Racial Disparities and Welfare Reform in Mississippi

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ABSTRACT This research is a part of a much larger study which has been conducted on the implementation of Temporary Assistance for Needy Families (TANF) and Welfare Reform in the state of Mississippi. The study on the implementation of TANF employs qualitative and quantitative approaches to data collection and analysis. One of the quantitative components of that study is a statewide survey of former and current TANF and Aid to Families with Dependent Children (AFDC) recipients which includes 1688 respondents. This number represents roughly 10 percent of the 15,000 families on welfare in the state of Mississippi (the most available data). The sample is overwhelmingly African-American and female and we posit that this is a realistic reflection of the current welfare population. As the survey was disaggregated by congressional districts, some patterns relative to access of supports emerged which reflected racial disparities. This pattern inspired researchers to "look" deeper and to analyze data from the five congressional districts and the state as a whole which most closely illustrated the issue of disparity.
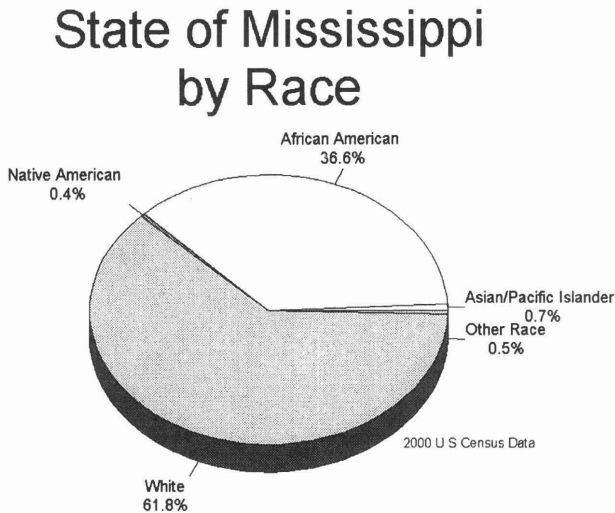
The intersection of race and public policy has a long and documented history in the United States. From Theda Skocpol's *The Politics of Social Policy in the United States* (Skocpol, Weir and Orloff 1988) and Frances Fox Piven's *Regulating the Poor: The Function of Public Welfare* (1993), to Jill Quadagno's *The Color of Welfare* (1994), scholars have asserted that the root cause of the failure of welfare as public policy is the inability to address racial inequality (Quadagno 1994). If one accepts the aforementioned premise, then it is not inconceivable that race would be integral to any discussion of welfare reform and social policy. Hence in a state such as Mississippi wherein many of the important "battle lines" have been drawn and "battles won"relative to race, it is understandable that any discussions relative to welfare reform and racial disparities would have real import. For this reason it will not come as a surprise that as the writers of this article were involved in a statewide study on the implementation of TANF (Temporary Assistance to Needy Families) in the state of Mississippi and disaggregated data, some patterns relative to the access of supports emerged which reflected racial disparities. Thus, the focus of this article is a discussion of these disparities (Scholar Practitioner Program).

In Mississippi any discussion relative to race is largely focused on African-Americans and whites, since together they comprise 98.4 percent of the state's populace. This racial composition in terms of the dominance of these two races has existed since the antebellum era although presently and historically there have been other significant racial/ethnic groups who should be included in any discussion of racial disparities and welfare.[1] Thus, this discussion primarily centers around African-Americans and whites with a recognition of other groups.[2]

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[1]See Figure 1, State of Mississippi by Race.

[2]In this study, racial and ethnic groups are divided into three classifications: African-Americans, whites and other persons of color. The 2000 Census indicates that African-Americans comprise 36.3 percent of the population and whites comprise 61.4 percent. Others are 1.6 percent of the population. All other data presented is 1990/1995 unless noted. Generally data from 2000 is used in the text if there were appreciable changes in rates of poverty or race and the data is available. (See Figure 1.)

Figure 1. State of Mississippi, by Race, 2000.

State of Mississippi
by Race

African American
36.6%

Native American
0.4%

Asian/Pacific Islander
0.7%
Other Race
0.5%

2000 U S Census Data

White
61.8%

Source. US Bureau of Census online at http //venus census gov/cdrom/lookup/950504840

While Mississippi is largely an African-American and white state in terms of race identification, it is also one of the poorest states in the union with 18.1 percent of all persons living in poverty and 24.5 percent of persons under the age of 18 living below the poverty level (U.S. Census Bureau 2000). In fact, several counties exceed a 35 percentage poverty rate in terms of total population of persons under the age of 18 (U.S. Census 1995). The counties which have the highest percentage of poverty tend to have the highest percentage of African-Americans and the converse is generally true of the counties which have the highest percentages of whites and other persons of color in the population. In fact, in terms of most indicators of social and economic well-being such as per capita income, size of family and education, there is an observable disparity among racial groups.

Clearly, there is an intersection of race and poverty in Mississippi. But, in total numbers there are probably more poor whites in the state than poor African-Americans and conventional wisdom indicates that of the 174,093 persons who were on the welfare rolls in January 1993, the majority were probably white (U.S. Census Bureau 1990). And, if all conditions remained the same then, although African-

Americans might comprise a disproportionate number of those who received TANF, the majority of persons on welfare in 2000-2001 should have been white. Yet, based upon the research, anecdotal data, available information from the Mississippi Department of Human Services and conventional wisdom, the majority of persons who received TANF in 2000-2001were African-American. As researchers we were faced with the challenge of explaining the seeming change, which would account for the reason(s) that whites seemed to exit the TANF rolls and African-Americans seemed to remain, we posited that one answer may be the degree to which supports such as transportation and jobs are/were offered to TANF recipients. We assert these types of supports have a direct relationship to attaining the kind of economic self-sufficiency which allows one to exit TANF.

Related Literature

There has been persistent racial disparity in the United States since the days of the founding fathers. Racial disparities exist in the workplace, marketplace, general society, and in the administration of social service benefits. Although racial disparity is persistent, there is not a preponderance of research on this topic in relation to welfare reform. However, there is a body of literature emerging which implies that racial and gender discrimination is aggravated by welfare reform.

Martin Giles (1998), in *Why Americans Hate Welfare*, examines in great detail the race-welfare connection and the racialization of images of welfare and poverty that was prevalent in the popular media between the 1950s and 1990s. He found that "the belief that Blacks are lazy is the strongest predictor of the perception that welfare recipients are undeserving" (Giles 1998:157). Unfortunately these schools/philosophies have permeated much of American thought concerning the welfare system and its recipients. Furthermore, these different ideological perspectives have infiltrated the very fabric of the social welfare system and further perpetuate the discrimination against persons of color and African-Americans.

