



The Multiethnic Placement Act 25 Years Later: Diligent Recruitment Plans

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Summary of Key Findings

This analysis examines implementation of the Multiethnic Placement Act (MEPA, as amended) through analysis of states' Diligent Recruitment Plans (DRPs) in their Child and Family Service Plans (CFSPs), and review of Child and Family Service Review (CFSR) ratings for Item 35 (Diligent Recruitment).

The Children's Bureau rated results on Item 35 (Diligent Recruitment) of CFSRs; results are reported in the CFSR final reports for each state. DRPs contain eight elements that help states document their plans to increase the pool of and recruit diverse foster and adoptive parents. Findings include:

- Thirty-four states' diligent recruitment efforts received a CFSR rating of "area needing improvement," while 16 received a rating of "strength." In their DRPs, states were most likely to be missing information in four elements:
 - strategies for ensuring that people know how they can become a foster or adoptive parent if they are interested;
 - strategies for training staff to work with diverse cultural, racial, and economic communities;
 - strategies for dealing with linguistic barriers; and
 - nondiscriminatory fee structures.
- To reach a diverse group of foster parents, states used various approaches to disseminate information about fostering and adoption, including social media campaigns; websites; outreach to community partners such as churches, businesses, and service groups; and special recruitment events.
- Marketing campaigns often targeted specific demographic groups for foster and adoptive parents, featured diverse families, and were translated into other languages. Campaigns used data to target approaches for locating families who match children's needs. States commonly collect recruitment data by region, as the need for homes may vary widely within a state. However, not all states reported collecting this information regularly.
- States appear to address the need to seek homes that represent the race/ethnic diversity of their foster care populations, but they also consider other needs to match individual children to appropriate homes. For example, state recruitment efforts also focus on finding homes that can support children's behavioral, medical, and educational needs.
- Foster parent retention is key to maintaining a sufficient number of foster homes, particularly in states that identified a need for more foster homes. States made efforts to provide ongoing support and training to potential adoptive families, including asking adoptive parents to mentor new or potential adoptive parents through the adoption and post-adoption processes

This paper is a companion to two additional analyses:

- (1) "The Multiethnic Placement Act 25 Years Later: Trends in Adoption and Transracial Adoption," (Kalisher, Gosciak, and Spielfogel, 2020) which examines trends in adoption and transracial adoption for children by race and ethnicity, and
- (2) "The Multiethnic Placement Act 25 Years Later: Key Informant Interviews," (Kalisher, Spielfogel, Edouard, and Shenk, 2020) which details findings from in-depth interviews with program officials and stakeholders in three states.

Policy Context

Finding adoptive homes that ensure long term connections and support for all children, but particularly for children of color, is a longstanding issue for child welfare agencies. The Multiethnic Placement Act (MEPA) of 1994 (as amended by the Interethnic Adoption Provisions of the Small Business Job Protection Act of 1996), was intended to reduce the time that children spent in foster care awaiting placement in adoptive homes. The law affected child welfare policy and practice by prohibiting or requiring the following:

1. Prohibits agencies from refusing or delaying foster or adoptive placements because of a child's or foster/adoptive parent's race, color, or national origin;
2. Prohibits agencies from considering race, color, or national origin as a basis for denying approval as a foster or adoptive parent;
3. Requires agencies to diligently recruit a diverse base of foster and adoptive parents to better reflect the racial and ethnic makeup of children in out of home care.

Diligent recruitment is the systematic process through which child welfare agencies recruit, retain, and support foster and adoptive families who reflect the ethnic diversity of children awaiting placements. To meet MEPA's diligent recruitment requirements, states must develop and implement a comprehensive Diligent Recruitment Plan (DRP).

Plans for diligent recruitment are noted in states' five year CFSP, and they are also described within the statewide assessments completed by each state for the CFSR. There have been three rounds of reviews of CFSRs since they were first implemented in 2001. The most recent round of reviews was conducted between 2015 and 2018, and were used for this study.

This research includes an overview of the content of all states' current (2019-2024) DRPs, which are typically included as part of their Child and Family Services Plans (CFSPs). It also includes a review of Child and Family Service Reviews (CFSR) ratings. CFSRs included a designation of "Strength" or "Area Needing Improvement" (ANI) in response to states DRPs.

Research overview

To better understand the current state of diligent recruitment efforts, as required by MEPA, we explored the following:

1. The proportion of states in which CFSR Item 35, Diligent Recruitment was rated as a strength versus an ANI
2. Themes from DRPs and particular innovative state efforts
3. How states seek to address MEPA nondiscrimination clauses
4. How states plan to increase adoption for racial subgroups that have lower adoption rates

Methods

We reviewed DRPs from all 50 states and CFSR ratings and information from states' CFSR final reports and Program Improvement Plans. Item 35 of the CFSR reviews Diligent Recruitment of Foster and Adoptive Homes and includes review of each state's DRP. DRPs include the following eight elements:

1. A description of the characteristics of waiting children;
2. Specific strategies to reach all parts of the community;
3. Diverse methods of disseminating both general and child-specific information;
4. Strategies for assuring that all prospective parents have access to the home study process;
5. Strategies for training staff to work with diverse cultural, racial, and economic communities;

6. Strategies for dealing with linguistic barriers;
7. Non-discriminatory fee structures;
8. Procedures for ensuring a timely search for prospective parents awaiting a child.

We first identified the number of states that received a strength rating versus ANI on Item 35 of the CFSR during the Round 3 review process. We also documented the number of missing elements in each CFSP DRP.

Findings

Ratings

CSFR ratings. Sixteen states received a strength rating on Item 35 of their CFSR and 34 states received a rating of ANI. For the states that received a CFSR ANI rating, common issues included little monitoring or oversight taking place between states and counties and the lack of sufficient data systems in some counties to track race and ethnicity of potential adoptive parents. For instance, some states did not have systems set up to track race/ethnicity data, had poor quality systems, or had not trained staff to use the system effectively. Additionally, many states noted that the pool of foster parents was too small and that they found it difficult to retain the existing foster parents. Furthermore, these states either did not assess changes in their racial and ethnic demographics or did not have a systematic process in place to review and monitor data. Alternatively, some states that collected the relevant data did not note how they used it to improve recruitment efforts. Moreover, some states do not have the capacity to meet the language needs of foster children, particularly for Spanish-speaking children. Finally, some states decentralized recruitment efforts, making local departments responsible for finding homes. In these cases, recruitment efforts could vary greatly throughout the state, making the statewide plan less cohesive.

Missing elements of DRPs. The extent to which states completed a DRP as part of their CFSP varies. Three states included very sparse information, suggesting that they had not completed their plans. The Appendix summarizes elements from the DRPs of the remaining 47 states that completed their plans, and indicates which elements were missing from each plan. The information that was most likely to be missing includes:

1. Strategies for ensuring that all prospective parents have access to the home study process (17 of 47 states were missing information about this element)
2. Strategies for training staff to work with diverse cultural, racial, and economic communities (17 of 47 states were missing information about this element)
3. Strategies for dealing with linguistic barriers (13 of 47 states were missing information about this element)
4. Nondiscriminatory fee structures (17 of 47 states were missing information about this element).

The remaining elements had missing information from two to eight states. Additionally, many states provided foster parent recruitment or retention plans but did not provide a document that was organized around the eight elements of the Diligent Recruitment Plan (National Resource Center for Diligent Recruitment, n.d.)

Themes from Diligent Recruitment Plans

States reported characteristics of children waiting to be adopted. Almost all state DRPs describe the characteristics of the population of children who are waiting to be adopted; the DRPs also include demographics such as a child's race, ethnicity, age, and/or gender. A smaller number of states include information such as the number of children with special needs. Many states pointed to their efforts to collect data from each county on their recruitment targets.

In their DRPs, some states included information about how they use data to monitor the characteristics of youth waiting to be adopted, and several states use data to compare the characteristics of children awaiting adoption with the characteristics of adoptive families. For example, Idaho uses data to track its efforts to recruit Native American foster families. Similarly, Illinois uses data to target its recruitment efforts to families that speak another language or identify as LGBTQ. Still other states noted the number of additional homes required to meet the specific needs of children; these states break down the need by foster/adoptive parent characteristics such as a willingness to accept teenagers, sibling groups, or children with complex needs.

A small number of states use a contractor to monitor data related to children in care. Examples include CareMatch in Iowa, Web Focus in Louisiana, and FRAME in North Dakota.

State agencies collaborate with community organizations identify potential foster parents.

The majority of states use innovative approaches to recruitment, and many states described how they designed their outreach efforts to reach diverse communities. Some states provided maps in their DRPs to show the number of current homes available by county, and some states included the projected need for additional homes. Many states reported the number of children needing adoption by region. Pennsylvania, for example, used AFCARS data to assess its child population and the need for foster and adoptive homes.

States use various efforts to collaborate with communities in order to identify foster parents. The states' innovative outreach strategies for recruiting foster parents included networking with religious organizations (e.g., Delaware and Mississippi); connecting with grassroots organizations (e.g., District of Columbia and Maine); setting up booths at Pride festivals (e.g., Arizona and Colorado); and partnering with radio and television media outlets and using social media (e.g., Hawaii and Kansas). All counties in Kentucky listed multiple events (approximately 25 events per county) or approaches that they have used to reach parents in their DRPs. The list included the target group for each event as well as the people responsible for the event. The events included an annual Father's Day celebration, the Roots and Heritage Festival, and a child abuse prevention event. Kentucky also provided pizza cutters to pizza delivery services and yard signs to promote adoption. Michigan also included a similar comprehensive list of recruitment activities that occurred throughout the state.

A number of states indicated that they delegated outreach strategies and the management of these strategies to local agencies, whereas some states manage outreach at the regional level. Nevada, for example, showed how recruitment efforts could vary in rural and non-rural regions. Nevada collects reports from three different child welfare jurisdictions, each having different geographic locations (urban, rural, and frontier). Each of the three jurisdiction's recruitment plans were included in their DRP. Nevada DCFS collaborates with each of the child welfare agencies to support their objectives. While the overarching goals are the same, the specific objectives within the three are different due to differing needs. Some states (e.g., Michigan) have regional resource teams that recruit, retain, and train foster and adoptive families. In addition to helping with recruitment, these teams support and prepare foster families to meet annual licensing goals for non-relatives in order to retain a higher percentage of existing foster families, to get families ready for the demands of fostering/adoption, and to develop families' skills in helping children with challenging behaviors.

In their DRPs, many states highlighted their efforts to target families with diverse backgrounds. For example, Rhode Island, South Dakota, Utah, and Wyoming focus on Hispanic and Native American families in their outreach efforts. Similarly, Alabama, Maryland, and Washington noted their efforts to reach African American families.

Diverse methods are used to disseminate information about children in need of adoptive homes.

The states use a variety of methods to disseminate information about children waiting to be adopted. In addition to media outreach, states use online trainings (e.g., Arizona), toll-free hotlines (e.g., California), and local events (e.g., Colorado). State adoption officials in Massachusetts and Nevada have worked closely with Wednesday’s Child to create adoption flyers, announcements, and print, radio, and television ads in order to connect with prospective adoptive families. Some states have also held foster parent conferences, community faith-based summits, and Foster Family Recognition events. Colorado used a public awareness toolkit to help counties, child placement agencies, and community partners communicate the need for foster and adoptive families.

