

IMMIGRANT FAMILIES AND CHILD WELFARE SYSTEMS

Emerging Needs and Promising Policies

Executive Summary



By Mark Greenberg, Randy Capps,
Andrew Kalweit, Jennifer Grishkin, and Ann Flagg

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This Executive Summary presents the key findings from a Migration Policy Institute (MPI) study of the child welfare policies and practices that states and localities employ when working with children in immigrant families. Drawing on interviews with child welfare officials in 14 states, six counties, and New York City, the full report provides in-depth analysis of the policies and practices presented in this summary.

To read the full report, visit:
www.migrationpolicy.org/research/immigrant-families-child-welfare-systems

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Executive Summary

Since the 1970s, the number and share of children in the United States with a foreign-born parent have more than quadrupled. Nearly 90 percent of these children are U.S. citizens, and about one-quarter have an unauthorized immigrant parent. These demographic changes, along with developments in immigration policy and enforcement, have important implications for state and local child welfare agencies. Some jurisdictions have responded by developing specialized policies and practices, but there are significant variations around the country.

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To better understand state and local child welfare systems' policies and practices for working with immigrant families, the Migration Policy Institute (MPI) and the American Public Human Services Association (APHSA) reviewed relevant literature and conducted discussions with APHSA's National Association of Public Child Welfare Administrators and interviews with administrators in 21 jurisdictions. Drawing from this work, this report describes a set of key policy issues for child welfare agencies and examples of promising agency approaches.

A. Immigration Enforcement, Children of Immigrants, and Child Welfare

Like other children, children with immigrant parents can enter the child welfare system when there are reports of abuse or neglect by a parent or caretaker. Those with unauthorized immigrant parents face additional paths for entry, however, if U.S. Immigration and Customs Enforcement (ICE) arrests, detains, or deports a parent.

Immigration enforcement policies and practices can have important implications for family economic security and cohesion, and for the mental health and wellbeing of children. During the Bush and early Obama administrations, deportations reached historically high levels and there were no explicit priorities for which unauthorized immigrants should be arrested and removed. The Obama administration later narrowed enforcement priorities to focus on unauthorized immigrants who posed national security risks, serious criminals, recent arrivals, and those with recent removal orders. Immigration officers were also instructed to give consideration in decisions about arrest, release, and deportation to whether an individual was a primary caretaker, parent, or legal guardian. With these changing federal priorities and some states and localities placing limits on cooperation with ICE, removals of immigrants claiming to be parents of U.S.-citizen children fell from 92,000 in calendar year 2011 to 29,000 in 2016.

Shortly after taking office, the Trump administration reset enforcement priorities to allow for the removal of any unauthorized immigrant and eliminated provisions that gave consideration in enforcement to whether an immigrant was a parent. With this revised approach, ICE arrests rose by 44 percent between fiscal year (FY) 2016 and FY 2018, and removals resulting from ICE arrests increased by 46 percent. Both remain at about half their peak during the early years of the Obama administration, principally because of ongoing state and local limits on ICE cooperation. Data available through calendar year 2017 do not show an uptick in removals of parents.



Other Trump administration decisions could increase the number of immigrant parents vulnerable to arrest, detention, and removal in the future. The administration has announced that it will terminate Temporary Protected Status (TPS) designations for six countries and end the Deferred Action for Childhood Arrivals (DACA) program, though litigation seeking to block these actions is pending in federal courts. If the courts allow the administration to end these six TPS designations and the DACA program, parents of nearly half a million U.S.-citizen children will be forced to choose between leaving the United States with their children, departing but leaving their children behind, or staying in the United States with their children while risking deportation.

The nature of apprehensions along the U.S.-Mexico border has also changed in recent years, with potential implications for child welfare agencies. Between FY 2010 and FY 2017, the share of apprehensions involving migrants from Mexico fell from 87 percent to 42 percent, while those involving nationals of El Salvador, Guatemala, and Honduras grew from 10 percent to 54 percent. At the same time, the share of apprehensions involving families or children traveling without a parent has grown substantially. From October 2018 through January 2019, the majority of apprehensions were of members of families (50 percent) or unaccompanied children (10 percent). Many of these families and unaccompanied children apply for asylum. Asylum seekers are often released into the United States while their cases are pending, a process that can last months or years due to substantial backlogs in the U.S. asylum system. As asylum applicants, these families are likely to be eligible for few, if any, public benefits or services.

