



# Rally for Foster Care and Adoption Initiative

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## Annual Report and Project Evaluation

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The Rally for Foster Care and Adoption Initiative is a demonstration project awarded by the MN Department of Human Services to the MN Council on Black Minnesotans. This report is an evaluation of the project goals.

# Rally for Foster Care and Adoption Initiative Project Report

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## RECOGNITION

The following organizations and individuals assisted with the Rally for Foster Care and Adoption demonstration project. They deserve the credit for pulling together as one community to contribute to ensuring our community children are afforded a chance to develop into healthy citizens. The organizations and individuals all believe that the foundation to achieving healthy citizenship is a community and home that provides love, stability and nurturing. They also believe every child matters; our future. It is with this foundation that they moved into the unknown to take on challenges, opportunities and partner with like-minded stakeholders to achieve good for our children and our community. Thank you from the Council on Black Minnesotans. **Let's Move Beyond Tolerance to Allophilia.** Here are some of the people and organizations that worked on the project this year.

Christeen L. Borsheim  
Edward McBrayer  
John L Hanna  
Marvin Davis  
Becky Montgomery  
Carolyn Smith  
Karen Franklin  
Emily A. Palmer  
Azur Walters  
Crystal Graves  
Robert O'Connor  
Deborah Brown  
Suzanne Madison  
Dudely Smith  
Val Jordan  
Nathan White  
Patwin Lawrence  
VJ Smith  
Patricia Banks  
Courtland Powell  
Rebecca Johnson  
Ben Williams  
Mary Jo Michalik  
Caitlin Franko  
Elizabeth Ward  
Kendra Hanson  
Gretchen Wilson  
Andrea Luehring  
Susan Walker  
Wendylee Raun  
Rachel Walstad  
Michelle Chalmers  
Joe Wild  
Amy Sullivan  
Yvette Giles  
Andrew Lemmie  
Maria Ahlgren  
Michelle Johnsons

Penumbra Theatre  
Hallie Q Brown Community Center  
Sabathani Community Center  
Martin Luther King Park, Saint Paul  
Lena Youth Connect  
Connections to Independences  
Afrifest  
AFAAD  
Mad Dads  
Conyers Community Center  
First National Bank Building  
Children's Home Society/Lutheran Social Services:  
Kindred Family Focus  
MN ADOPT  
Ampersand  
Hennepin County  
Ramsey County  
Evolve  
Council on Black Minnesotans  
Anu Family Services  
Shiloh Temple Church  
Conway Community Center  
Sabathani Community Center  
Global Market



**afrifest**



# Rally for Foster Care and Adoption Initiative Project Report

## INTRODUCTION

The Minnesota Department of Human Services, in an effort to increase the available pool of resource families for waiting children, awarded a one year demonstration grant to the Council on Black Minnesotans. The new initiative, Rally for Foster Care and Adoption Initiative (Rally Initiative), is described as, “*A community outreach effort to increase the number of kinship, foster and adoptive families for African American children who are currently in need of loving families and homes*” (Council on Black MN (COBM) 2015).

The Minnesota Legislature created the Council on Black Minnesotans (COBM) in 1980 to ensure that people of African heritage fully participate in and equitably benefit from the political, social, and economic resources, policies and procedures of the State. COBM carries out its mission by deploying a process that first listens to our constituents on issues within our scope, then forges collaborations with our constituents, community organizations, the private sector, and all levels of government to address African heritage issues. Our approach mobilizes the resources of our community and couples those with the broader community to produce sustainable change<sup>1</sup>.

The Rally for Foster Care and Adoption was a one year demonstration initiative modeled after a proven, grassroots approach that was successful in mobilizing the African American community around creating an affordable health care system. This approach utilizes the identified infrastructure within the African American community: faith-based organizations, community organizations such as human services agencies, district councils, etc., and professional organizations such as the Black Chamber of Commerce, Black Social Workers Association, Black Nurses Association, etc. The approach utilizes the resources of these organizations -- both people and finances -- to organize and hold the rallies. Its grassroots approach includes door knocking in the neighborhoods the rallies would be held in and personally inviting residents to attend the rally. The rally includes family activities so it is a family event. The whole model and the actual rally is an inclusive, collaborative process that utilizes and maximizes the resources of the African American community.

The project utilized the organizing manual "Bridging Community and Families: Rally for Foster Care and Adoptions" prepared by the COBM, Ramsey County's Permanent Families Recruitment Project and Anu Family Services, a private foster care licensing agency. Each Rally provides information on foster care, adoption and the licensing process. Interested participants are able to provide their contact information, and the counties or private licensing agencies follow up on requests. Printed information about foster care and adoption is also provided by the counties and the Department of Human Services.

The overall goals of the demonstration project was to:

1. Work to increase the number of available African American foster and adoptive homes.
2. Recruit a faith-based, community or professional organization to sponsor and conduct Rallies in both Hennepin and Ramsey Counties.
3. Assist recruited organizations in identifying and recruiting affiliates.
4. Assist organizations and affiliates with holding 5 small and one major rally that achieve 100

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<sup>1</sup> [www.mn.gov/cobm](http://www.mn.gov/cobm) and <http://www.councilonblackmn.com/rallyfosteradoptkin>

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participants deciding to begin the process to become a foster and/or adoptive home.

5. Provide training and procedural manuals (“*Bridging Communities and Families: Rally for Foster Care and Adoption Organizing Manual*”) to all organizations and affiliates, as well as on-going technical support as needed with rally activities

Historically, as is the case today, both in MN<sup>2</sup> and the nation as a whole<sup>3</sup>, African American children are waiting disproportionately in our child welfare system for resource parents, and foster and adoptive, kinship families. Conversely, African American families and community stakeholders are waiting to be recruited, valued, and engaged (Hill, R. 1999). Increasing the numbers of families who are interested in becoming foster and adoptive parents and engaging the community helps all waiting children. Additionally, it should be noted that intentionally engaging diverse communities is very important, and is called upon by federal adoption legislation that “*requires States to provide for diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of the children in care for whom homes are needed*” (MEPA 1994).

### RALLY ACCOMPLISHMENTS AND RECOMMENDATIONS BASED ON EVALUATION

#### Accomplishments:

- The project recruit more than 100 participants to begin the process to become a foster and/or adoptive home and interested in learning more about becoming foster and adoptive parents.
- A kickoff event, four small rallies and a major rally was held, Outreach contact was made directly to nearly 500 residents, Thousands of others were reach through social media and nearly 300 people came to the rally events to celebrate children and families and consider registering to qualify as foster and adoptive parents.
- The rally organizing brought together the collective strengths, resources, experiences, and stories of over 50 individuals and seven primary organizations to promote community awareness and action about children under the guardianship of the commissioner of DHS, and will result in more kinship, foster care, adoptive parents and improving outcomes for African Heritage children’s health, safety, and well-being

#### Recommendations:

- Continue with the Rally for Foster Care and Adoption recruitment model with an eye towards supporting collaboration between community organizations, key stakeholders and public, and private institutions, including universities. Strong consideration should be given to organizations involved with the project. Their experience, commitment and professionalism fit well with ensuring the success of efforts of this nature.

