

# Welcome to our virtual LAUNCH

We're so glad you're here!

- Please introduce yourself in the chat:
  - Name
  - Pronouns
  - Any accessibility needs
  - How you're connected to the caregiver community, or
  - However you feel comfortable introducing yourself 😊

AND

- Please utilize the Q&A for questions for the presenters throughout the event.

[www.dcyf.wa.gov](http://www.dcyf.wa.gov)



# Agenda

- Land Acknowledgement
- Message from Leadership (Our own Ruben Reeves!)
- Meet the Recruitment and Retention Team
- Meet the Alliance's Caregiver Retention, Education and Support (CaRES) Team
- Zoom fun sprinkled in along the way!



## Targeted Recruitment Specialists



**Region 1  
Carissa Stone**



**Region 3  
Angelia Etter**



**Region 5  
Yolonda Marzest**



**Region 2  
Gabriela Mendez**



**Region 4  
John Gonzales**

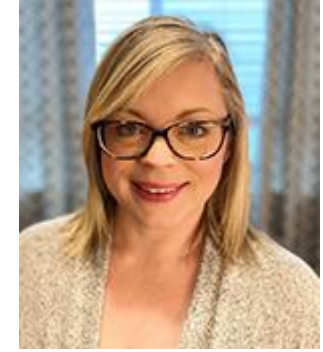


**Region 6  
Chisana White**

## Caregiver Recruitment & Retention Team



**Holly Luna  
Retention & Support  
Program Manager**



**Codie Veitenheimer  
Program Supervisor**



# OUR MEETING IS HELD ON NATIVE LAND

*We would like to acknowledge all of the indigenous tribes of the land now known as Washington state that have lived and cared for the land where we all reside, past and present. We would like to bring attention to the historical trauma that our indigenous communities have undergone as a result of colonialism. Please join us in expressing our deepest respect and gratitude in honoring the land in which we occupy, our native tribes across Washington State and their ancestors who have stewarded this land for generations.*

**Please acknowledge the tribal lands you occupy:**

- **If you're unsure, text your zip code OR your city and state (separated by a comma) to 1-855-917-5263.**
- **Please share in the chat what tribal lands you occupy.**

**USDAC.US/NATIVELAND**



# Ice Breaker Waterfall

Type your answer to the ice breaker questions in the chat, BUT

Do not hit send/enter until I say, "GO!"

Waterfall #1:

What has been your **best** purchase during the pandemic?

Waterfall #2:

What has been your **worst** purchase during the pandemic?



# Our Fearless Leader



Introducing....

