



COLORADO

**Office of Children,
Youth & Families**

Division of Child Welfare



DILIGENT RECRUITMENT

PRESENTED BY:

MELADIE CLOPTON

FOSTER CARE & ADOPTION RETENTION & RECRUITMENT SPECIALIST

July 2019

WHAT IS DILIGENT RECRUITMENT?

Diligent recruitment is the systematic process through which child welfare agencies *recruit, retain, and support foster and adoptive families* that reflect the ethnic diversity of children awaiting placements.

- Inclusive
- Thoughtful
- Local
- Flexible
- Realistic
- Ongoing

WHO IS DILIGENT RECRUITMENT FOR?

Child(ren)/Youth placed in ...

- Relative Family Foster Home
- Group Home
- Pre -adoptive
- Residential
- Runaway
- Non-Relative Family Foster Homes
- Trial Home Visit

A. Number of children/youth in care at the beginning of the period under review

Age of children	0-5	6-11	12-15	16-18	19-21	
Gender (by age)						
Male						
Female						
Other self-identification						
Race/Ethnicity	Caucasian	Hispanic	African American	Asian	American Indian/Alaska Native	Other
Sibling groups 2, 3, 4, 5 or more	2	3	4	5 or more		
Primary language	English	Spanish	Vietnamese	Sign	Other	
Challenge to placement	Physical Disability	Developmental Disability	Deaf	Blind	Health	Other

MULTI-ETHNIC PLACEMENT ACT (MEPA), 1994

Prohibits the delay or denial of any adoption or placement in foster care due to the race, color, or national origin of the child or the foster or adoptive parents. *It also*
requires States to provide for diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of children for whom homes are
needed.

To meet MEPA's diligent efforts requirements, States must have a comprehensive plan that includes:

- A description of the characteristics of waiting children;
- Specific strategies to reach all parts of the community;
- Diverse methods of disseminating both general and child-specific information;
- Strategies for assuring that all prospective parents have access to the home study process, including location and hours of services that facilitate access by all members of the community;
- Strategies for training staff to work with diverse cultural, racial, and economic communities;
- Strategies for dealing with linguistic barriers;
- Non-discriminatory fee structures; and
- Procedures ensuring a timely search for prospective parents awaiting a child, including the use of exchanges and other interagency efforts, provided that such procedures ensure that the placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.

*Find out more about how diligent recruitment requirements relate to MEPA by reading “ [Section 4.1 MEPA/IEAP, Diligent Recruitment](#) ” of the U.S. Department of Health and Human Services, Administration for Children and Families, Children’s Bureau’s Child Welfare Policy Manual.

WHY DILIGENT RECRUITMENT MATTERS

Section 471 [U.S.C. 671] (a) (18) states:

“Neither the State nor any other entity in the State that receives funds from the Federal Government and is involved in adoption or foster care placements may:

- (A) Deny to any person the opportunity to become an adoptive or a foster parent, on the basis of the race, color, or national origin of the person, or of the child, involved; or
- (B) Delay or deny the placement of a child for adoption or into foster care, on the basis of the race, color, or national origin of the adoptive or foster parent, or the child.”

Section 422 [U.S.C. 622] (b) (7), requires that the State Title IV -E Plan:

“Provide for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed.”

Senate Bill 18-254)
CONCERNING REFORMS TO CHILD WELFARE SERVICES

“Each county or region of counties, as determined by the state department, perform an analysis of available in -home, family -like, and out -of-home placement setting”.

On or before July 1, 2019 each designated county or region of counties shall submit a report to the state department including an evaluation of the types and availability of each placement option in the county or region of counties, available placement options in adjacent counties or region of counties, and a plan to expand in -home, family -like and out -of-home placement settings capacity within the county or region of counties, if necessary.”

