

The importance of race and culture in adoption permanency decisions

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Before we begin



This webinar will be recorded and shared with you.



Submit your questions via chat.



Please complete our survey at the end of the webinar.

Our mission



Raise public awareness about the need for foster and adoptive families for children in the public child welfare system.



Assist US states, territories, and tribes to recruit, engage, develop and support foster and adoptive families.

Goals for this workshop

- Discuss why race and culture should be considered in adoption placement decisions.
- Identify the unique impact race and culture have had on people who have been adopted.
- Highlight key strategies for incorporating youth voice.
- Provide the workforce with stories and strategies from child welfare leaders with lived experience.

Level setting



Stay engaged



Experience discomfort



Speak truth



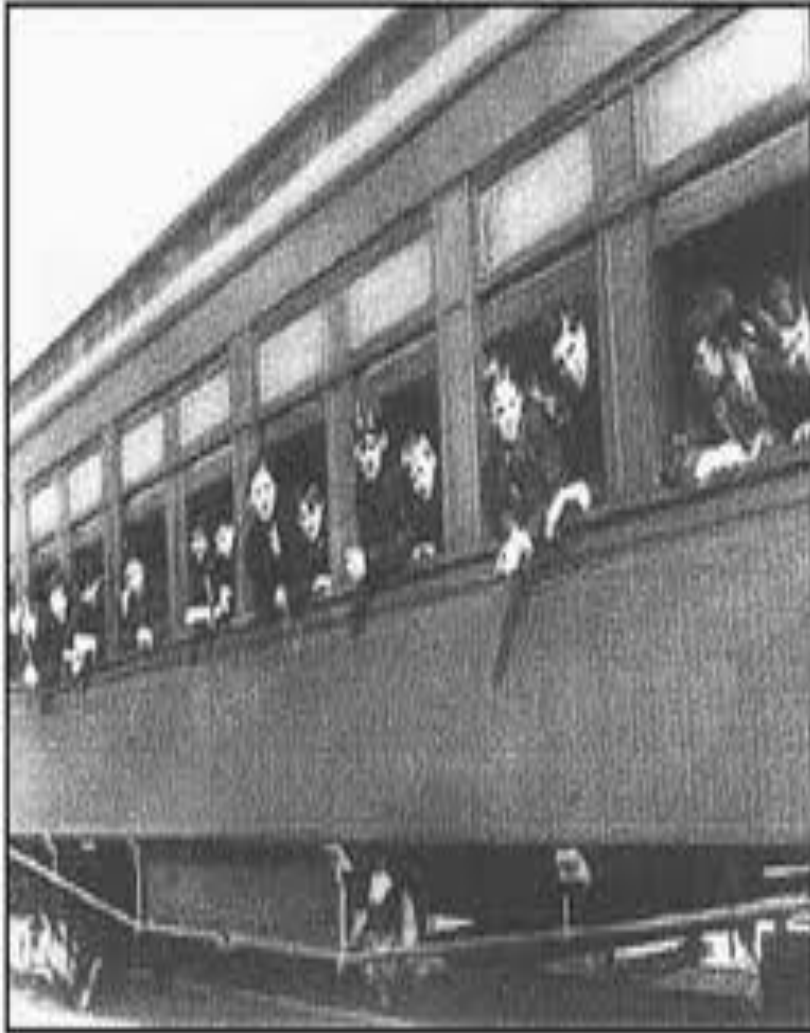
Expect, respect, and accept non-closure

Source: Singleton, Glenn E. 2014. *Courageous Conversations about Race*. 2nd ed. Thousand Oaks, CA: Corwin Press.