Child-specific recruitment efforts are critical.

States are increasingly relying on child-specific recruitment strategies and forming partnerships to advance this work. Forty-three states noted in their DRPs that they have partnered with outside agencies or programs. Examples include the Heart Gallery, which displays photographs of children at traveling events and hosts dinners around the community to provide information to interested parents. Additionally, states have used AdoptUsKids for technical assistance in order to increase the pool of foster, adoptive, and relative families, and to improve the families’ satisfaction with the adoption process. Finally, Wednesday’s Child is sponsored by Wendy’s Wonderful Kids and the National Adoption Center, and it airs adoption-related segments on local television.

In Massachusetts, child-specific recruitment often begins as soon as a child becomes known to the Department of Children and Families (DCF) as potentially needing to be adopted. DCF reaches out to extended family, “fictive kin,” and other important adults for immediate placement and for long-term permanent planning when necessary. If a family has not been identified, DCF collaborates with the Massachusetts Adoption Resource Exchange to conduct child-specific recruitment campaigns. General recruitment in Massachusetts, on the other hand, involves all agency staff, current licensed foster parents, and experienced foster and adoptive parents to assist in recruitment efforts. In addition, DCF has partnered with agencies to share tables and provide information at established community events. Massachusetts staff invites youth to present to adults who are preparing to become foster and/or adoptive parents as part of the Massachusetts Approach to Partnership in Parenting) (MAPP) training.

Methods for reaching a diverse audience (Adapted from West Virginia’s DRP)

- Websites to which foster parents can submit forms
- Regular social media campaigns
- Partnerships with national ad campaigns such as AdoptUSKids
- Outreach to churches, business, and service groups
- Newspaper and radio ads
- Participation in regional recruitment groups and community recruitment efforts
- Tabling events and community presentations throughout the state
- Paper and email newsletters
- Activities for National Adoption Month (November) and Foster Care Month (May)
- Recruitment through ancillary activities that generate press and partnerships
- Promotion of adoptive family “success stories” through video
- Videos featuring former foster youth
- Training foster/adoptive families to conduct recruitment activities in their communities

Montana works closely with several outside organizations in different capacities to promote child-specific recruitment. For example, the state promotes adoption through (1) A Waiting Child, a monthly television segment featured on the local news; (2) the AdoptUSKids Website; (3) the Heart Gallery; (3) the Follow Me Home campaign, which is a mobile gallery of children awaiting permanent families that focuses on recruitment in churches and faith-based communities; (5) A Family for Every Child, which is a national, web-based, recruitment tool, and (5) collaboration with Wendy's Wonderful Kids.

States make efforts to ensure that people know how to inquire about becoming a foster or adoptive parent.

The states' strategies for ensuring that prospective parents have access to the home study process include the following: collaborating with community partners to facilitate orientations, focus groups, and webinars about adoption (e.g., Iowa, Delaware, and Maryland); using toll-free hotlines for interested parents to inquire about fostering or adopting a child (e.g., Massachusetts); operating websites and online application portals in which parents can learn more about, and express their interest in, becoming a foster or adoptive parent (e.g., Minnesota, Montana, and Nevada); and hiring contractors to serve more families in different locations (e.g., Michigan and Pennsylvania). Most states maintain a website that has general information on foster care and adoption. Families can submit inquiries through an online form. Some states have also taken a multi-pronged approach to promoting access to home studies. Illinois, Michigan, and Maryland, for example, combined the use of websites with telephone inquiries, or focus groups with online trainings. The plans in several states, however, are missing details on the steps they took to promote access to the home study process.

Training helps staff to work effectively with diverse cultural, racial, and economic communities. Some states noted in their DRPs that staff receive both pre-service and in-service training related to working with diverse populations. Common training topics include cultural sensitivity and competency, implicit bias, and working with families that vary in socioeconomic status and/or sexuality.

Connecticut contracted with outside agencies to provide technical assistance and training to state and local staff to address disparate outcomes for children in foster care. In Rhode Island, equity and inclusion are one of three core practice values, providing trainings in implicit bias and

Examples of state partnerships that feature children who are ready to be adopted but for whom the state has not have identified an adoptive resource

Adoption Resource Network – ARN puts children who are ready to be adopted on a website with their photo and a brief narrative describing the child and his or her preferences for a permanent home. Expressions of interest include information about the family, including where they live, their hobbies, their extended family, disabilities they may accept, and behaviors they feel trained to manage.

Adopt US Kids – A federally funded photolisting service that connects waiting children with families, AdoptUSKids educates families about foster care and adoption and gives child welfare professionals information and support to help them improve their services.

Wendy's Wonderful Kids - Recruiters use proven tactics for finding the best home through familiar circles of family, friends and neighbors, and other community members. Children served by WWK have often have been waiting the longest for an adoptive family and are often considered "hardest to place."

Heart Gallery - Both a traveling photography display and a website dedicated to finding homes for children and teens who are waiting for a family.

Wednesday's Child - Media-based, child-specific recruitment program used to heighten awareness about adoptive children's needs. Offers help to adoptive families, and supports youth waiting to be adopted or transitioning to independent living.

safety culture. The state also conducted an agency-wide cultural awareness survey planned to revise its racial equity training programs. Some states have partnered with other organizations to provide trainings on cultural competency. For example, North Dakota worked with the Native American Training Institute to train staff on issues related to cultural competency with Native American populations. States may also have unique trainings based on their local need. For example, West Virginia's plan documents information about Appalachian culture, understanding poverty, and social work in rural areas. Training in other states included working with LGBTQ populations, using trauma-informed practice, and supporting relationships between children and their families. Information about specific training regarding MEPA requirements was often missing from the DRPs, although this does not mean that staff did not actually receive training on MEPA.

States have developed strategies for dealing with linguistic barriers. States have used a variety of approaches to overcome language barriers. Among the most common are translators and/or translation and interpretation services (e.g., Florida, Hawaii, Illinois, and North Carolina). States also translated documents and recruitment materials into Spanish (e.g., Arizona, Arkansas, and Idaho). Some states, such as Alabama and Connecticut, advertised in Spanish on the radio. Other common strategies included collaborating with Hispanic organizations and conducting community outreach with multilingual staff. States also said that they offer services in several other languages, depending on local need. The languages have included Hmong, Russian, Somali, and Vietnamese, which states around the country offer. California, Wisconsin, and Minnesota offer services in these language, and Texas and West Virginia also use sign language interpreters when needed.

Some states described nondiscriminatory fee structures. Some states described their efforts to limit fees that could make adoption difficult for prospective parents. Alabama, Arizona, California, Kansas, Nevada, and New Jersey address nondiscriminatory fee structures in their plans. Few states require fees to be licensed, and many states regularly reimburse all prospective foster and adoptive parents for classes or items that are required for certification (e.g., Connecticut, Oklahoma, and West Virginia); these items include first aid products, CPR, medical information, fire extinguishers, and water testing. States also pay foster care subsidies to kinship homes equal to the amount that relatives receive through Temporary Assistance for Needy Families until the homes are certified. In Connecticut, families qualify for reimbursement for standard daily expenses incurred on behalf of a child except for children who qualify for the exceptional foster care rate.

Other reimbursable expenses could include background checks (e.g., the District of Columbia and North Dakota), application fees, and psychological exams required by the licensing agency (e.g., North Dakota). A small number of states noted that their fee structures are nondiscriminatory and that they have policies in place to ensure that their fee structures meet this standard, but they did not provide additional information (e.g., New Jersey and North Carolina).

Monitoring and partnerships ensure timely searches for prospective parents. The most common steps that states have taken to ensure timely searches for prospective parents generally included monitoring progress on adoption searches and reporting on adoption progress annually, and using the services of AdoptUSKids, Wednesday's Child, Wendy's Wonderful Kids, and the Heart Gallery (and other adoption services that operate online platforms) to find foster and adoptive homes. Additionally, states such as Michigan, Washington, New Jersey, and Ohio operate adoption exchanges, which serve a multitude of purposes. For example, New Jersey assigns children to an exchange specialist based on where they live, and they open up to a national search if they cannot find a local adoptive home. Conversely, Minnesota requires all children to be registered on the state adoption exchange within 45 days of the date on which they become legally eligible for adoption. Some states noted that they consider out-of-state adoption as a final option if they cannot identify local families.

Retention is critical to ensuring that there are enough foster and adoptive homes. A review of all DRPs showed that the diligent recruitment efforts in many states include improving the retention of existing foster parents. States have done this by, for example, highlighting the positive work of foster parents in newsletters, conducting surveys to assess foster parent satisfaction, offering ongoing training and support for foster parents, and offering mentors to foster and adoptive parents, including after adoption. Retention efforts are therefore key to maintaining enough homes for children in many states.

Conclusion

State efforts to find a diverse array foster homes and to ensure the timely placement of children vary widely, as does the extent to which they document their efforts. Given that many states were missing information in their Diligent Recruitment Plans, and were rated as needing improvement on this item in their most recent CFSR, there is reason to believe that there is room for states to improve their diligent recruitment strategies or, at a minimum, the documentation of their efforts.

Many DRPs were missing information about how they ensure access to home studies and staff training on MEPA. Some DRPs are also missing information on how states have arranged for nondiscriminatory fee structures. It is possible that these strategies are less clear in practice, or perhaps are not used uniformly. The availability of homes may vary widely by geography within a state, and some states were able to demonstrate efforts to assess the need and to monitor progress within each region. Although part of the recruitment challenge for states may relate to the small pool of potential adoptive parents to begin with, the DRPs highlight how specific efforts to find parents could show that there are more homes than the states originally thought.

Furthermore, some DRPs were missing information that is specific to how the state addresses the nondiscrimination provision in MEPA. This does not mean that they did not address it in practice; it could just be reflective of the fact that the DRP template does not specifically ask states to document how they prevent discrimination. Furthermore, the DRPs do not describe the extent to which staff were trained on MEPA guidelines.

Although many states DRPs were rated as needing improvement in their CFSR, we also highlighted several innovative efforts in states, including forming partnerships to disseminate information about children waiting for adoption and to locate prospective families. Partnership is a key theme in many of the plans, reflecting the fact that finding homes for children is a community effort and difficult for child welfare agencies to accomplish on their own. The more relationships that child welfare agencies had in the community, the better able they were to widely disseminate information, find foster parents, and share success stories from other adoptive parents.

Additionally, the states' marketing campaigns often targeted the specific demographics of adoptive parents, featured diverse families, and were translated into other languages. The use of data facilitated this targeted approach to locating families that match the needs of children, but not all states reported that they collect this information regularly; nor did they always report how they used the data that they collected. Overall, states appear to collect this information by region, as need may vary widely across each state.

Although MEPA requires recruitment of families that match the children in care, it is important to note that the DRP section on the "characteristics of children who are waiting to be adopted" often focuses on other child characteristics, including gender, age, and reason for removal. These characteristics may pose unique considerations for agencies that are matching children with the best families, regardless of race and ethnicity. Thus, as found in the review of the DRPS, in addition to finding homes that reflect the race and ethnicity of children in care, states also consider other needs in order to match children to appropriate homes.