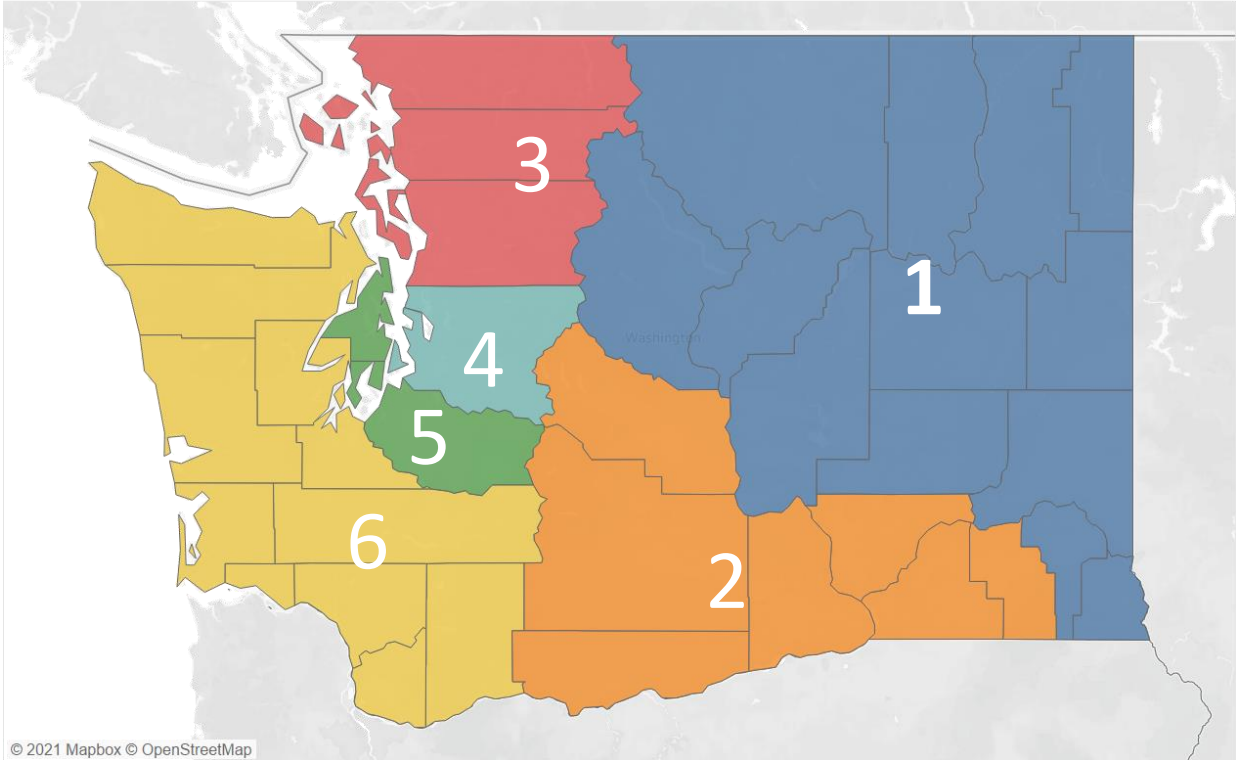
Ruben Reeves, MSW

Policy, Quality and Data Systems Administrator



We want to know more about you!

What region are you from?



# What is your favorite season?

- Winter
- Summer
- Fall
- Spring





# What is your favorite dessert?

- Ice Cream
- Cake
- Brownies
- Cookies
- Pie
- Can't decide; love them all!