Regardless of immigration status, immigrant adults and children may face challenges when interacting with child welfare professionals. Cultural misunderstandings and limited English proficiency can pose significant barriers to effective engagement. Immigrant parents may also come from societies where state involvement in private life is minimal, or where state entities are mistrusted. This can translate into resistance towards or fear of child welfare personnel in the United States. Additionally, immigrant parents may have different parenting styles and expectations than caseworkers, making conversations about caregiving more difficult and susceptible to miscommunication. And while it is widely acknowledged that growing up with one's parents or other relatives is generally in the best interest of a child, there are reports of child welfare agencies and courts expressing reluctance to place children with unauthorized immigrant relatives because of the perception that they will provide a less stable placement. Inconsistent awareness of issues relating to cross-border care arrangements, potential avenues for attaining immigration status or other immigration benefits, and eligibility and access to services has also been shown to affect agencies' decision-making.

B. Key Policy and Practice Issues and Child Welfare Agency Approaches

MPI and APHSA researchers interviewed child welfare officials from 14 states, six counties, and New York City to learn about how they were approaching issues that arise when serving children of immigrants. For each of nine key issues, the researchers identified a recommended approach, accompanied by examples of relevant policies and practices.

I. Organizational Structure

Some jurisdictions have developed specialized staffing or structures to more effectively serve immigrant children and their families. Interviewees described two principal organizational approaches: creation of a dedicated office with immigration-related responsibilities and designation of a dedicated liaison or resource person. New York City and Los Angeles County have dedicated offices whose primary role is to support their agencies on immigration-related issues and to provide resources to caseworkers who encounter questions related to immigration. Several jurisdictions—Connecticut, Illinois, Minnesota, New Jersey, New Mexico, and Fresno and San Diego Counties, CA—employ a dedicated liaison or resource person, who typically functions as a point of contact within the child welfare agency and provides resources on cases with an international or immigration component. In Texas, regional immigration specialists coordinate between caseworkers and attorneys to address the immigration issues of all



noncitizen children within their jurisdiction, and with border liaisons employed by the child welfare agency who specialize in cross-border cooperation with Mexican officials. Connecticut has an Office of Multicultural Affairs and Immigration Practice that combines some aspects of an immigration liaison within an office focused on expanding the agency's capacity for working with families of diverse backgrounds more generally.

Recommendation: Employ specialized staff or provide access to a skilled point of contact for caseworkers to reach out to for guidance and support on immigration issues in child welfare cases.

2. Training on Immigration-Related Issues

A number of jurisdictions have developed training materials on immigration-related issues. Florida and New Jersey offer training on immigration issues to all child welfare agency staff who work with clients. New Mexico provides training that outlines both caseworker and immigration liaison responsibilities. Connecticut's Office of Multicultural Affairs and Immigration Practice surveys caseworkers to gauge their awareness and implementation of immigration-related policies and then provides training to build staff capacity. California's core curriculum for child welfare workers and supervisors includes information on state laws and immigration statuses, which a county can supplement with more in-depth training. In Fresno County, CA, some training is available to all staff, and other training opportunities are designed specifically for those newly hired or provided as a topical refresher course. New York City has developed trainings specific to immigration liaisons, foster-care agencies, and court legal staff. Florida, Georgia, Minnesota, and New Jersey have developed additional materials beyond mandatory training that staff can elect to review.

Florida and New Jersey offer training on immigration issues to all child welfare agency staff who work with clients.