Retaining foster parents is also a key approach that states discussed in their DRPs, as it could help to have as many foster homes as possible. States made multiple efforts to provide ongoing support and training to potential adoptive families, including asking adoptive parents to mentor parents through the adoption and post-adoption processes. This is especially true for states that identified a need for more foster homes and for improved retention of foster parents.

Considerations for future research. While this brief provides an overview of states' strategies for recruiting foster and adoptive parents, future research could document the extent to which each state used particular strategies or the specific groups that the states have targeted. Because states may use strategies that are not documented in their DRPs, it will be important to contact each state to validate that their plan represents their actual efforts. It will also be important to ensure that we have a more comprehensive understanding of the states' diligent recruitment efforts. Finally, future research could evaluate the impact of state efforts on adoption outcomes and consider whether and how states provide funding to local agencies to track and improve recruitment.

References

National Resource Center for Diligent Recruitment. "What is diligent recruitment?" n.d. Available at <http://www.nrcdr.org/diligent-recruitment>. Accessed June 1, 2020.

APPENDIX A: Diligent Recruitment Plan Template

Column headers	Long Description
Characteristics of waiting children	A description of the characteristics of waiting children
Strategies to reach community	Specific strategies to reach all parts of the community
Diverse methods of dissemination	Diverse methods of disseminating both general and child-specific information
Strategies to ensure access to home study process	Strategies to ensure all prospective parents have access to the home study process (including location and hours that are accessible to all members of the community)
Strategies for training staff to reach diverse communities	Strategies for training staff to work with diverse cultural, racial, and economic communities:
Strategies for dealing with linguistic barriers	Strategies for dealing with linguistic barriers
Non-discriminatory fee structures	Non-discriminatory fee structures
Procedures to ensure a timely search for prospective parents	Procedures to ensure 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
Summary	Summary of the elements of the DRP including the number of missing elements

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Alabama	The state reports statistics on characteristics such as history of poor nutrition or youth with special needs but does not include race/ethnicity.	The state includes objectives to collaborate with specific organizations (such as One Child, One Church) and to identify leaders of state and local racial/ethnic groups.	The state includes objectives to use television, radio, and web advertising through partnerships; delegate a trained staff person to disseminate specific information through social media; and develop a recruitment website with information about activities throughout the year.	The state includes objectives to develop recruiting documents with location/date/time of TIPS classes and to collaborate with licensed foster parents to identify community partners to increase recruiting.	The state includes objectives to provide both cultural sensitivity training and training on fostering children from diverse ethnic cultures for staff and families. EXAMPLE: cultural competency	The state includes objectives to collaborate with state Hispanic organizations, Spanish radio ads, and Spanish language lessons for foster parents.	The state includes an objective to offer non-fee services to prospective families (such as TIPS).	The state includes objectives to develop and implement "monitoring methods to ensure placements are not delayed based on race or ethnicity, and that all prospective adoptive parents are considered equally."	The state plan covers the eight elements of a diligent recruitment plan in a three-page document, with both a description of children in need and specific strategies to recruit families to meet that need. However, state does not report the race/ethnicity of children in need of care.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Alaska	The state reports that Alaskan Native children are disproportionately represented.	Blank	The state uses various media and public recruitment events to conduct general recruitment and uses targeted recruitment for children with particular needs or who are disproportionately represented.	The state allows families to attend adoption orientation in person or online.	Blank	Blank	Blank	The state lists children on adoption exchange websites such as AdoptUSKids and a Heart Gallery.	The state mentions four of eight elements, but there is neither a description of children in need nor specific strategies to recruit families to meet those needs. The state plan consists of a one-page document with sparse details on diligent recruitment efforts.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Arizona	<p>The state uses a Recruitment Estimator tool to forecast the number of homes to recruit by using the county, age, race, and specialized level of need of children in care. Efforts are made to recruit homes that reflect the racial makeup of children and are aware of children's cultures.</p> <p>EXAMPLE: One recruitment campaign features a Native American woman and young girl with the caption "Foster a respect for other cultures by keeping Native American youth connected to their heritage while in foster care."</p>	<p>The state uses strategies to recruit families who reflect the ethnic and racial makeup of children in care.</p> <p>EXAMPLE: Strategies include setting up booths to recruit LGBTQ families during Pride celebrations, providing bookmarks with foster information to Baptist churches, and working with recruitment agencies specializing in different cultures or communities.</p>	<p>The state uses an online orientation video series with Spanish subtitles to reach a broad audience, and all resulting online inquiries are followed up with phone calls. The state also offered referral incentives during a teen-focused campaign.</p>	Blank	Blank	<p>The state added Spanish subtitles to videos, created a dedicated landing page in Spanish, and produces handouts in Spanish.</p>	<p>The state reports that fees are the same for all foster and adoptive families.</p>	<p>The state focuses on family reunification and recruiting families with this understanding. They list children on an AdoptUSKids website and support the Children's Heart Gallery, for which families can volunteer at the photoshoots to meet children in low stress environments.</p>	<p>The state plan covers six of the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need and specific strategies to recruit families to meet that need. The state also describes a Recruitment Estimator tool to forecast the number of homes to recruit.</p>

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Arkansas	The state reports demographic information, including race/ethnicity, of children who entered foster care in 2018-2019.	The state employs a consultant to conduct focus groups with current families, assess demographics for needs by area, collaborate with Therapeutic Foster Care Placements, and collaborate with Project Zero on the Arkansas Heart Gallery.	Blank	The state plans to develop an online application portal and is working to make their application form ADA compliant.	The state plans to develop training for staff on working with diverse cultural, racial, and socio-economic communities.	The state plans to offer recruitment materials in Spanish and Marshallese.	Blank	The state plans to assess demographics for needs by area/county and to increase relative placements including finding fictive kin, among other strategies. Adoption specialists are required to make data matches for children assigned to them every quarter, which they indicate are not delayed by a search for a same race/ethnic placement.	The state plan covers six of the eight elements of a diligent recruitment plan in an eight-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state has several plans in place to develop new systems and materials and to use data to align recruitment strategies with the needs of children in care.
California	The state reports race/ethnicity of children in foster care and foster parents.	The state conducts outreach to specific ethnic communities, including working with churches and employing Spanish-speaking staff, and consulting with tribal leaders to ensure that children are appropriately supported if they are unable to be placed within the tribe. The state also organizes local Quality Parenting Initiative teams.	The state uses websites; written, radio, and TV advertisements; and community outreach events to disseminate general information. Child-specific recruitment is conducted using websites, regional adoption exchange meetings, and Heart Galleries.	Blank	Blank	The state (and private agencies) employs Spanish-speaking staff, and training and other materials are available in Spanish. The application is available in English, Spanish, Russian, Chinese, and Vietnamese.	The state reports that there are no fees to become a foster parent, and that fees for adoption vary based on whether it is through a public or a private agency.	The state focuses on kinship placements, including a statewide kinship navigator program. They list children on regional exchanges and the California Kids Connection (CKC) and AdoptUSKids websites and support a Heart Gallery. Private adoption agency families can be found through the Private Adoption Agency Reimbursement Program.	The state plan covers six of the eight elements of a diligent recruitment plan in a nine-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state has many specific strategies and diverse methods to reach and recruit from all parts of the community.

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Colorado	Blank	The state plans to use targeted marketing materials and digital marketing to recruit in racially diverse communities and families who are LGBTQ-friendly. EXAMPLE: Strategies include setting up booths at community festivals such as Cinco de Mayo, Pride Fest, and Denver March Pow Wow.	The state organizes annual foster care/adoptive family recognition events and conducts print and digital marketing outreach to families in racially diverse communities, including storytelling tools and videos/photographs of children waiting to be adopted.	Blank	Blank	Blank	Blank	The state lists children on adoption exchange websites including AdoptUSKids and supports a Heart Gallery. The state maintains a database of children's profiles, and tracks inquiries for each child.	The state plan covers three of the eight elements of a diligent recruitment plan in a three-page document, with some specific strategies but no description of children in need.
Connecticut	The state reports demographic information, including race/ethnicity, of children in placement.	The state has a statewide and regional targeted recruitment plan, based on specific local needs such as age groups, racial and ethnic groups, and child-specific needs. Strategies include advertising in local newspapers and at local events. Foster parents formally and informally recruit others. EXAMPLE: The state hosts at least three open houses or foster care presentations each month in different regions.	The state uses various media and also partners with Wendy's Wonderful Kids, Permanency Planning Services Program, and Therapeutic Foster Care providers to help conduct child-specific recruitment.	Blank	The state offers pre-service and in-service trainings and webinars; technical assistance on racial justice; and a training on understanding data on disproportionality and disparity.	The state uses Spanish-speaking radio ads and Spanish-speaking open houses to help recruit Spanish-speaking families, and offers foster care forms in Spanish.	The state uses a reimbursement structure with per diem rates for expenses based on the age of the child.	The state uses a Permanency Resource Exchange, supports a Heart Gallery, and offers technical assistance to area offices. The state refers home studies to area offices while legal work is completed to expedite matches.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state includes many examples of specific strategies to conduct diligent recruitment.

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Delaware	The state plans to improve tracking of demographic data of children in care by reviewing Kids in Custody and other FOCUS reports.	The state employs a foster parent recruiter who attends events and evaluates the effectiveness of the events to ensure targeted recruitment. The state has made connections with faith-based, cultural, medical, and helping communities.	Blank	The state plans to make orientation more accessible by adding dates of information sessions to website, improve communication, and improve timeliness of home studies to reduce dropouts.	Blank	Blank	Blank	Blank	The state plan covers three of the eight elements of a diligent recruitment plan in a seven-page document, with some specific strategies but no description of children in need. The state plans to review several sources of data to determine demographic needs for recruitment.
District of Columbia	DC reports demographic information, including race/ethnicity, of children in placement and of resource parents. The resource parents mirrored the racial demographics of children in foster care (82% African American for resource parents, and 88% for children).	DC uses various methods including social media; community outreach; large-scale recruitment events with community, faith-based, and government partners; radio ads; and networking events with resource parents to reach the community. EXAMPLE: An environmental scan on residents in each ward and neighborhood has allowed DC to tailor recruitment efforts. Based on findings from the scan, DC plans to develop ward-specific grassroots recruitment efforts.	DC uses a website, social media accounts, a toll-free telephone line, one-on-one orientations, presentations at meetings of faith-based and civic organizations, and promotional material and events to disseminate general and child-specific information. DC has a goal to identify 10 new community partnerships each year.	DC provides access to information through a recruitment phone line, website, and orientation sessions and outreach events. The three contracted agencies that license and approve foster and adoptive parents also host orientation sessions.	DC offers pre-service training that includes cultural competence, and is planning on expanding to include economic security. In-service trainings focus on trauma, cultural diversity, working with LGBTQ youth. DC also gaining knowledge and skills by participating in Advisory Neighborhood Council meetings and working with local resource parent associations.	DC provides translation and interpretation resources to limited English proficient and non-English proficient residents. DC has several action steps to recruit Hispanic families including featuring Hispanic resource families in ads, using Latino staff to recruit diverse families through community events, and using Spanish-language radio ads.	DC has no fees to complete the application or licensing process to become a resource parent, including free pre-service trainings, fingerprinting, and other services required for licensing.	DC lists children on adoption exchange websites such as AdoptUSKids and a Heart Gallery.	DC's plan covers the eight elements of a diligent recruitment plan in a 37-page document, with a description of children in need but few specific strategies to recruit families to meet those needs. Most strategies are implemented on the local level by a set of three private agency partners.

