

Building Foundation for Inclusion

At this level, agencies are often at the early stages of inclusive policy and practice implementation. Benchmarks focus on establishing non-discrimination protections, providing staff with online learning related to LGBTQ topics and improving LGBTQ inclusion in forms, paperwork and messaging. This tier's requirements are meaningful and achievable for agencies beginning their work on LGBTQ inclusion.

Organization Name	Location
Adoption Exchange	
Coalition for Children, Youth & Families	Milwaukee, WI
CASA	
CASA Sacramento	Sacramento, CA
Private Child Welfare	
Adoption Connection	San Francisco, CA
Children's Home & Aid	Chicago, IL
Connecting Hearts Adoption Services	Orlando, FL
Devereux Advanced Behavioral Health - Philadelphia	Philadelphia, PA
A Greater Hope - Adoption & Foster Care Services	Victorville, CA
Hillside	Atlanta, GA
St. Andrew's Residential Programs for Youth, Inc - S.T.A.R. Programs	San Jose, CA
Public Child Welfare	
California Department of Social Services - Adoptions Services Bureau	Sacramento, CA
Minnesota Department of Human Services - Child Safety & Permanency Division	Saint Paul, MN
New Jersey Department of Children and Families - Child Protection & Permanency Division	Trenton, NJ
Public - Other Social Services	
Prince George's County Department of Social Services - Community Services Division	Upper Marlboro, MD
Prince George's County Department of Social Services - Family Investment Division	Upper Marlboro, MD