



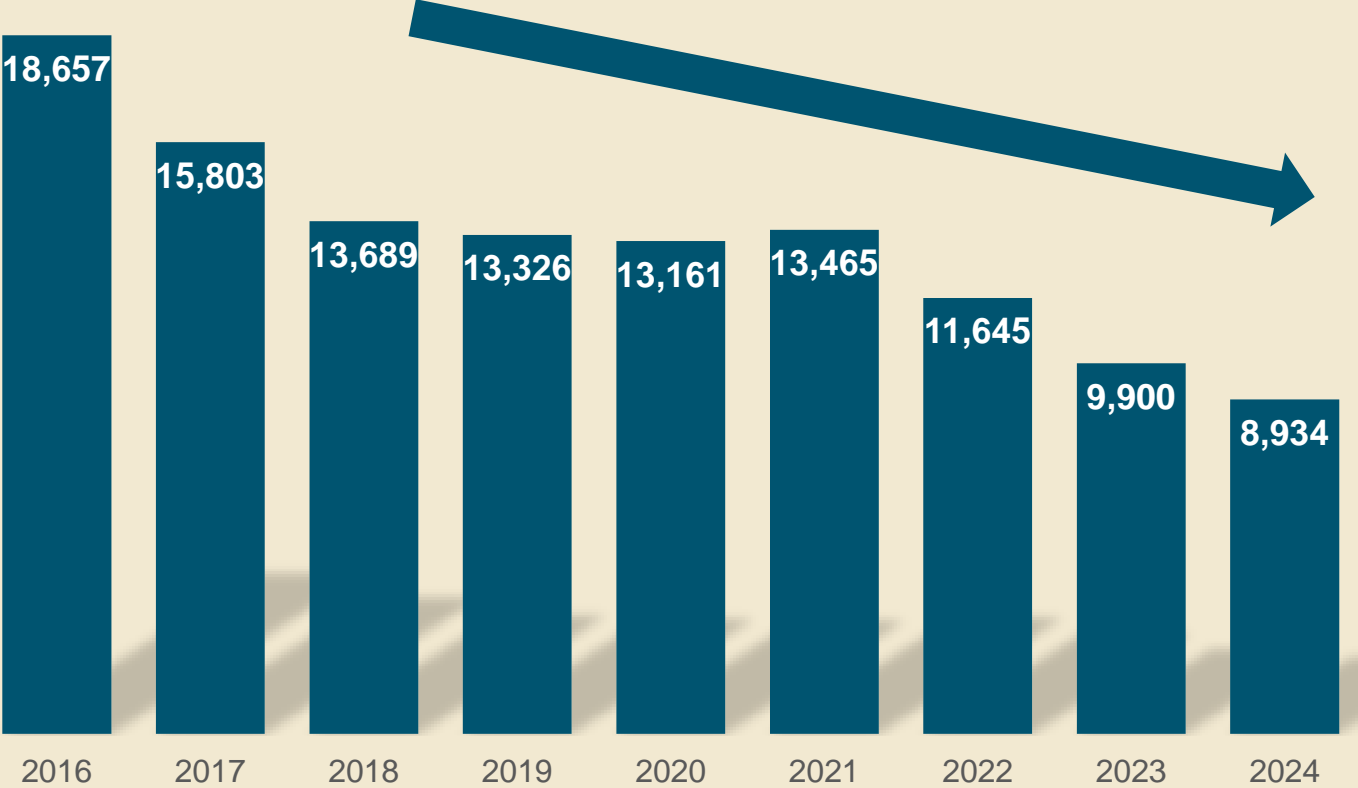
OFFICE OF THE GOVERNOR  
**KATIE HOBBS**

