

### **WACF FCFC Sub-Group**

- The purpose of the sub-group is to bridge that gap
- Agencies are to connect with their staff/team in connection with recruitment
- Having the same goals is important
- Increasing the collaboration between our agencies has been a positive element form our group
- Data driven meeting discussions
- RDS meetings are attended by agencies and the state provides this data.
- This data gives us direction where and who to recruit
- Focusing on how do we do this recruitment
- It is important to know who and how do we recruit
- Fostering Together seems to have direct access to the data
- It would be easier to have this data

### **RDS meetings**

These meetings vary in each region and the data that is provided in each one might not be given at a different RDS meeting.

For example, Mt Vernon office and Oak Harbor are different from Everett, Everett office provides helpful data.

WACF could help gather that data and utilize this data to recruit more effectively

### **Recruiting people of color ( POC)**

What are agencies doing to recruit people of color?

#### **Youthnet**

- Co-ops advertise and every other month orientation is hosted
- Keep connected to people with this strategy
- Mt. Vernon has high latinx population
- Hiring staff that is Spanish speaking and thinking about how to shift
- Slowly preparing to launch marketing campaign that focuses on people of color in the future, understanding agency/staff is able to serve these communities

#### **Olive Crest**

- Partner with organizations already doing the work in these communities
- Contacted Urban Impact and connect with churches
  - Work with communities that are developing
  - They are in the Rainier Valley
  - Diligit Recruitment website
    - Has great recruitment resources
- Churches
  - A lot of pastors that are foster parents.
  - Understanding - Where families going to church? And recruiting there is helpful.
  - Foster Faith Alliance is also getting great traction.

#### **YMCA**

- Asking the question of 'How do you build trust in those communities?'
- Staying authentic in these communities
- Having relationships with organizations in those communities is important
- Communities Passage Ways

- Focus on the 'school to prison' pipeline

### **Effective recruitment strategies look different for every agency**

Events, yard signs, social media, general online research, it really seems to be an accumulation.

The message of orientation is important. Sharing an impactful message.

Majority do come in through social media/online.

However, some do connect because of seeing table at festivals, events, etc.

Another example, showing of Instant Family movie at a church, this worked great for one group.

Inviting an organization already connected with those communities for upcoming meetings would be helpful too.

### **Additional Thoughts/ Reminders**

Youthnet

- BRS
- Crisis Interventions seems to be challenging
- Trauma Informed Care training has been helpful
- 'My name is Faith' documentary
- A similar training will be provided to foster parents and staff
- Hoping to provide this training in January
- 4 day training - train the trainer
- Location TBD

Foster Parents are able to be 'paid' recruiters

Shared Access DropBox to understand which of our agencies serves, where and who. Similar to having a 'One- Pager' online

CCT in Spanish will be offered in September at Friends of Youth, open to all.

**Remember to Bring Data from the RDS meetings you attend/ in our region.**