**Why should race and culture
be considered in permanency
decisions?**

The historical origins of child welfare



Orphanages and almshouses



Children's Aid Society



Orphan trains

Historical origins of child welfare



The Mary Ellen Wilson case



Battered Child Syndrome is recognized



1974 first child welfare federal law

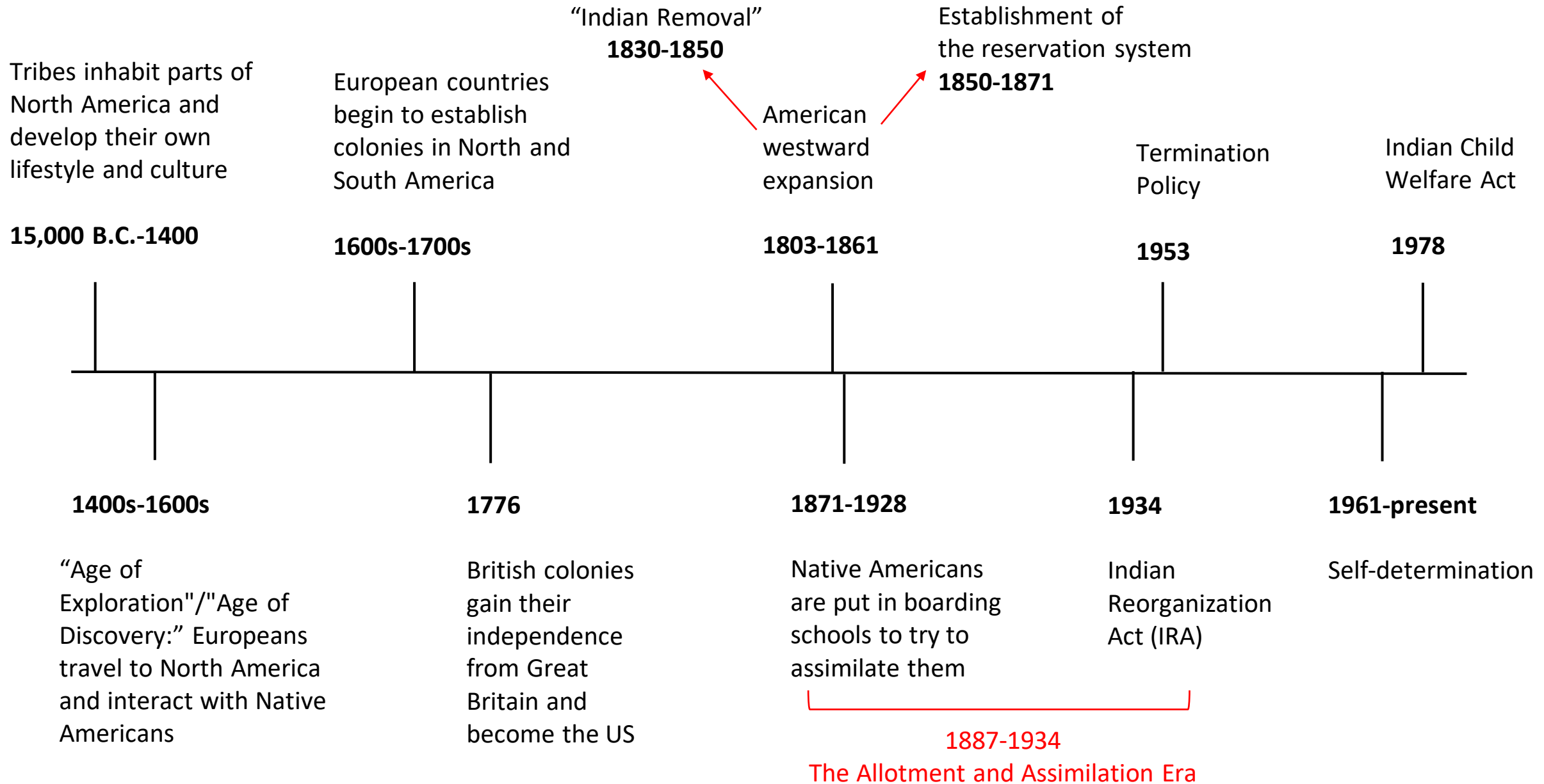


Structural racism

