

Welcome!

Please join the meeting using your phone *and* computer so that you can participate fully. Your unique web login is provided in your confirmation and reminder emails.

Phone number (toll-free): (855) 621-8944

Conference ID: 30818073

Recruiting, Developing, and Supporting Resource Families in Rural Communities

Peer-to-Peer Meeting | February 25, 2016

Jill Marshall May

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Kathleen Belanger

Consultant, National Resource Center for Diligent Recruitment at AdoptUSKids



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Welcome and Introductions

- Jill Marshall May, Director, NRCDR
- Tracy Serdjenian, Associate Director of Stakeholder Engagement, NRCDR
- Rebekah “Becky” Main, Tribal Child Welfare Specialist, NRCDR
- Kathleen Belanger, Consultant, NRCDR

Housekeeping

- This meeting is 90 minutes long and the entire meeting will be interactive.
- We will record this meeting and provide the recording, PowerPoint, and contact list to you in a follow up email. The recording will be posted on the NRCDR website.
- Your line will be open during the entire meeting for questions and discussion. Please mute your line when you are not speaking. You can use *6 to mute and unmute your line.
- You can use the chat function to let us know if you are having technical issues or to communicate with NRCDR staff.

Agenda

- Welcome, introductions, housekeeping
- Review of agenda
- Rural and tribal challenges and strengths
- Strategies for recruiting resource families in rural and tribal communities
- Strategies for developing and supporting resource families in rural and tribal communities
- Resources, next steps, and closing remarks

Discussion: Rural Strengths and Challenges

Please share:

- Your name and state, tribe, territory, or county
- Why you joined the call
- A challenge and/or strength that you experience in the rural community in which you live and/or work

Poll Question

Rural and Tribal Challenges

- Income/economic challenges: poverty
- Human capital: fewer specialists and health and mental health care providers
- Physical capital: infrastructure (limited transportation, roads, buildings, hospitals, schools, and internet access)
- Distance to travel:
 - for training and development opportunities for resource parents and caseworkers
 - to access services, specialists, and medical assistance
 - for child visits
 - for consultation, collaboration, and respite care

Poll Question

Rural and Tribal Strengths

Place

- Context for life, history and continuity
- Potential voting power
- Manageable systems—we know each other
- Values: loyalty, family, initiative, self-sufficiency

Social capital and relationships

- Resources available by:
 - Membership in social network
 - Trust, shared norms/values
- Accruable, reciprocal, transferable

Discussion: Social Capital

- Think of your community. Who is rich in social capital?

Types of Social Capital

- Bridging--between group relationships
 - Organizations that link others
 - People who are members of different groups (can link them)
 - Organizations that link people throughout the region (faith communities with larger structures)
- Bonding--in group relationships
 - Clicks/clubs
 - Sororities/Junior League
 - Faith communities with closed memberships

Strategies for Recruiting, Developing, and Supporting Rural Resource Families

Topics raised by the group:

- Concrete recruitment strategies
- Efficient ways to recruit
- Ideas for working on a limited budget
- Access to supportive resources in rural communities and providing adequate training and contact to those communities
- Recruitment strategies that have worked with individuals following through with the foster/adopt process

Strategies for Recruiting, Developing, and Supporting Rural and Tribal Resource Families

- Know the community(s).
- Engage the community(s) utilizing strengths.
- Recognize each tribe is a sovereign nation and each tribe is unique.
- Become more aware of others' worldview .
- Learn about practices, understandings, challenges, interpretations, culture and worldview.
- Value and respect each culture.
- Develop skills to understand, communicate, and recognize each culture.

Rural and Tribal Strategies: “Capitalize” with Social Capital

- Link with people who are trusted and connected vs. relying on people with specific positions or titles or on your own credentials.
- Recognize that tribal elders, spiritual leaders, and elected officials are often rich in social capital.
- Take time to establish ties, engage, listen, and learn.
- Remember: “It’s who you know vs. what you know.”
- Think about how one fits vs. what one has to say.

Strategy: Increase Awareness and Appreciation

- Increase broad rural and tribal awareness:
 - ICWA training: Become familiar with ICWA and tribe(s).
 - Rural competence training: Become aware of rural and tribal culture and variance in rural culture.
 - Examine national and community rural and tribal data (not just foster care/adoption data).
- Increase specific awareness of region, tribe, community:
 - Understand who lives here and why. Learn the history.
 - Read the tribal and local/state newspaper.
 - Visit areas where people meet and participate in gatherings, tribal events, and celebrations.

Strategy: Capitalize on Place

- Make recruitment local.
- Find local people with capital to advise and to recruit.
- Show pictures of local people (with consent).
- Use local media outlets:
 - Local newspapers and flyers
 - Local radio stations
 - Local information outlets (schools, church bulletins, etc.)
- Make it “homey”; make it real.