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<sup>2</sup> MN Adopt.org, MN DHS 2013 Child Welfare Report

<sup>3</sup> <http://www.gao.gov/new.items/d07816.pdf> African American Children in Foster Care; [www.ncjfcj.org](http://www.ncjfcj.org) Disproportionality Rates for Children of Color in Foster Care 2013,

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- Hold informational events where there are pre-existing gatherings such as churches or other faith environments, community events, and socials. Partner Rally events with other visible events like State Fair, Rondo Days, Jazz fest and the like.
- Ensure that accessibility to the Rallies are high.
- Hold events in familiar locations for community members, ensuring that parking and bus/mass transit is available.
- Utilize culturally agile outreach professionals or navigators to assist in engaging communities and getting the word deeper into communities.
- Support the development of an agency or association that stands as a specialist in working with over and underrepresented populations in the out of home placement system.
- Hold events at times when persons are most likely to attend depending on the demographic that is being sought. Hold multiple sessions at multiple locations at various times.



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## RALLY FOR FOSTER CARE AND ADOPTION INITIATIVE EVALUATION

This evaluation report is a review of the project outcomes, with a formative and summative analysis of major project activities.

### METHODOLOGY

The methodological approach used to evaluate the project is a mixed methods approach seeking to provide both formative and process evaluation insight. As such, much of the substance of the report will be largely descriptive and narrative (qualitative) augmented by data gathered from surveys (quantitative).

In general, the demonstration project sought to investigate, and essentially to answer the question, “Is the Rally Approach an effective means of engaging stakeholders (partnering and collaborating), promoting community awareness (educating), and raising interest in becoming a foster, adoptive or kinship resource parent (recruiting)?”

In order to explore this question, various demographic data and opinions of community members and Rally participants were sought. Surveys were created and administered in person via hard copy and electronically via Survey Monkey. The following groups were surveyed:

- Rally Interest Meeting Participants
- Rally Advisory Committee Members
- Kick-off event participants (Selby Jazz Festival)
- Community members of partner agencies
- Foster/Adoption Agency Providers
- Rally Event Participants (Held by individual partner agencies)
- Rally Event Participants (Major collaborative Rally event by COBM and Partner Agencies)

### FORMATIVE OR PROCESS EVALUATION

As with process evaluation, this section largely focuses on what happened and why. What the key decisions, processes and events were that influenced the performance and or outcomes of the project.

Project work plan: A strength of the project was the development of a work plan by the project director that sought to guide project efforts. This was reported by the project director to have helped to prioritize steps needed to successfully move the project forward. The timeline of the project activities were, at times, off by a month or more depending on the circumstances. Additionally, the formal initial work plan was supplanted by a subsequent work plan when the project leadership and partner agencies decided to change the primary Rally recruitment strategy in approximately the ninth month of the project. The decision here was done primarily due to staff capacity when the project director had to take an unexpected leave. (See attached work plan change.)

## **Rally for Foster Care and Adoption Initiative Project Report**

Initial Public Interest meetings: As a major goal of the Rally Initiative, engaging the community, two open interest meetings were held August 4<sup>th</sup> and August 11<sup>th</sup>, 2014. Getting the word out much broader through the foster and adoptive community through list serves, social worker listservs likely would have resulted in a larger and broader representation. Culturally specific engagement into key institutions within the communities would have also helped to inform the community about this new initiative. This includes the use of public service announcements on cable, radio and internet would have exponentially increased attendance and momentum. The communication and marketing logistics were somewhat shaky at the start of the project because expectation related to responsibility for this activity was confused.

### Advisory Committee:

The development of a Rally Advisory Committee early on appeared to be an effective approach to engage the adoption community, and community stakeholders. Advisory Committee members were largely identified through the initial public interest meeting surveys. Broader community representation from stakeholders would have helped get the word deeper into the community. Community co-ownership of the initiative would have also further supported the possibility of continuation of recruitment and engagement efforts.

The original advisory committee stopped meeting after the first of the year. A new advisory committee was established for the purposes of holding the last Rally event. Reports from members of this new committee comprised of contracted partner agencies and service providers, indicated that they felt this committee was effective at holding the final rally on June 28<sup>th</sup>, 2015. The participant evaluations from this event tended to support this appraisal indicating that eighty percent (80%) rated the event as “Excellent” or “Very good”. Adding to the effectiveness of the committee’s work was that each member had a specific assignment that they were responsible for preparing and executing for the final event.

## **COMMUNICATION MARKETING AND OUTREACH**

Project staff promoted the Rally for Foster Care and Adoption Initiative numerous ways-through having advisory committee meetings, sending email blasts from the webpage, using Facebook, Twitter, and having resource tables at a number of community events such as the Black Men Healing Conference and Minneapolis Urban League Family Day, and Selby Jazz Festival just to name a few.

The project manager had meetings with numerous organizations and community members asking them to support the Rally Initiative goals to help recruit foster/adoptive/kinship families for African American children currently in out of home placement.

The use of public service announcements on cable and radio as well as print media likely would have strengthened awareness and attendance at the Rally events. The lack of this resource was a limitation for the initial Rally events, but increased for the final Rally event.

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## PARTICIPANT SURVEY DATA RESULTS

### RALLY INTEREST MEETING PARTICIPANTS

**Monday, August 4, 2014, 12:00-1:30 pm and Tuesday, August 12, 2014, 6:00-7:30pm**

Purpose: “To come and learn more about the Rally for Foster Care and Adoption Initiative, a community outreach led by the Council on Black Minnesotans and funded by Minnesota Department of Human Services.”

Who: “All stakeholders who are interested in participating in one or more Rally for Foster Care and Adoption events over the next year. There is also an opportunity to serve on the Rally for Foster Care and Adoption Initiative Advisory Committee, which will make further recommendations on policies and practices.”

In all, thirty two (32) people attended the information sessions from various walks of life. Eighty seven percent (87%) of participants identified as persons of color, while thirteen percent (13%) identified as Caucasian persons.

County and private agencies were represented, African American Student Association, PPAI agencies, GAL and other agencies were represented.

When asked if they were interested in learning more about becoming foster or adoptive parents, ninety five percent (95%) indicated that they were “Undecided”.

However, when asked if participants were interested in learning more about the Rally for Foster Care and Adoption Initiative (RFCAI), ninety five percent (95%) indicated “Yes” that they were interested.

Participants in these information sessions were from various roles including, community members, foster and adoptive parents, agency staff, church representatives and others.

These were generally good informational events, helping to get the word out about the Rally.

***In Minnesota, the human stories  
maybe singular but our destiny is  
shared - we rise or fall as one state  
- as one people, and the power of  
human unity must prevail.***

**#allophilia**

[mn.gov/cobm](http://mn.gov/cobm)

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## RALLY ADVISORY COMMITTEE MEMBER SURVEY

**Advisory Committee:** The project leader established an advisory committee from persons identified from the two information sessions and the surveys that were created for those events. The Rally Advisory Committee met throughout the first six months of the project and advised the project leader, and contributed to the initial project direction.

