Welcome!

Strategies for Reducing the Long-Term Foster Care Population

California Administrative Office of the Courts
Panelists:

• Angel Rodriguez, MSSA, LA County CAPP Project Manager
• Lisa Parrish, L.A. Gay & Lesbian Center
• Don Pickens, CA State Parent Team
• Moderator: JoAnne Garibay, CA State Parent Team
Overview

• CAPP
• RISE
• Voice of Parents and Youth
Federal, state, and local efforts focused on SYSTEM CHANGE
Federal Efforts:

• PII: Permanency Innovations Initiative
  – CAPP: California Partners for Permanency
  – RISE: Recognize Intervene Support Empower
Message from
Commissioner Bryan Samuels
(Administration on Children, Youth and Families)

“We’re connecting science to programs, data to decisions, and research to practice. And more importantly, we’re connecting children in care to the resources and relationships they need to be successful.”
CAPP: The Journey
Implementation Science
Formula for Success

Effective intervention practices

X

Effective implementation practices

= Good outcomes
Degrees of Implementation

**Paper Implementation**
putting into place new policies and procedures with the adoption of an innovation as the rationale.

**Process Implementation**
putting new operating procedures in place to conduct training workshops, provide supervision, change information reporting forms, and so on with the adoption of an innovation as the rationale.

**Performance Implementation**
putting procedures and processes in place in such a way that the identified functional components of change are used with good effect for children and families.
IMPROVED OUTCOMES

CONSISTENT USE of INTERVENTION

Coaching
Training
Selection

Competency Drivers
Leadership Drivers

Integrated

Evaluating Progress
Continuous Quality Improvement
Revising Policies

Commitment
Transparency
Inclusiveness

Organization Drivers
The RISE Project
Recognize Intervene Support Empower

• The theory of change espoused by the Los Angeles Gay and Lesbian Center’s (LAGLC) RISE Initiative is that:

When lesbian, gay, bisexual, transgender and questioning (LGBTQ) foster youth and their families are competently identified and appropriately served, then they can achieve safe and stable permanency.
RISE
Emphasis: Research & Evaluation

- RISE is a Permanency Innovations Initiative 5-year demonstration project aimed at:
  - Competently and safely identifying LGBTQ children and youth,
  - Creating a climate/ecology of acceptance for them
  - Coordinating their care, and
  - Producing trained, competent professionals to serve them.
RISE
Key Partners

**Foster Care Providers**
- Five Acres
- Hathaway-Sycamores Children & Family Services
- Penny Lane Centers
- Southern California Foster Family and Adoptions Agency
- Vista Del Mar
- Hollywood Homeless Youth Partnership (HHYP)

**Other Key Partners**
- L.A. County Department of Children and Family Services
- L.A. County Department of Mental Health
- The Williams Institute (UCLA School of Law)
- The Family Acceptance Project
- Children’s Hospital of Los Angeles (CHLA)
Los Angeles Gay & Lesbian Center RISE Interventions v.4

RISE Training & Coaching Institute (TCI) that develops and supports training and coaching efforts needed for the three interventions

Identification Survey (I)
RISE will create an anonymous survey of foster youth ages 11+ years that focuses on safety and youth development domains, which includes questions designed to assess the proportion of lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth in foster care.

A system level intervention

Outreach and Relationship Building (O)
RISE will provide LGBTQ competency training to public and private agency staff, and use posters and other visual symbols in the environment to communicate that diversity in sexual orientation and gender expressions as well as equal rights are valued.

An organizational level intervention

Care Coordination Team (CCT)
RISE will create CCTs using a wraparound approach combined with family finding and engagement, plus LGBTQ-competency strategies, in order to increase durable connections and emotional and legal permanence by reducing barriers to permanency for LGBTQ youth at risk for long term foster care, including those arising from heterosexism and anti-transgender bias.

A child and family level intervention

Improve permanency for LGBTQ youth in the foster care system by reducing heterosexism and anti-transgender bias.
RISE

Care Coordination Teams (CCT) Intervention

• RISE will use a Wraparound collaborative teaming approach, combining family search and engagement strategies along with education and support strategies to increase the LGBTQ competency of family members, caregivers and staff.