Trainings frequently discuss the details of different immigration statuses and benefits and important policies, procedures, and laws staff should follow when assisting a child in applying for immigration status. Information is often provided on how to access important resources or points of contact, and staff are directed to additional resources they can refer to, including information on different cultures represented within their service population. Agency staff can also benefit from training on best practices in family reunification, placement across borders, engagement strategies for families with unauthorized immigrant members, placement with unauthorized caregivers in accordance with state law, making reasonable efforts to work with detained or deported parents when a permanency goal for their child is reunification, and the legal rights of detained or deported parents in court proceedings.

Recommendation: Develop preservice and ongoing training for frontline workers concerning immigration issues in child welfare cases, with content emphasizing cultural competency and issues relating to legal status.

3. Language Access

Agencies must provide language assistance services that allow Limited English Proficient (LEP) individuals to effectively participate in or benefit from a child welfare agency's programs and activities. Bilingual staff and free interpretation services are common approaches. New Mexico and Montgomery County, MD, have a pay differential for multilingual caseworkers. Washington State maintains a listserv where certified staff can register their written and/or spoken fluency for a salary increase. Montgomery County also emphasizes the hiring of foreign-trained professionals who are not yet licensed when filling paraprofessional roles in its programs.



Connecticut, Florida, and Illinois all provide interpreters when a family's preferred or primary language is not English. Georgia caseworkers are instructed to contact the state Department of Human Services' LEP/Sensory Impaired program to request interpreters to avoid situations in which one family member must interpret for the others. Connecticut's Office of Multicultural Affairs maintains an updated list of approved interpreter and translation services, and provides social workers with guidance on working with families via interpreters, including tips on body language, using key terms or phrases, and maintaining a respectful tone during interactions. It also asks caseworkers to double the expected length of their meetings when working with interpreters. A number of agencies also contract with language lines to supplement in-house capacity.

Even when interpreters are available, Illinois works to ensure that therapeutic services are performed in the child's first language, whenever possible. And if children who primarily speak Spanish are removed from their homes, the state also mandates that they be placed with Spanish-speaking foster parents within 60 days.

Recommendation: Review whether language access policies adequately reflect the characteristics and needs of the service population, with attention to translation of forms and availability of multilingual staff and interpreters who are not children or other family members.

4. Licensing

When a child must be placed in out-of-home care, the caregiver must be licensed if they are to receive financial assistance to help with the costs of caring for the child. Licensure brings additional benefits, including training, services, and other supports. States vary as to whether an unauthorized immigrant relative of a child can qualify for licensing; depending on state policy, this may be explicitly permissible, permissible under limited circumstances, impermissible, or the state's policies may not expressly address the issue.

Illinois and California explicitly provide that immigration status does not affect whether a relative is eligible to become a licensed caregiver. In New Jersey, children can be placed with an unauthorized immigrant relative if the placement is determined to be in the child's best interest and there is a compelling justification. In Connecticut, unauthorized immigrants can be considered for licensed placements in "special circumstances." Other states have general waiver authority, are silent on this issue, or expressly provide that unauthorized immigrants are ineligible. In Georgia, licensure of an unauthorized immigrant is not permitted, but placement can be approved via departmental waiver and subsidized at a reduced rate. And in Texas, unauthorized immigrant relatives are not eligible to become foster parents but may apply for a waiver to adopt the child.

Even when unauthorized immigrant kin are potentially eligible for licensing, certain state policies may make it more difficult to meet licensing requirements. For example, applications that require Social Security numbers (SSNs) for caregivers and/or other household members may deter otherwise qualified unauthorized caregivers from applying as many lack SSNs. As an alternative, Illinois, Connecticut, and New Jersey allow caregivers to use an Individual Taxpayer Identification Number (ITIN) for subsidy payments. Illinois also provides instructions for immigrant caregivers on how to obtain and use an ITIN to receive payments, allows caregivers of Illinois children who live in other states to use ITINs, and allows for retroactive payments to be made, in recognition of lengthy ITIN processing times.

Recommendation: In light of the importance of placing children with relatives when possible and appropriate, identify and address barriers that may prevent noncitizen caregivers, including unauthorized immigrants, from becoming licensed providers.