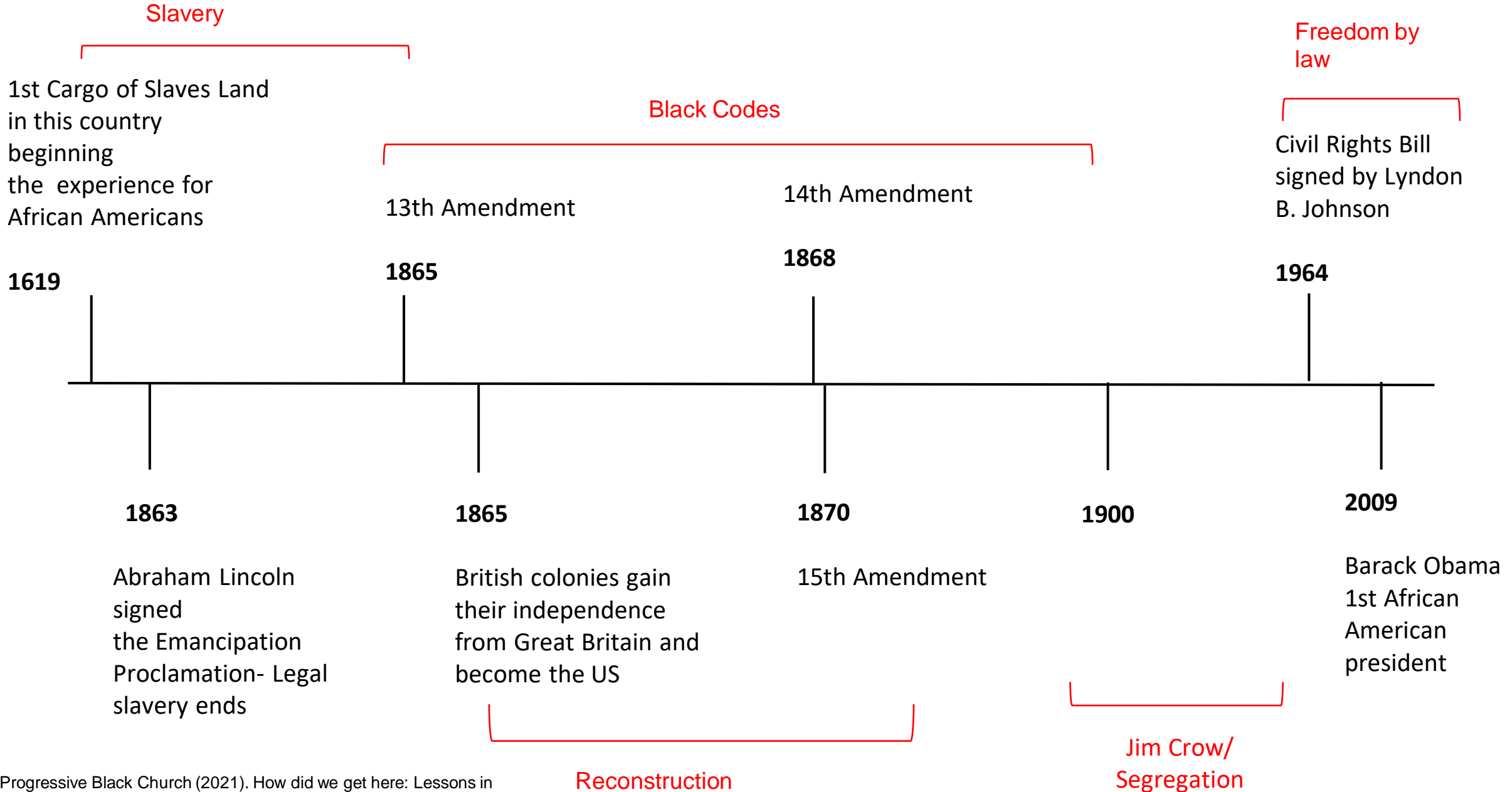
Structural racism is the result of the accumulation of historical and cultural factors that have allowed racial inequities to endure and adapt over time.

Source: Child Welfare Information Gateway. (2021). *Child Welfare Practice to Address Racial Disproportionality and Disparity*. U.S. Department of Health and Human Services, Administration for Children and Families, Children's Bureau.

