



# all children all families

Achieving Safety, Permanency and Well-Being by Improving Practice with LGBTQ Youth and Families

**HRC's All Children – All Families project promotes LGBTQ cultural competency among child welfare agencies through innovative resources, including an online agency self-assessment tool, comprehensive staff training, free technical assistance and more.**

## WHAT IS ALL CHILDREN – ALL FAMILIES?

All Children – All Families, a project of the Human Rights Campaign Foundation, provides a framework for agencies to achieve safety, permanency and well-being by improving their practice with lesbian, gay, bisexual, transgender and queer youth and families. Participating agencies work to meet ten key Benchmarks of LGBTQ Cultural Competency – from client non-discrimination policies and inclusive agency paperwork, to staff training and creating an LGBTQ-inclusive agency environment. Once these benchmarks are met, the agency is designated a “Leader in Supporting and Serving LGBTQ Youth and Families” and awarded the All Children – All Families Seal of Recognition. This seal can be used to enhance an agency’s outreach and recruitment within the LGBTQ community.

## WHY ALL CHILDREN – ALL FAMILIES?

A disproportionately high number of LGBTQ youth are in foster care, many having been abandoned by their families due to their sexual orientation, gender identity or gender expression. These youth continue to struggle as they enter the child welfare system, where agency staff members often lack the skills and knowledge to provide them with the services they need and deserve.

An estimated 2 million LGB adults are interested in adoption in the U.S. But, the LGBTQ community is often an untapped resource when it comes to finding families for children and youth in foster care. Agencies can significantly increase their pool of prospective foster and adoptive parents by ensuring they have the policies and practices in place to welcome and support LGBTQ resource families and recruit effectively for these families.

## HOW TO PARTICIPATE IN ALL CHILDREN – ALL FAMILIES

Child welfare agencies that recruit, license, support and place with adoption/foster families and/or provide direct services to youth in out-of-home care are eligible to participate. Here's how:

- 1 Complete Your Agency Self-Assessment.**  
The first step to participating is completing an online Agency Self-Assessment. Upon submitting the assessment, your agency will be added to the list of participating agencies.
- 2 Complete Your Baseline Staff Assessment**  
At the start of this process your agency will also be given a baseline staff assessment to administer to staff members. This survey measures respondents' LGBTQ-related practice experience, knowledge, attitudes and skills. Survey results help to guide technical assistance and inform your agency's training needs assessment.
- 3 Make Improvements in Policies & Practice.**  
Your agency will also receive free, individualized technical assistance from All Children – All Families staff members. This consultation will involve an in-depth review of your self-assessment and cover those ten Benchmarks of LGBTQ Cultural Competency which your agency has met, and others which may need more work before they are fully in place. For a list of benchmarks, visit [www.hrc.org/acaf-benchmarks](http://www.hrc.org/acaf-benchmarks).

- 4 Be a Recognized Leader.**  
When your agency achieves the ten benchmarks, it will earn the status of “Leader in Supporting and Serving LGBTQ Youth and Families” and be awarded the All Children – All Families Seal of Recognition.
- 5 Renew Your Agency's Leader Status Every Two Years.**  
Recognizing that maintaining an agency's LGBTQ cultural competency requires an ongoing commitment, every two years All Children – All Families Leaders are asked to confirm that the ten benchmarks are still in place and to complete a short Leader Renewal Survey.

**Visit [www.hrc.org/acaf](http://www.hrc.org/acaf) to get started today.**

**“** Working with All Children – All Families, we were able to find areas where we needed to make some improvements and provide excellent training to our entire Foster Care and Adoption services staff. The whole process has made our agency more effective at attracting LGBTQ parents which means we are doing a better job protecting the children we serve.”

– Nancy Ronquillo, President & Chief Executive Officer, Children's Home + Aid, Chicago, IL

**Read more testimonials at [www.hrc.org/acaf](http://www.hrc.org/acaf).**

## All Children – All Families Training Curriculum

All Children – All Families has developed a three-part training program that can be customized for the needs of individual agencies. Learn more at [www.hrc.org/acaf](http://www.hrc.org/acaf).

**“** HRC's All Children – All Families training provides child welfare systems with the support and guidance they need to add LGBTQ-headed families to their pool of prospective permanent homes. And this work is the right thing to do at the right time.”

– Bryan Samuels, former U.S. Commissioner, Administration on Children, Youth and Families