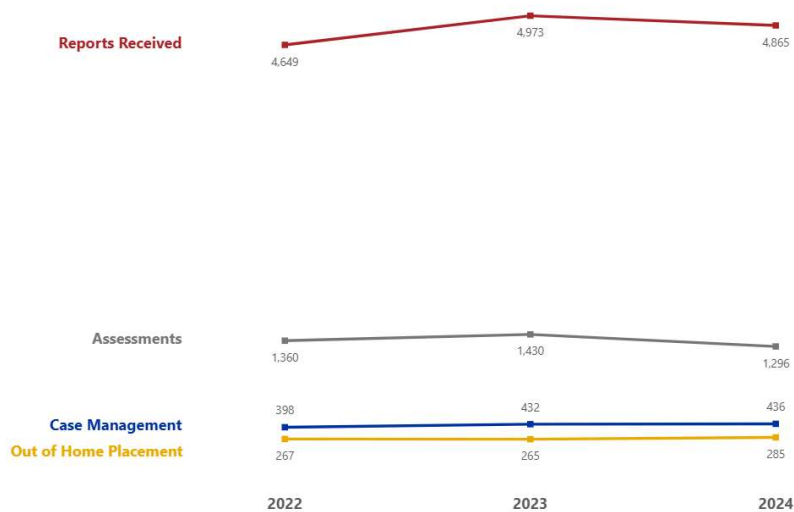


Estimated to apply to 90% of all child protection cases in or current system.

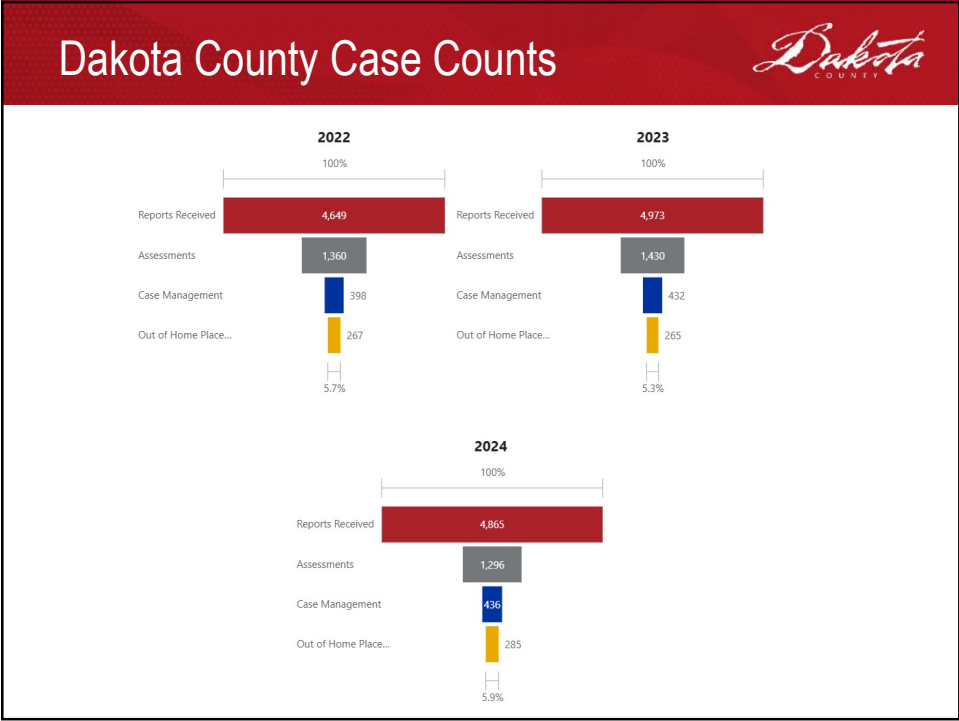


3

Dakota County Case Counts



4



5



6

Requirements



- “Active efforts” v. “reasonable efforts” requires more assistance to families toward case plan goals
- Restrictions on use of emergency removals of children, foster care placement and termination of parental rights
- Cultural competency training mandated for staff and system partners
- Family Group Decision making needs to be offered
- Internal case reviews