5. Placement of a Child with a Caregiver outside the United States

Agency rules for approving placements with a parent or other potential caregiver living in another country also vary. Some jurisdictions have detailed procedures for potential placements abroad and have memoranda of understanding (MOUs) with foreign consulates to facilitate such placements, while others provide caseworkers with minimal guidance.

In an initial step for an international placement, a foreign social service agency must evaluate the potential home and caregiver to ensure the child will be safe if placed there. In San Diego County, CA, an international liaison coordinates with Mexico's child welfare agency (Desarollo Integral de la Familia, or DIF) to perform background checks and home evaluations of prospective caregivers in Mexico. In New York State and Georgia, caseworkers evaluating children's potential caregivers abroad are instructed to follow the same guidelines they would in a domestic case, including standard safety, home study, and background vetting procedures. Fresno County, CA, ensures preplacement visitation between children and potential caregivers through Skype or a trip to the U.S.-Mexico border. Texas border liaisons and caseworkers coordinate with DIF in Mexico and authorities in other countries to research the social services available in a parent's community and then design a service plan ensuring the parent can safely care for their child.

After the evaluation, U.S. child welfare personnel must decide whether to recommend placement into the home, and generally must ask a court to order the placement. In San Diego, caseworkers must schedule a special hearing in juvenile court to consider the caseworker's recommendation. If the court orders the placement, the caseworker will coordinate travel, subsidy payments, and monitoring arrangements for the child. In Texas, caseworkers coordinate with a border liaison or consulate staff to make these arrangements. When placing children in Mexico, San Diego caseworkers ensure the child obtains a tourist permit to travel to Mexico and coordinate with the relative abroad to obtain a family immigrant permit for the child. For children who are U.S. citizens, San Diego caseworkers also help them obtain a passport and apply for a Consular Report of Birth Abroad.

When placing a child internationally, agencies often refer cases to International Social Service (ISS)—a nonprofit organization with expertise in cross-border case management. ISS establishes a link between child welfare agencies in different countries to facilitate the placement and provides international child welfare case management through services that include tracing family members in a foreign country; organizing home studies and criminal background checks on potential caregivers; evaluating the community abroad; and performing postplacement evaluations to check up on the child. Arizona, Connecticut, Florida, New Jersey, New York City, and San Diego County have all partnered with ISS for cases involving out-of-country placement.

Recommendation: Review policies concerning placement of children with a parent or guardian abroad, develop MOUs with consulates for countries with significant numbers of placements, and ensure that the jurisdiction either has skilled staff or contracts for access to such staff for involvement in these cases.

6. Memoranda of Understanding with Foreign Consulates

Some jurisdictions use MOUs with foreign consulates to lay out each party's responsibilities when foreign nationals or children of foreign nationals are involved with U.S. child welfare agencies. Although all of the MOUs described by agency officials during interviews with the authors were between a child welfare agency and Mexican consulates, MOUs can be signed with any country. Jurisdictions with MOUs with Mexico include Fresno, Los Angeles, Monterey, and San Diego Counties, CA; Illinois; New Jersey; New Mexico; and North Carolina.

In MOUs, common child welfare agency responsibilities include notifying the consulate when a child or parent who is a Mexican national is involved in a child protective services case; responding to consular



inquiries about cases and providing verbal updates and copies of court reports; ensuring communication between a consulate and the child, including allowing a consular representative to interview the child and attend the child's juvenile dependency court hearings; and complying with confidentiality rules and providing formal processes for accessing confidential information.

Common Mexican consular obligations include requesting a home evaluation and preplacement services through Mexico's child welfare agency; obtaining vital legal documents, such as birth certificates; complying with confidentiality rules; assisting with parent or relative searches or coordinating with DIF to conduct family tracing in Mexico; conducting outreach to Mexican communities in the United States to orient them to U.S. child welfare services; and providing training for U.S. child welfare staff and other local employees on how to access consular services.

Common joint responsibilities include facilitating the return of minors from the United States to Mexico, and facilitating visitation when the child is in the United States and the parent is in Mexico (this is limited to certain U.S. agencies near the U.S.-Mexico border).