# What is your favorite family game?

- Life
- Apples to Apples
- Uno
- Monopoly
- Yahtzee
- Pictionary





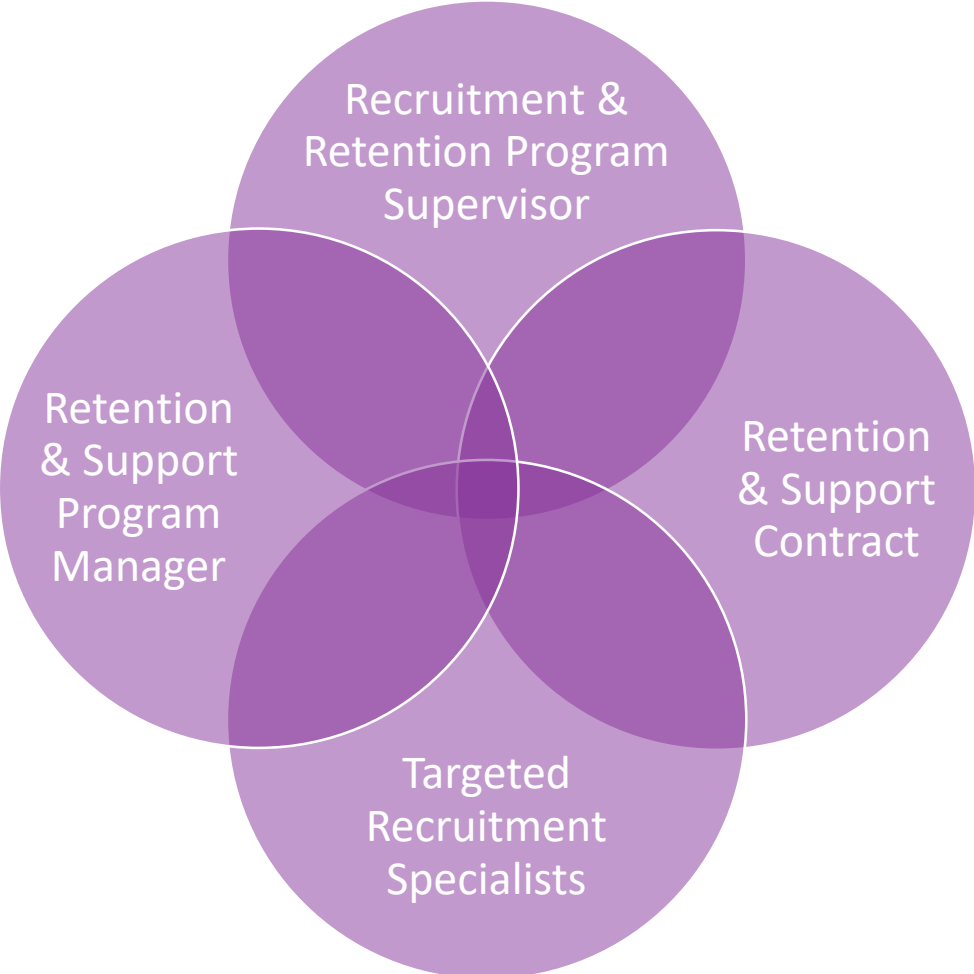
## Codie Veitenheimer, MSW

Caregiver Recruitment & Retention Program Supervisor



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

# Caregiver Recruitment and Retention Team



# Program Goals

- Increase recruitment of diverse, quality caregivers that can meet the needs of children placed in out-of-home care.
- Improve retention rates of caregivers by ensuring they receive timely support, access to resources, and mentoring.
- Keep children within their community when placed in out-of-home care.



# CULTURAL IDENTITY

- Strong cultural identity contributes to higher levels of social well-being and education levels; better psychological adjustment and improved coping skills.
- Lower rates of depression, anxiety, isolation, and other mental health challenges.
- Family connections are critical to children's healthy development, sense of belonging, and preserve children's cultural identity and relationship to their community.





## Holly Biermann Luna

Retention and Support Program Manager



An average of

**5,500**

children and youth enter care every year.\*



We count on foster parents and kinship caregivers to care for these children and youth, and we know you need to be able to count on us.

You remained and continue to be committed to caring for children and youth even while facing a pandemic and changes to how we recruit and retain caregivers.

We are committed to improving your experience and providing the supports you need.

*\*This information was provided by DCYF, OIAA, per infoFamLink reports, and reflects the average the number of children under 18 who entered care in calendar years 2016-2020.*



# Introductions



# Program Direction



- A change in direction was needed to shift recruitment strategies.
- The work we do will be intentional as we continue to advocate for children placed in out of home care.
- The TRS team continues to support the goals of our agency which include:
  - Children reside with their parents.
  - If children have to be placed in out of home care, our goal is to have them placed with kin.
  - 47% of children are placed with kinship caregivers.
  - If children cannot be placed with kin, children should be able to remain in their community.



A little more about the TRS team and what we have been up to....



# Recruitment Focus

- Increase **racially, ethnically and culturally diverse** caregivers to meet the needs of children placed in out-of-home care.
- Increase caregivers who are and/or are affirming and supportive of **LGBTQ+**.
- Increase licensed homes for **sibling groups** of three or more children.
- Increase caregivers who are able to meet the needs of **medically fragile children**.
- Develop existing pool of caregivers available to provide care for children with **extensive emotional, behavioral and physical needs**.
- Focus recruitment efforts on **reducing the use of exceptional cost placements**.



# Targeted Recruitment Specialist Community Role

- Use data to identify needs and gaps in resources.
- Raise awareness to build partnerships in the community.
- Coordinate recruitment events.
- Partner with the Alliance CaRES and improve caregiver retention.
- Advocate for change.





3,850

**Sibling groups**

In the state of Washington are currently in foster care.