# Department of Child Safety

David Lujan  
CEO/EDD



# Children in Out-of-Home Care (0-17 years old)

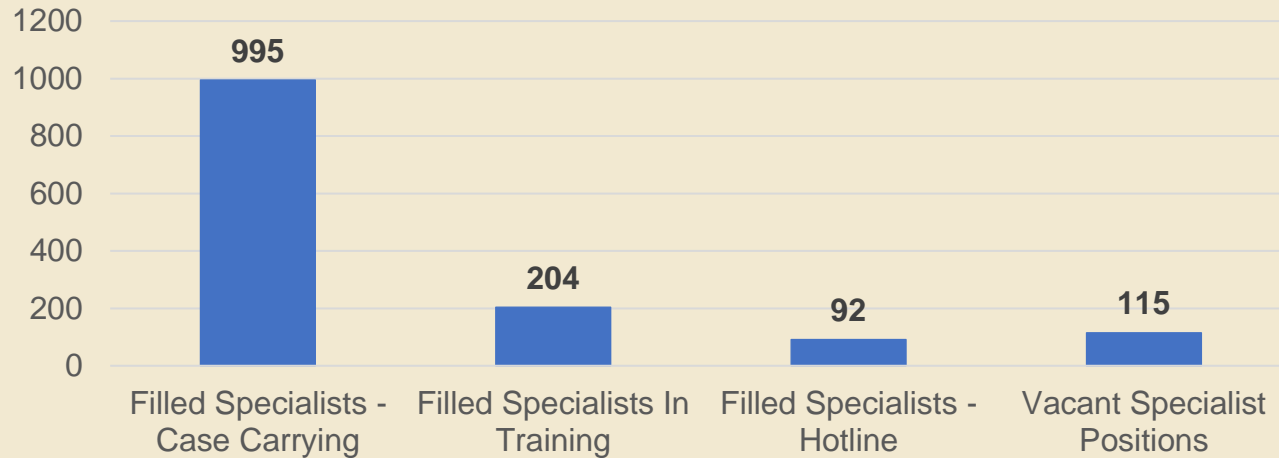


Safely reduced children in state care by **52%**



# Workforce Stability

## Authorized Specialist Positions



Of 1,406 total

**92%**

of authorized  
**Field Specialist positions are currently filled**

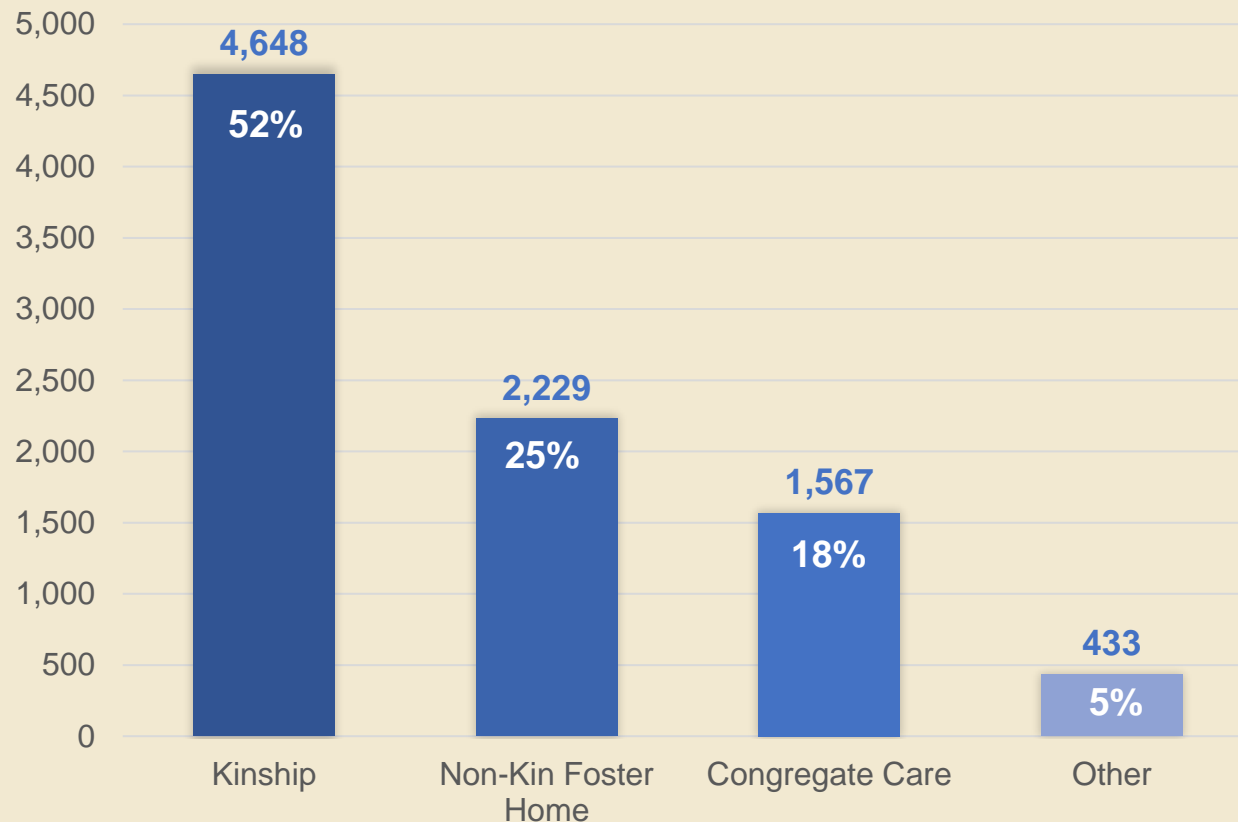
## Quarterly Employee Separations



Quarterly separations  
are higher than optimal  
(>2% of workforce per month)