Rebecca Gordon (2001) of the Applied Research Center, an Oakland-based think tank focusing on race and social change, published an report entitled "Cruel and Usual: How Welfare Reform Punishes Poor People." In this study, the Applied Research Center collaborated with 15 community- based organizations to administer a

survey in 14 states to test for discrimination in the operation of the new welfare programs based on four factors: race, gender, language, and national origin. Findings from the study suggest that there is strong evidence of discrimination in all four areas the survey examines. Furthermore, the researcher found that people of color routinely encounter insults and disrespect as they seek to navigate the various programs that make up the welfare system. Additionally, eligible immigrants and refugees are often told to go back where they came from when they try to get help for themselves or their U.S. citizen children. Other findings from this survey suggest that more people of color than white respondents were required to perform workfare in lieu of other options. Whites were required to engage in workfare at the rate of 28 percent, while groups of color were required to engage in workfare in ranges from 33 percent to 47 percent. Finally, there were significant language barriers for 62 percent of those whose first language is not English, in spite of federal protections designed to lift that barrier (Gordon 2001).

Gary Delgado (2000) in "Racing the Welfare Debate" suggests that when women of color leave welfare there is the "triple whammy" of race, gender and welfare-recipient status to shape their experiences in the job market. The studies which he analyzed are: a 1999 study conducted by the Poverty Research and Training Center at the University of Michigan School of Social Work, a 1999 survey conducted by the Idaho Community Action Network and a multi-state survey conducted by the National Partnership for Women and Families in 1999. Delgado found that among these varied surveys in myriad settings the one commonality that was evident in each was that gender and race/ethnicity more often than not had a decidedly "chilling" effect on the quality of service rendered.

Gooden (1999) in "The Hidden Third Party: Welfare Recipients' Experiences with Employers" examines the treatment black and white welfare recipients receive from employers. Data for this study was obtained from participants in Virginia's major welfare reform program, the Virginia Initiative for Employment not Welfare (VIEW), which requires participants to work within 90 days of receipt of welfare benefits. The results of this study indicate that black welfare recipients receive considerably more negative treatment in five out of ten employer indicators. Black respondents report shorter interview lengths; more pre-employment tests; more differences in positions at

interviews and the tasks actually performed; more evening working hours and a negative relationship with their supervisor. Additionally, Gooden's research suggests that black job applicants were asked twice as often as whites to complete a pre-application and that blacks were less likely to receive thorough interviews (45 percent as opposed to 71 percent for Whites). Furthermore, 36 percent of African-American respondents were subjected to drug tests and criminal record checks, while 24 percent of whites who were asked to take any test at all were merely asked character questions.

Gooden (2000) in "The Intersection of Race and Welfare" presents research findings on the impacts race has on the way caseworkers treat welfare clients. Findings from this study suggest that black and white recipients differed in four out of five indicators: 1) client notification of potential employment opportunities by caseworkers; 2) caseworker emphasis on education; 3) caseworker willingness to provide discretionary transportation assistance; and 4) caseworker/agency fairness. Recipients were asked to rate the helpfulness of their caseworker in notifying them of potential employment opportunities. Fifty-nine percent of all white clients rated their caseworkers as often or sometimes helpful, compared to 36 percent of black clients. In fact, 23 percent of all black clients indicated that their caseworker was never helpful in notifying them of potential jobs.

Michael Bonds (2001) recently presented unpublished research on racial disparities and welfare reform as it relates to the Wisconsin Works (W-2) experience in Milwaukee examining the experience of 102 W-2 participants in regard to services and caseworker attitude. Findings from this survey suggest that racial disparities exist in the perceptions of caseworker attitudes and information offered on services even between groups of color. For example, 92.9 percent of Asian-Americans surveyed stated that caseworkers encouraged them to stay in college or attend school as compared to 34.8 percent of African-Americans. When asked "what was your caseworkers attitude toward you attending college?," Hispanics were more likely to receive a supportive attitude (39.3 percent) as compared to African-Americans (8.7 percent) (Bonds 2001). Clearly this research presents another important dimension to the research on race and welfare disparities.

In late 1999, Equal Rights Advocates (ERA) asked welfare recipients throughout California how welfare reform was working (Equal Rights Advocates 2000). This study reveals recommendations

and findings from six focus groups that ERA conducted in three California counties: Sacramento, Tulare and Los Angeles. One of the most significant findings of the focus groups was that many caseworkers look down on welfare recipients and do not comply with CalWORKs. (CalWORKs is the state of California's welfare program designed to assist welfare recipients to obtain or prepare for entrance in welfare to work programs). Participants in all three counties, reported such problems as gender discrimination and not receiving appropriate information from caseworkers. Los Angeles County, which had the largest percentage of African-American women, reported having the most negative experiences with their caseworkers. Participants had differing views about the role race played in their relationship with their caseworkers. A few of the African-American women from Los Angeles, for example, complained that their caseworkers were not African-American and did not speak English well. Others, however, commented that having a caseworker of the same race did not guarantee respect. For example, a few of the Latina and Asian women complained of mistreatment from same-race caseworkers, along the lines of: "You are a disgrace to your race."

Methodology

This research utilized the data sets from a much larger study conducted by the authors on the implementation of Temporary Assistance for Needy Families (TANF) and welfare reform in the state of Mississippi. The study on the implementation of TANF employs qualitative and quantitative approaches to data collection and analysis which consisted of a statewide survey, town meetings, and focus groups. In addition, the researchers conducted historical and content analysis of relevant secondary data (U.S. Census Bureau 1990).

The statewide survey consisted of face-to-face interviews administered by nine community-based agencies and organizations throughout the state of Mississippi to a cross section of TANF recipients. The survey instrument was developed by the National Welfare Monitoring Partnership (NWMAP), which consists of a collaboration of national organizations that include service providers, advocates, researchers, and other groups. The survey instrument was field-tested twice nationally. For the Mississippi study, the national instrument was amended to add state-specific questions which focused on issues, needs

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and concerns in Mississippi.

The total purposive sample (n=1688) was comprised of current and former TANF recipients in the state of Mississippi who were interviewed from October 1999- January 2000. The respective county sample estimates were developed by calculating the total percentage in poverty for the state and applying this percentage to individual county populations. Figures from the 1995 Census Bureau's "County Estimates for People of All Ages in Poverty in Mississippi" (U.S. Census Bureau 1995) were used to calculate the sample estimates. The formula for generating the sample involved dividing the targeted number (1500) of respondents by the total population of 576,301 to derive .275 percent. The population estimate for each county was then multiplied by .00275 which yielded the total number of respondents to survey from each county (Moreland-Young and Wiseman 2001). The sample population is overwhelmingly African-American and female and we posited that this is a realistic reflection of the current welfare population.

Approximately, 150 data collectors and supervisors were trained in a two-day training session in Jackson, Mississippi, by the Scholar Practitioner Program of the Department of Public Policy and Administration, Jackson State University, to conduct face-to-face interviews. Interviews took place at the respondents' home, church, or another mutually agreeable location, other than where services were rendered. Data collectors informed respondents that their answers were confidential and participation was voluntary. Additionally, respondents were also informed that they could stop the interview at any time, could choose not to answer questions and that their benefits would in no way be affected by their participation.

