

Table 1: Race Hurts Children: The Trauma of Racial Disparities

Racial Bias in Relationships Builds the House of Structural Racism

Community	Developmental Niche of Family	PARENTS	CHILD	BIAS vs. Cultural Competency	Child Welfare Team		ITCT Team		SAFETY PERMANENCY LOVE
			PARENT-CHILD ATTACHMENT				Perception of the Quality of Working Relationships®		
Historic Trauma of the group		Marital status Father Involvement Co-parenting status Ace+ Intergeneration Trauma	Age Gender Temperament Special needs		Mandated reporters: Medical Providers	Intake Social Worker: Knowledge of child development Stress	Judge- full docket -Lawyer Long-time public defender Caseload	Foster Parent: SR/DR Home Children -Experience -Trainings -Work schedule	
Racial Disparities in social determinants of health for child and family wellbeing		Education SES status Family structure Mental health Racial Identity	Birth order		Educators Teachers, Social workers, Day care providers	Burnout Countertransference Trauma Triggers	CASA: -Training and Experience -Opportunity for consulting GALs	-Work schedule Stress Therapeutic Parent-child Visits	
Culture		Cultural/Ethnic Identity			Police Officers	Child welfare supervisor Social Worker Same race/different race Paraprofessional Training Policies Psychologist Counselors Probation Officers	Temporary Shelter/Home Social Media portrayal	Culturally Valid Treatment E.g., Hair-Combing Interaction	
Resources		Social Support					SR/DR		
Traditions		Kinship Network							
					SR/DR	SR/DR			

KEY: Risk factor for Bias

ACE - Adverse Childhood Experiences

SR/DR – Same Race/Different Race

PQWR - Perception of the Quality of Working Relationships®