• RISE staff on the CCTs will include a Facilitator, a Parent Partner and a Youth Specialist.

• RISE will focus on reducing barriers to permanency including those arising from family rejection, increasing family support, and improving the support system around a youth by reducing heterosexism and anti-transgender bias.
Coming Out: Family Member Reactions

Disclosure/Discovery of LGBTQ Identity

Disbelief
Denial
Guilty
Angry
Sad
Mourning

Rejection

Ambivalence

Grateful
Hopeful
Tolerant
Desire to help
Protect

Supportive

Affirming

Adapted from "Creating Inclusive Systems of Care for LGBT Youth" & Family Acceptance Project
Rejecting Behaviors

• Saying you must leave my home
• Saying if you want to stay living here, then you must change
• Saying God will punish you for being LGBTQ
• Name calling or verbal harassment
• Physically hurting your child in an effort to get them to change
• Forbidding any discussion of their LGBTQ identity
• Forbidding any expression of their LGBTQ identity

Adapted from "Creating Inclusive Systems of Care for LGBT Youth" & Family Acceptance Project
Ambivalent Behaviors

- Switching subject when topics of sexual orientation or gender expression/identity come up
- Not acknowledging what was said
- Pressuring to be more masculine or feminine
- Blocking access to supportive friends
- Blocking access to the LGBTQ community

Adapted from "Creating Inclusive Systems of Care for LGBT Youth" & Family Acceptance Project
Tolerant Behaviors

• Tolerance – not being negative about LGBTQ identity, keeping negative beliefs to yourself
• Allowing for youth to express LGBTQ identity with conditions
  i.e. “You can be a lesbian but you cannot bring any of your lesbian friends to the house.”
  “You can express your gender the way you want while you are in my house but you cannot leave the house dressed this way.”
• Not engaging LGBTQ youth on their resiliency and/or ask what they’re struggling with
• Stating acceptance but perhaps offering no supportive words, actions and/or behaviors

Adapted from "Creating Inclusive Systems of Care for LGBT Youth" & Family Acceptance Project
Supportive/Affirming Behaviors

• Genuine and sincere engagement about what is going on in your LGBTQ child’s life
• Wanting to learn how to best support your child
• Helping to promote a safe support system around them
  – “I will correct family members when they use the incorrect pronoun to refer to you.”
  – “I want to meet my child’s girlfriend/boyfriend when they first start dating to show them that I support them.”
• Welcoming their LGBTQ friends to your home
• Believing your child can have a happy future as an LGBT adult

Adapted from "Creating Inclusive Systems of Care for LGBT Youth" & Family Acceptance Project
Realities of Family Rejection

• LGBTQ youth who are rejected by their parents and caregivers were:
  – More than 8 times as likely to have attempted suicide
  – Nearly 6 times as likely to report high levels of depression
  – More than 3 times as likely to use illegal drugs, and
  – More than 3 times as likely to be at high risk for HIV and sexually transmitted diseases

For more information contact:

RISE: rise@lagaycenter.org

Family Acceptance Project: http://familyproject.sfsu.edu

Parents & Friends of Lesbians and Gays. Once you get to this PFLAG page, just type in California and it gives you all the locations.

Family Builders' Putting Pride into Practice Project (P-4) was created to provide California county child welfare agencies and their community partners the support, resources, training, and technical assistance necessary to implement the recommendations contained in the CWLA Best Practice Guidelines for Serving LGBTQ Youth in Out-of-Home Care as well as the mandates stipulated in California’s Foster Care Nondiscrimination Act. P-4 is working with Fresno, Orange, San Francisco and Santa Clara counties. For more information, please visit the P4 page on the Family Builders website at http://www.familybuilders.org/p4
Voice of Parents and Youth

- Building trust is a process
- Shared responsibility and commitment
- Barriers, apprehensions are natural
- Ask: who is **not** at the table?
Questions?

Comments?

What’s Next?