Composition:

- 1 Adoptive Parent,
- 1 Kinship/Relative,
- 3 Agency/Organization, staff
- 2 Community members
- 0 fostered persons
- 0 adopted persons

### Racial Ethnic Composition

- 63% Caucasian
- 38% African American
- 25% Native American or Alaska Native

Missing were either a fostered or an adopted person.

Advisory Committee members were surveyed to measure their opinions as to the effectiveness of the Rally Initiative at that point in time. The further intent of gathering the data was to see if there needed to be a change in the direction or processes of the project.

Stated reasons members joined the Advisory Committee are listed below, but generally were about contributing something back to those who need help. Following are examples of statement made:

*“Concern about the out of home disparities for AA and AI children. “*

*“Part of my role at my agency is to recruit foster and adoptive families for children. And, I am passionate about this because I know children and families struggle. Foster and adoptive homes help kids heal. “*

*“I feel strongly that every child needs an adult to have his or her back and to nurture and encourage the good in them so that they can become who they were created to be. “*

*“I work in the field of child welfare and I know there are a shortage of good foster homes, especially foster parents of color. “*

*“My family wasn't given true facts about the adoption process. We were treated unfairly when I filed to intervene and keep my nephew with his biological family. The Adoption was expedited while I was appealing the county's decision to keep my nephew with family members. Human*

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*Service also changed to a "closed" adoption because I proceed to take actions of trying to keep my nephew with his biological family."*

*"Over all interest in the well-being of African American children."*

Respondents indicated that they were able to contribute to the project's success through the following ways indicated in the below chart.

Answer Choices –	Responses –
– Distributing Flyers	12.50% 1
– Volunteering at a Rally Event	25.00% 2
– Being a Speaker	25.00% 2
– Recruiting a Prospective Foster/Adoptive Parent	12.50% 1
– Writing Policy Recommendations	12.50% 1
– Marketing/Advertising	0.00% 0
– Sharing expertise and or connections	12.50% 1
<b>Total</b>	

Respondents indicated on a scale from 1 (one) to 5 (five - highest), how do you feel about the work we are doing so far?

- Twenty five percent (25%) responded "Good"
- Thirty eight percent (38%) felt "Ok"
- Thirty seven 37% were "Neutral or Didn't Know"

The following comments from survey respondents reflecting this data were the following recommendations:

*"I firmly believe the Rallies were an excellent idea and the community outreach is important and valuable, however I have not been impressed with the organization of the events and the communication about the events has not been timely or clear. Additionally, the flyers and pamphlets were hard to understand.*

*I don't feel the flyers grabbed attention to draw in community members. I would have liked to see more rallies where people are - just after church services, outside at community events.*

*I would have liked to see more if an openness to include the general community "to throw the net out" instead of sitting inside an office building expecting people to come."*

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*“Recommend that involved family members attend an information meeting/ clearinghouse center. Inform families of their rights and family law statutes.*

*I found out that lack of knowing your rights and depending solely on some workers (social workers, judges, lawyers, etc.) could be detrimental outcome and bias in decision making.....in some cases.”*

### **KICK-OFF EVENT PARTICIPANTS (SELBY JAZZ FESTIVAL)**

The initial “Kick-off event” - September 13, 2015 -was an event designed to engage the community at a pre-existing event, the annual Selby Jazz Festival, through the use of an information booth and fliers. Surveys were administered to community members who were willing to complete surveys at the booth.

**Results:** 137 Community Interest completed surveys:

- 50 people Interested in learning more about becoming a foster or adoptive parent
- 40 people “Undecided” as to whether or not they wanted to learn more about becoming a foster or adoptive parent
- 54 people said they were not interested in learning more about becoming a foster or adoptive parent

### **Role of respondents**

- 39% Community Members
- 12% Church
- 15% Agency/Organization/Social Worker
- 16% Foster/Adoptive/Kinship members

### **Race/Ethnicity of respondents**

- 62% African American
- 21% Caucasian
- 3% Latino
- 3% African Immigrant
- 1.5% Native American Indian
- 1.5% Asian Pacific Islander

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## FOSTER/ADOPTION AGENCY PROVIDERS SURVEY

This survey was provided to adoption agency service providers. Some respondents were PPAI agencies (1), and three (3) responded that they were not. Additional responses to key questions in the survey are as follows:

*“Has it been challenging for your agency to recruit Foster Care and/or Adoption families for children? If so, which one?”* “Yes” 75% of respondents indicated that it was challenging to recruit foster and adoptive families with adoptive families (50%) being reported as the most challenging to recruit. Two respondents (67%) additionally indicated that it was difficult to recruit African American families.

This being said, at least two respondents believed the best way to recruit African American families was *“Word of mouth from AA families who foster and adopt”*, *“one on one recruitment”* and that it was crucial to continue to get the word out that the services are *“open to everyone.”*

## RALLY EVENTS EVALUATIONS

### KICKOFF EVENT: SELBY JAZZ FEST

The Rally Recruitment Kick-off at the Selby Jazz Fest, September 13th did not following the overall rally approach but it was successful in recruiting people to receive more information about becoming adoptive and foster care homes, and informing them about out home placement of children.

- Over 137 surveys, and
- 60 people sign-up for more information.

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## RALLY EVENT HELD BY INDIVIDUAL PARTNER AGENCIES

### MAD DADS RALLY EVENT 1

November 9<sup>th</sup>, 2014 the first Rally event. This event was held at Shiloh Temple Church in Minneapolis, MN.



Shiloh Temple Church

MAD DADS' *Community Interest Survey* data revealed 91 surveys completed. When these participants were asked if they were interested in learning more about becoming a foster, adoptive or kinship parent or knew someone who was:

- Thirty percent (30.00%) responded "Yes" (27 people)
- Thirty nine percent (33.00%) responded "No" (30 people)
- Thirty two percent (37%) responded "Undecided" (33 people)
- Sixty percent (60%), indicated an interest in learning more about the Rally,
- Nineteen percent (19%) indicated that they were not interested in learning more, and
- Twenty one (21%) were "undecided".

A sample of survey administered during the rally event yield the following comments:

- *"I know nothing, so I guess I'd like to remove anything causing stress/sadness."*
- *"They/we need to have our priorities and interests considered in placement. The homes need to be trained on black disparities, culture and lifestyle in order to help these children. A child would never be able to trust a system that doesn't care for them properly and doesn't care about their interests."*
- *"Not really sure, but will be seeking to become better informed"*
- *"Make sure they get a good home"*

MAD DADS Rally Event 1 evaluation responses found that there were thirteen (13) persons who signed up specifically to learn more about becoming a foster, adoptive or kinship parent. An additional eleven (11) respondents provided contact information, but failed to specify if they were interested in learning more about becoming a resource parent or not.

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### MAD DADS RALLY EVENT 2

February 12, 2015 held their second Rally event at the Midtown Global Market in Minneapolis.

MAD DADS' *Community Interest Survey data revealed* 104 survey completed.