Recommendation: Reach out to consulates whose nationals comprise substantial service populations to coordinate and explore developing MOUs to address respective roles when foreign nationals or children of foreign nationals are involved with the agency.

7. Screening for Immigration Benefits

Noncitizen children who come into child welfare custody may be eligible for different forms of immigration benefits, including naturalization, humanitarian protection, or relief from deportation. Some jurisdictions have comprehensive procedures for screening immigrant children to determine their immigration options. Parents associated with a child's case might also benefit from such screening, but jurisdictions typically do not routinely screen parents for immigration benefits.

Jurisdictions often have procedures for screening and assisting potentially eligible minors with SIJ status applications, but comprehensive screening for other immigration benefits is less common.

Unauthorized immigrant children have five common options to obtain legal status: Special Immigrant Juvenile (SIJ) status for children who have been abused, neglected, or abandoned and cannot be reunified with a parent; self-petitioning for lawful permanent resident (LPR) status under the *Violence Against Women Act*; U visas for crime victims; T visas for trafficking victims; and asylum. Each of these provides a path to permanent residency and employment authorization for children old enough to work. Jurisdictions often have procedures for screening and assisting potentially eligible minors with SIJ status applications, but comprehensive screening for other immigration benefits is less common.

In a number of jurisdictions, when caseworkers encounter children or youth who are not U.S. citizens or LPRs, or whose immigration status is unclear, they refer them to an immigration liaison or dedicated immigration office. In Los Angeles County, caseworkers initially screen unauthorized immigrant minors for potential eligibility for immigration benefits and refer those who may be eligible to the central Special Immigrant Status Unit for further assistance. In New York City, the Office of Immigrant Services and Language Access requires that each contracted foster-care agency employ an immigration liaison who works to ensure that all noncitizen children and youth who come into care are automatically screened for immigration benefits, with subsequent referral and tracking. In Illinois, caseworkers ask children a



set of questions to determine if they should be referred to the immigration liaison for a more thorough assessment. Florida's Administrative Code requires caseworkers to refer all unauthorized immigrant children for immigration benefits screening once they have a U.S.-based permanency plan and to provide documentation to enable immigration legal services providers to file SIJ and other benefit applications on their behalf.

Child welfare agencies may refer children to immigration attorneys for additional screening or to assist with applying for immigration benefits. The New Jersey Department of Children and Families refers every immigrant child client to Rutgers University Law School for screening, and Rutgers handles cases through the entire process, including appeals.

Recommendation: Develop a process, using internal staff or a grant or contract with an outside entity, to ensure that all noncitizen children in care, and parents associated with children in care, are screened for immigration benefits such as naturalization, humanitarian protection, and relief from deportation.

8. Confidentiality and Information Sharing

Child welfare systems generally have strong confidentiality protections, based on federal and state requirements. There are special considerations for families with unauthorized immigrant members. Since federal law does not require states to collect information relating to immigration status in the context of child welfare service provision, and collecting such information may make families with unauthorized members wary of engaging, a number of agencies do not do so. Agencies must also navigate issues relating to when and how they share the information they do collect.

Some child welfare agencies are subject to an executive order, law, or regulation concerning collecting or sharing immigration-related information. In Washington State, an executive order mandates that information collected from clients be "limited to that necessary to perform agency duties," and that information concerning "immigration or citizenship status or place of birth shall not be collected except as required by federal or state law or agency policy." In New York State, state employees are barred from disclosing information to federal immigration authorities for the purpose of immigration enforcement, unless required by law.

Several jurisdictions have immigration-specific confidentiality provisions in child welfare guidance or policies. Connecticut's Immigration Practice Guide for Child Welfare specifies that "identification of undocumented persons . . . does not require reporting this information" to ICE. The guide provides staff with sample language to use when explaining to clients that the agency will not report them to immigration authorities and will hold their immigration status information "in strict confidence." San Diego County's guidance manual for child welfare staff instructs that immigration status information pertaining to children in care or their family members "is confidential" and shall not be disclosed "to any person or agency, including law enforcement, without first consulting with a supervisor and with County Counsel."