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Florida	The state reports demographic information, including race/ethnicity, of children both currently in and entering out-of-home care.	The state focuses on kinship and permanency through a Family Finding Model, Mobility Mapping, and permanency roundtables. Local agencies engage a Quality Parenting Initiative (QPI), and report that that faith-based outreach, word of mouth/financial rewards, foster parent associations/support, and the QPI were effective recruitment strategies.	The state uses websites and social media to disseminate information. EXAMPLE: The Explore Adoption campaign and website provides information about the benefits of adoption, types of children who need homes, and children who are immediately available in their communities. It also shares stories of families that have adopted.	Blank	The state provides several trainings on cultural competency. Some pre-service trainings include discussions about working with diverse children and foster parents. There are also trainings on working with children with special needs and being sensitive to and understanding children's cultures and gender identity matters. EXAMPLE: The state provides Cultural Competence Train-the-Trainer workshops for child welfare trainers/professionals, a Cultural Competency Tip Sheet to all licensing staff during statewide training, and online cultural competency and diversity training.	The state has statewide and six region-specific Auxiliary Aids Plans with protocols for providing translation, interpreters, and resources around services including assistive listening, interpreter and translation services, and video remote interpreting.	The state has no fees for out-of-home care and adoption services. Families may pay for private adoption home studies. The Florida Administrative Code provides a structure for reasonable and non-discriminatory fees.	The state posts all children's profiles online within 30 days of termination of parental rights and collaborates with One Church One Child and AdoptUSKids. One way the state ensures timely adoptions is featuring African American children who are available for adoption in daily videos in February for Black History Month.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 17-page document, with a description of children in need but few specific strategies to recruit families to meet those needs. Most strategies are implemented on the local level, while the state focuses on kinship and permanency.

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Georgia	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	The state plan consists of a one-page document with no details on diligent recruitment efforts. And instead includes a schedule of meetings with regional teams.

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Hawaii	The state requests that a local provider recruits families based on children in need of placement, such as Native Hawaiian children and large sibling groups.	The state has several efforts to participate in events and maintain relationships with civic clubs focused on the Native Hawaiian population and culture. Other strategies include a word of mouth incentive program, systematic follow-up procedures, and radio ads on stations that target specific audiences. EXAMPLE: Although response has been varied, the local provider has received good response from radio spots on stations that target specific audiences, television ads during month long campaigns rather than throughout the year, speaking on a community talk show, and using print advertising on islands where there is no staff presence	The state focuses on monthlong campaigns such as National Foster Care Month to highlight information through social media, press releases, presentations to clubs and businesses, and workshops. Inquiries are followed up by phone when possible, and they aim to conduct initial visits within two weeks of the inquiry.	The state contracts with a provider who has staff located on all but two islands, operates a phone line five days a week, and has processes to ensure that website inquiries are responded to within one working day.	The state provides trainings on working with diverse communities, including Ohana is Forever and an LGBTQ bi-annual conference.	The state and contracted provider use translators and plan on translating brochures into other languages as needed.	The state reports that there are no fees.	The state focuses on kinship placements, including Family Finding and Family Connections services such as Wendy's Wonderful Kids. The state uses concurrent planning to expedite permanency. The state indicates that, although they recruit ethnically diverse resource families to meet the cultural needs of children, placements are not delayed by a search for a same race/ethnic placement.	The state plan covers the eight elements of a diligent recruitment plan in a 17-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. However, the state does not report the race/ethnicity of children in need of care.

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Idaho	The state reports demographic information, including race/ethnicity, of both children in foster care and resource families. This information is provided to all regions on a quarterly basis.	The state partners with the One Church One Child program to reach communities of faith and employs recruitment coordinators to conduct quarterly recruitment advisory councils (RAC). The state notes that there are challenges recruiting in rural areas and Hispanic/Latino, American Indian, and African American communities which rely on relationships, though there are no specific methods listed. EXAMPLE: The state recently changed contracts to hire regional recruitment coordinators to meet the needs of a growing population. Quarterly recruitment advisory councils convene contractors, agencies, partners, local news outlets, faith leaders, and other community partners to raise community awareness and support.	The state uses websites, a telephone line, mailed inquiry packets, news articles, and informational booths to disseminate general information. Wendy's Wonderful Kids, Wednesday's Child, and Adopt US Kids help conduct child-specific recruitment.	The state provides contact information for regional offices and operates a website and telephone careline.	The state provides training to new staff to prepare them to work with families of different racial, ethnic, cultural, and socioeconomic backgrounds.	The state provides recruitment materials and trainings in English and Spanish. The state contracts with the Language Line and Eastern Washington University to provide translation services, including American Sign Language.	The state reports that there are no fees for licensing, approval, training, background checks, or home studies.	The state lists children on adoption exchange websites such as Adopt US Kids and supports a Heart Gallery. The state can also use private adoption agencies for out of state placement. The state plans on implementing an ongoing assessment of potential resource families' healthy functioning, skills, and abilities, which could allow for concurrent planning.	The state plan covers the eight elements of a diligent recruitment plan in an 11-page document, with a description of children in need but no specific strategies to recruit families to meet those needs. The state plans to use a new data system to analyze the need for resource parents by region and other characteristics.

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Illinois	The state does not report demographic information of children in care but reports a need for resource families for youth who are Spanish-speaking, African American, LGBTQ, or in sibling groups.	The state conducts recruitment by region through community events such as school functions, community fairs, and foster parent appreciation events. They also use social media. EXAMPLE: The state partnered with two organizations to create a three-minute video which was shared on Vimeo and social media platforms for targeted recruitment of African American families.	The state uses social media, in-person, and print resources, including brochures, to disseminate general information. The state uses family finding activities, adoption listing services, and Wendy's Wonderful Kids to help conduct child-specific recruitment.	The state uses a website, telephone line, and marketing campaigns.	The state does not have a budget for training.	The state hires Spanish-speaking staff and all staff have access to a language line for translation services.	The state reports that there are no fees for foster care licensing.	The state focuses on family finding efforts but lists children with adoption listing services if there is no plan for permanency. Wendy's Wonderful Kids and the Heart Gallery access and use this listing service. The state reports that policy prohibits them from delaying permanency by a search for a same race/ethnic placement.	The state plan covers seven of the eight elements of a diligent recruitment plan in a nine-page document. They note that they do not have a budget for training, and therefore that section was not blank, but we incomplete. The plan includes both a description of children in need and specific strategies to recruit families to meet those needs. However, the state does not report the race/ethnicity of children in need of care.
Indiana	Blank	Blank	Blank	Blank	Blank	Blank	Blank	The state focuses on kinship placements.	The state plan consists of a nine-page document with sparse details on diligent recruitment efforts. There is neither a description of children in need nor specific strategies to recruit families to meet those needs. The state reports a focus on kin placements, describes planned improvements for its licensing workers, and does not mention diligent recruitment.

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Iowa	<p>The state reports demographic information, including race/ethnicity, of children in placement. State contractors use a database with demographic information on resource families and children in care to develop specific recruitment plans based on service area</p> <p>EXAMPLE: State contractors use a database called CareMatch to identify both needs for recruitment and matches between children and families based on the family's skills and location, and the children's age and sex. Caseworkers receive the matches and contact the matched family.</p>	<p>The state conducts recruitment by region, with priority given to areas where most children are removed from according to data. The state reports that family to family recruitment is the most successful, but all service areas also engage faith-based organizations especially in non-White communities, local media outlets, schools, social media, and other organizations.</p> <p>EXAMPLE: Current families are provided "tool kits" to assist with recruitment. Community partnerships are used for recruitment, retention, and donations. Some events include the March to Honor Lost Children (American Indian community) and Pridefest (LGBTQ children in care and prospective resource families).</p>	<p>The state uses local media outlets, print and electronic media, virtual backpacks, and presentations to disseminate general information. The state provides information to kin and receives assistance from Wendy's Wonderful Kids to help conduct child-specific recruitment.</p>	<p>The state contractors use website and telephone numbers to provide information and enroll resource families in orientation. Ongoing trainings are offered multiple times a month in each service area, and families can attend trainings in other service areas. The Caring for Our Own program is also available in each service area.</p>	<p>State contractor staff receive ongoing trainings on cultural, racial, and ethnic diversity by experts; hire diverse recruiters; and engage with African American, Latino, and LGBTQ resource parents who serve as ambassadors.</p>	<p>The state makes TIPS-MAPP forms available in English and Spanish. Interpreters are available through all parts of the process for any language.</p>	<p>The state reports that there are no fees for home studies or pre-service training. Families receive an annual \$100 stipend to cover ongoing training, as there may be additional fees for training and water testing.</p>	<p>The state pursues kinship placements but lists children on adoption exchange websites including AdoptUSKids within 60 days of termination of parental rights, supports a Heart Gallery, and partners with Wednesday's Child and Wendy's Wonderful Kids. The state reports that transracial adoptions are common, and children do not wait for a home based on race.</p>	<p>The state plan covers the eight elements of a diligent recruitment plan in a 20-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state uses data to develop specific recruitment plans by age, race, ethnicity, and service area. They also report that transracial adoptions are common, and that placement is not delayed on the basis of race.</p>

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Kansas	The state reports demographic information, including race/ethnicity, of children in placement. Based on this data, which is reviewed twice a year, the diligent recruitment plan focuses on recruiting African American families and families for children 13 years and up or with behavioral health needs.	The state bases strategies on current characteristics of children in care, including using ad campaigns on television, Pandora, and Facebook; mailing ads using zip code matching as well as demographics to target foster families; and using an ad agency to create a consistent brand despite their privatized child welfare system. EXAMPLE: An advertising company contracted with the state agency to develop two commercials, which were released as ads on television, Pandora radio, and Facebook. Additionally, they helped develop print documents including brochures, flyers, and bulletin inserts.	The state uses a website, fosterkids.org, to provide general information, a referral process and live chat representatives, and resources for foster parents.	The state expanded the adoption exchange to include recruitment, preparation, and assessment of adopt-only families who do not receive services for foster families.	The state provides more than 100 hours of training to all new hires, including content on working with diverse cultural, racial, and economic communities.	The state agencies and providers either have staff with necessary language skills or hire interpreters as needed. Some materials are available in Spanish.	The state reports that there are no agency fees for adopting from foster care.	State lists children on an adoption exchange, which is part of the AdoptUSKids network, and works with child welfare case management providers to provide recruitment strategies to meet the needs of children without adoptive resources.	The state plan covers the eight elements of a diligent recruitment plan in a 22-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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Kentucky	For one region, the state reports the number of children in placement and families by county, as well as homes needed by demographic (including race/ethnicity).	For one region, counties use events and flyers to reach families in the community, as well as specific events targeting LGBTQ, African American, or medically complex groups.	Blank	Blank	Blank	Blank	Blank	Blank	The state plan covers two of the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The plan only covers 10 counties (out of 120) in one region of the state.
Louisiana	The state reports demographic information, including race/ethnicity, of children in placement. State plan also includes race/ethnicity of single-parent and two-parent families. EXAMPLE: Web Focus	The state uses regional recruiters, who are responsible for preparing annual recruitment plans based on placement needs, including targeted recruitment based on demographic data and child-specific recruitment. The state has implemented a Quality Parenting Initiative (QPI), with nine regional monthly task force meetings and a statewide biannual meeting.	The state has a mix of general, targeted, child-specific, and child-focused recruitment activities, including flyers, informational booklets, awareness events, using current foster/adoption parents to raise awareness and participate in pre-service training, websites, media, and child-specific digital stories.	The state posts information about orientation and pre-training schedules, developed by regions and designed to cover at least six months. Each region offers at least one Saturday training session and sessions during the day and evening.	The state offers trainings for staff on cultural diversity, and online trainings for staff and foster parents on bullying, domestic violence, LGBTQ youth, implicit bias, and providing culturally affirming care.	The state offers translation services through Language Line Services; regions can also access interpreters as needed. Staff can also get support from other staff members who are bilingual.	The state reports that there are no fees for becoming certified as a foster or adoptive parent.	The state conducts individualized searches within 60 days of children becoming legally available for adoption, and reviews certified and prospective families within 45 days. The state also supports a Heart Gallery, lists children on AdoptUSKids and the state website, and partners with Wendy's Wonderful Kids.	The state plan covers the eight elements of a diligent recruitment plan in a seven-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state plans to use data to align recruitment strategies with the needs of children in care.