When these participants were asked if they were interested in learning more about becoming a foster, adoptive or kinship parent or knew someone who was:

- Twenty nine percent (29.41%) responded "Yes" (30 people)
- Thirty nine percent (39.22%) responded "No" (40 people)
- Thirty two percent (32.35%) responded "Undecided" (33 people)

At the Mad Dads second event, thirty eight (38) people indicated that they were interested in learning more about becoming a foster, adoptive or kinship parent , and Forty-nine (49) total persons indicated that they were interested in more information on becoming a resource parent.

Eighty percent (80%) of event participants indicated that the event was either "Excellent" or "Very Good"

Indicative of this rating, participants said what they liked about the event was:

*"The new information"*

*"Friendly/loved the message"*

*"Easy to talk to"*

*"Engagement throughout market"*

*"Speakers and food"*

*"Talking and supporting foster care with accurate information"*

*What worked well? - "It seemed like conducting outreach and the event itself somewhere where people will already be lead to a much higher turnout."*

*What I would do differently next time? - I think creating or partnering with an event like a 5k run could work. Also, I think holding the event in Minneapolis or a more well-known location would prove more successful.*

*Any great things kids/adults said? – "None that I can think of."*



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## AFAAD

The AFAAD event had low turnout, but had 22 adults and 2 children signed in at registration with a few who did not. This included four AFAAD members, six agencies (Ampersand for Families, Evolve Adoption and Family Services, the Guardian ad Litem Program, Hennepin County, Kindred Family Focus & Lutheran Social Services/Children's Home Society) and 2 Community Partners (Connections to Independence and Lena Youth Connect).

AFAAD's *Community Interest Survey data revealed* 15 surveys completed. When these participants were asked if they were interested in learning more about becoming a foster, adoptive or kinship parent or knew someone who was:

- Thirteen percent (13%) responded "Yes" (2 people)
- Sixty percent (60%) responded "No" (9 people)
- Twenty seven percent (27%) responded "Undecided" (4 people)

17 people filled out the event evaluation survey and all of them were positive about the event.

Rally Event evaluations revealed that seventy five percent (75%) of the respondents felt that the event was overall "Excellent" or "Very Good"

Racial/Ethnic demographic of evaluation respondents were:

- 52% African American
- 21% Caucasian
- 16% Bi-racial
- 10.5% Native American Indian

Two (2) persons indicated an interest in learning more about becoming a foster, adoptive or kinship parent.

Evaluation comments indicated that what participants liked about the event was:

*"Information coming to a community center"*

*"Ease of networking"*

*"Hearing from various roles in the system"*



**Sabathani Community Center**

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## CONNECTIONS TO INDEPENDENCE



C2i's Community Interest Survey data revealed 38 surveys completed. The *Community Interest Survey* asked respondents if they were interested or knew someone who was interested in becoming a foster, adoptive or kinship parent. The responses are consistent with the trend of community members having interest in being resources for waiting children.

- Thirty-two percent (32%) of C2i community respondents indicated that they were interested in learning more,
- Forty-seven percent (47%) and twenty-four percent (24%) responded “No” and “Undecided” respectively. (See chart immediately below.)

Answer Choices –	Responses –
Yes	31.58% 12
No	47.37% 18
Undecided	23.68% 9
Foster Parent	15.79% 6
Adoptive Parent	7.89% 3
Kinship/Relative Parent	7.89% 3
<b>Total Respondents: 38</b>	

Rally survey data for Connections to Independence includes the following:

**Role:** Those in attendance were from various roles or backgrounds representing agencies or organizations (22%), community members (27%), foster parents (11%) as the largest respondents. See “Ques. 2” below.

(Ques. 2) Answer Choices –	Responses –
Foster Parent	11.11% 5
Adoptive Parent	8.89% 4
Kinship/Relative	2.22% 1
Adopted Individual	4.44% 2

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(Ques. 2) Answer Choices –	Responses –
Fostered Person	13.33% 6
Social Worker	8.89% 4
Community Member	26.67% 12
Church Leader	8.89% 4
Agency/Organization Staff	22.22% 10
<b>Total Respondents: 45</b>	

Racial/Ethnic make-up of attendees was very diverse having the largest representation from the African American (79%), Caucasian (24%) and Native American Indian (8%) backgrounds, although all major reference groups were represented.

Overall, eighty percent (80%) said that the event was either “Excellent” or “Very good”

The onsite C2i evaluation of the rally event yielded the following comments:

*What worked well? “Our rally focused on Youth-led activities and the youth had a large role in sharing and participating throughout the rally and leading up to it. Also, the activities, food, and entertainment were in a central location and in the same space so the flow of the event was smooth and uninterrupted.*

*Our rally was very family-focused, keeping kid-friendly activities together with the more adult-centered informational parts.”*

*What would you do differently next time? – “Our time-frame was a little tight, so next time we would schedule an extra hour, as we had several agencies that were interested in sharing more about their organization who were not given enough time to do this. Also, we had Terrell “Carnage the Executioner” Woods, who grew up in foster care and would have liked more time for a performance and to share his story.”*

*Any great things kids/adults said that I can quote or stories I can share? – “Not that I can think of.”*

Total number of attendees at your event? – “We had 50+ attendees, including children and youth”

Number of names that you collected of people interested in fostering or adopting – “1”

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### LENA YOUTH CONNECT

**Lena Youth Connect** agency Rally event was held March 7<sup>th</sup>, 2015 at Conway Rec. Center, St. Paul, MN

Lena Youth Connect *Community Interest Survey data revealed* 43 surveys completed. When these participants were asked if they were interested in learning more about becoming a foster, adoptive or kinship parent or knew someone who was:

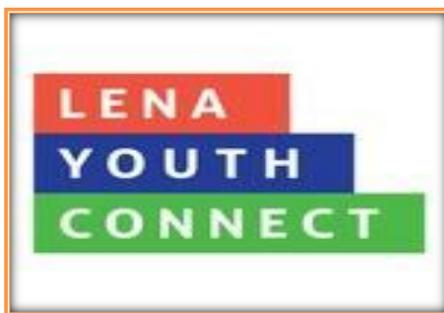
- Sixteen percent (16%) responded “*Yes*” (7 people)
- Sixty three percent (63%) responded “*No*” (27 people)
- Twenty one percent (21%) responded “*Undecided*” (9 people)

Racial/Ethnic demographic of evaluation respondents were diverse in nature:

- 58% African American
- 33% Caucasian
- 16% Bi-racial
- 7% Hispanic or Latino
- 2% Native American Indian

Rally Event evaluations revealed that sixty eight percent (68%) of the respondents felt that the event was overall “*Excellent*” or “*Very Good*”

Nine (9) persons indicated an interest in learning more about becoming a foster, adoptive or kinship parent as a result of this event.



Conway Community Center

# Rally for Foster Care and Adoption Initiative Project Report

## MAJOR RALLY EVENT



The Council and DHS agreed to amend the interagency agreement to conduct one final major rally to end the program year. The Council partnered Afrifest, **Dudley Smith** and **Val Jordan** by providing them annual plan contracts to provide overall coordination of the Rally and too add a cultural element to the rally.