Other jurisdictions indicated that, apart from more general confidentiality provisions, they had no formal policies governing the sharing of information with federal immigration authorities; some of these reported that their practice is not to share such information.

Recommendation: Review confidentiality policies to ensure that they explicitly limit information sharing with federal immigration authorities and provide workers with guidance about how to inform adults and children about confidentiality protections, as failure to address concerns about immigration enforcement can prevent child welfare agencies from effectively engaging with immigrant families.



9. Policies When Parents Are in Immigration Detention

A parent in immigration detention may have an open child welfare case under a variety of circumstances. The case may already have been open at the time of their immigration arrest; the same facts that led to immigration arrest may also have led to the opening of a child welfare case (e.g., alleged child abuse or violence in the home); or the child may have been left without care or in an unstable care situation after detention or deportation of a parent.

Detention and removal proceedings can make it challenging for parents to meet the conditions of their case plans and court proceedings. Strict visitation rules, costly telephone calls, and detention far from arrest locations can make it difficult for immigrant parents to communicate with lawyers, social workers, and family members. In addition, parents may face difficulties complying with a reunification plan because the programming it orders does not exist in detention.

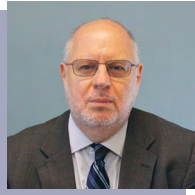
ICE's directive on Detention and Removal of Alien Parents or Legal Guardians describes key ICE policies and practices regarding detained parents. However, interviewees typically indicated either that they were unaware of the original or revised ICE directive or that key directive provisions had not been incorporated into guidance for caseworkers. San Diego County is a notable exception. San Diego's policy manual includes a step-by-step guide on how to find a person in ICE custody, points of contact for three California ICE field offices, a list of documentation ICE requires for visitation ordered by a dependency court, and relevant ICE visitation guidelines. The manual also provides helpful tips social workers should follow while working with asylum-seeking parents detained by ICE at the border.

More broadly, California is distinctive in having passed state legislation that addresses child welfare issues connected with parental detention. California's *Reuniting Immigrant Families Act*, enacted in 2012, aims to address barriers to reunification faced by families when a parent is detained or deported. To do so, it extended the period within which reunification can occur and made it easier for children to be placed with a qualified caregiver regardless of their immigration status. Counties in California often maintain communication or a point of contact with ICE, but some interviewees reported difficulties establishing visitation when parents are detained out of state.

Recommendation: Develop policies for communicating with and engaging detained parents in child welfare case planning and hearings, and for sharing the parent's location with the court and any parent attorney group so that the parent may be assigned counsel; review ICE's directive on Detention and Removal of Alien Parents or Legal Guardians, incorporate its key provisions into agency policy manuals or guidance to caseworkers, and identify and build a relationship with the appropriate ICE field office point of contact for child welfare matters.



About the Authors



Mark Greenberg joined the Migration Policy Institute (MPI) as a Senior Fellow in July 2017. His work focuses on the intersections of migration policy with human services and social welfare policies.

From 2009 to 2017, Mr. Greenberg worked at the Administration for Children and Families (ACF) in the U.S. Department of Health and Human Services. He served as ACF Deputy Assistant Secretary for Policy from 2009–13; Acting Commissioner for the Administration for Children, Youth, and Families from 2013–15; and Acting Assistant Secretary from 2013–17. ACF includes the Office of Refugee Resettlement, which has responsibility for the refugee resettlement and unaccompanied children program, and has a strong research agenda relating to the programs under its jurisdiction. Among these are a wide range of human services programs, including Head Start, child care, child support, child welfare, and Temporary Assistance for Needy Families.

Previously, Mr. Greenberg was Executive Director of the Georgetown Center on Poverty, Inequality, and Public Policy, a joint initiative of the Georgetown Law Center and Georgetown Public Policy Institute. In addition, he previously was Executive Director of the Center for American Progress' Task Force on Poverty, and the Director of Policy for the Center for Law and Social Policy (CLASP).