In addition to the statewide survey, focus groups and town meetings were held in each congressional district. Focus group participants were selected from among the statewide survey respondents. The town meetings were opened to all persons who were interested in the issue of welfare reform. Generally focus groups were planned for 20 participants or less and the attendance at the town meetings averaged around 115. The focus groups were conducted by staff from Jackson State University and Mississippi State University. These varied data collection methods were undertaken in order to add to the richness of data and also to validate the statewide survey. Information from the focus groups and town meetings was recorded

and analyzed as part of the data sets.

One of the purposes of the study on the impact of welfare was to provide baseline data to elected and appointed policy makers. As a workable mechanism to accomplish this goal, the research team decided that all data would be presented in terms of statewide and localized information. The localized breakdown was defined by the congressional districts. However, as the survey data was disaggregated by congressional districts, some patterns relative to access of supports which reflected racial disparities seemed to emerge. This pattern inspired the researchers to look deeper and we analyzed data from all of the congressional districts which most closely illustrated the issue of disparity. All five congressional districts were analyzed.

The five congressional districts have different racial/ethnic compositions and to some extent these were reflected in the population sample. Congressional District One has a large white population. This district's numbers and percentages of whites in the sample are the largest of the districts analyzed. The Second Congressional District is the only congressional district which is predominately African–American. The Third and Fourth Congressional Districts have racially/ethnically diverse populations, however African-Americans comprise the majority of the sample from these districts as they do in the total sample. The Fifth Congressional District is the most racially/ethnically diverse of the congressional districts and had the most racially/ethnically diverse respondents in the sample. Because of the differing racial characteristics of these Districts, we posit that they provide a good departure point to begin an analysis of racial disparities and welfare reform.

To begin a preliminary analysis of the aforementioned pattern of disparities relative to access of supports, we analyzed the question in which survey participants were asked to respond to the offering of eleven supports. The survey question that was examined for purposes of this study is: "Has your welfare worker offered you any of the following?" The possible responses include whether the recipient was offered assistance with the following services: finding a job, childcare, getting training or education, transportation, child support, domestic violence counseling, alcohol or drug treatment, mental health counseling, medical insurance or medicaid, information about new rules and information about time limits. The answers to this question were coded to represent only the "yes" and "no" answers as , 0 = "no" and 1 =

"yes." Those which responded that the question "did not apply" were coded as missing so they would not be calculated into the procedures. Each component of the question represents a dependent variable which was analyzed with four independent variables—size of household, race, education level, and congressional districts. The variable household size is continuous and the other independent variables are discrete. As previously stated, congressional districts are used to divide the state into different regions.

Each congressional district was examined using a series of cross-tabulations to determine if a pattern of discrepancies existed. To further the analysis, a total of eleven logistic regressions was run on each of the five congressional districts and the five districts combined. Logistic regression requires a dependent variable to be dichotomous with independent variables of discrete and/or continuous levels of measurement . Our data fit those requirements. Furthermore, logistic regression allows us to explore if the independent variables influenced the caseworkers' decision to offer or not to offer a person certain types of assistance.

Limitations/Delimitations

For purposes of this discussion, racial/ethnic groups are divided into three categories: African-Americans, whites and other persons of color. The first two descriptions are self-explanatory, other groups of color consists of all other groups such as Native Americans, Hispanics and Asians.

Analysis of the Findings

Congressional District One

An analysis of the cross-tabulation of the eleven dependent variables to the question "Has your welfare worker offered you any of the following?," highlighting race, indicates that in Congressional District One, whites and other persons of color are more likely to receive assistance from their welfare workers on certain services. These services include: help finding a job, help with child care, help with transportation, help in getting training or education, and help in getting child support. However, African-Americans are more likely to receive

information or assistance in the area of domestic violence counseling, although percentages of those who received this assistance is quite small. African-Americans and whites are equally likely to receive help in getting medical insurance or Medicaid. Table 1 presents an overview of the dependent variables by racial breakdown.

The range of "yes" respondents who were offered assistance is 0 to 50 percent. African-Americans were more likely to receive more assistance in the area of domestic violence counseling. However, the majority of the respondents suggested that this question did not apply to them. Twenty-eight percent of whites suggested that they were not offered information regarding domestic violence counseling, which closely mirrors the 29 percent of African-Americans who also suggested that they did not receive this assistance.

Two notable variables in District One are transportation and finding a job. Whites were more likely to receive assistance with finding a job versus African-Americans and other persons of color. Forty-seven percent of white respondents were offered help in finding a job in contrast to only 27 percent of African-American respondents. For many respondents, transportation supports are a vital link to finding a job. Whites were twice (34.9 percent) as likely to receive help with transportation than African-Americans (17.46 percent). While the percentages offer a quick view of what is happening in welfare agencies, they do not predict if discrepancies exist. Therefore to determine if race and other factors (educational level and household size) influenced a caseworker's decision to offer help on available services to clients, a series of logistic regressions was utilized.

Eleven direct logistic regressions analyses were performed on services offered as outcomes and three demographic predictors: household, race, and educational level. The "goodness-of-fit" tests of the full model with all three predictors against the constant-only models were significant at the .05 level for transportation and training/education indicating the two significant sets of predictors reliably distinguish those who were and were not offered assistance. These findings are presented in Table 2.

Of the eleven logistic regressions run for Congressional District One, race was a significant predictor (p < .05) of services offered for job and transportation assistance. There is a negative relationship between race and the two services (see Table 3). This further supports

Table 1: Percentage of respondents whom welfare workers offered the following assistance in District 1, by race.

Has your welfare worker offered you any of the following	Black				White				Other			
	District 1		Statewide		District 1		Statewide		District 1		Statewide	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Help in finding a job	26.87	37.31	24.41	49.42	46.67	28.88	36.92	32.31	50.00	0	41.67	16.67
Help with child care	21.37	41.22	25.44	48.41	33.33	42.22	30.47	35.16	0	0	18.18	45.45
Help with transportation	17.46	42.86	19.39	54.15	34.09	34.09	29.37	35.71	0	0	30.00	30.00
Help in getting training or education	18.40	42.86	18.96	53.71	27.91	34.88	27.56	39.37	50.00	0	33.33	33.33

Help in getting child support	32.31	32.31	35.04	39.13	34.15	19.51	36.36	24.79	0	0	36.36	18.18
Domestic Violence Counseling	5.00	29.17	2.04	37.73	0	27.5	3.36	22.69	0	0	10.00	20.00
Alcohol/Drug treatment	2.52	27.73	1.80	35.82	7.32	24.39	5.04	21.85	0	0	0	20.00
Mental health counseling	5.13	28.21	3.86	37.11	7.5	26.67	8.47	22.88	0	0	0	20.00
Medical insurance or medicaid	44.96	23.26	48.33	26.91	44.44	20.00	50.00	19.05	0	0	40.00	20.00
Information about new rules	35.71	32.54	42.13	34.41	39.53	32.56	48.00	24.00	50.00	0	36.36	18.18
Information about time limits	35.54	33.06	41.67	33.79	47.22	25.00	50.43	19.66	50.00	0	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 2: Tests of the Full Model with Three Predictor Variables – Goodness of Fit – for Congressional District 1.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	7.47	3	.059
Help with child care	1.59	3	.660
Help with transportation	8.96	3	.030*
Help with getting training or education	9.39	3	.025*
Help with getting child support	3.16	3	.368
Domestic violence counseling	5.22	3	.157
Alcohol or drug treatment	2.13	3	.547
Mental health counseling	.507	3	.917
Medical insurance or Medicaid	.650	3	.885
Information about new rule	7.29	3	.063
Information about time limits	5.70	3	.127

* $p \leq .05$

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 3: Logistic Regression Coefficients for 3 Predictor Variables and 11 Dependent Variables for Congressional District 1.