The Council restructured and extended the annual plan agreements with MAD DADS, Lena Youth Connect, and C2i to draw on their experience organizing rally events to carry out specific activities that when brought together would maximize the opportunity for success with the event. This event team coupled it the communication and advisory support of DHS staff lead by Crystal Graves met weekly and worked together to hold a major Rally event on June 28, 2015 at the Hallie Q. Brown site in St. Paul, MN.

The event received major media attention and was broadcast live by KMOJ radio. See the attached program for the schedule of activities and the evaluation report for participants input regarding the event. The following are some of the results of the evaluation of the rally event:

1. The event was intended to support the overall goals of the demonstration project. Overall, 144 people signed in (not including children). Fifty nine (59) included their phone number and or email address to be followed up with about the project goals.
2. Self-report from Rally Comments
  - a) Successes:
    - The food got rave reviews and there was enough to feed everyone
    - The performers also got rave reviews from the attendees
    - The My Generation video also had an impact on folks
    - Kids games and activities

b) Issues:

-Thunderstorms and rain from 3pm probably affected attendance significantly

## Rally for Foster Care and Adoption Initiative Project Report

### 3. Future Improvements:

- One event coordinator professional or organization to oversee ALL aspects of event production and execution, including marketing, promotions, and PR.
- Too many venues to coordinate for 1 event
- Food service should be factored into program timing. Once people started eating, was difficult to move them from one venue to another.
- Event should start earlier to account for guest late arrival. The program could not start on time because no one was there at program start time.

### 4. Community Feedback:

- The overwhelming majority of folks said the event was educational, well organized, and desperately needed to highlight the plight of black minority youth in the foster care system.
- Jessica Rogers, Executive Director of Connections to Independence said the programming was flawed because foster care and adopted kids did not have a more prominent role during the first half of the program. She reported to me that she and her kids were offended by the programming and they didn't want to participate in the future if things were going to be organized like that.

### 5. Participant Satisfaction Questionnaire

- A twelve item participant satisfaction questionnaire was administered to attendees to determine participant's opinions of the effectiveness of the event and to ascertain their interest in becoming a foster or adoptive parent and their interest in participating in future such events. The results of the survey indicates:

✚ Over eighty percent (80%) of the participants rated the event as either "Excellent" or "Very good".

✚ When asked what they like about the event, participants commented that they liked:

- *"Everything and hearing the stories."*
- *"Insight from people that has been through it and not just studied it."*
- *"Everything and hearing the stories"*
- *"It's nice to see foster parents recognized. Loved the hip hop"*
- *"Speakers - food – music"*
- *"I liked the youth presentation"*
- *"Show casing the importance of kids"*
- *"The resources"*
- *"Speeches and testimonials of foster parents"*
- *"There was stuff for the kids to do and learn"*  
*"Meeting new community members and leaders. Meeting new community members and leaders. "Speaking out that the children need homes"*  
*"Environment"*  
*"Praise dancing"*

## Rally for Foster Care and Adoption Initiative Project Report

- Some participants thought that *the event could have been improved* by hearing more from the youth and their personal experiences or perspectives, recognizing agencies and persons contributing to the event, better controlling “chatter” and people moving around, better time management during the event, more promotion, and having better weather. Some comments were as follows:

- “*The disrespect of looking over PPI*”
- “*Nothing!*”
- “*NA*”
- “*Long speeches*”
- “*I didn't like the chatter*”
- “*Needs kids to speak about their experiences*”
- “*Promotion*”
- “*Maybe more from kids in foster & Adoptive situations*”

### 6. Participant Demographics

- Participant demographics revealed what one might hope to attract during such an event focused on engaging the community and a cross-section of the out-of-home placement continuum. *Participants were racially/ethnically diverse.*
  - ✚ Seventy six percent (76%) identifying as people of color or Native American Indian/Alaska Native
  - ✚ Twenty four percent (24%) self-identified as Caucasian.
  - ✚ Eighty percent (80%) were African American,
  - ✚ Six percent (6%) identifying as African Immigrant.
- Participants reflected *various roles or backgrounds.*
  - ✚ Twenty seven percent (27%) were “Community Members”,
  - ✚ Twenty two percent (22%) were “Agency/Organization Staff
  - ✚ Fostered persons (13%)
  - ✚ Foster parents (11%),
  - ✚ Social workers, adoptive persons and adoptive parents were nine percent and four percent and nine percent respectively.

### 7. How The Participants Learned About The Event

Particularly noteworthy was *how the participants learned about the event*. Survey respondents indicated:

- ✚ Fifty one percent (51%) said that they heard about the event from an agency,
- ✚ Forty percent (40%) said that they learned of the event from a friend or relative.

Today, with a large emphasis placed on social media, it is important to not lose track of the fact that many in the community still value connections to individuals and to local institutions (in

## **Rally for Foster Care and Adoption Initiative Project Report**

particular, culturally translating institutions) as means of spreading the word about important events.

Directly relating back to a goal of the project is identifying persons who are interested in learning more about becoming a foster parent or adoptive parent 60 people requested more information.

### **SUMMARY RECOMMENDATION:**

- Continue with the Rally for Foster Care and Adoption recruitment model with an eye towards supporting collaboration between community organizations, key stakeholders and public, and private institutions, including colleges and universities. Strong consideration should be given to organizations involved with the project during this demonstration effort. They have developed the experience and have the commitment and professionalism to fit well with ensuring the success of efforts of this nature.

# Rally for Foster Care and Adoption Initiative Project Report

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# Rally for Foster Care and Adoption Initiative Project Report

## APPENDIX

### Evaluation Tools

#### Information Session Survey

Please complete this brief event survey to assist us in meeting the goals of our session and initiative.

1. How did you hear about the initiative information session:

E-mail  Social media  Mailing  Word of mouth  Website  Other \_\_\_\_\_

Stakeholder

2. If you represent an agency, association or organization, please share which one(s)?

County \_\_\_\_\_  Non-profit \_\_\_\_\_  Faith Community \_\_\_\_\_

State  Association \_\_\_\_\_  Other \_\_\_\_\_

3. Are you a  Foster Parent  Adoptive Parent  Kinship/Relative  Adopted or

Fostered Person  Social Worker  Community Member  Other \_\_\_\_\_

4. Are you interested in learning more about becoming a foster or adoptive parent? If yes, check all that you're interested in:

Foster Parent  Adoptive Parent  Kinship/Relative Parent  Other \_\_\_\_\_

5. Do you know someone who is interested in becoming a foster or adoptive parent and would like us to follow up with you to provide further information? If so, please

check here  and provide your contact information below.

