

**Quality Parenting Initiative
Agenda for QPI RECRUITMENT workgroup
Location: Clark County Department of Family Services (DFS)
121 S. Martin Luther King Blvd. 89106
Room: Carson City**

Vision:

Safe children, healthy families and caring communities

Mission:

The mission of the Clark County Department of Family Services is to protect children from abuse and neglect by partnering with our community to build safe, nurturing and stable families to support family preservation when possible, to provide permanent families for those children who cannot safely return home and to ensure the well-being of children in our care.

QPI Branding Statement:

Foster parents nurture children who have experienced trauma and provide a safe, loving and healing environment in which the children can thrive. They are parenting partners who honor and support family relationships. Foster parents are dedicated informed and committed advocates for children. They are instrumental and fully supported members of the child and family team. Great foster parents make a difference for children and families in our community.

Meeting Minutes Date: 12/09/13

Day: Monday

Time: 1:00 PM – 3:00 PM

Minutes:

1. Introductions were made.
2. Minutes from last meeting were handed out and discussed briefly.
3. Past initiatives and progress regarding the initiatives thus far were discussed. Examples being: the ID cards for the foster parents and discounts being made available through business partnerships for foster parents having these ID cards.
4. Discussed individuals from different sectors taking leadership roles in recruiting efforts. Examples of sectors being: LGBT, Agencies, DFS, foster parents, marketing and the business community.
 - a. Discussed getting feedback and input from the members of the work group that are representing the different sectors.
 - i. Most LGBT families start as foster parents. The Center could be used to do presentations. The Center has a new facility that would be available for holding community partnership events. They also have computers available for use by potential foster parents.
 - ii. LGBT representative discussed holding regularly scheduled workshops through The Center that would highlight foster care options for the LGBT community.
 - iii. Presenting the events at The Center to same sex families would eliminate the fear they might otherwise have of asking if DFS is open to them fostering and adopting in other meeting locations or settings.
 - iv. People within the LGBT sector face challenges that need to be addressed by DFS staff.
 - v. Mentioned that due to societal biases, the LGBT sector already doesn't feel included. As a result, a focus needs to be placed on making everyone feel

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included. Acceptance needs to be emphasized as a part of the process so that LGBT persons don't have the fear of rejection from the beginning of the process. Items to highlight are:

1. This is an additional option for creating a family
2. They are accepted prior to arriving at an event.
3. The language and getting the specifics correct are very important.
4. Training around sensitivity, tools, materials and language is being formulated within DFS and should be rolled out within the first quarter of next year.
 - a. Mentioned that it would probably be best to not begin these events until after the training is held with DFS staff.
 - b. Suggested that we start in a broad fashion with the "fair" then look internally at our practices, forms, procedures etc and make sure that we have practices in place that allow the different factions to feel comfortable and included.
- vi. Mentioned that while they are different in terms of whom they serve, the basis for each of the aforementioned sectors is family and therefore the specific sectors have more in common than not. This may allow for some standardization of the format of events and materials with the ability to customize them to fit the sector being served.
- vii. Demystifying the process is important in order for each of the sectors to feel comfortable and welcomed.
- viii. What else can we do, in recruitment, to relate our efforts toward the LGBT community?
 1. It was suggested that computer time could be reserved at The Center for use by people going through the process to allow them access to the on line training available and other resources only accessible by computer.
 2. There are multiple areas available for us to put advertising and informational brochures within The Center.
 3. There are E-blasts, newsletters quarterly, etc which we could be included in. There are several options open for including any type of printed materials we can provide them.
 4. What events are they currently holding that are successful that we could build upon? Fundraisings, conferences, etc
- ix. Discussed whether monthly or quarterly would be a better fit for informational events.
 1. It would be best to start with the quarterly Foster Fair which would include everyone (faith based, agencies, DFS, Latino, etc). The fair would ostensibly clear up some of the confusion in regard to the differences between the different options and agencies out there that potential

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foster parents might come into contact with during the process and help them find a good “fit” for their specific situation.

2. While it would be good to invite all sectors to each event, we might need to tailor events to the individual sectors and where they are comfortable gathering.
3. Suggested that keeping the focus narrow initially (specifically in regard to foster parenting) would be best.
4. Mentioned having a consistent event will garner more responses as people who can't make this quarter's event might be able to plan to attend the next and seeing it repeatedly on the calendar will peak interest.
5. Having consistent events also indicates that DFS is serious about recruiting within the individual sectors.
6. These events will build trust and allows us to show how potential foster parents will be treated within the process.
7. Discussion was held as to whether it should be a “fair” environment or should it be a more traditional orientation.
 - a. Perhaps the fair environment would be more inclusive of all of the agencies and DFS.
 - b. A fair one month followed by the orientation the following month was suggested.
 - c. Fair could be quarterly while orientation should be monthly.
8. Second quarter would be ideal for the information session/orientations as a follow up.
 - a. Mentioned that the information sessions be held every month that the quarterly fair is not being held.
 - b. Orientations would be held by the individual agencies separately. Trying to have agencies and DFS all present at an orientation could be overwhelming and time consuming.
 - c. Currently the DFS information sessions are being held at Pecos at regular intervals each month. It was suggested that a monthly information session from DFS be held at The Center in addition to the ones currently being held at Pecos.
9. How do we get started and how soon could we roll one out?
 - a. Information sessions are already developed, so the focus should be on making the fair happen.
 - b. Get a date and time firmed up.
 - i. First quarter was mentioned (end of Feb or March), open house on a Saturday.
 - c. Talk to the center's PR firm and DFS' marketing resources.

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- d. A planning committee needs to be formed.
 - e. Content is important...try making it fun, needs to be family friendly.
 - f. Costs need to be justified by producing results for recruitments.
 - g. Suggested we really won't know what format and how often it would be reasonable to hold an event until we hold the first one and see about the attendance.
 - h. PR and advertising is going to be very important in order to have attendance be high.
 - i. Does the QPI initiative and logo incorporate all the other agencies?
 - i. If no, we need to look at the possibility of an "all inclusive" logo or product for the fair so that everyone will be represented and the different options for fostering/adoptions are identified.
 - j. Is it a duplicable model?
 - b. Another sector to possibly focus on would be "young retirees."
 - c. Suggested reaching out to the various Chamber of Commerce organizations in the community as well.
5. Mentioned that this group is open to additional members and suggested if current members know of potential invitees, they should be comfortable inviting them.
6. Next meeting 1/13/13 from 1:00 pm – 3:00 pm at: *The Center, serving the LGBTQ community of Nevada* (in the board room) 401 S. Maryland Parkway, Las Vegas, NV 89101, phone 702.733.9800.

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“Never attribute to malice that which can be explained by misunderstanding.”

Visit the [Just in Time Training](#) website for foster, pre-adoptive, and adoptive parents & other caregivers.

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