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Maine	The state does not report demographic information of children in care but reports a need for resource families for young children who are often part of sibling groups or born drug-affected, children with behavioral challenges, and older youth.	The state collaborates with community organizations to help conduct recruitment. The state has contracted with a recruitment agency to develop television, radio, and print materials. To help with recruitment of diverse populations, the state focuses on cultural competence of staff and availability of translation services. EXAMPLE: The state collaborates with a recruitment agency provider as well as community members, business and civic groups, schools, and churches to find resource families with a diversity of parenting skills. The state informs these groups of their recruitment needs and enlists their support in recruitment.	The state conducts general recruitment through a mix of media and educational programming; targeted recruitment focusing on groups in need including teenagers, drug-affected infants, and sibling groups; and child-specific recruitment through the child's community, concurrent planning, and out-of-state placements with relatives.	Blank	The state provides ICWA training for all new caseworkers and intends to develop other trainings on cultural competency to reflect increased diversity in the state.	The state collaborates with an ADA/Civil Rights Coordinator to ensure interpretation services are available and intends to expand use of interpreters and TTY devices.	The state reports that there are no fees for recruitment or licensing.	The state focuses on concurrent planning and kinship placements, including fictive kin. State intends to expand the policy definition of kin to include all types of fictive kin. A service provider maintains a Heart Gallery and has developed semiannual meet and greet events for youth and families.	The state plan covers seven of the eight elements of a diligent recruitment plan in a five-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. Although the state does not report the race/ethnicity of children in need of care, this data is used for recruitment planning.

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Maryland	The state reports demographic information, including race/ethnicity, of children in placement based on data from the Children's Electronic Social Services Information Exchange (MD CHESSE). The state has targets to increase African American resource homes in Baltimore, Montgomery County, and Prince George's County to 85 percent, as well as to increase resource homes in counties that serve Hispanic youth.	The state provides recruitment and retention technical assistance in areas with high numbers of African American children in care. The state verifies that local demographic data on race is accurate and assures that local recruitment efforts are appropriate based on the data.	The state provides resource parents with in-person and online training calendars.	The state plans to facilitate focus groups to discuss barriers to certification and to add pre-service trainings at convenient times, including assessing the effectiveness of online training.	The state plans to establish procedures to respond to inquiries immediately, including information on working with diverse cultural, racial, and socio-economic communities.	The state plans to establish procedures to respond to inquiries immediately, including addressing linguistic barriers.	The state reports that state funds cover all costs associated with fostering to adopt. Private foster care agencies provide clothing allowances and must submit an annual budget to the state.	The state lists all legally free children on the AdoptUSKids website and a state website as part of concurrent planning. The state engages in public-private partnerships and works with groups such as Adoptions Together and the Center for Adoption Support and Education (CASE).	The state plan covers the eight elements of a diligent recruitment plan in an eight-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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Massachusetts	The state reports demographic information, including race/ethnicity, of children in placement. Although the goal is kinship care, statistics on children with the goal of adoption will be updated quarterly to assess the needs and successes of recruitment.	The state conducts targeted, child-specific, and general recruitment through media campaigns including displays, flyers, ambassadors, and special events. The state targets families in certain geographic areas and able to meet certain needs such as sibling groups, minorities, adolescents, and LGBTQ youth.	The state launched a Foster MA recruitment campaign, which includes print and video materials, a Facebook page and website with information, commercials, an online application, and a secure social media site for foster parents. Child-specific information is spread through flyers, the media, Wednesday's Child, and special events.	The state operates a toll-free number that is always available. Local offices follow up with inquiries, send informational packets, and offer initial home visits. No one is screened out prior to completing the eligibility section of the foster/adoptive application, which includes background checks and an initial home visit. Applicants may attend training sessions from another area office.	The state trains recruitment staff to work with diverse cultures, races, and economic situations through staff meetings, conferences, supervision, and training seminars. The state agency has an in-house training unit, the Child Welfare Institute, which provides a cultural humility training to all managers.	The state provides interpreters upon request. In most areas, there are bilingual staff who can speak Spanish, Portuguese, Khmer, or Vietnamese.	The state reports that there are no fees for foster care licensing.	The state reviews the number of children with the goal of adoption every month, lists children on the AdoptUSKids website, conducts biannual foster care reviews, sponsors annual events, and works with private agencies to recruit and match families through quarterly regional meetings. Kinship placement is the primary goal. Out-of-state matches can be made through private agencies.	The state plan covers the eight elements of a diligent recruitment plan in a nine-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Michigan	The state reports that counties receive data on demographics of children in care and numbers of children and homes in order to complete a foster home needs assessment tool.	Blank	Blank	The state contracts with child-placing agencies that cover different areas of the state and offer flexibility to ensure that prospective parents have access to agency services.	The state offered two-day conferences for staff which included trainings on engaging different caregivers, support for LGBTQ children, and cross-racial adoptions.	The state reports that public and private adoption agencies address language barriers but provides no details on such strategies.	Blank	The state registers youth on a statewide adoption exchange; after one year, they are referred to an Adoption Resource Consultant. The state supports a Heart Gallery, Match Support Program, and Waiting Family Forums. They emphasize maintaining a diverse pool of resource families while not delaying placements based on race or ethnicity.	The state plan covers five of the eight elements of a diligent recruitment plan in an eight-page document, with neither a description of children in need nor specific strategies to recruit families to meet those needs. The state reports that demographic data is made available to counties. The state plan mentions but does not sufficiently address one element (strategies for dealing with linguistic barriers).

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Minnesota	The state reports demographic information, including race/ethnicity, of children in placement. The state notes the disproportionality of most minorities compared to White children.	The state plans to convene an advisory council that will review data to identify unmet needs, resources needed, and effective strategies. This council will plan diligent efforts to recruit a racially and ethnically diverse pool of resource parents consistent with MEPA and Minnesota law.	The state partners with state, county, tribal, and adoption agencies to conduct child-specific recruitment, including featuring children in weekly television spots (Kid Connection), monthly publications, and other videos. Information is also disseminated through a website, annual events, and an ambassador program recruiting diverse families through partnerships with corporations.	The state contracts with agencies that provide information about locations and hours online and via telephone. In 2019, foster care and adoption education classes were organized into one child-placing agency.	State offers online and in-person trainings that cover working as a diverse team and on working with families from diverse communities. They conduct ongoing assessments of curricula needs. In 2019, state received funding for a new state Child Welfare Training Academy to target training toward specific communities/demographics in each region.	The state has translated a foster care information brochure into Hmong, Somali, and Spanish, and notice of court hearings to foster parents into Hmong, Somali, Spanish, and Vietnamese. EXAMPLE: Relative placements and relative foster care licenses have extra supports, especially for African American, American Indian, Hmong, Laotian, Somali, and Spanish speaking families.	The state reports that there are no costs associated with adopting children from state or tribal guardianship through a county or contracted agency.	The state lists children on an exchange within 45 days of becoming legally free for adoption, and conducts relative searches, uses a listserv, lists children on AdoptUSKids, works with contracted agencies, and sponsors a Heart Gallery to feature specific children. In addition, they partner with other agencies to conduct monthly campaigns.	The state plan covers the eight elements of a diligent recruitment plan in a four-page document, with a description of children in need but few specific strategies to recruit families to meet those needs. However, the state does not report the race/ethnicity of children in need of care. They have several plans in place to use data to align recruitment strategies with the needs of children in care. The state aims for racial and ethnic equity for children in the child welfare system.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Mississippi	The state reports demographic information, including race/ethnicity, of children in placement in a Custody Child Snapshot. The state conducts needs assessments every year per Olivia Y. 2nd MSA (2nd Modified Mississippi Settlement Agreement and Reform Plan), which helps set state/region/country targets for recruitment and retention.	The state works with support groups, community events, and churches to raise community awareness of foster and adoptive needs. Stakeholders provide input on where to place recruitment material. The state conducts needs assessment every year to determine the number of foster homes needed as well as strategies to meet their target. EXAMPLE: The state partners with Rescue 100, an organization that provides support and coordination with faith-based communities to meet foster and adoptive needs, including congregations that reflect racial and ethnic diversity. Rescue 100 staff offer orientation and information sessions to churches and complete home studies with families. Each region schedules weekend trainings geared to faith-based communities at least once a year.	The state conducts outreach through social media such as Facebook, newspapers, and local and statewide radio and television stations. Specific children are featured through Heart Galleries in person and online.	The state operates a website and telephone line that accepts applications, and tracks and monitors applicants to reduce barriers to licensure. The state also conducts regular focus groups with foster parents to improve training and licensure.	Blank	The state has Spanish interpreters on staff and a contact list of other interpreters who cover over 30 languages. Staff have found interpreters for other languages through networking as needed. All interpreters are free at any meeting with a social worker, such as court hearings, doctors' appointments, and required trainings.	The state reports that there are no fees to be licensed as a foster parent. Applicants pay for certain licensure requirements, such as paying fines off, medical exams, or household repairs, but the agency can request assistance if the child is being placed with a relative.	The state uses a Placement Matching Tool to match children to foster families using age and proximity to biological family, school, activities, and healthcare; race and ethnicity are not used. The state also supports a Heart Gallery and lists children on AdoptUSKids if the foster parent does not adopt the child.	The state plan covers seven of the eight elements of a diligent recruitment plan in a nine-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Missouri	The state reports demographic information, including race/ethnicity, of children in placement. The state reports a need to develop resource families within tribal communities in state as well as in neighboring states to ensure children can be placed with relatives and to preserve culture.	The state works with faith and community partners, including a full-time faith-based liaison, to reach large churches and other groups, including grassroots efforts. They also hold focus groups and conduct surveys with resource parents to improve recruitment and retention strategies.	The state uses social media and websites including Facebook, Twitter, and a state Heart Gallery; holds community meetings and events; and uses news and print media to connect current and prospective foster/adoptive parents and to share information. The state also partners with faith-based organizations to provide location-specific information to churches.	Blank	Blank	Blank	Blank	The state has included fictive kin in its definition of relative foster care and added sibling tracking in FACES to identify potential relatives. Children are listed on a state adoption exchange, AdoptUSKids, and a state Heart Gallery and they can be registered with all three at the same time.	The state plan covers four of the eight elements of a diligent recruitment plan in a 14-page document, with a description of children in need but few specific strategies to recruit families to meet those needs.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Montana	The state does not report demographic information of children in care but reports that about a third of children in care are Native American.	The state plans on using a Licensing Workgroup to identify barriers and recruit Native American or LGBTQ foster homes. The state also partners with the North American Council on Adoptable Children (NACAC) and the Montana Youth Advisory Board (YAB).	The state uses various media including television segments, mobile galleries, and web-based recruitment to conduct child-specific recruitment. Local offices host events and conduct outreach to churches and community groups. To learn from other states, they are a part of the AdoptUSKids peer recruitment group.	The state is developing an online application portal and an application form that is ADA-compliant.	Blank	The state recognizes a small but growing Spanish-speaking population but provides no details on strategies to deal with linguistic barriers.	The state reports that there are no fees for foster care licensing or adoption. Families may receive a \$2,000 one-time subsidy agreement for attorney fees.	The state uses Family Engagement Meetings, Seneca Searches, and a Kinship Navigator Grant to help identify and support kin. Children who are free for adoption are listed on AdoptUSKids and featured in a Heart Gallery and other recruitment campaigns. The state also works with Wendy's Wonderful Kids. EXAMPLE: The state uses several programs and campaigns featuring children free for adoption, including a monthly television segment (A Waiting Child), a campaign focused on finding permanent homes through faith-based communities (Follow Me Home), and a national web-based recruitment program (A Family for Every Child). However, Native American children are often not featured in these campaigns due to the concerns of tribal programs.	The state plan covers six of the eight elements of a diligent recruitment plan in a six-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. However, state does not report the race/ethnicity of children in need of care. The state plan mentions but does not sufficiently address one element (strategies for dealing with linguistic barriers).