Dependent Variable	Household Size			Race			Education Level		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	.152	1.573	.210	-.973	5.544	.019*	-.109	.682	.409
Help with child care	-.076	.390	.532	-.417	.963	.326	-.054	.152	.696
Help with transportation	.136	.991	.320	-1.051	4.977	.026*	-.314	3.013	.083
Help with getting training or education	-.340	4.808	.028*	-.701	2.438	.118	-.140	.844	.358
Help with getting child support	.127	.980	.322	-.711	1.961	.161	.121	.725	.395
Domestic violence counseling	.059	.043	.836	8.462	.030	.862	-.592	1.458	.227
Alcohol or drug treatment	.031	.010	.920	-1.177	1.677	.195	-.257	.412	.521
Mental health counseling	.053	.048	.827	-.284	.130	.719	-.160	.284	.594
Medical insurance or Medicaid	-.079	.396	.529	-.108	.054	.816	-.070	.280	.596
Information about new rules	.036	.095	.758	-.147	.125	.723	.367	5.913	.015*
Information about time limits	-.077	.401	.527	-.559	1.471	.225	.233	2.624	.105

* p ≤ .05.   Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 4: Percentage of respondents whom welfare workers offered the following assistance in District 2, by race.

Has your welfare worker offered you any of the following	Black				White				Other			
	District 2		Statewide		District 2		Statewide		District 2		Statewide	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Help in finding a job	25.87	55.41	24.41	49.42	10.00	70.00	36.92	32.31	0	50.00	41.67	16.67
Help with child care	28.49	52.33	25.44	48.41	10.00	80.00	30.47	35.16	0	50.00	18.18	45.45
Help with transportation	20.83	60.51	19.39	54.15	11.11	63.63	29.37	35.71	0	66.67	30.00	30.00
Help in getting training or education	19.61	60.59	18.96	53.71	20.00	70.00	27.56	39.37	0	66.67	33.33	33.33
Help in getting child support	36.76	44.07	35.04	39.13	28.57	42.86	36.36	24.79	0	50.00	36.36	18.18
Domestic Violence Counseling	1.43	42.86	2.04	37.73	0	7.14	3.36	22.69	0	33.33	10.00	20.00
Alcohol/Drug treatment	1.44	41.27	1.80	35.82	0	66.67	5.04	21.85	0	33.33	0	20.00
Mental health counseling	4.09	40.69	3.86	37.11	0	66.67	8.47	22.88	0	33.33	0	20.00
Medical insurance or Medicaid	52.10	28.86	48.33	26.91	25.00	62.50	50.00	19.05	0	33.33	40.00	20.00
Information about new rules	45.78	36.54	42.13	34.41	33.33	55.55	48.00	24.00	33.33	33.33	36.36	18.18
Information about time limits	46.11	36.00	41.67	33.79	33.33	55.55	50.43	19.66	33.33	33.33	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 5: Tests of the Full Model with Three Predictor Variables – Goodness of Fit – for Congressional District 2.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	5.75	3	.124
Help with child care	3.19	3	.363
Help with transportation	3.86	3	.277
Help with getting training or education	1.43	3	.700
Help with getting child support	.64	3	.886
Domestic violence counseling	3.30	3	.348
Alcohol or drug treatment	3.09	3	.378
Mental health counseling	2.69	3	.443
Medical insurance or Medicaid	4.54	3	.209
Information about new rules	.92	3	.821
Information about time limits	5.62	3	.132

* $p \le .05$

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 6: Logistic Regression Coefficients for 3 Predictor Variables and 11 Dependent Variables for Congressional District 2.

Dependent Variable	Household Size			Race			Education Level		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	-.006	.011	.917	1.362	2.274	.132	-.088	1.259	.262
Help with child care	.037	.425	.514	.391	.667	.414	-.101	1.786	.181
Help with transportation	.052	.755	.385	.232	.189	.664	-.132	2.384	.123
Help with getting training or education	-.002	.002	.969	-.005	.000	.993	-.097	1.351	.245
Help with getting child support	-.014	.068	.794	.062	.012	.913	-.054	.591	.442
Domestic violence counseling	-.426	1.991	.158	5.346	.023	.879	-.222	.435	.509
Alcohol or drug treatment	-.407	1.874	.171	5.171	.019	.891	-.216	.412	.521
Mental health counseling	-.151	.945	.331	5.370	.054	.816	-.155	.691	.406
Medical insurance or Medicaid	.109	3.524	.060	.426	.686	.407	-.003	.001	.972
Information about new rules	.018	.118	.732	-.218	.232	.630	-.048	.484	.487
Information about time limits	.084	2.171	.141	-.222	.233	.629	-.109	2.368	.124

* p ≤ .05.   Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

the findings of the cross-tabulations which indicated African-American recipients are less likely to receive information about services. The variable of household size is a predictor for offering training/education assistance to welfare recipients. The negative relationship indicates that welfare recipients with large families are less likely to be offered assistance in obtaining training or education. The independent variable of educational level has a positive relationship as a predicator of being offered information on new rules, indicating that welfare recipient's with a higher educational attainment are more likely to be offered information.

Congressional District Two

In Congressional District Two, African-Americans were more likely to be offered information by their welfare worker in ten of the eleven categories than whites and other persons of color (see Table 4). These categories include: help in finding a job, help with child care, help with transportation, help in getting child support, domestic violence counseling, alcohol/drug treatment, mental health counseling, medical insurance or Medicaid, information about new rules, and information about time limits. However, a slightly higher percentage (less than 1 percent) of whites were offered assistance in getting training or education than were African-Americans. Other persons of color were less likely to receive information than whites and African-Americans overall.

The range of "yes" respondents who were offered assistance is 0 to 52 percent. However, white respondents indicated they were not offered information on finding a job (70 percent), child care (80 percent), transportation (64 percent), training/education (70 percent), alcohol/drug treatment (67 percent), mental health counseling (67 percent), and medical insurance and Medicaid (63 percent).

