DIVERSITY COMPETENCE IN PERMANENCY PLANNING

Multi-Ethnic Placement Act (MEPA)

- **Cannot use a child or prospective parent’s RNCO to delay or deny placement**
- **States must provide diligent recruitment that reflects the ethnic and racial diversity of children who need homes**
- **Does not address discrimination based on religion, gender, age, culture or any other characteristic**
- **Cannot deny a foster or adoptive family solely on RCNO**
- **Cannot use culture as a proxy for RCNO**

**Two Types of Violations**

**Individual:** discrimination against a specific and identified prospective parent or child

Ex. Matched a child to prospective parents based on complexion

**Systemic:** a noncompliant law, policy, practice or procedure

Ex. A policy that requires worker to ask more questions to families who were interested in transracial adoption