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Nebraska	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	The state plan consists of a three-page document with sparse details on diligent recruitment efforts. There is neither a description of children in need nor specific strategies to recruit families to meet those needs.
Nevada	The state reports demographic information, including race/ethnicity, of children in placement from each of its regions. Regions report a need to develop resource families to match the needs of children in care.	Regions report church, sports, business, and other community events, as well as rural-specific plans to target information to families of different ethnicities and to use different media outlets. QPI activities are used to find and maintain quality foster parents.	Regions use a variety of websites, printed materials, community recruitment events, television and radio ads, and billboards to share information with the community. One region shares information through a Spanish newspaper and interviews on Spanish language radio, and another is using a media consultant.	Regions have websites with contact information, Facebook pages with training information, toll free calling, dedicated email addresses, and regular business hours. One region offers TIPS trainings on evenings/weekends and contracts with outside providers to conduct home studies at convenient times with applicants.	Regions report different training requirements, though all include LGBTQ and CSEC training. One region identified a need for increased cultural sensitivity and another region provides training on cultural humility.	Larger regions employ Spanish speaking staff and offer Spanish speaking training and information sessions. Interpreters and other accommodations are provided as needed, including access to Language Line services and referrals for training in Spanish for families from the rural region to a larger region. One region has translated current materials into Spanish.	The state reports that there are no fees for foster care licensing or adoption, except the cost of FBI criminal background checks in one county.	Regions use adoption recruiters who list children on AdoptUSKids and an adoption exchange. The state works with Wendy's Wonderful Kids, a marketing firm, and Wednesday's Child and one region plans to use a Heart Gallery to increase recruitment. Families are considered regardless of race. EXAMPLE: One region emphasizes "flexible family" placements and maintains a list of "flexible homes." In these placements, foster families assist children toward reunification but agree to serve as the permanent resource if needed.	The state plan covers the eight elements of a diligent recruitment plan in a 13-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. Information is provided for each of the agencies (two largest counties separately, and rural region combined).

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
New Hampshire	The state reports demographic information, including race/ethnicity, of children in placement. The state compares race/ethnicity of children in placement to total children in the state and to parents in licensed resource homes.	The state contracts with Bethany Christian Services, which conducts targeted recruitment in faith-based communities. The state's own specific strategies are not listed.	The state runs a central inquiry process for information and paperwork, and has dedicated staff focused on recruitment, retention, and renewal licensing. They work with news and social media outlets, share information online, host annual events, and created a grassroots recruitment campaign.	Blank	The state offers pre-service and ongoing trainings in cultural competency for staff, providers, and caregivers.	The state has access to translation services for non-English and limited English speakers through the Language Bank. Licensing regulations require that foster care applicants must be able to communicate in English.	The state reports that there are no fees for foster care licensing or for adopting from foster care.	The state lists children on a state adoption exchange and works with a Wendy's Wonderful Kids recruiter to match waiting children. The state also partners with a television channel to produce a "Home at Last" show to feature children waiting a long time for adoption.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 15-page document, with a description of children in need but few specific strategies to recruit families to meet those needs.
New Jersey	The state reports demographic information, including race/ethnicity, of children entering care using SACWIS data.	The state uses a market segmentation tool to identify targeted recruitment strategies for households similar to existing resource families. The state also partners with the Human Rights Campaign All Children-All Families (HRC AC-AF) to reach LGBTQI families.	The state shares information through a public website and social media (in English and Spanish) as well as localized recruitment events and current resource parents and former youth in care. The state has ongoing partnerships with religious organizations, schools, and other community-service organizations, and contracts with Embrella to run a hotline inquiry process.	The state offers parent training classes in every county on weekends/evenings, with translation services available and the costs of babysitting and transportation covered.	The state offers trainings on "Cultural Competency" and "Aligning Our Values." They are also developing a comprehensive learning path for resource staff to equip them to work with diverse families.	The state employs Spanish speaking staff, and contracts with a service provider to provide interpretation services for languages other than Spanish.	The state reports that there are no fees for foster care licensing or adoption. The state agency assumes the cost for home studies and training and offers support for kin and fictive kin placements.	The state lists children on state exchange and national exchange, and partners with Delaware. They also feature children on Facebook and Instagram and through Wednesday's Child television clips.	The state plan covers the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need and specific strategies to recruit families to meet that need.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
New Mexico	The state does not report demographic information of children in care, but each county assesses the characteristics of children in care, including race/ethnicity, through the Research, Assessment, and Data Bureau (RAD). Available homes and placement slots are counted based on child's characteristics such as gender, age, and race/ethnicity.	Blank	Blank	Blank	Blank	Blank	Blank	Blank	The state plan covers one of the eight elements of a diligent recruitment plan in a 33-page document, with neither a description of children in need nor specific strategies to recruit families to meet those needs. The state reports that demographic data is made available to counties, and counties develop recruitment plans based on data.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
New York	The state does not report demographic information of children in care but reports that local agencies have been asked to provide demographic information by race/ethnicity, age, and special needs, and to recruit to reflect the racial and ethnic composition of children in care.	Blank	The state shares information on its website, and reports that some counties encourage current foster and adoptive parents to take an active role in recruiting and mentoring new parents.	Blank	Blank	Blank	Blank	Blank	The state plan covers two of the eight elements of a diligent recruitment plan in a three-page document, with neither a description of children in need nor specific strategies to recruit families to meet those needs. The state reports that local agencies have been asked to provide demographic information and to list specific strategies to reach all parts of the community.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
North Carolina	The state reports demographic information, including race/ethnicity, of children in care.	The state requires each county to develop a diligent recruitment and retention plan using a template. The state provides technical assistance and resources through webinars, trainings, and publications.	The state manages an email address, telephone hotline, and an adoption exchange program and website, and provides tools for counties and private agencies including brochures, fliers, and magnets. Other methods of disseminating information are left to counties; examples include media campaigns, mailers, and community events.	The state asks counties to describe how to access services in their diligent recruitment plans but provides no details or specific strategies.	The state provides trainings on working with diverse communities and cultural sensitivity.	The state requires counties to develop Limited English Proficiency (LEP) compliance plans and offers trainings on LEP rights and interpreter training.	The state reports that each county must develop a non-discriminatory fee structure.	The state lists children on an adoption exchange website. They review county-specific plans on an annual basis. Counties are encouraged to collaborate with private child-placing agencies.	The state plan covers six of the eight elements of a diligent recruitment plan in a 55-page document. The state plan mentions but does not sufficiently address two elements (strategies to ensure access to the home study process and non-discriminatory fee structures), with a description of children in need but no specific strategies to recruit families to meet those needs. The state reports that counties are instructed to comply with the various aspects of diligent recruitment planning, with some state supervision.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
North Dakota	<p>The state reports demographic information, including race/ethnicity, of children in care.</p> <p>EXAMPLE: The state uses a data management system, FRAME, which produces Foster Care Demographics Reports. Users can view demographics by region, county, race, sex, and age. Sibling groups and special needs are not identified in this data.</p>	The state asks regions to submit specific strategies based on the needs identified in their area (from FRAME data) in order to get state funding.	The state reports that regions conduct general and targeted recruitment, including word of mouth, community outreach, Facebook live events, targeted testimonial commercials, media ads including Native American Indian reservations, finding fictive kin and working with faith-based and retail business communities.	Blank	The state works with the Native American Training Institute (NATI) to provide culturally-relevant training, workshops, and conferences covering topics such as cultural competency and historical trauma. Trainings are also available for working with refugee minors.	The North Dakota Community Action Partnership provides interpreters upon request to the eastern part of the state. The Metro Interpreting Resource Center also provides training for the interpreters in the Fargo-Moorhead area.	The state reports that there are no fees for foster care licensing. Adoptive families are charged fees for their application, criminal background checks, and psychological testing, though these costs can be reimbursed if the child qualifies for an adoption subsidy.	The state prioritizes placement in the home community and with a relative when possible. They also partner with two Wendy's Wonderful Kids recruiters and support a Heart Gallery.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 25-page document, with a description of children in need but no specific strategies to recruit families to meet those needs. The state reports that regions are instructed to create specific strategies based on identified needs.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Ohio	The state reports demographic information, including race/ethnicity, of children in care using Statewide Automated Child Welfare Information System (SACWIS) data. The state reports that agencies must include descriptions of children's' age, race, gender, and needs in their recruitment plans, as well as a comparison on racial diversity of children versus adoptive resource families.	The state hosts a foster care advisory group to identify and implement best recruitment practices. Recommendations have included creating a statewide website, statewide awareness campaigns, and creating local advisory groups.	The state uses social media public awareness campaigns during foster care month, adoption month, and kinship month. Local agencies distribute written information at events and use traditional media, speaking engagements, community events, the internet, word of mouth, and advertising to disseminate information. For child-specific recruitment, the state holds permanency roundtables and works with Wendy's Wonderful Kids.	The state asks local agencies to describe how to access services in their diligent recruitment plans but provides no details or specific strategies.	The state uses diversity competence to guide recruitment of trainers and development of curricula. All learning activities must address diversity issues. The state reports that local agencies must include strategies in their diligent recruitment plans.	The state reports that local agencies must include strategies in their diligent recruitment plans. For example, written information is often also available in Spanish.	The state reports that each county must develop a non-discriminatory fee structure.	The state lists children on adoption exchange websites including AdoptUSKids, and plans to expand partnerships with Wendy's Wonderful Kids and vendors helping with Permanency Roundtables and photolisting websites. The state reports that local agencies include procedures in their diligent recruitment plans and must prohibit denying the opportunity to foster or adopt based on race, color, or national origin of the child or parent involved.	The state plan covers six of the eight elements of a diligent recruitment plan in a 16-page document. The state plan mentions but does not sufficiently address two elements (strategies to ensure access to the home study process and non-discriminatory fee structures). The plan includes a description of children in need and specific strategies to recruit families to meet those needs. Although the state reports that local agencies are required to comply with various aspects of diligent recruitment planning, there are also several statewide guidelines.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Oklahoma	The state does not report demographic information of children in care, but regularly uses a Foster Home Needs Analysis (FHNA) tool in Excel.	The state creates yearly plans with targeted recruitment efforts but provides no specific details.	The state runs a website, which includes a Spanish translation; maintains a Foster Care and Adoption Support Center; and uses both social media and radio and television ads to disseminate information.	Blank	The state provides trainings on cultural competency during entry level staff training.	The state offers Spanish translation services and pays a differential wage to employees who can speak Spanish and provide translation services.	The state reports that there are no fees for application or approval to become a foster care or adoptive parent. The state provides reimbursement for adoption expenses for children adopted from DHS custody, which is the same regardless of income.	The state lists children on adoption exchanges and partners with other groups including AdoptUSKids, AdoptOKKids, Adoption Exchange, Waiting Child, a Heart Gallery, Project111, Count Me in 4 Kids, OK Foster Wishes, OKC Thunder, tribal partners, faith-based collaborators, the Casey Foundation, Wendy's Wonderful Kids, and private agencies. The state focuses on recruiting foster families and kinship caregivers.	The state plan covers seven of the eight elements of a diligent recruitment plan in a six-page document, with neither a description of children in need nor specific strategies to recruit families to meet those needs. However, the state reports that demographic data is used to develop targeted recruitment efforts.