---

66.6%

placed together

---

33.3%

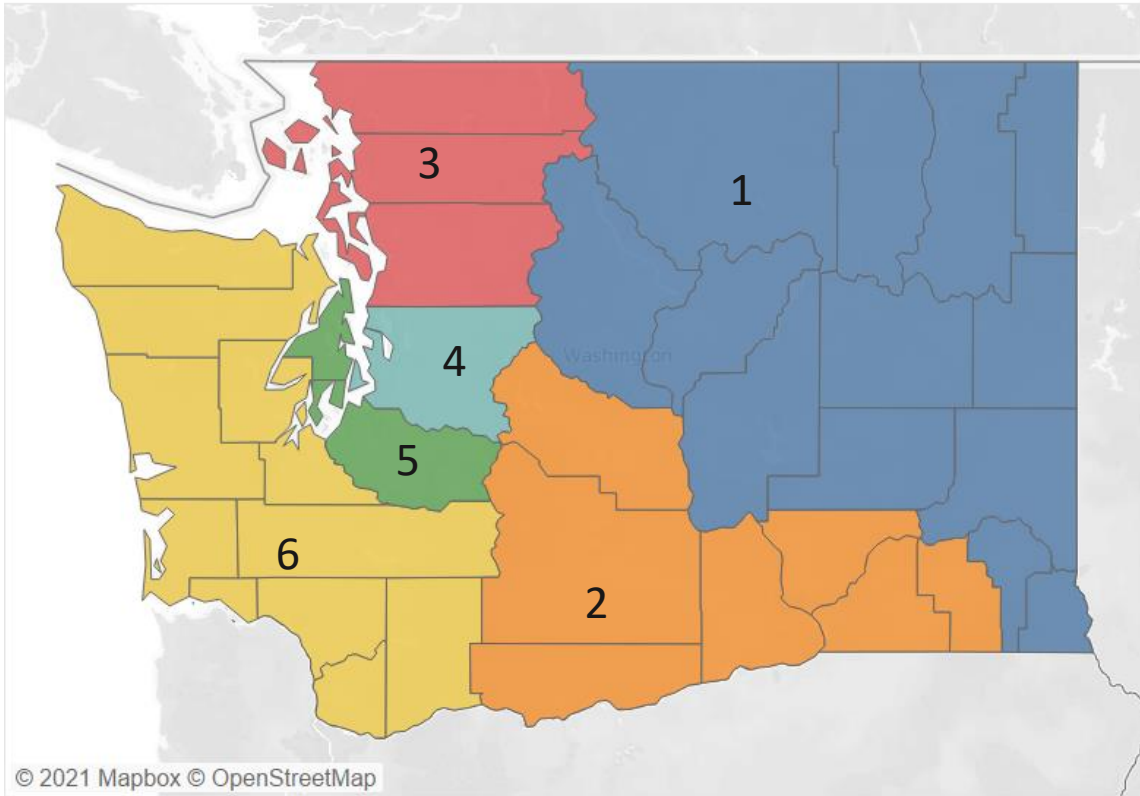
not placed together

# Siblings

- Siblings placed together experience lower risk of disrupted placements and fewer moves.
- Siblings' connections are critically important to their emotional health and well-being.
- Siblings provide continuity and family stability during separation from their parents.



