

Recruiting foster and adoptive families of color: Stories and strategies from leaders of color in child welfare

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Getting started



This webinar will be recorded and shared on AdoptUSKids.



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

Agenda

- 1 Welcome, goals, and level setting
- 2 Stories from child welfare leaders with lived experience
- 3 Why do Black and Brown families need unique supports? Why does it matter?
- 4 Strategies from the field
- 5 Q&A, highlight resources, and wrap up

Goals for this workshop

- Identify key considerations for recruiting families of color
- Connect diligent recruitment to supporting racial equity in child welfare systems
- Provide participants with stories from child welfare leaders of color with lived experience
- Child welfare leaders of color will provide participants with specific strategies and considerations for strengthening their recruitment and retention practices
- Provide opportunities for peer-to-peer sharing and connecting among participants

Level setting



Stay engaged



Experience discomfort



Speak your truth



Expect, respect,
and accept
non-closure

Singleton, G. & Linton, C. (2006). *Courageous Conversations About Race: A field guide for achieving equity in schools*. Thousand Oaks: Corwin Press Inc. Adapted by Angela Brown, VSB Anti-racism & Diversity Consultant (2006)



Stories from child welfare leaders with lived experience

Poll question



Why do we need to use unique approaches to recruiting, engaging, and supporting families of color?

Racial disproportionality and disparity rates

Institutional racism

Structural racism



**Addressing
racial equity
through our
pool of families**



Addressing racial equity through our pool of families

In most child welfare systems, children of color are overrepresented in foster care, even more so among children waiting to be adopted.

The pool of prospective families should reflect the diversity of children waiting to be adopted, but that often isn't the case.

We should use data to inform our recruitment and support priorities by identifying disproportionality and disparity.



What does a focus on recruiting families of color look like?

- Assessing ourselves first
- Assessing our practices (recruitment media, accessibility)
- Developing culturally responsive practices
- Retention of families of color
- Engaging communities of color in policy development

Strategies from the workforce

Panel discussion



Ways to adapt recruitment strategies to fit your community, needs, and practices

- Examine and adapt images and other meaningful elements in your foster parent recruitment materials and messaging
- Review your data on children in foster care—identify trends, times of the year with the greatest needs, characteristics of children for whom you most struggle to find placements, etc.
- Review your licensing/approval standards; make any needed revisions to align with your community's practices, values, and context

Facilitated panel discussion





Questions and answers



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 www.adoptuskids.org/mpld
Questions? Email mpld@adoptuskids.org

Resources

Article: [*Finding more African American families for children in care*](#)

Article: [*Addressing disparity and disproportionality in Georgia*](#)

Article: [*Unlocking and addressing the barriers to retention of African American families*](#)

Article: [*Successfully recruiting and supporting African American families*](#)

Resources

Tool: [*Making the most of your recruitment efforts: Effective response system strategies*](#)

Webinar: [*Supporting foster and adoptive families of color: Stories and strategies from leaders of color in child welfare*](#)

Training: Minority Professional Leadership Development Program

Information: [Minority Professional Leadership Development Program](#)



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