As previously mentioned, 70 percent of white respondents were not given information on jobs as compared to 55 percent of African-American respondents. However, 26 percent of African-American respondents were given assistance in finding a job while only 10 percent of whites were offered this same assistance. In the area of transportation, African-Americans were almost twice (21 percent) as likely to receive help with transportation than whites (11 percent). While "yes"responses to the transportation issue shows a higher

percentage difference, there is only a three percent difference between African-American and white respondents who did not receive information on new rules and time limits.

For Congressional District Two, the "goodness-of-fit" test of the full model with all three predictors against the constant-only models was not significant. These findings are presented in Table 5. Furthermore, none of the eleven logistic regressions indicated that household size, race, or education level of welfare recipients were predictors of services offered by caseworkers (see Table 6). While percentages may lead to the conclusion of racial disparities, the logistic regression may reflect that a high percentage in all racial categories are not being offered information on services available.

Congressional District Three

In Congressional District Three, African-Americans were more likely to be offered aide by their welfare worker in six of the eleven categories over whites and other persons of color (see Table 7). These categories include: help in finding a job, help with child care, help with transportation, alcohol/drug treatment, medical insurance or Medicaid, and information about time limits. However, whites were more likely than African-Americans to be offered assistance in five supports: getting training or education, child support, domestic violence, mental health counseling, and information about new rules.

The range of "yes" respondents who were offered assistance is 0 to 100 percent. African-American and white respondents indicated similar experiences in not receiving help on the eleven variables. Other persons of color, in regard to the variables being studied, are not a factor since only one person responded to the particular survey question. Disparities within District Three lie with who received assistance. As previously mentioned, 30 percent of white respondents were offered assistance in getting training or education, compared to 27 percent of African-Americans. In the area of receiving assistance in collecting child support 40 percent of whites obtained aid compared to 36 percent of African-Americans. Domestic violence information and mental health counseling present the greatest disparities between whites and African-Americans with 13 percent and 3 percent receiving information, respectively. However, 33 percent of African-American respondents were given assistance on finding a job while 27 percent

of white respondents received the same information. Caseworkers offered help concerning childcare to African-Americans 31 percent of the time compared to 22 percent for white welfare recipients. In the area of transportation, African-Americans were almost twice (20 percent) as likely to receive information or help with transportation than whites (11 percent). Although 2 percent of African-Americans were given help for alcohol and drug treatment, none of the white respondents indicated "yes" in receiving assistance. The greatest disparity between African-Americans and white respondents is in regard to receiving information about time limits. Almost 41 percent of African-American respondents indicated "yes" for receiving information on time limits with only 25 percent of white respondents stating "yes" for receiving the same information. As for "no" responses, African-Americans and whites were equal with 25 percent.

For Congressional District Three, the "goodness-of-fit" test of the full model with the three predictors against the constant-only models was not significant. These findings are presented in Table 8. Of the eleven dependent variables logistically regressed against the predictor variables of household size, race, or education level only one was significant — household size (see Table 9). Household size of welfare recipients was found to be significant (.046) against recipients receiving information about time limits. Additionally, household size against receiving assistance with alcohol or drug treatment programs just missed being significant at the .05 level (.052). Race and education level had no significance in regard to the eleven dependent variables.

Congressional District Four

In Congressional District Four, whites were more likely to receive assistance in three of the eleven categories and were equal to other persons of color in two of the eleven categories. As presented in Table 10, the categories which whites are more likely to receive assistance were: help in finding a job, domestic violence counseling and mental health counseling . The category for which whites received equal helpcompared to other persons of color are: information about new rules and time limits. Other persons of color were more likely to receive services in four of the eleven categories and were equal with white respondents in two of the eleven categories. Other persons of color are more likely to receive help with transportation, help in getting training

Table 7: Percentage of respondents whom welfare workers offered the following assistance in District 3, by race.

Has your welfare worker offered you any of the following	Black				White				Other			
	District 3		Statewide		District 3		Statewide		District 3		Statewide	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Help in finding a job	33.30	32.20	24.41	49.42	27.30	36.40	36.92	32.31	100.00	0	41.67	16.67
Help with child care	30.50	33.90	25.44	48.41	22..20	33.30	30.47	35.16	100.00	0	18.18	45.45
Help with transportation	20.00	42.40	19.39	54.15	11.10	44.40	29.37	35.71	0	0	30.00	30.00
Help in getting training or education	26.90	32.90	18.96	53.71	30.00	40.00	27.56	39.37	100.00	0	33.33	33.33
Help in getting child support	34.50	27.30	35.04	39.13	40.00	40.00	36.36	24.79	0	0	36.36	18.18

Domestic Violence Counseling	2.50	29.10	2.04	37.73	12.50	25.00	3.36	22.69	0	0	10.00	20.00
Alcohol/Drug treatment	1.90	26.40	1.80	35.82	0	25.00	5.04	21.85	0	0	0	20.00
Mental health counseling	2.50	28.50	3.86	37.11	12.50	25.00	8.47	22.88	0	0	0	20.00
Medical insurance or medicaid	46.90	17.90	48.33	26.91	44.40	22.50	50.00	19.05	0	0	40.00	20.00
Information about new rules	39.90	27.40	42.13	34.41	44.40	22.20	48.00	24.00	0	0	36.36	18.18
Information about time limits	40.70	24.60	41.67	33.79	25.00	25.00	50.43	19.66	0	0	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 8: Tests of the Full Model with Three Predictor Variables – Goodness of Fit – for Congressional District 3.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	1.35	3	.719
Help with child care	3.87	3	.275
Help with transportation	1.37	3	.713
Help with getting training or education	4.59	3	.204
Help with getting child support	2.63	3	.453
Domestic violence counseling	2.31	3	.511
Alcohol or drug treatment	5.44	3	.143
Mental health counseling	2.46	3	.483
Medical insurance or Medicaid	2.07	3	.559
Information about new rules	2.92	3	.404
Information about time limits	4.92	3	.178

* $p \leq .05$

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 9: Logistic Regression Coefficients for 3 Predictor Variables and 11 Dependent Variables for Congressional District 3.

Dependent Variable	Household Size			Race			Education Level		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	.049	.180	.671	.608	.954	.329	-.003	.001	.982
Help with child care	.180	2.124	.145	.677	.889	.346	-.082	.320	.572
Help with transportation	-.026	.040	.842	.681	.349	.554	.150	.946	.331
Help with getting training or education	.049	.169	.681	.622	.963	.327	-.302	3.180	.075
Help with getting child support	.187	1.692	.193	.356	.224	.636	-.134	.719	.396
Domestic violence counseling	-.055	.033	.855	-2.275	2.034	.129	.324	.973	.324
Alcohol or drug treatment	.601	3.788	.052	7.945	.015	.902	-.545	.557	.456
Mental health counseling	.262	1.150	.284	-1.480	1.035	.309	-.022	.003	.956
Medical insurance or Medicaid	.080	.359	.549	.545	.351	.554	-.189	1.677	.195
Information about new rules	.206	2.520	.112	-.344	.142	.706	.062	.175	.676
Information about time limits	.279	3.989	.046*	.673	.395	.530	-.041	.076	.782

* $p \leq .05$. Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

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Table 10: Percentage of respondents whom welfare workers offered the following assistance in District 4, by race.