7

Resource Considerations



STAFF



TRAINING



TECHNOLOGY



CULTURALLY
SPECIFIC
RESOURCES



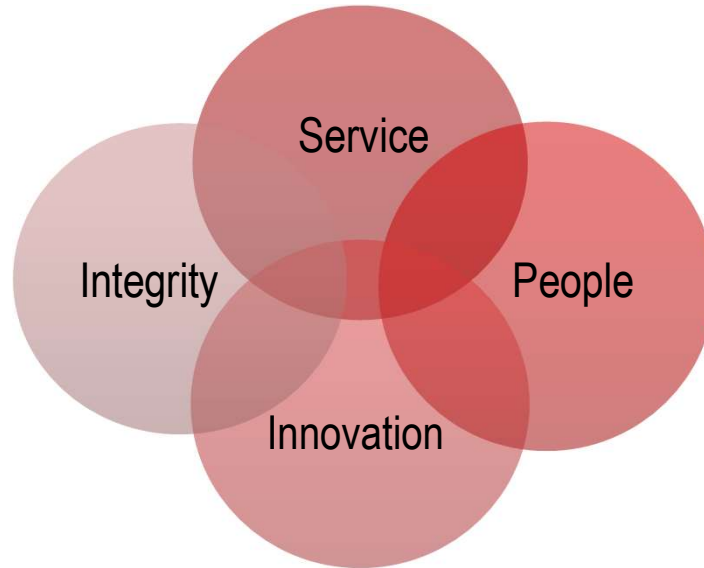
CONCRETE
SUPPORTS



LEGAL
CONSULTATION

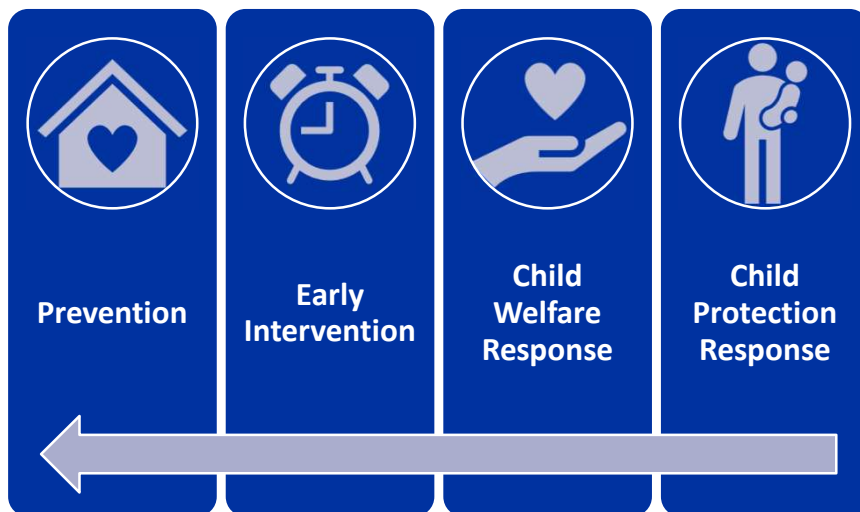
8

Dakota County Approach



9

Child Well Being Continuum



10

Dakota County Approach



"There comes a point where we need to stop just pulling people out of the river.

We need to go upstream and find out why they're falling in."

Archbishop Desmond Tutu

11

Implementation Process



We will need to support and resource the entire continuum of child well-being.

Investments are two-fold:

1. Adding capacity to current system
2. Developing new and innovative community-based resources

12

Community Recommendations



- Eliminating Disparities initiative began in 2021
 - Focus on out of home placement
 - Work with community partners
 - Work with parents with lived experience in the Dakota County system

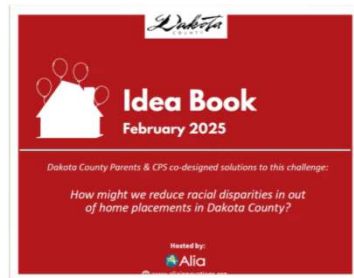
13

Implementation Recommendations



#1

**We need Family
First community-
led prevention
resource centers**



14

Implementation Priorities



15

Implementation Cost



- Worked with metro Counties to estimate costs across region
- 2026 Budget asks: \$2.9 Million
 - 11 FTE's includes social workers, coordinators and support staff
 - Contracts for staff training, development of community-based resources, investing in the Community Resource Center
- 2027 will include concrete supports for families
Preliminary Estimate Up to ~\$2.7 Million

16

Questions?