6. Are you interested in participating in one or more Rally for Foster Care and Adoption events?  Yes  No  Undecided

7. Are you or your organization interested in learning more about partnering or volunteering with the Council to hold the adoption Rallies?  Yes  No  Undecided

If "yes", please provide your name and email address:

Name \_\_\_\_\_

E-Mail Address \_\_\_\_\_

8. Was this information session helpful in learning more about the Rally for Foster Care and Adoption initiative?  Yes  No

# Rally for Foster Care and Adoption Initiative Project Report

## Foster Care and Adoption Rally Event Evaluation

Please provide your feedback on the Foster Care and Adoption Rally event you attended. Your input is valuable and important in assisting us with improving the quality of future events, providing follow-up, and achieving the overall goals of the Rally for Foster Care and Adoption Initiative, which is funded by the Minnesota Department of Human Services. This survey is anonymous. Please provide your honest opinion and mark, circle, and/or write answers on the survey/questionnaire. Thank You. 1/7/2015 12:23 PM

1. **How did you hear about the Foster Care and Adoption Rally event?**  Social Media-Facebook  Email  
 Printed Flyer  Friend/Relative  Agency/Organization Staff  Other \_\_\_\_\_
  
2. **Are you a?**  Foster Parent  Adoptive Parent  Kinship/Relative  Adopted Individual  Fostered Person  
 Social Worker  Community Member  Church Leader  Agency/Organization Staff  
 Other \_\_\_\_\_
  
3. **Have you ever experienced being in Foster Care?**  YES or  NO      **Were you Adopted?**  YES or  NO
  
4. **Do you know someone who has experienced living with a relative, in a foster home, or adopted?**  YES or  NO  
 If YES, whom? i.e.  Self  Friend  Relative- i.e. niece, brother, sister, child  Other:  
 \_\_\_\_\_
  
5. **Are you aware of the over-representation of African American children in out of home placement in Minnesota?**  
 YES or  NO      If yes, what amount?  Very little  Some  A Lot
  
6. **What is your Race/Ethnicity (Optional)**  African American  African Immigrant  Caucasian/White  Hispanic or Latino  
 Native American Indian or Alaska Native  Native Hawaiian or Asian/Pacific Islander  
 Two or more races/ethnicities- check all of the above that apply or indicate all here:  
 \_\_\_\_\_

### ABOUT THE RALLY EVENT

<i>Please state the extent to which you agree or disagree with the following statements, where 5 is Strongly Agree, 4-Agree, 3-Neutral-N/A, 2-Disagree, and 1 is Strongly Disagree (circle or check one per statement).</i>	Strongly Agree	Agree	Neutral or N/A	Disagree	Strongly Disagree
	5	4	3	2	1
<b>7.</b> The venue/location was convenient and accessible.	<input type="radio"/>				
<b>8.</b> The event timeframe was reasonable.	<input type="radio"/>				

## Rally for Foster Care and Adoption Initiative Project Report

9. Food and family activities was provided for attendees.	<input type="radio"/>				
10. The presenters/speakers communicated information clearly and made the subject matter compelling.	<input type="radio"/>				
11. The foster care/adoption agency staff at resource tables were friendly, gave information, and answered questions.	<input type="radio"/>				
12. The event provided useful/helpful information about foster care and adoption.	<input type="radio"/>				
13. I will tell others about Rally events and the Rally for Foster Care and Adoption Initiative.	<input type="radio"/>				

14. Overall, how would you rate the Foster Care and Adoption Rally Event? (Circle one):

- Excellent     Very Good     Fairly good     Neutral     Okay     Poor

15. What did you like? What was the best aspect of the event?

\_\_\_\_\_

16. What did you dislike? What aspect of the event need improvement?

\_\_\_\_\_

17. Are you interested in learning more about becoming a Foster Parent [ ] YES or [ ] NO Adoptive Parent? [ ] YES or [ ] NO

18. Would you like to participate on or volunteer for a Foster Care and Adoption Advisory or planning committee? [ ] YES or [ ] NO

Comments/Recommendations:

\_\_\_\_\_

## **Rally for Foster Care and Adoption Initiative**

### **Community Partner Initial Survey**

*Your input is needed, valuable and important. Please complete this brief survey to assist in achieving the goals of the Rally for Foster Care and Adoption Initiative, which is funded by the Minnesota Department of Human Services. Please provide your honest opinions. Mark, circle, or write answers to the following questions.*

1. **How did you hear about the Rally for Foster Care and Adoption Initiative?**  Social Media- Facebook  
 Email  Printed Flyer  Friend/Relative  Agency/Organization Staff  Information Session  
 Other: Please specify \_\_\_\_\_
2. **Why did you become a Community Partner Rally for Foster Care and Adoption Initiative?**  
Explain why:  
\_\_\_\_\_
3. **Do you believe that your organization's missions, goals, and work align closely with the goals of the Rally for Foster Care and Adoption Initiative?**  YES  NO
4. **Have you received a Rally for Foster Care and Adoption Initiative Brochure, Event Flyer, Organizing Manual, and Community Partner Outreach Requirements?**  YES  NO
5. **Have you received emails, updates, Facebook links, and/or information about the Rally for Foster Care and Adoption Initiative Rally events and activities?**  YES or  NO If yes, Specify: \_\_\_\_\_
6. **Have you visited, liked, and/or shared the Rally for Foster Care and Adoption Facebook page?**  YES or  NO
7. **Have you attended an information session, advisory committee meeting, or community outreach activity or rally event so far?**  YES or  NO If YES, please specify which one:  
\_\_\_\_\_
8. **Was the purpose and goals of the Rally for Foster Care and Adoption Initiative clearly explained?**  
 YES or  NO

## Rally for Foster Care and Adoption Initiative Project Report

9. Are you aware of the issues surrounding racial disparities of African American children in out of home placement?  YES or  NO If YES, how much?  Very little  Some  A Lot
10. Do you know about North Star Care for Children?  YES or  NO  
If YES, how much?  Very little  Some  A Lot
11. As a contracted community partner, do you clearly understand your role for the Rally for Foster Care Initiative?  YES or  NO
12. Were the terms and requirements of the community partner contract clearly explained?  YES or  NO
13. Are the obligations and requirements of the community partner contract reasonable?  YES or  NO
14. Can you meet the obligations and responsibilities in the community partner contract and requirements?  
 YES or  NO If NO, why not, explain:  
\_\_\_\_\_
15. Does your organization have the experience and ability to organize, plan, and implement a successful Foster Care and Adoption Rally event?  YES or  NO If no, explain:  
\_\_\_\_\_
16. Are the expectations for the Foster Care and Adoption Rally event reasonable and obtainable?  
 YES or  NO If NO, please explain why?  
\_\_\_\_\_
17. Did you attend the Community Partner Orientation?  YES or  NO
18. Did you read and go through the Organizing Manual with staff and/or volunteers?  YES or  NO
19. Have you referred back to your contract to review the community outreach requirements, rally event requirements, documentation needed for submitting invoices, deadlines for monthly updates and invoices, and payment schedules?  YES or  NO
20. Have you received The Community Interest Surveys, Rally Event Evaluation, Interest/Signup sheet, and other resources and materials such as the Event Planning Checklist, What a Foster Care and Adoption Rally May Look Like, What Things to Consider When Looking at Event Space, etc. to help you with community outreach and implementing your Rally event?  YES or  NO

## Rally for Foster Care and Adoption Initiative Project Report

**21. Do you feel you and/or your staff need more training on how to implement a successful Rally event?**

[ ] YES or [ ] NO If YES, what types of training would you like to see offered?