# Region Specific Disproportionalities

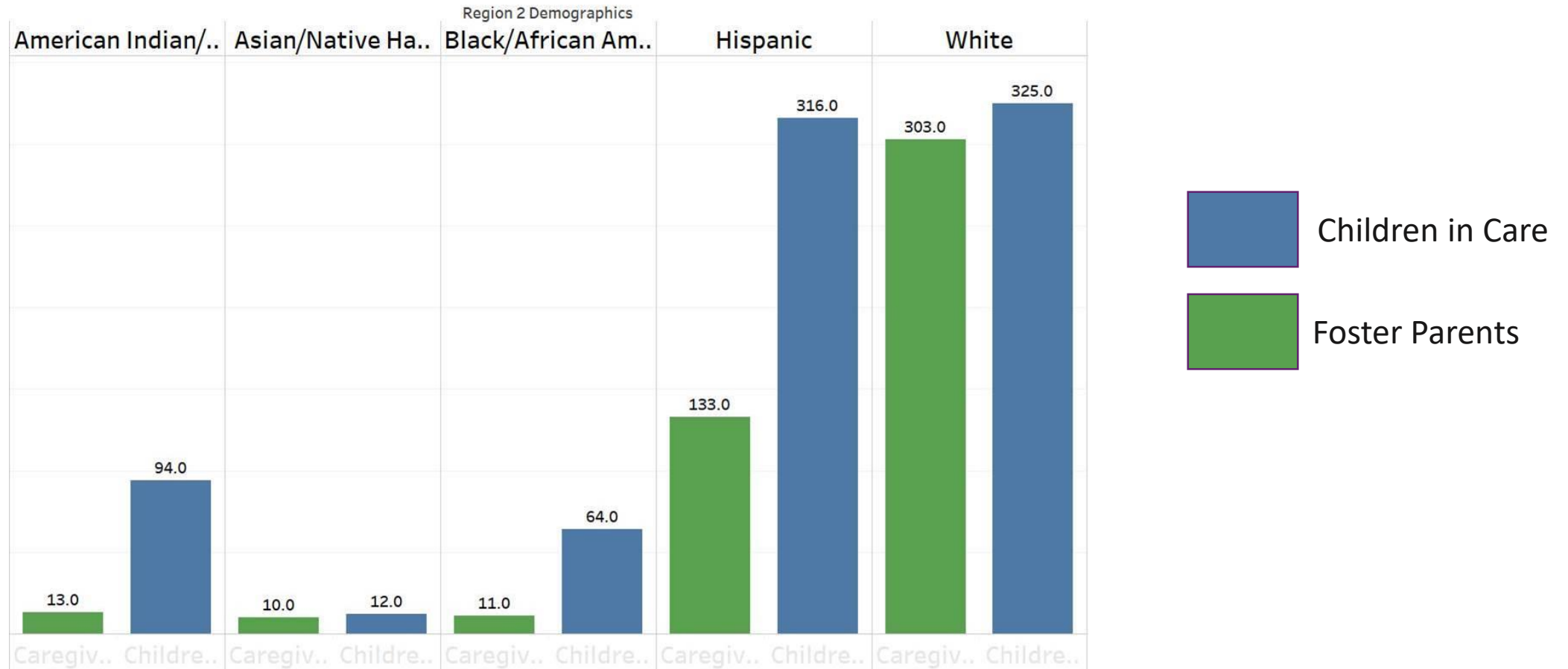


- Region 1
  - **4.35** American Indian children to **1** AI/AN home
  - **4.6** Black/African American children to **1** Black/AA home
  - **2.07** Hispanic children to **1** Hispanic home
- Region 2
  - **6.1** American Indian children to **1** AI/AN home
  - **5.7** Black/African American children to **1** Black/AA home
  - **2.4** Hispanic Children to **1** Hispanic home
- Region 3
  - **5.06** American Indian children to **1** AI/AN home
  - **7.24** Black/African American children to **1** Black/AA home
  - **2.08** Hispanic Children to **1** Hispanic home
- Region 4
  - **3.66** American Indian children to **1** AI/AN home
  - **2.12** Black/African American children to **1** Black/AA home
  - **1.19** Hispanic children to **1** Hispanic home
- Region 5
  - **4.68** American Indian children to **1** AI/AN home
  - **2.47** Black/African American children to **1** Black/AA home
  - **1.49** Hispanic children to **1** Hispanic home
- Region 6
  - **3.83** American Indian children to **1** AI/AN home
  - **2.68** Black/African American children to **1** Black/AA home
  - **2.21** Hispanic children to **1** Hispanic home