# Out-of-Home Caregiver Types (0-17 years old)



Children in family setting

**77%**

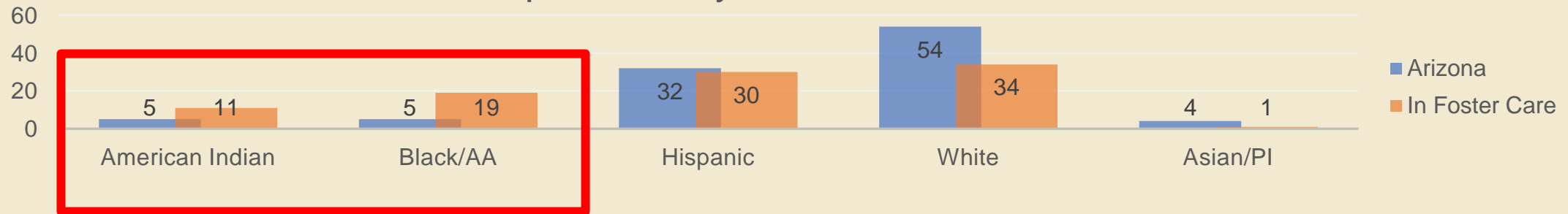
Children living with kin

**>50%**



# Racial Disparity in Child Welfare

Arizona Population by Race vs % of Children in Care

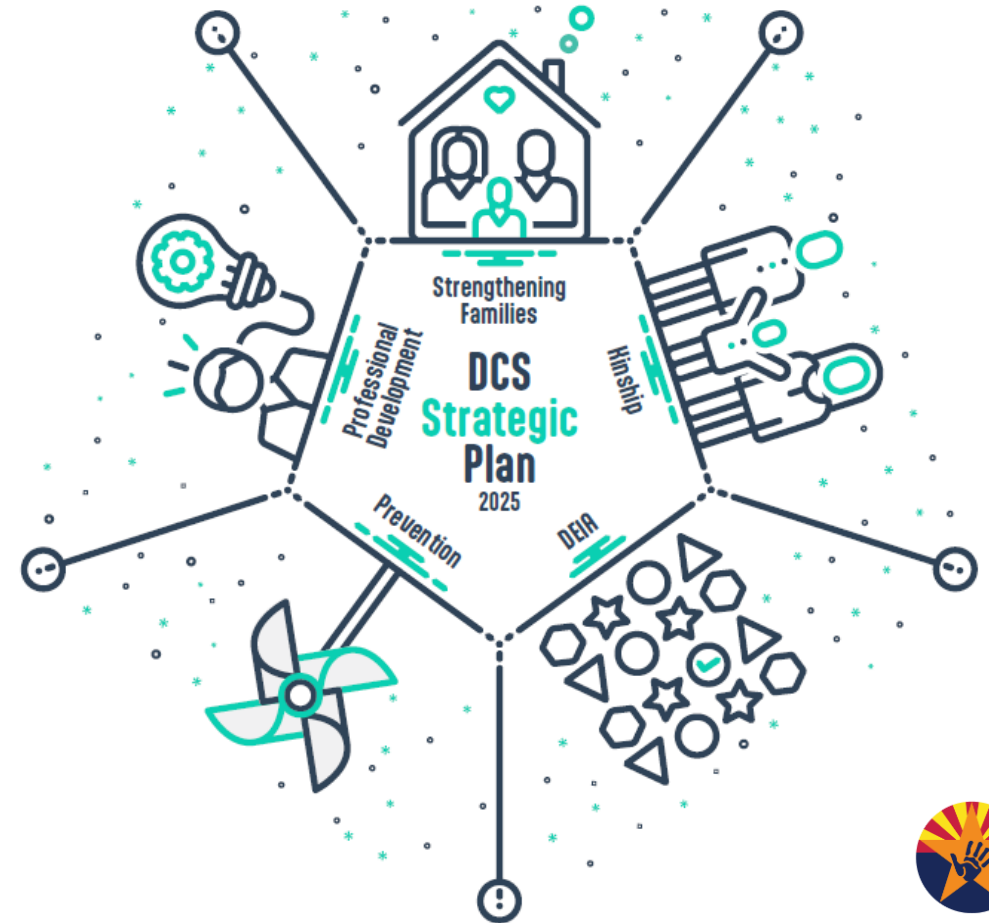


- **American Indian Children are overrepresented by 6%**
- **Black/African American Children are overrepresented by 14%**
- **Hispanic Children are underrepresented by 2 percentage points**



# FY25 Five Strategic Priorities

1. Prevention
2. Strengthening Families
3. Diversity, Equity Inclusion and Accessibility
4. Professional Development
5. Kinship



# Diversity, Equity, Inclusion, Accessibility

- **All staff participating in Cultural, Empathy, and Trauma Responsive training;**
- **Launching Cultural Brokers pilot program;**
- **Hiring a DEIA manager;**
- **Established an internal DEIA committee;**
- **Partnering with Casey Family Programs on African-American Congregate Care reduction strategies**

# Workforce Culture

- **Strengthening culture of Safety Science**
- **Safety Science training**
- **Safety Science survey**
- **Workforce Connect – leadership development**



# Progress

- **Document disclosure improvements;**
- **Launched Kinship Navigators;**
- **Extended Foster Care Success Coaches;**
- **Improved Team Decision Making meetings;**
- **Stopped taking away social security and disability benefits;**
- **Mandated reporter training;**
- **28% reduction in runaway youth since 2022**



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