Has your welfare worker offered you any of the following	Black				White				Other			
	District 4		Statewide		District 4		Statewide		District 4		Statewide	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Help in finding a job	17.11	59.91	24.41	49.42	33.33	50.00	36.92	32.31	33.33	33.33	41.67	16.67
Help with child care	23.11	60.44	25.44	48.41	16.67	83.33	30.47	35.16	33.33	66.67	18.18	45.45
Help with transportation	19.82	62.16	19.39	54.15	16.67	66.66	29.37	35.71	66.67	33.33	30.00	30.00
Help in getting training or education	15.07	64.84	18.96	53.71	16.67	83.33	27.56	39.37	33.33	66.67	33.33	33.33
Help in getting child support	35.42	45.29	35.04	39.13	33.33	50.00	36.36	24.79	100.00	0	36.36	18.18
Domestic Violence Counseling	0.93	46.51	2.04	37.73	16.67	33.33	3.36	22.69	0	33.33	10.00	20.00

Alcohol/Drug treatment	0.93	45.37	1.80	35.82	0	50.00	5.04	21.85	0	33.33	0	20.00
Mental health counseling	3.76	44.60	3.86	37.11	16.67	33.33	8.47	22.88	0	33.33	0	20.00
Medical insurance or medicaid	47.95	32.88	48.33	26.91	50.00	33.33	50.00	19.05	100.00	0	40.00	20.00
Information about new rules	39.46	41.26	42.13	34.41	66.67	33.33	48.00	24.00	66.67	33.33	36.36	18.18
Information about time limits	33.93	44.20	41.67	33.79	66.67	33.33	50.43	19.66	66.67	33.33	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

or education, help in getting child support, and in getting medical insurance and medicaid. They were equal to white respondents in receiving information about new rules and time limits.

Finally, African-American respondents in Congressional District Four were more likely to receive assistance with child care, help in getting child support, and alcohol and drug treatment. The range of "yes" responses who were offered assistance is 0 to 100 percent. For African-American "yes" respondents, there was a low of .93 percent and a high of 39.46 percent. In contrast, white "yes" responses included a low of 0 to a high of 67 percent, while other persons of color who responded "yes" include a low of 0 to a high of 100 percent.

In receiving assistance in finding a job, whites are almost twice (33 percent) as likely as African-Americans (17 percent) to be offered help. In the area of transportation, African-Americans (20 percent) are slightly more likely to receive information or help with transportation than whites (17 percent).

In Congressional District Four, the "goodness-of-fit" test of the full model with all three predictors against the constant-only models was not significant. District Four "goodness-of-fit" results are presented in Table 11. The only significant logistic regression finding was educational level as a predictor of receiving information for alcohol and drug treatment. The negative relationship indicates that welfare recipients with lower educational attainment are more likely to receive information on alcohol and drug treatment (see Table 12 for District Four logistic regression results).

Congressional District Five

In Congressional District Five, whites were more likely to receive services in all eleven of the categories than any other race, as illustrated in Table 13. In this district, whites represented 20 percent of the total number of respondents. In analyzing the "no" responses among African-American and white recipients, a higher percentage of African-Americans indicated that they were not offered services in all eleven categories compared to whites. The range of yes responses who were offered assistance is 0 to 59 percent.

In receiving assistance in finding a job, 16 percent more whites (36.2 percent) indicated that they received assistance than African-Americans (20.1 percent). In the important jobs category, 26 percent

Table 11: Tests of the Full Model with Three Predictor Variables --Goodness of Fit – for Congressional District 4.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	.89	3	.827
Help with child care	2.48	3	.479
Help with transportation	2.12	3	.547
Help with getting training or education	.92	3	.821
Help with getting child support	1.77	3	.621
Domestic violence counseling	.57	3	.903
Alcohol or drug treatment	6.88	3	.076
Mental health counseling	1.14	3	.767
Medical insurance or Medicaid	5.99	3	.112
Information about new rules	3.16	3	.368
Information about time limits	2.75	3	.432

* $p \leq .05$

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 12: Logistic Regression Coefficients for 3 Predictor Variables and 11 Dependent Variables for Congressional District 4.

Dependent Variable	Household Size			Race			Education Level		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	.022	.034	.853	.131	.028	.867	-.132	.756	.385
Help with child care	.132	1.550	.213	.163	.059	.807	.120	1.062	.303
Help with transportation	.001	.000	.992	1.033	1.780	.182	-.036	.071	.790
Help with getting training or education	.102	.741	.389	.111	.022	.883	-.055	.130	.718
Help with getting child support	.010	.012	.914	.889	1.391	.238	-.028	.061	.806
Domestic violence counseling	.041	.009	.924	-.003	.000	.999	-.491	.420	.517
Alcohol or drug treatment	-.425	.640	.424	.346	.002	.961	-2.585	3.883	.049
Mental health counseling	.029	.013	.908	-.035	.000	.983	-.336	.922	.337
Medical insurance or medicaid	.072	.478	.489	.963	1.397	.237	-.205	3.440	.064
Information about new rules	-.167	2.828	.093	.172	.080	.778	.030	.077	.781
Information about time limits	-.059	.352	.553	.188	.094	.759	.157	2.127	1.45

* $p \leq .05$ Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 13: Percentage of Respondents Whom Welfare Workers Offered the Following Assistance in District 5, by Race.

Has your welfare worker offered you any of the following	Black				White				Other			
	District 5		Statewide		District 5		Statewide		District 5		Statewide	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Help in finding a job	20.08	46.58	24.41	49.42	36.21	25.86	36.92	32.31	50.00	0	41.67	16.67
Help with child care	19.67	43.44	25.44	48.41	34.48	17.24	30.47	35.16	0	50.00	18.18	45.45
Help with transportation	16.46	47.33	19.39	54.15	32.76	25.86	29.37	35.71	50.00	0	30.00	30.00
Help in getting training or education	15.92	48.98	18.96	53.71	29.31	32.76	27.56	39.37	50.00	0	33.33	33.33
Help in getting child support	32.79	34.82	35.04	39.13	38.60	21.05	36.36	24.79	50.00	0	36.36	18.18
Domestic Violence Counseling	2.5	29.17	2.04	37.73	3.45	12.07	3.36	22.69	50.00	0	10.00	20.00
Alcohol/Drug treatment	2.92	26.25	1.80	35.82	5.17	12.07	5.04	21.85	0	0	0	20.00

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Mental health counseling	3.73	33.19	3.86	37.11	8.62	12.07	8.47	22.88	0	0	0	20.00
Medical insurance or Medicaid	43.15	25.40	48.33	26.91	58.62	10.34	50.00	19.05	50.00	0	40.00	20.00
Information about new rules	41.63	29.39	42.13	34.41	55.17	12.07	48.00	24.00	0	0	36.36	18.18
Information about time limits	43.67	26.53	41.67	33.79	56.60	8.62	50.43	19.66	0	0	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

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Table 14: Tests of the Full Model with Three Predictor Variables – Goodness of Fit – for Congressional District 5.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	8.54	3	.036*
Help with child care	17.34	3	.001*
Help with transportation	9.76	3	.021*
Help with getting training or education	5.84	3	.120
Help with getting child support	2.18	3	.537
Domestic violence counseling	1.69	3	.638
Alcohol or drug treatment	5.09	3	.166
Mental health counseling	11.19	3	.011*
Medical insurance or Medicaid	7.10	3	.069
Information about new rules	14.16	3	.003*
Information about time limits	11.95	3	.008*

* p ≤ .05

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 15: Logistic Regression Coefficients for 3 Predictor Variables and 11 Dependent Variables for Congressional District 5.