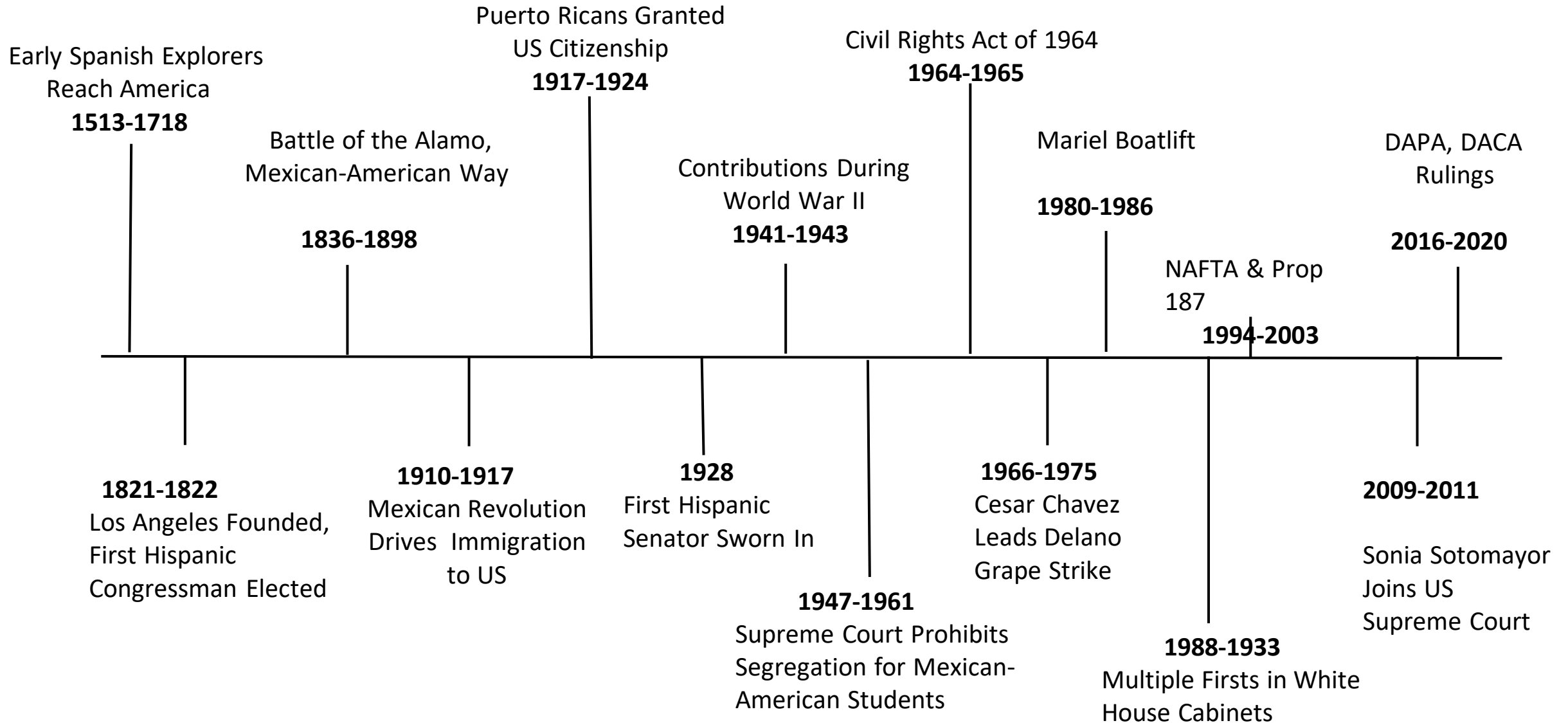
Native American historical timeline



African American historical timeline

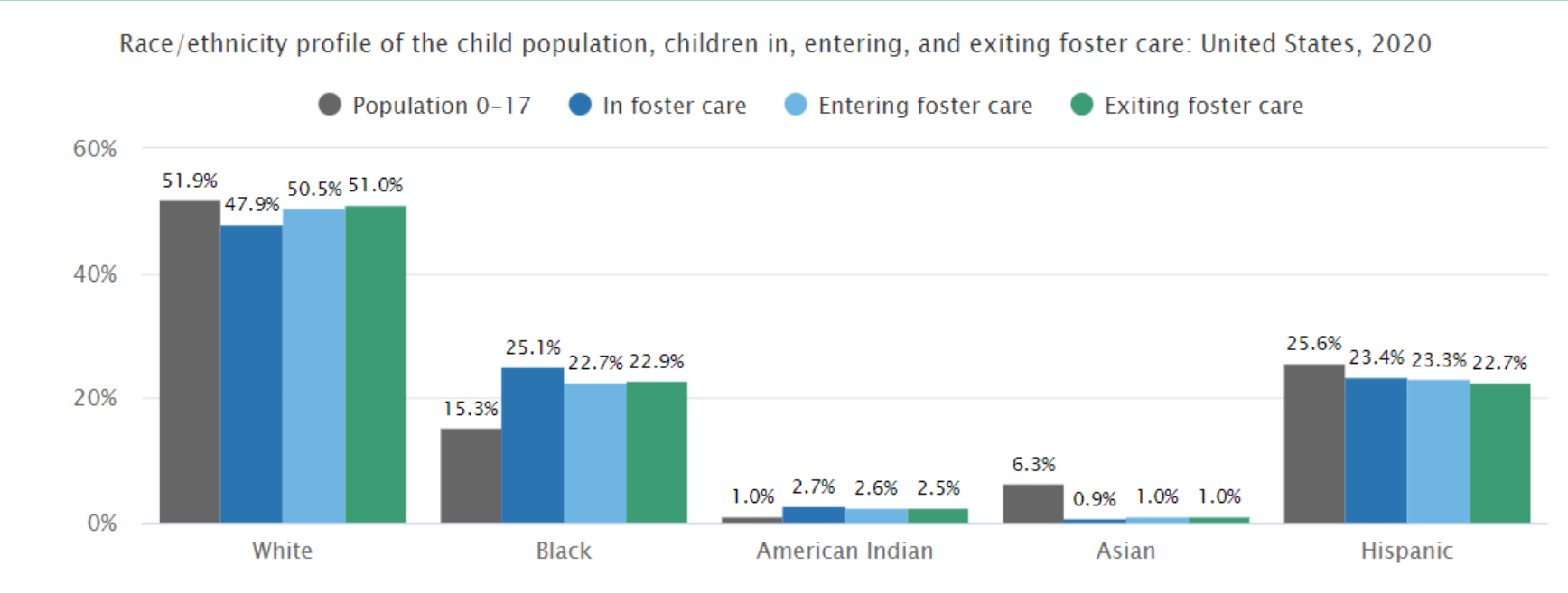


American Hispanic/Latino historical timeline

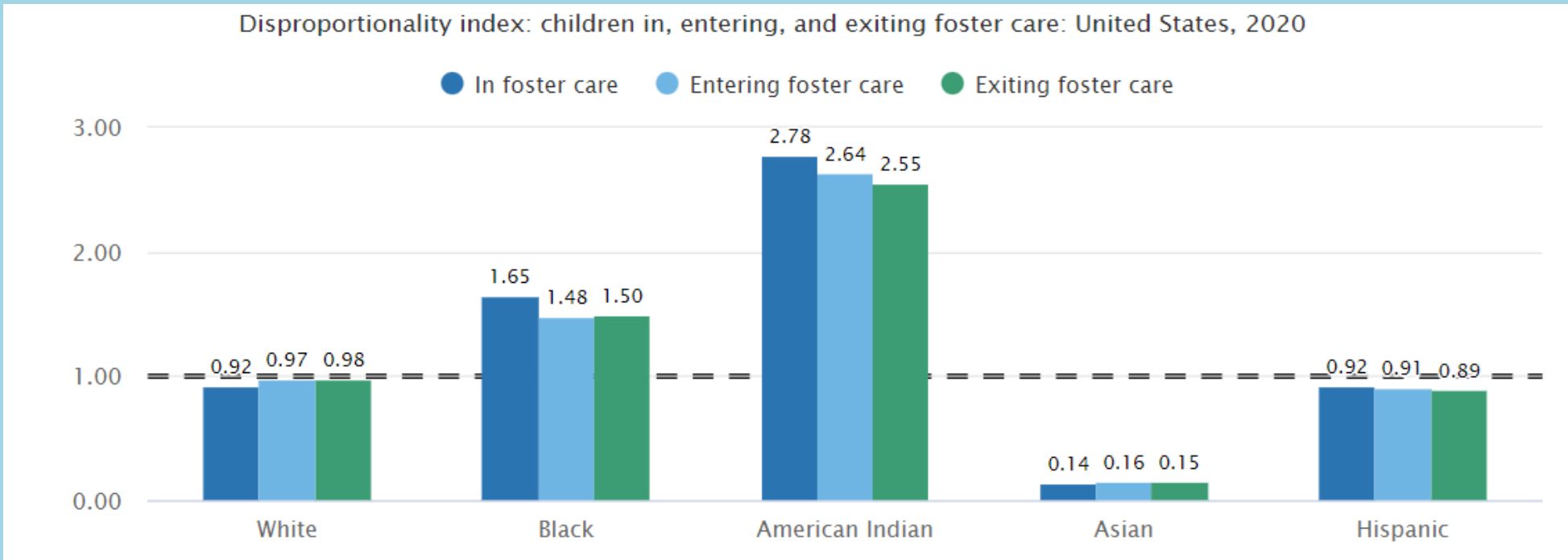


Racial disproportionality

Disproportionality: The overrepresentation or underrepresentation of a racial or ethnic group compared to its percentage in the total population



Source: Puzzanchera, C., Taylor, M., Kang, W. and Smith, J. (2022). Disproportionality Rates for Children of Color in Foster Care Dashboard. National Council of Juvenile and Family Court Judges.



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Racial disparities

Disparity: The unequal outcomes of one racial or ethnic group compared with outcomes for another racial or ethnic group.



Facilitated panel discussions

Stories of lived experience,
plus approaches and strategies



Share your tips and thoughts on why it is imperative to consider race and culture in both foster and adoption decision making.



What can agencies do to improve how they discuss and engage in conversations about culture and race with pre- and post- adoptive parents?



What tips would you give to agencies regarding their matching process and incorporating a cultural and racial lens to their matching efforts?



How can agencies work with foster and adoptive parents to develop them in better understanding racial disparities?