SENATE BILL 18-254

Number of families/resources (Internal County Data only)

Required for Section 26-5-104 (6.6)(a), C.R.S. (SB18-254)

	Kinship Foster Home	Non-certified Kin	Foster Home	Adoptive Home
With Placements				
Without Placements		n/a		
Not At Capacity		n/a		
Number Of Potential Openings		n/a		

Communities with the most removals (Internal County data only)

Required for Section 26-5-104 (6.6)(a), C.R.S. (SB18-254)

Community/Neighborhood Name AND Zipcode	# Of Removals	# Foster Homes	Capacity	Openings	Kinship Foster Home	Capacity	Openings

“CLOSE TO HOME”

While utilizing geo -mapping, recruitment efforts should occur within the communities with the highest removals to allow children & youth to remain connected to their...

Neighborhood
Community
School



*Data will vary based on removal circumstance. (Custody of child(ren)/youth, homeless population, etc.)

OUT OF HOME PLACEMENT OPTIONS (SB18-254)

Partnership	Children & Youth Needs	Foster Homes Needed
<ul style="list-style-type: none"> • CPA's • Collaboration w/ other counties • Colorado Heart Gallery • Adoption Exchange • Adopt US Kids • Wendy's Wonderful Kids • And MORE!! 	<ul style="list-style-type: none"> • Medically Fragile • Mental Health & Behavioral Issues • RCCF Step Downs • Sexualized & Assaultive Behaviors • Sibling Groups • LGBTQ • And MORE!! 	<ul style="list-style-type: none"> • Trauma-informed • Multilingual / ASL • Willing to take sibling groups (3+) • Willing to take teens • Educational background in behaviorally challenging / mental health issues • LGBTQ Friendly • And MORE!!



IN-HOME SERVICES (SB18-254)

- Did your county submit a Core Services Plan that includes the expansion of in -home services?
- Beneficial services to keep child(ren)/youth within the county may include:
 - Intensive in -home family preservation
 - Attachment work
 - Therapeutic foster/adoptive homes
 - Certified Kin Placement Homes
 - Housing Programs
 - Additional substance abuse / mental health providers



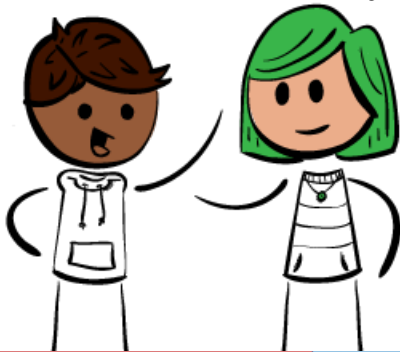
ADMINISTRATION FOR CHILDREN & FAMILIES

(ACYF)

- Data of children removed during 2018
- Strategies for assuring that all prospective parents have access to the home study process
- Strategies to reach all parts of the community
- Diverse methods of distributing general & child specific information
- Procedures identified for a timely search for prospective parents for a waiting child & insure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement
- Strategies for training staff to work with diverse cultural, racial, and economic communities identified
- Strategies for dealing with linguistic barriers
- Non-discriminatory fee structures identified

WHAT WORKS?

- The Golden Rule
- Word of Mouth
- Internet Platforms (Facebook, Next Door, County Website)
- Events (PRIDE, Juneteenth, County Fairs, City Events, Festivals)
- Small Step Programs (Kinship, Mentoring, Respite Care)
- Community Relationships



QUESTIONS, ASSISTANCE, & CONTACT INFORMATION

- o Meladie Clopton, Foster Care and Adoption Recruitment Specialist, 303 -866 -5930 or meladie.clopton@state.co.us
- o Michelle Lopez, MSW, Adoption Program & Colorado ICAMA Administrator, 303 -866 -3209 or michelle.lopez2@state.co.us
- o Mary Gerlach, Foster Care & Adoption Recruitment & Retention Communication Specialist, 303 -866 -4396 or mary.gerlach@state.co.us



COLORADO

**Office of Children,
Youth & Families**

Division of Child Welfare