Dependent Variable	Household Size			Race			Education Level		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	.055	.199	.655	-1.070	8.136	.004*	-.024	.052	.819
Help with child care	-.216	2.269	.132	-1.553	12.980	.000*	371	1.501	.220
Help with transportation	-.144	.978	.323	-1.155	8.835	.003*	-.027	.060	.806
Help with getting training or education	.032	.052	.819	-.871	5.305	.021*	.088	.634	.426
Help with getting child support	-.036	.073	.787	-.549	2.071	.150	-.002	.001	.980
Domestic violence counseling	.164	.245	.620	-.202	.042	.837	.255	1.742	.187
Alcohol or drug treatment	-.218	.460	.498	-1.389	2.709	.100	.264	1.619	.203
Mental health counseling	-.320	1.236	.266	-2.014	7.611	.006*	.283	2.657	.103
Medical insurance or Medicaid	.078	.349	.555	-1.065	5.771	.016*	.022	.050	.824
Information about new rules	-.323	5.639	.018*	-1.187	6.886	.009*	-.085	.691	.406
Information about time limits	-.194	2.077	.149	-1.392	7.514	.006*	-.058	.313	.576

* p ≤ .05   Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

of whites indicated that they did not receive assistance in finding a job as compared to 47 percent of African-Americans. In the area of transportation, whites are twice as likely to receive information (33 percent) or help with transportation than African-Americans (17 percent).

Congressional District Five has the most significant findings when compared to the other districts examined. Six of the eleven "goodness-of-fit" tests of the full model with all three predictors against the constant-only models were significant at the .05 level — job assistance, child care, transportation, mental health, new rules, and time limits (see Table 14).

The predictor variable of race was significant for seven of the support variables. Besides the six supports identified in the "goodness of fit" tests, race was also significant as a predictor for training/education assistance (see Table 15). The seven predictor variables found to be significant have a negative relationship with the supports being offered, which follows the findings in the other congressional districts. A second variable found to be significant in predicting whether or not a caseworker offers information on the new rules was household size. Household size also has a negative relationship indicating that larger families are less likely to receive information about the new rules.

Statewide Analysis

A statewide analysis of the cross-tabulation of the eleven dependent variables to the question "Has your welfare worker offered you any of the following?", highlighting race, indicates that whites are more like to receive information on the eleven services than African-Americans (see Table 16). Additionally, whites and African-Americans received information on six of the services — child care, alcohol/drug treatment, mental health counseling, medical insurance/Medicaid, information on new rules, and information on time limits — more often than other persons of color. African-Americans received information on child care, alcohol/drug treatment, mental health counseling, and other persons of color (not African-American) are more likely to receive assistance from their welfare workers on certain services.

Statewide other persons of color received information on finding a job; almost twice as often than African-Americans and almost

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Table 16: Tests of the Full Model with Four Predictor Variables – Goodness of Fit – for the Five Congressional District Combined.

Dependent Variable	Chi Square	Degree of Freedom	Significance Level
Help in finding a job	11.05	4	.026*
Help with child care	5.97	4	.202
Help with transportation	10.05	4	.040*
Help with getting training or education	8.04	4	.090
Help with getting child support	2.45	4	.654
Domestic violence counseling	.69	4	.952
Alcohol or drug treatment	8.13	4	.087
Mental health counseling	6.10	4	.192
Medical insurance or Medicaid	6.00	4	.199
Information about new rules	6.82	4	.146
Information about time limits	11.31	4	.023*

* $p \leq .05$
Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

one-third more often than whites. Additionally, other persons of color were given information on domestic violence counseling three to four times as often as African-Americans and whites. Across the state, information about child support was offered evenly to all ethnic groups, but in the area of transportation, African-Americans received information disproportionately less often when compared to whites and other persons of color.

There were eleven direct logistic regression analyses performed on services offered as outcome and four demographic predictors: size of household, race, educational level, and congressional districts. The "goodness-of-fit" tests of the full model with the four predictors against the constant-only models were significant at the .05 level for 1) help in finding a job, 2) help with transportation, and 3) information on the new limitations, indicating three significant sets of services reliably distinguish those who were and were not offered assistance (see Table 17).

The regression coefficients, Wald statistics, and significance level of the four predictor variables for each of the eleven dependent variables is presented in Table 17. Race is the only predictor variable with significant regression coefficients. Seven of the eleven dependent variables are significant when logically regressed against race. The seven variables are finding a job, transportation, training and education, alcohol and drug treatment, mental health counseling, new welfare rules, and new time limits. Of the variables not significant at the .05 level, child care is the only variable significant at the .1 level. The findings illustrate that race, more often than not, is a factor statewide in a caseworker's decision to offer assistance to welfare recipients.

Analysis by type of Supports Offered

Another type of analysis the researchers decided to employ in order to address the issue of disparity relative to welfare reform and one which may provide some additional answers is an analysis of the type of supports offered the various racial/ethnic groups. In order to accomplish this analysis we have divided the type of support offered into three categories which we have labeled self-sufficiency supports, traditional supports and legalistic supports. The self-sufficiency supports are, as the name implies, supports that make the transition from welfare to sufficiency easier. (See Table 19.) The second category of supports

Table 17: Logistic Regression Coefficients for 4 Predictor Variables and 11 Dependent Variables for the Five Congressional District Combined.

