DIVERSITY COMPETENCE IN PERMANENCY PLANNING

Matching Practice

Children

1. Sam is a 12-year old African American male who is in care due to a history of sexual abuse by his mother’s boyfriend. Sam recently disclosed to his worker that he did not want to live in a black foster home because the individual that abused him was a black man. He expressed a fear of black men. After speaking with her supervisor, Sam’s worker completed the 1688 and forwarded the necessary paperwork to the agency MEPA monitor who sent the needed paperwork to Sam’s therapist for a comprehensive evaluation. After speaking with Sam and reviewing his record, the therapist decided that it was in Sam’s best interest to consider race as a factor in Sam’s placement. Sam’s current foster family is relocating but started a foster and adopt support group at church to educate members of the needs of the local child welfare system. Sam is currently involved in a group at church for survivors of abuse and active in his church’s youth group.

2. Amber and Kelly are 11-year old biracial identical twins; their birth mother is Caucasian, and their birth father is African American. Prior to coming into care, the twins were only raised by their mother and her extended family though they have spent time with paternal relatives on holidays. Amber and Kelly have never been separated in placement. The sisters are healthy except for severe pet allergies. Amber and Kelly are the youngest of a sibling group of five. Their three older siblings were placed in the legal custody of paternal relatives. The twins’ birth mother has requested that the girls only be placed in a white foster home.

3. Sloan identities as a person who is non-binary. who prefers the pronoun “they”. They have experienced multiple placements due to caregivers’ inability to understand their evolving identity. Sloan has been the only child and one of several in previous foster homes and expresses no preference other than a desire for a family who supports and accepts them. Sloan adopted a stray cat that they found in their last foster home and the caregivers are willing to allow them to take the cat with them to their next placement.

4. John is a 14-year old Native American child. John is legally deaf and communicates via American Sign Language. John’s father is a registered member of a local tribe and CPS has made proper notification of John’s placement. The tribe has requested John be placed in an Indian foster home as he is in temporary custody.

Families

A. Jerry and James are a married couple, whom both are African American males. James learned about fostering by visiting a booth at the local Native American festival. Though neither has Native American heritage, Jerry and James became licensed through a program hosted by the local tribe. They are new to fostering and interested in taking placement of older children, ages 10 and older. Jerry is a school
A. A psychologist with extensive knowledge of the impact of trauma to children. James is a police detective in the Special Victim's Unit with a specialty in convicting criminals involved in human trafficking and sex crimes against children. Although Jerry and James have never parented children on their own, they are very involved in the lives of their nieces and nephews whom they babysit often.

B. Lisa and Carissa are interested in expanding their family and will consider adopting up to three children. They are supportive of keeping connections to a child's biological family. They both identify as Caucasian and Hispanic, have been married for two years, raising one daughter, from Lisa’s previous marriage. They also have a hamster and two guinea pigs.

C. Jack and Jill Hill are experienced biological, foster and adoptive parents. Their two oldest children are college age and no longer living in the home. Their daughter, Anna lives with her girlfriend, Polly, nearby. Their son lives in the college dorm. They have two younger adopted children, Lily who is 5 and was adopted from Russia and Aiden who is 9 and was adopted last year out of the foster care system. Jack is self-employed as a contractor and earns a living remodeling homes. Jill is a stay at home mother raising Lily and Aiden. Prior to the adoption of their second child, Jill taught middle school Language classes including Spanish, French and American Sign Language. The Hills are open to parenting white children. The Hills have two dogs and three cats who are very much a part of the family.

D. Bailey is a single mother, who identity’s as Chinese-American. She currently raising one child, her niece, who a member of a Native American tribe. Bailey received custody of after caring for her as a kinship care provider. Bailey was adopted through foster care as a teenager. Bailey is an American Sign Language interpreter and would like to care for one additional child.

E. Regina is a single black female who is interested in foster and adopting up to two children, any race, either gender. Regina is a registered nurse who works three twelve-hour shifts each week. As such, she relies on her mother for assistance with child care after school. Regina’s mother lives upstairs in the duplex they share.

F. Jason is a single white male interested in starting a family through foster care and adoption. He is open to either gender, any age, up to three children of any race. Jason does not have a lot of family in town; however, is very connected to his church community. He recently learned about the need for foster care and adoption through a presentation by a couple at his church who are relocated (Sam’s current foster parents) and looking for a foster home for their foster son. Jason participates in the men’s chorus and a small group bible study twice a month. Jason hopes that a child or children placed with him will enjoy the church’s youth group and other family activities. Jason has two cats and a dog.