





All Children – All Families: Tiers of Recognition

Participating agencies are recognized at three different levels of inclusion, depending on the extent to which they have implemented LGBTQ inclusive policies and affirming practices – and All Children – All Families provides resources and technical assistance to help agencies at all levels. This recognition helps agencies establish a track record of LGBTQ inclusion and build meaningful relationships with LGBTQ communities in their area.

Tier	Building Foundation for Inclusion	Solid Foundation for Inclusion	Innovative Inclusion
Seal	N/A*		
Requirements	<p>To achieve this level of recognition, the following specific policy and practice areas must be in place for categories 1-3.</p> <ol style="list-style-type: none"> Non-Discrimination (Client, Employment) Staff Training (Webinar Participation) Rolling Out The Welcome Mat (LGBTQ-Inclusive Forms & Visual Cues) <p>See page 4 for recognition opportunities for the Building Tier.</p>	<p>To achieve this level of recognition, all core policy and practice areas in categories 1-6 must be in place.</p> <ol style="list-style-type: none"> Non-Discrimination Staff Training Rolling Out the Welcome Mat Parent Best Practices Youth Best Practices Sustainability & Capacity Building 	<p>To achieve this level of recognition, all core policy and practice areas in categories 1-6 must be in place. In addition, agencies must demonstrate at least one example of innovation in practice areas 2-7.</p> <ol style="list-style-type: none"> Non-Discrimination Staff Training Rolling Out the Welcome Mat Parent Best Practices Youth Best Practices Sustainability & Capacity Building Leadership & Innovation <p>*Innovators will also receive the "You Are Welcome Here" Seal.</p>



Tier of Recognition: Innovative Inclusion

At this level, agencies are pushing themselves beyond the solid foundation they have built and implementing innovative approaches to LGBTQ inclusion in each of the key areas. Benchmarks at this level also require agencies to look outside their own policies and practices and demonstrate leadership in areas like policy advocacy or organizational partnerships.



Tier Benchmark Requirements

To achieve this level of recognition, the core policy and practice areas in categories 1-6 must be in place. In addition, agencies must demonstrate at least one example of innovation in practice areas 2-7.

1. Non-Discrimination
2. Staff Training
3. Rolling Out the Welcome Mat
4. Parent Best Practices
5. Youth Best Practices
6. Sustainability & Capacity Building
7. Leadership & Innovation

Recognition Opportunities

Innovative organizations enjoy the following benefits:

- Exclusively awarded Seal of Recognition as an “Innovator in Supporting and Serving LGBTQ Youth & Families”
- Provided with a poster of “Innovator” Seal of Recognition for agency display
- Become priority agency for features in All Children - All Families online learning offerings (optional)
- Becoming eligible for HRC’s National Foster Care Month and National Adoption Month blog series (optional)
- Featured agency in National Adoption Month “Adoption 101” webinar for HRC members and supporters (optional)
- Featured in HRC social media posting (optional)
- Support for agency-hosted Seal of Recognition presentation event (optional)



Tier of Recognition: Solid Foundation for Inclusion

At this level, agencies have implemented the essential elements of LGBTQ inclusion in policies and affirming practices. Benchmarks go beyond basic non-discrimination protections to the policies and practices necessary to actively “roll out the welcome mat” to the LGBTQ community. These agencies have also assessed their practices specific to youth and parents to ensure LGBTQ inclusion and acted to make these efforts sustainable for the long-term.



Tier Benchmark Requirements

To achieve this level of recognition, the core policy and practice areas in categories 1-6 must be in place:

1. Non-Discrimination
2. Staff Training
3. Rolling Out the Welcome Mat
4. Parent Best Practices
5. Youth Best Practices
6. Sustainability & Capacity Building

Recognition Opportunities

Solid Foundation organizations enjoy the following benefits:

- Awarded “You Are Welcome Here” Seal of Recognition with HRC’s brand, certifying you as an LGBTQ welcoming and affirming agency.
- Included in All Children - All Families public listings (eg. webpages, outreach collateral, etc.).
- Added to All Children - All Families map of LGBTQ-inclusive agencies.
- Celebrated on HRC’s blog with a post highlighting your agency’s Solid tier achievement (optional)
- Press release template provided by HRC for agency’s communications (optional)



Tier of Recognition: Building Foundation for Inclusion

At this level, agencies are at the early stages of policy and practice implementation. Benchmarks focus on establishing non-discrimination protections, providing staff with online learning related to LGBTQ inclusion 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.

Tier Benchmark Requirements

To achieve this level of recognition, the following core policy and practice areas must be in place:

1. Non-Discrimination: Client Non-Discrimination & Employment Non-Discrimination
2. Staff Training: Webinar Participation Requirement
3. Rolling Out the Welcome Mat: LGBTQ-Inclusive Forms & Visual Cues

Recognition Opportunities

Building Foundation organizations enjoy the following benefits:

- Listed in All Children - All Families annual report celebrating agencies that have committed to LGBTQ inclusion.
- Recognized in "Field Forward," All Children - All Families monthly newsletter reaching thousands of child welfare professionals.