Explain:

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**22. What do you think may be some potential barriers and challenges for recruiting African American families who may be interesting in learning more about becoming a Foster/adoptive/kinship parents?**

Explain:

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**23. What other resources do you need from us that would be helpful in assisting you in reaching the goals of having a successful rally event? Explain:**

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**24. What do you think are a few of the most effective strategies for recruiting African American families?**

Explain: \_\_\_\_\_

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**25. What is your plan for community outreach and advertising/marketing/promoting your rally events?**

Explain:

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**26. How will you get a hundred community members to attend your rally event?**

Explain:

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**27. How do you think your organization can collaborate with other organizations to be more successful in helping to increase the numbers of families available to foster and/or adopt African American children?**

Explain: \_\_\_\_\_

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## Rally for Foster Care and Adoption Initiative Project Report

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28. Are you willing to volunteer to attend a community event or visit local establishments within African American communities? [ ] YES or [ ] NO [ ]

29. What are your recommendations for recruiting prospective African American foster/adoptive parents for African American children? Explain:

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30. What are some strategies and types of activities you will implement for community outreach and ensuring your constituents and the community you work in are aware of the racial disparities of African American children in out of home placement and the need for foster/adoptive/kinship families?

Explain:

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---

Questions/Comments:

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# Rally for Foster Care and Adoption Initiative Project Report



## Rally for Foster Care and Adoption Initiative

### COMMUNITY INTEREST SURVEY

*Please complete this brief anonymous survey to assist us in meeting the goals of the Rally for Foster Care and Adoption Initiative. Mark or circle answers to the following questions.*

- 1. Are you a?**  Foster Parent  Adoptive Parent  Kinship/Relative  Adopted Individual  Fostered Individual  Social Worker  Community Member  Church Leader  Agency/Organization Staff  Other \_\_\_\_\_
- 2. Have you ever experienced being in Foster Care?**  YES or  NO **Were you Adopted?**  YES or  NO
- 3. Do you know someone who has experienced living with a relative, in a foster home, or adopted?**  
 YES or  NO If YES, whom? i.e.  Self  Friend  Relative- i.e. niece, brother, sister, child  
 Other: \_\_\_\_\_
- 4. Are you aware of the over-representation of African American children in out of home placement in Minnesota?**  YES or  NO If YES, what amount?  Very little  Some  A Lot
- 5. What is your Race/Ethnicity? (Optional)**  African American  African Immigrant  Caucasian/White  Hispanic or Latino  Native American Indian or Alaska Native  Native Hawaiian or Asian/Pacific Islander  Two or more races/ethnicities- check all of the above that apply or indicate all here:  
\_\_\_\_\_
- 6. Are you interested in learning more about becoming a Foster/Adoptive/Kinship parent or do you know someone who may be interested in learning more about becoming a Foster/Adoptive/Kinship parent?**  YES or  NO or  Undecided If YES, check all that you're interested in:

## Rally for Foster Care and Adoption Initiative Project Report

Foster Parent  Adoptive Parent  Kinship/Relative Parent   
Other\_\_\_\_\_

7. Are you interested in learning more about the Rally for Foster Care and Adoption Initiative and/or attending a Rally Event?  YES or  NO or  Undecided

8. Are you or your organization interested in learning more about partnering or volunteering with the Council on Black Minnesotans and Minnesota Department of Human Services to host a Foster Care and Adoption Rally event?  Yes or  No or  Undecided

9. Do you know about NorthStar Care for Children?  YES or  NO If YES, how much?  Very little  Some  A Lot

10. If you could do one thing to help African American children in out of home placement, what would it be?

\_\_\_\_\_  
\_\_\_\_\_

Additional  
Comments/Questions\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

The Rally for Foster Care and Adoption Initiative is funded by the Minnesota Department of Human Services.  
7/18/2015 5:18 PM

# Rally for Foster Care and Adoption Initiative Project Report

Major Rally Program

Council on  
 *Black Minnesotans*

Cultural Relations Celebration  
Rally for Foster Care and Adoption Initiative



Protecting Our Children and Nurturing Great Cultural Relations

**Sunday, June 28, 2015**

**2-6 p.m.**

**Hallie Q. Brown/Martin Luther King**

**Community Center**

**270 Kent St., St. Paul, MN**

## About adoption and foster care

### Foster Care

Children in Minnesota who cannot safely remain in their familial home, may be placed in family foster care or a group residential facility. Nine thousand of the 12,000 Minnesota children in out-of-home care are placed with foster families.

Many county agencies are currently in need of family foster homes for Minnesota's waiting children. Foster parents come from all walks of life. They may be single or married, with or without children, renters or homeowners. What they share is a concern for children and a commitment to help them through tough times. Foster families provide critical temporary care and nurturing to children in crisis.

The Minnesota Department of Human Services' website at <http://mn.gov/dhs/> provides steps to become a foster parent. Those interested can contact their county or tribal social service agency for more information about the community need for homes.

### Adoption

Children of all ages need permanent, stable, loving families. In Minnesota, when county social services agencies place children in foster care, and if courts ultimately terminate parents' rights, children are committed to the guardianship of the commissioner of the Minnesota Department of Human Services. It is the responsibility of the department to work with counties and private adoption agencies to find permanent families for these children. The department is determined to move children quickly into safe, nurturing adoptive families when they cannot be safely reunited with their birth families.

While children under state guardianship range from newborn to age 18, many are older than age 6, are members of sibling groups, and may have significant special needs. Currently, of the 513 Minnesota children who need adoptive homes immediately:

- 67 percent are between 6 and 18 years old
- 57 percent are children of color
- 61 percent are siblings who need to be adopted together

The Minnesota Department of Human Services is committed to finding permanent families for all children under state guardianship in partnership with counties and private agencies.

# Rally for Foster Care and Adoption Initiative Project Report

## CURRENT INITIATIVES OF THE COUNCIL ON BLACK MINNESOTANS

☒ **Governor’s Commission on the Statewide Celebration of the Reverend Dr. Martin Luther King Holiday:** We assist with planning and presenting the official state observance of the holiday honoring the Rev. Dr. Martin Luther King, Jr

☒ **Day on the Hill:** We encourage interaction and communication between Minnesotans of African Heritage and Minnesota lawmakers during the legislative session.

☒ **Legislative and Policy Training:** Prepares individuals and groups for effective participation in the legislative, political and policy-making processes.

☒ **Rally for Adoption and Foster Care:** We partner with the Minnesota Department of Human Service and community partners to recruit prospective kinship, foster, and/or adoptive parents for children of African heritage.

☒ **Minnesota Department of Health, Center for Health Equity Advisory Group:** The advisory group strives to raise awareness about health disparities in the legislature and media, and they provide support for the Eliminating Health Disparities Initiative.

☒ **Office of the Ombudsperson for Families:** The Council collaborates with the Ombudspersons to ensure that children and their families, covered by child protection services, are guaranteed fair treatment by all agencies that provide child welfare services.

☒ **Minnesota Department of Health and Human Services, Cultural and Ethnic Communities Leadership Council:** Advises the DHS on disparities research.