Dependent Variable	Household Size			Race			Education Level			Congressional District		
	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig	B	Wald	Sig
Help in finding a job	.016	.154	.695	-.493	5.850	.016*	-.066	1.896	.169	-.079	2.518	.113
Help with child care	.030	.569	.451	-.381	3.321	.068	-.063	1.759	.185	-.012	.060	.806
Help with transportation	.017	.151	.697	-.624	7.614	.006*	-.079	2.315	.128	.019	.127	.722
Help with getting training or education	-.025	.322	.570	-.495	5.272	.022*	-.078	2.231	.135	.-033	.373	.541
Help with getting child support	.011	.078	.780	-.293	1.744	.187	-.024	.292	.589	.027	.310	.578
Domestic violence counseling	-.077	.340	.560	-.200	.088	.767	-.012	.008	.927	.065	.196	.658
Alcohol or drug treatment	-.102	.568	.451	-1.421	8.511	.004*	-.085	.357	.550	.129	.803	.370
Mental health counseling	-.057	.356	.551	-1.021	6.606	.010*	-.025	.068	.795	.010	.009	.924
Medical insurance or Medicaid	.068	2.763	.096	-.232	1.166	.280	-.058	1.648	.199	.013	.074	.786
Information about new rules	-.019	.254	.614	-.456	4.757	.029*	.017	.150	.698	.044	.885	.347
Information about time limits	.033	.682	.409	-.672	8.589	.003*	-.004	.008	.930	.055	1.305	.253

* p ≤ .05   Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

Table 18: Percentage of Respondents Whom Welfare Workers Offered the Following Assistance Statewide, by Race.

Has your welfare worker offered you any of the following	Black		White		Other	
	Statewide		Statewide		Statewide	
	Yes	No	Yes	No	Yes	No
Help in finding a job	24.41	49.42	36.92	32.31	41.67	16.67
Help with child care	25.44	48.41	30.47	35.16	18.18	45.45
Help with transportation	19.39	54.15	29.37	35.71	30.00	30.00
Help in getting training or education	18.96	53.71	27.56	39.37	33.33	33.33
Help in getting child support	35.04	39.13	36.36	24.79	36.36	18.18
Domestic Violence Counseling	2.04	37.73	3.36	22.69	10.00	20.00
Alcohol/Drug treatment	1.80	35.82	5.04	21.85	0	20.00
Mental health counseling	3.86	37.11	8.47	22.88	0	20.00
Medical insurance or medicaid	48.33	26.91	50.00	19.05	40.00	20.00
Information about new rules	42.13	34.41	48.00	24.00	36.36	18.18
Information about time limits	41.67	33.79	50.43	19.66	36.36	18.18

Source: The Scholar Practitioner Program at Jackson State University, Department of Public Policy and Administration.

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Table19: Supports Offered to TANF Recipients

Services Offered	District 1			District 2			District 3			District 4			District 5			Statewide		
	AA	W	O	AA	W	O	AA	W	O	AA	W	O	AA	W	O	AA	W	O
Self-Sufficiency Supports																		
Help in finding a job	N	Y	Y	Y	N	N	N	N	Y	N	Y	Y	N	N	Y	N	Y	Y
Help with Child Care	N	Y	NA	Y	N	N	N	N	Y	N	N	Y	N	Y	N	N	N	Y
Help with transportation	N	Y	NA	Y	N	N				Y	N	Y	N	N	Y	N	Y	Y
Help with Education/Training	N	Y	Y	Y	N	N				N	N	Y	N	N	Y	N	N	Y
Traditional Supports																		
Help with getting child support	E	E	E	Y	N	N	N	Y	N				N	N	Y	E	E	N
Help with domestic violence counseling	Y	N	N	Y	N	N	N	Y	N				N	/	Y	N	Y	N
Help with alcohol and drug treatment	N	Y	NA	Y	N	N	Y	N	N				N	Y	N	N	Y	N
Mental Health Counseling	N	Y	NA	Y	N	N		Y					N	Y	N	N	Y	N
Medical Insurance/Medicaid	E	E	NA	Y	N	N	Y	N	N	N	E	L	N	Y	N	E	E	N
Legalistic Supports																		
Information about new rules	N	N	Y	Y	N	N	N	Y	NA	N	N	Y	N	Y	N	N	Y	Y
Information about time limits	N	N	Y	Y	N	N	N	Y	NA	N	N	L	N	Y	N	N	Y	N

Legend: AA = African- American, W= Whites, O= Other persons of color. N= No, Y= Yes, E = Even
Source: The Scholar Practioner Program at Jackson State University, Dept. of Public Policy & Administration.

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are labeled traditional. These supports are sociological in nature and though they are important they do not fit the category of the new type of supports that must be given most TANF recipients in order to achieve economic sustainability. The last set of supports we have called legalistic because they deal with informing recipients about the legal requirements of TANF.[3]

As maybe observed from Table 19, whites were offered the self-sufficiency supports much more frequently than any other groups and African-Americans were offered these supports with less frequency. The most notable exceptions were District Three in the case of African-Americans and Districts Four and Five in the case of other racial/ethnic groups in terms of some supports. But, if we look at the data statewide, in the majority of instances whites clearly are offered the supports which lead to self-sufficiency .

If we look at traditional supports the data is more mixed. There is parity among the racial groups in some districts and statewide depending on the type of traditional support offered. The data is mixed also in terms of legalistic supports. Statewide whites and other groups of color are even in terms of receiving information about new rules.

Since we believe that receiving sufficiency supports has a direct link to economic viability, the lack of being offered these kinds of supports if one is African-American may have an impact on this racial/ethnic group successfully exiting TANF. From this analysis we have observed that there is definitely a racial disparity in the types of supports offered.

Discussion and Conclusion

In Mississippi, as in many other states, the race and/or ethnicity of social service recipients clearly plays, a major role in receiving needed social services. It is evident that caseworkers do not always provide supports to recipients because of their race/ethnicity, and we posit that the degree and type of support offered may impact recipients' success or failure. The lack and type of support given recipients may determine

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[3]One could argue that medical insurance in the form of SCHIP (State Children's Health Insurance Program) could be in the self-sufficiency category, however, almost 84 percent of the sample had not heard of the program (Moreland-Young and Wiseman 2001:92)

if someone moves off or remains on the social service rolls, and how and why a recipient reserves information may have racial overtones.

It is important to note that only in Congressional District Two, a district which is overwhelming African-American in terms of population, did African-Americans receive parity or preferred treatment. Congressional District Two has a large preponderance of African-American policy makers including a U.S. Congressman, judges, city council persons and mayors. These facts beg the question of the importance of the bureaucracy and policymaking being representative of the clientele they serve.

This research echos previous research on "frontline" or "street-level bureaucracy" and builds on the work of Michael Lipsky's *Street Level Bureaucracy: Dilemmas of the Individual in Public Service* (1980), and Jeffery Pressman and Aaron Wildavsky's *Implementation* (1984). The researchers demonstrate how frontline service providers have much discretion in social welfare service delivery. The level of "frontline or street-level" bureaucratic discretion raises many policy and organizational culture issues. Changing a policy does not necessarily mean a change in how services are delivered. Research, this study included, has shown to change the way policies are implemented and services delivered requires a change in the culture of frontline service providers and of the culture itself. This research leads to the following questions: Do frontline workers need diversity training? Does the race/ethnicity of frontline workers influence the service delivery? Does the lack or the presence of a "representative bureaucracy" impact service delivery? Can professionalism mitigate negative racial/cultural influences? Only further research can provide more insight into these questions.

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