Discussion: Using Rural Strengths to Recruit Resource Families

- How have you engaged the rural strengths of place or social capital to support your efforts to recruit, develop, and support families?
- How could you change your strategies to focus on relationships and/or place?

Strategy: Build Bonds

- Demonstrate that you value the people in the community more than achieving your immediate goals.
- Show a commitment to helping tribes care for tribal children.
- Demonstrate that it's not just a job—it's a long-term relationship.
- Find creative ways to be there for each other to provide assistance and support to Native children and families.

Strategy: Build Bridges

- Examine the largest bridging groups.
- Ask around:
 - Who has a good contact? Who is trusted by both communities?
 - Who doesn't mind sharing their capital?
- Meet the person(s) in the agency responsible, the joint contact, and the end contact...
- Share stories, make connections, and build a relationship.
- If possible, seal the connection with a fairly formal partnership.
- Honor the partnership with announcement, media, etc. (if appropriate).

Strategy: Build Community

- Form a relationship with those connected, those with the most social capital.
- Establish “foster care foothold”.
- Have someone “on the ground” committed to the community more than to the project.
- Engage the community in fostering and adopting.
- Keep this message in the forefront: These are the children of THIS community. How can we help this community help its own children?
- Focus on empowerment, not sales.
- Hold partnering events.

Strategy: Tribal and State Partnerships

- States and Tribes can work together to:
 - Support ICWA practices
 - Identify and meet needs of Native American children and their families together
 - Identify relative/family resource placements for children
 - Provide culturally relevant services for children in placement
 - Develop resource homes
 - Keep siblings together or reunite them when separated in care
 - Identify and share resources
- Partnership between states and tribes benefits both agencies.

Discussion: Tribal and State Partnerships

- What are successful ways that states and tribes have partnered?
- How could states and tribes partner?
- How can this partnership help both states and tribes to recruit families?

Strategy: Engage Spiritual Communities

- Spiritual communities are often the center of the social community.
- They provide places to meet, to celebrate, for sacraments—coming into and leaving life.
- Be there for community; learn the community.
- Appreciate the community’s spiritual diversity.
- Social capital involves giving: When you give to others, they give to you. Everyone wins.

Discussion Topic: Rural Recruitment Strategies

- Have you used any of the strategies mentioned thus far to recruit, develop, or support resource families in rural communities?
- Have you used other strategies that haven't been mentioned?
- What worked?
- What did you learn?



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Developing and Supporting Resource Families in Rural and Tribal Communities

- Identify training and support needs (by region or community).
- Develop surveys or feedback mechanisms to assess training and support needs.
- Create a lending library for staff and families.
- Offer online training for staff and families.
- Develop training/development plans with families.
- Use the social capital of staff, agencies, and the community to assist with training/developing staff and families.
- Work to increase the foster care- and adoption-competence of local mental health and family support service providers.

Developing and Supporting Resource Families in Rural and Tribal Communities

- Assess and document useful support services in each community.
- Create a guidebook that identifies all services provided by the agency.
- Create a guidebook that identifies all services provided by the tribe and the tribal community.
- Host private Facebook groups for resource parents.
- Staff a phone help line through which parents can access information, referral, and emotional support.
- Provide the option of support/therapy via videoconference.

Developing and Supporting Resource Families in Rural and Tribal Communities

- Provide at least some services regionally (support groups, peer support, retreats, training).
- Host a conference or training with childcare and funds to offset travel costs.
- Develop a resource-intensive website with articles, tip sheets, and a searchable (by region) database of local resources.
- Help families to access assistance when there is a time of need.
- Be ready to listen and take time to identify concerns/issues, strategize, and create a plan together.
- Recognize and honor families, staff, and community partners.

Discussion Topic: Developing and Supporting Rural Resource Families

- Have you used any of the strategies mentioned thus far to develop and support resource families in rural communities?
- Have you used other strategies that weren't mentioned?
- What worked?
- What did you learn?

Additional Information and Support

Mark your calendar for consultation with Kathleen and Becky!

Thursday, March 3rd, 3:00-4:30 pm eastern

Reach out with questions or for additional support:

Tracy Serdjenian, Associate Director

NRCDR at AdoptUSKids

tserdjenian@adoptex.org

Poll Question

Next Steps

- Complete the brief feedback survey that will be emailed to you after the meeting.
- The meeting recording, contact list, and PowerPoint from today's meeting will be emailed to you.
- Visit the NRCDR website: www.nrcdr.org
- Access the Diligent Recruitment Navigator: <http://nrcdr.org/diligent-recruitment/dr-navigator>
- Sign up for *E-Notes*: nrcdr.org/news-and-e-notes
- Follow NRCDR on Twitter: @NRC_DR



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