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Oregon	The state does not report demographic information of children in care but aims to increase foster care capacity for families matching the characteristics of children in care. They have created a diligent recruitment tool for local offices to use and are working with a state office to develop recruitment targets based on predictive analytic tools.	The state has staff in every region who hold recruitment events, including a Native American Tribal specialist. The state reports that current foster families are the best resource to recruit new foster families.	The state has plans to develop a single portal for foster parent inquiries to increase consistency in customer service. In addition, they maintain a social media presence.	The state has convened workgroups to identify barriers to recruitment and retention, and has begun adapting the home study process for general and relative caregiver applicants.	Blank	Blank	Blank	Blank	The state plan covers four of the eight elements of diligent recruitment in a 22-page document, with some specific strategies but no description of children in need. However, the state reports that data is used or will be used to develop targeted recruitment efforts.
Pennsylvania	The state reports demographic information, including race/ethnicity, of children in care using AFCARS and CY 890 data.	The state runs a media campaign, including television, print, and online advertisements and a website and Facebook page. Their current campaign "#MeetTheKids" features older children in foster care in need of homes. The state pays or partners with four "Waiting Child" segments that air on local television in different areas of the state.	The state runs a media campaign targeted to urban areas, maintains a website and online media presence, works with Wednesday's Child, and sponsors adoption and foster care awareness month activities.	The state requires all affiliates to use contract language that guarantees that all licensed providers' services are available to children and families regardless of gender, culture, race, geography, and other characteristics.	The state provides four annual trainings and a conference, covering topics including recruitment and retention of families with variations in culture, race, and socioeconomic characteristics. Caseworkers and supervisors also have access to trainings on working with diverse cultural, racial, and economic communities.	The state offers a helpline which uses Language Line. Some agencies have Spanish as the primary language.	The state reports that there are no costs associated with becoming a foster or adoptive parent for children from the state (CCYA). Support services are available regardless of origin of adoption.	The state completes family finding activities for every child in out of home care at least annually, per state statute. The state also lists all children with a goal of adoption on adoption exchange websites.	The state plan covers the eight elements of a diligent recruitment plan in a five-page document, with both a description of children in need and specific strategies to recruit families to meet that need.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Rhode Island	The state reports demographic information, including race/ethnicity, of children in care.	The state released an RFP seeking partners to work with local agencies and employ innovative strategies. General and targeted recruitment is focused on finding families for children who are older, Spanish-speaking, LGBTQ, or youth with complex medical needs and disabilities, and includes information sessions, recruitment events, and social media.	The state hosts feedback forums with current and previous resource families to improve recruitment and retention. They have updated their website with a user-friendly focus, including a resource family portal with FAQs, information on events, and video trainings.	The state shares information on its website as well as by phone, email, and print. Recruitment activities take place during family friendly hours. They also offer access to interpreting services.	The state offers trainings on cultural sensitivity, cultural diversity, working with culturally diverse populations, implicit bias, and safety culture. The state conducted a cultural awareness survey agency-wide and plans to revise the workforce development's racial equity training program.	The state has increased staffing and has contracted with the Center for South East Asians and RI Language Bank which provide interpretation as needed.	The state reports that there are no fees for fostering or adoption.	The state hosts information sessions, recruitment events, and other activities to engage the community. They support families interested in adopting through the licensing process, training, and placement.	The state plan covers the eight elements of a diligent recruitment plan in a four-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.
South Carolina	The state reports examining demographic information, including race/ethnicity, of children in care. They do not report exact numbers or percentages. They do report numbers of foster homes by race and regular/therapeutic foster home status.	The state contracts with All Pro Dad to develop ads, videos, and events, and works with faith based organizations to conduct recruitment. They use data to identify communities to target with recruitment efforts and share a calendar of community events on its website and social media to raise awareness.	The state uses the internet, radio spots, professional videos, social media, and television spots to share general and child-specific information. They also publicize a list of all private providers and host foster parent and kinship care advisory groups.	Regional Adoption Offices are going through a business redesign plan to allow foster families to get approved as adoptive families in less than 45 days, while ensuring that licensing and adoption standards are upheld across the state.	The state has a goal to develop training on cultural diversity.	Blank	Blank	The state supports a Heart Gallery and has contracts for family finding initiatives. They plan to improve communication of data to help recruit families from communities where children enter care, including African American or Hispanic families who are willing to foster sibling groups.	The state plan covers six of the eight elements of a diligent recruitment plan in a five-page document. The state plan mentions but does not sufficiently address one element (strategies for training staff to reach diverse communities). The plan includes some specific strategies but no description of children in need. The state reports examining data on demographics, including race/ethnicity.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
South Dakota	The state reports examining demographic information, including race/ethnicity, of children in care using FACIS (Family and Children Information System) data. The state notes a disproportionate share of Native American are children in care (65% of youth and 12% of licensed foster homes are Native American, compared to 9% of the state's population).	The state conducts regional recruitment in areas with high Native American populations including partnerships with local tribes. The state is issuing an RFP to create videos highlighting Native American foster families and sibling groups. In addition, they partner with America's Kids Belong to target churches and recruit families to provide wraparound services. EXAMPLE: The "Why Not You?" taskforce combines five public/private adoption agencies in two counties to recruit and support families, especially in western South Dakota.	The state runs the FosterOne campaign, a statewide plan that uses visual aids, promotional items, brochures, postcards ("Commit to Know More"), and a website. Through ICWA and a Casey Family program, information is disseminated through brochures, postcards, events, and a Facebook page with shared tribal/state responsibility for web content.	The state is forming a workgroup to review the licensing process to reduce waiting lists for training and delays in home studies. This will include a review of kinship versus non-kinship families to determine if a new kinship process is needed.	The state offers ICWA training for all new specialists/supervisors (which includes skills for cultural competence with all cultures). All staff complete a PRIDE training which includes cultural competence. EXAMPLE: In 2018, there was a mandatory cultural awareness training for all employees on Native American history, trauma, and well-being. This will be incorporated into new employee training along with a poverty simulation.	The state makes interpreters and Interpretalk (a dial-in interpreter service) available in each office and provides closed captioning for dozens of languages on its online training videos.	The state reports that there are no fees for fostering.	The state focuses on kinship searches and supports kinship home studies, foster care licensing, and permanency roundtables. In addition, they partner with America's Kids Belong and list children on a national adoption exchange and AdoptUSKids, concurrent with relative and state-wide searches.	The state plan covers the eight elements of a diligent recruitment plan in an eight-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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Tennessee	The state reports demographic information, including race/ethnicity, of children in care.	Blank	The state partners with Quality Practice teams and disseminates information through a website, social media, Mail Chimp, Remind, a toll-free phone line, local television stations, and materials shared at community events.	The state lists all agencies online, including information on hours, the approval process, and contact information, which is all updated on a semi-annual basis.	The state offers and tracks attendance at a cultural diversity training and works with a Training Division to create opportunities related to diversity, such as socioeconomic and cultural differences. In addition, they partner with local resource parent associations to address unique needs and challenges within communities.	The state has a contract for interpreters, and forms and information are available in alternative languages. They encourage families to identify informal translation/interpretation support. Annual recruitment plans are intended to identify local challenges and mitigation strategies.	The state reports that there are no costs for state-run training, background checks, or home studies for potential resource families, or for services from private providers for therapeutic foster care.	The state conducts a monthly review of case progress after the agency receives full guardianship and develops individual recruitment plans for each child. The state contracts with service providers to help case mine and list children on AdoptUSKids; provides training to staff on MEPA/IEPA; and is creating policies on engaging private out-of-state agencies.	The state plan covers seven of the eight elements of a diligent recruitment plan in a four-page document, with a description of children in need but no specific strategies to recruit families to meet those needs. The state reports that regional recruitment plans include specific strategies.
Texas	The state reports demographic information, including race/ethnicity, of children in care. They also examine Monthly Data Warehouse reports and conduct Foster Care Needs Assessments to project locations and types of services needed, though percentage goals are not established based on findings.	The state collaborates with faith-based organizations, community organizations, the child welfare system, and the Advisory Committee on Promoting Adoption of Minority Children to target areas of need. In addition, they partner with The Way Home, Upbring, Children Awaiting Parents, and Wendy's Wonderful Kids. Regions host inquiry meetings regularly.	The state offers joint information meetings with private agencies and shares information on demographic needs via website, Facebook, YouTube, and the Texas Adoption Resource Exchange. Recruitment activities include national recognition months (e.g., Child Abuse Prevention Month, Foster Care/Adoption months); faith-based collaborations; and community events such as fairs.	The state has expanded locations and hours so that services are available to the entire community. They list contact information on their exchange website, operate a toll free number, and provide information packets to prospective resource families.	The state offers racial and ethnic identity training to new caseworkers, as well as trainings on Disparity and Trauma, ICWA, and a poverty simulation. New trainings are being developed for working with African American and Latino families and families who are impoverished.	The state makes interpreters available by phone or in person and provides information on how to request sign language interpreters. The state seeks staff and contracted agencies who can communicate in multiple languages.	The state reports that there are no costs for working with the agency, and they only contract with agencies that follow strict minimum standards regarding fees.	The state lists children on several exchanges simultaneously, including AdoptUSKids, and supports local Heart Galleries.	The state plan covers the eight elements of a diligent recruitment plan in a five-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