Share tips on what building trusting relationships within communities of color should look like.



Share your thoughts on how you have collaborated with community stakeholders to ensure the race and culture of adopted children are being considered and discussed throughout your respective system of care.



What changes have you encouraged at your agency based on your work as an MPLD fellow?



How has your organization included communities of color in your matching efforts?



Tell us how you have incorporated youth voices in this work.

What can be learned from what they have shared with you?



Discuss how older youth are engaged about the race and culture of potential adoptive parents. What role do they play in decision-making?



Why is it important for all staff to understand the importance of race and culture in permanency planning?



Questions and answers

Quotes from transracial adoptees



“Being a transracial adoptee feels like I was set on fire, and everyone around me was ok with the fire because it kept them warm. They all got what they wanted while they watched me burn. The worst part is they expect me to be grateful for burning.”—Amanda B



“My parents did an amazing job for the '80s, and I was always connected with my bio family. I had a healthy racial identity as Black, but you still miss out on some aspects of your culture. However, you learn that no matter how aware your adoptive family is with transracial adoption, they simply can't grasp living firsthand with racism.”—Silver



“Learning in my late 40's about my Peruvian ancestry, I have referred to myself as a 'reluctant Latina.' I honestly have no idea what an 'authentic Latina' feels like, nor have I ever experienced the culture of my father's people.”—Lynn Grubb

Minority Professional Leadership Development Program (MPLD)

Are you ready to become a transformational leader?

- ✓ Learn from national child welfare experts.
- ✓ Complete an action research project that addresses a challenge in your workplace.
- ✓ Network with colleagues from around the country.
- ✓ Learn about disparity and disproportionality in child welfare.

To learn more, visit adoptuskids.org/mpld

Questions? Email mpld@adoptuskids.org

Resources

- Article: [Recruitment alone isn't enough](#)
- Webinar: [How to support foster, adoptive, and kinship families of color](#)
- Tool: [Supporting a positive racial identity for BIPOC children in transracial placements: a discussion guide](#)

Resources

- Tool: [Tool for assessing and improving tribal support services](#)
- Tip Sheet: [Recruiting families for Native American children](#)
- Webinar: [Understanding, engaging, and supporting Native families](#)

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- ✓ Promotes needed **systems change for well-being and family stability!**
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