### Legislative Focus Areas

The Council believes in Minnesota the human stories are singular but we know our destiny is shared – we rise or fall as one state – as one people, and the power of human unity must prevail.

Our legislative and administrative work is based on three pillars that achieves human unity:

- ☒ Making equal access to opportunities a practice,
- ☒ Creating innovative policies and administrative approaches that eradicate all forms of disparities, and
- ☒ Ensuring human/civil rights enforcement.

Visit <http://mn.gov/cobm> for detail information about specific legislative proposal

Welcome



## James Koppel

Minnesota Department of Human Services  
Assistant Commissioner

James Koppel serves as the assistant commissioner for Children and Family Services for the Minnesota Department of Human Services. He is responsible for services and policies that promote child care, child support, economic stability, child safety and permanency, and successful transitions for immigrants.



## Patwin Lawrence

Board Chair, Council on Black Minnesotans

Patwin Lawrence is the current three-timed elected board chair of the Minnesota State Council on Black Minnesotans. In 2011, Patwin was appointed to the council by Gov. Mark Dayton. At the beginning of his four-year term with COBM, Patwin was elected to the council's executive committee and has served in the capacity of board secretary and has chaired the council's Legacy Fund and Economic Development committees.

# Rally for Foster Care and Adoption Initiative Project Report

## Event Schedule

### Hallie Q Brown Main Entrance

2:00 -2:25 p.m. Registration

### Penumbra Theatre Main Stage

2:25 - 2:30 p.m. Opening prayer presented by: VJ Smith

2:30 - 2:35 p.m. Overview and welcome presented by: Patwin V. Lawrence Board Chair, Council on Black Minnesotans

2:35 - 2:45 p.m. *My Generation* (video) presented by: Lucina Kayee, founder, My Generation

2:45 - 2:50 p.m. Introduction of Special Invited Guest presented by: Referee Charles Williams Jr., Board Chair, Hallie Q. Brown/MLK Community Center

2:50 - 3:10 p.m. A message from James Koppel, Assistant Commissioner, Children and Family Services

3:10 - 3:30 p.m. Recognition of Daniel Family and provider introductions presented by: Suzanne Madison, co-founder, LENA Youth Connect

3:30 - 3:45 p.m. Praise dance presented by: Minister Naomi Johnson

### Outdoors in Park/Portable Stage

#### Hosted by Terrell "Carnage the Executioner" Woods

4:00 - 4:10 p.m. Spoken word presented by Markita Hawkins

4:15 - 4:30 p.m. Cultural dance presented by Voice of Culture

4:35 - 5:00 p.m. Musical performance presented by the New Hope Church Men's Choir

5:05 - 5:20 p.m. Cultural dance presented by the Adeti Group

5:25 - 5:50 p.m. Hip Hop/R&B/Fusion presented by Ashley DuBose

5:50 - 6:00 p.m. Hip Hop/Rap/Jazz/Experimental presented by Terrell "Carnage the Executioner" Woods

### Kids Activities and Youth Projects

#### Lower Level Martin Luther King Gym

2:00 - 3:45 p.m. Face painting by Phancy Faces (2 hrs)

Baby Bingo the Clown (2 hrs)

Terrell "Carnage the Executioner" Woods (3:00)

Story Sharing by Youth

Inflatable bounce house

Trivia games



## Moving Beyond Tolerance to Allophilia

The Minnesota Legislature created the Council on Black Minnesotans in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social and economic resources, policies and procedures of the State of Minnesota. Minnesota Statutes 3.9225 Subdivision 3 duties, in part, states the council shall:

- ☑ Advise the governor and the legislature on the nature of the issues confronting Black people in this state;
- ☑ Advise the governor and the legislature on statutes or rules necessary to ensure that Black people have access to benefits and services provided to people in this state;
- ☑ Recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Blacks in the state's work force; Recommend to the governor and the legislature legislation to improve the economic and social condition of Black people in this state.

The Council prepares its recommendations and advisement by engaging in intensive qualitative and quantitative information gathering within our community to learn what is needed from a public policy and state administrative operational standpoint to help grow our assets and contribute more to the great state of Minnesota. These engagements serve as the foundation for the development of community driven proposals for legislation that we believe moves our state forward with new ideas, innovations and energy that addresses the socioeconomic and sociopolitical challenges Minnesotan's face. These proposals take our community beyond constructs, simple tolerance, and the empty language of diversity and inclusion to practicing ALLOPHILIA. ALLOPHILIA is having a positive attitude for one that is not your own.

The aim of the Council's proposed legislation is to make equal access to opportunities a practice, create innovative policies and administrative approaches that eradicate all forms of disparities and ensure human/civil rights enforcement. If these pillars are achieved the state of Minnesota will employ the cultural agility it needs to be effective with its performance to benefits all its investors.

## Who to contact for information about foster care and adoption

### **Ramsey County Child Foster Care**

For additional information about becoming a Ramsey County foster parent visit the county's website at:

<http://www.co.ramsey.mn.us/hs/fostercare/index.htm>

### **Hennepin County**

For additional information about becoming a Hennepin County foster parent visit the county's website at:

<http://www.hennepin.us/residents/human-services/foster-care>

### **MN ADOPT**

The Minnesota Department of Human Services contracts with MN ADOPT to assist individuals and families interested in adoption with an array of services, including:

- Maintaining a listing of pre-adoption orientations and trainings offered by private and county agencies throughout the state
- Providing information on adopting children under state guardianship
- Maintaining Minnesota's State Adoption Exchange, a tool for families and caseworkers to learn more about Minnesota children who are waiting for permanent homes
- Information on parenting children with special needs and resources available
- Providing adoption-related training for adoptive parents and professionals seeking more information
- Participating in special events celebrating diversity and highlighting the need for adoptive parents.

For more information about adoption support, training and referral, contact MN ADOPT at [www.mnadopt.org](http://www.mnadopt.org), or 612-861-7115, or toll free 866-303-6276.

# Rally for Foster Care and Adoption Initiative Project Report

## Special Thanks

Governor Mark Dayton  
Assistant Commissioner James Koppel  
Hallie Q. Brown Community Center  
City of Saint Paul Fire and Police Department  
Firefighters United Association  
Council on Black Minnesotans Board of Directors  
Hennepin and Ramsey Counties Child Protection Services  
All the Artists and Entertainers  
Sano and Russell Daniel  
VJ Smith

## Event Committee

Nathan White  
Suzanne Madison  
Andrew Lemmie  
Cortland Powell  
Maria Ahlgren  
Varwoi Jordan  
Dudley Smith  
Robert O'Connor  
Edward McDonald

## COMMUNITY OUTREACH

In Partnership with Afrifest, MAD DADS, LENA Youth Connect, Connections to Independence, and the Minnesota Department of Human Services

This information is available in accessible formats for individuals with disabilities by calling 651-431-4671 or by using your preferred relay service. For other information on disability rights and protections, contact the agency's ADA coordinator.

**Council on**  
**Black Minnesotans**  
MOVING BEYOND TOLERANCE TO ALLOPHILIA

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