STATE	Characteristics of waiting children	Specific strategies to reach community	Diverse methods of dissemination	Strategies to ensure access to the home study process	Strategies for training staff to reach diverse communities	Strategies for dealing with linguistic barriers	Non-discriminatory fee structures	Procedures to ensure a timely search for prospective parents	Summary
Utah	The state reports demographic information, including race/ethnicity, of children in care. Although 90% of children are White, based on the disproportionate numbers of minority children in care, Utah plans to focus more on recruiting minority families.	The state develops an annual plan with each of five regions based on a regional needs assessment and review of data, anecdotes, and trends. Strategies for targeted recruitment include a full-time Spanish-speaking recruitment specialist; a full-time Native American specialist; and use of ASL interpreters or other adaptations based on family needs. EXAMPLE: The state employs a full-time Spanish-speaking recruitment specialist who offers pre-service classes in Spanish and a Spanish language peer group. A full-time Native American specialist conducts outreach to tribes and assists with statewide American Indian recruitment. Both specialists offer mentoring for families through the licensing process.	The state disseminates information through media campaigns, earned media, social media/networking, a website, local community outreach and education, fairs/community gatherings, region-specific and event-specific materials, culturally relevant materials, and other activities consistent with MEPA-IEPA and ICWA "focused on increasing culturally relevant placement opportunities representative of the racial/cultural makeup of children in care."	The state workers have flexible hours, such as conducting home studies on weekends. Information is always available on a website. Non-safety licensing standards may be waived for a kin placement, so provisional licenses may be awarded within a week.	The state offers a training to staff and foster parents which includes understanding and honoring primary families (racial, cultural, socioeconomic differences). A Native American specialist assists other staff in learning to work with tribal communities. The state also offers a training on Safety Guidelines for LGBTQ clients.	The state employs a full-time Spanish-speaking specialist who responds to all Spanish language inquiries and conducts trainings. The state reports that there is no demand for other languages, but they would contract with a language interpretation agency if needed.	The state reports that there are no fees for licensing, except a background screening fee which is the same for all applicants and is established annually by the legislature.	The state law requires intensive recruitment efforts within 30 days of identifying adoption as a child's goal. They use private adoption agencies, Wendy's Wonderful Kids recruiters, Wednesday's Child, and an Adoption Exchange and AdoptUSKids, although the state may continue searching for kin (defined by ICWA). The state also supports a Heart Gallery and conducts database matching.	The state plan covers the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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Vermont	The state reports demographic information, but not race/ethnicity, of children in care. They report that there is no disparity between race of children entering foster care and race of caregivers, but there is anecdotal evidence that youth of color are overrepresented in residential and institutional care. The state suggests that local offices should engage leaders in immigrant communities.	Blank	The state hired a communication specialist to help with marketing and consistent branding related to diligent recruitment. They also use social media and Front Porch Forum, a neighborhood building service in Vermont. The state also airs ads at reduced rates with Vermont Public Radio and the Vermont Association of Broadcasters.	The state provides district offices with a common tracking spreadsheet to identify where caregivers drop out, and will provide online trainings. They also conduct focus groups and surveys to identify barriers, and is considering new strategies to evaluate, track, and set standards to streamline the processes related to recruitment and placement.	Blank	Blank	Blank	The state supports a Heart Gallery. A Racial Justice Workgroup is working to ensure that the organization is racially just. There is no systematic method to match families and children across jurisdictions, which usually only happens with a kin caregiver.	The state plan covers four of the eight elements of a diligent recruitment plan in a 74-page document, with a description of children in need but no specific strategies to recruit families to meet those needs. However, the state does not report the race/ethnicity of children in need of care. They plan to use data to align recruitment strategies with the needs of children in care. The state includes several workgroups and plans rather than current practices; for example, they discuss the use of several workgroups to ensure racial justice.

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Virginia	The state reports demographic information, including race/ethnicity, of children in care.	The state provides technical assistance and on-site support to local agencies, which are responsible for developing and implementing recruitment plans. A statewide Virginia Fosters campaign allows communities to pool together and works with government, faith-based, non-profit, business, and creative communities, though the focus is on relative placement.	The state disseminates information through social media, a public website, events and activities during foster care and adoption months, and advertisements on television and billboards and in magazines. Child-specific information is also featured in Heart Galleries and on AdoptUSKids.	The state operates a user-friendly website and a "warmline" which allows prospective foster parents to leave messages, which contracted agencies respond to with return calls. Private agencies help to license families.	The state offers mandatory trainings for new workers that emphasize self-awareness around biases, beliefs, and values. They are also developing additional trainings focused on racial equity and cultural humility.	Although state reports that local agencies are intentional about recruiting foster families to support the language needs of children in care within their locality, there is no mention of services provided.	The state reports that there are no fees for pre-service training or the home approval process through the state agency or adoption contractors. Stipends are set by the state and vary based on age or assessed needs of the child.	The state uses concurrent planning, lists children on exchanges including AdoptUSKids, supports five regional Heart Galleries, and operates an Adoption Hotline.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 47-page document, with a description of children in need but no specific strategies to recruit families to meet those needs. The state plan mentions but does not sufficiently address one element (strategies for dealing with linguistic barriers). The state reports that local agencies are required to develop and implement recruitment plans, and regional consultants provide technical assistance to help increase the approval of relative placements.

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Washington	The state reports demographic information, including race/ethnicity, of children in care and of caregivers; however, it does not include information on White children or families. They report a disproportionality of children and youth of color, and have focused efforts on recruiting Native American, Hispanic, and African American caregivers throughout the state.	Regions use data and work with contracted recruiters to reach all communities, including partnering with Special Olympics, hosting information panels, reaching out to local businesses, and attending cultural events. The state contractor produces recruitment videos featuring African American, Hispanic, Native American, sibling groups, and LGBTQ+ children.	The state disseminates information through social media, a website, adoption consortium meetings, publications, and advertisements in Native American newspapers and on Spanish-speaking radio stations.	The state provides information on private child placement agencies and offers an online portal for prospective resource parents to provide information and be matched with a contracted provider. Orientations are held monthly.	The state offers training for new workers, which include disproportionality and racial equity in child welfare; cultural competency/cultural humility; and reflection and recognizing bias. Staff are encouraged to take a course called Racial Microaggressions. Staff who conduct home studies also receive training related to cultural, racial, and socioeconomic differences.	The state provides interpreters for home study and licensing and translates all forms as needed.	The state reports that there are no fees through the state agency. Contracted agencies must disclose fees to applicants upfront. Financial assistance is available to kinship caregivers seeking foster licensing.	The state lists all children in a state adoption exchange (WARE) within 30 days of termination of parental rights, by state law. The state also lists many children on a state website, works with a Wendy's Wonderful Kids recruiter, and uses other services to help match children to potential adoptive families.	The state plan covers the eight elements of a diligent recruitment plan in a 21-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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West Virginia	The state reports demographic information, including race/ethnicity, of children in care.	The state works with faith communities, including a Sunday's Child column sent to churches and newspapers and a traveling Heart Gallery display. The state supports a child-specific recruitment initiative, FrameWorks, focused on children with special needs including sibling groups, older youth, or minorities through market segmentation and a direct mail campaign.	The state disseminates information through a website, social media campaign, national and local ad campaigns, outreach to churches/business/service groups, a newsletter, and participation in National Adoption Month and Foster Care Month. They also conduct recruitment based on data and specific needs, including direct mail campaigns and outreach to minority communities and kinship care providers.	The state uses a customer service-based protocol to respond to prospective families, including options to provide information by mail, email, or phone through local agencies or private agencies and a specific timeline for responses and follow-up.	The state offers several pre-service and in-service trainings focused on diversity and cultural factors, including Appalachian culture, poverty, disabilities, and LGBTQ issues.	The state contracts with a vendor that provides interpretation as needed. Reasonable accommodations include interpreters for deaf and non-English speaking clients and taped cassettes for the blind.	The state reports that there are no fees for foster care licensing, and state reimburses resource families for classes or other items required for certification including first aid, medical exams, fire extinguishers, and water testing. A foster care subsidy is also available to kinship homes prior to certification.	The state lists children on a state exchange as well as AdoptUSKids. They also work with two Wendy's Wonderful Kids recruiters and support a Heart Gallery.	The state plan covers the eight elements of a diligent recruitment plan in a six-page document, with both a description of children in need and specific strategies to recruit families to meet those needs.

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Wisconsin	The state reports demographic information, including race/ethnicity, of children in care as well as foster parents. They also report success in recruiting families that match the diversity of children in care.	The state provides demographic data to local agencies, which produce needs assessments and recruitment plans with assistance from the state agency. In addition, they host recruitment capacity-building events and produce brochures and other materials for local agencies. Agencies identify and reimburse Foster Parent Champions to help the agencies recruit prospective families.	The state employs Permanency Consultants, who help local and private agencies with child-specific recruitment such as family-finding activities, permanency roundtables, photolistings, and recruitment videos. The state provides additional assistance to tribal agencies, including developing lawn signs, brochures, billboards, and videos.	The state requires local and private agencies to use the Structure Analysis Family Evaluation (SAFE) foster and adoption family assessment format, which standardizes home studies.	The state provides trainings to local and private agencies "to improve community and cultural responsiveness to recruitment and retention activities, including access to services."	The state reports that all training materials are available in Spanish, and that applications and other resources are translated in Spanish and Hmong. Interpreters are available at trainings and for other language or sight barriers as needed.	Blank	See diverse methods of disseminating information.	The state plan covers seven of the eight elements of a diligent recruitment plan in a 12-page document, with both a description of children in need but no specific strategies to recruit families to meet those needs. The state reports that local agencies use data to align recruitment strategies with the needs of children in care.

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Wyoming	The state does not report demographic information of children in care. They report a need for diverse foster homes, including Spanish-speaking and Native American families and homes for children with behavioral issues, large sibling groups, or needing specialized medical care.	The state plans to use brochures and radio ads focused on older youth to recruit families beyond relatives and kin. Focus groups identified creating content in Spanish or targeted to Native American communities as promising strategies.	The state conducts family finding activities and targeted recruitment for children under age five, and plans to use brochures, radio ads, and social media.	Blank	Blank	Focus groups suggested creating brochures for prospective foster parents who are Hispanic and Latino in English and Spanish; radio spots in Spanish; and developing web-based trainings for Spanish speaking families. However, there is no clear plan to implement these activities.	Blank	The state conducts permanency searches for children under age five, including family finding activities and partnering with Wendy's Wonderful Kids.	The state plan covers four of the eight elements of a diligent recruitment plan in a five-page document, with both a description of children in need and specific strategies to recruit families to meet those needs. The state plan mentions but does not sufficiently address one element (strategies for dealing with linguistic barriers). The state does not report the race/ethnicity of children in need of care. The state recently conducted focus groups and surveys which identified potential recruitment and retention activities; however, it is unclear if any have been implemented. The state plan mentions but does not sufficiently address one element (strategies for dealing with linguistic barriers).