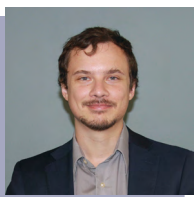
He is a graduate of Harvard College and Harvard Law School, and was a legal services lawyer in Florida and California for ten years after graduating law school.



Randy Capps is Director of Research for U.S. Programs at MPI. His areas of expertise include immigration trends, the unauthorized population, immigrants in the U.S. labor force, the children of immigrants and their wellbeing, and immigrant health-care and public benefits access and use.

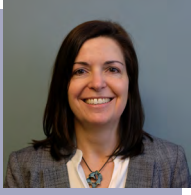
Dr. Capps, a demographer, has published widely on immigrant integration at the state and local level, including profiles of immigrant populations in Arkansas, Connecticut, and Maryland, as well as Los Angeles, Washington, DC, Louisville, KY, and Napa County, CA. He also has examined the impact of the detention and deportation of immigrant parents on children. Prior to joining MPI, Dr. Capps was a researcher in the Immigration Studies Program at the Urban Institute (1993–96 and 2000–08).

He received his PhD in sociology from the University of Texas in 1999 and his master of public affairs degree, also from the University of Texas, in 1992.



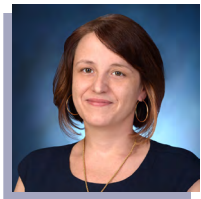
Andrew Kalweit was an Intern at MPI, where he provided research and writing support on projects related to the integration of immigrant youth and families in social service systems. Prior to MPI, Mr. Kalweit worked at the intersection of behavioral sciences and population health research, including field research on psychosocial support and educational programming with children on the move through Serbia. He has conducted research projects on topics including sleep health, LGBT smoking interventions, and environmental health disparities in immigrant communities.

Mr. Kalweit holds a master of public health degree from the Harvard T.H. Chan School of Public Health with an emphasis in the social determinants of health and health disparities, and bachelor's degrees in chemistry and comparative human development from the University of Chicago.



Jennifer Grishkin is a Research Associate at MPI, where her work focuses on the impacts of U.S. immigration policy and enforcement trends on children and families. She is an attorney and for several years has volunteered to provide direct representation to immigrants with humanitarian claims. Before working in the field of immigration law and policy, she was a trial attorney in the U.S. Department of Justice's Office of Consumer Litigation, and a litigation associate at the DC law firm of Wilmer, Cutler, and Pickering. She began her career as a judicial clerk to the Honorable Walter K. Stapleton of the U.S. Court of Appeals for the Third Circuit.

Ms. Grishkin received a BA in sociology from Wake Forest University and a JD from Yale Law School.



Ann Flagg is the Director of the American Public Human Services Association (APHSA)'s Collaborative Centers for Policy and Practice. Since joining APHSA in October 2017, Ms. Flagg has overseen its policy and practice work in child welfare, child care, economic assistance, and workforce and family-supporting systems. She is the lead policy liaison with both the federal agencies and APHSA's membership on child welfare issues, including implementation of child welfare finance reform.

Prior to joining APHSA, Ms. Flagg served in a variety of leadership positions in the Maryland Department of Human Services, providing leadership and process improvement support to the state's child welfare, economic and emergency assistance, and child support programs, including high-profile initiatives such as the *Affordable Care Act* and Title IV-E waiver implementation. She also has more than ten years of management, program design, performance management, and external affairs experience in the nonprofit and philanthropic sectors, including three years of implementing performance management systems in a child welfare direct service provider.

Ms. Flagg has an undergraduate degree in sociology from Towson University and a Master of Public Administration from the University of Baltimore.



The Migration Policy Institute is a nonprofit, nonpartisan think tank dedicated to the study of the movement of people worldwide. MPI provides analysis, development, and evaluation of migration and refugee policies at the local, national, and international levels. It aims to meet the rising demand for pragmatic and thoughtful responses to the challenges and opportunities that large-scale migration, whether voluntary or forced, presents to communities and institutions in an increasingly integrated world.

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