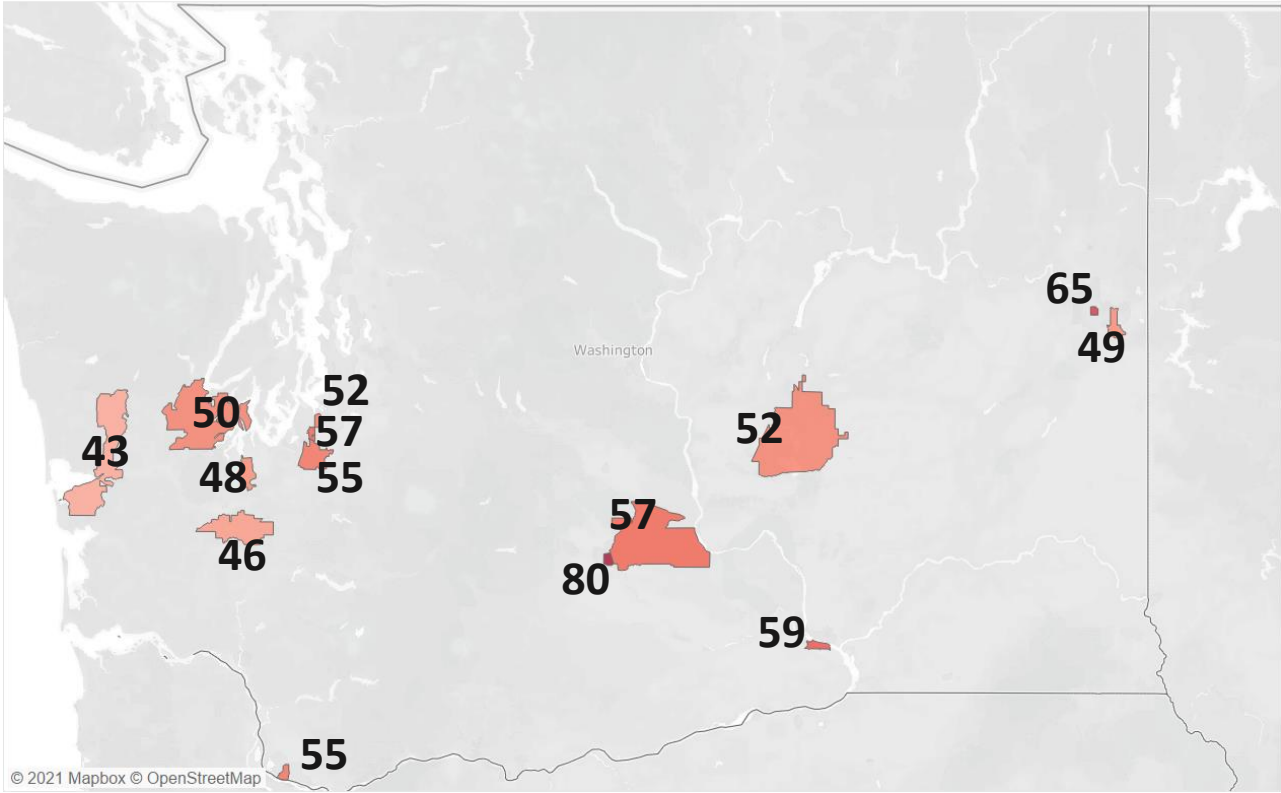




# Recruitment Data Informs Our Strategies



# Zip Code Data



Zip Codes with the Highest Counts of Children Entering Care

City	Removals	City	Removals
Yakima	80	Tacoma	52
Spokane	65	Moses Lake	52
Kennewick	59	Shelton	50
Tacoma	57	Spokane Valley	49
Yakima	57	Olympia	48
Spanaway	55	Centralia	46
Vancouver	55	Aberdeen	43





# Movie Trivia!

**Which of these movies have foster care themes?**

- A. Instant Family
- B. The Blind Side
- C. Hotel for Dogs
- D. Black or White
- E. The Lost & Found
- F. Annie (2014)
- G. All of the above





- ❑ All the highlighted movies are about children and youth involved with the foster care system. They highlight foster care and include kinship care.

# Football Trivia

**All of these famous football players are foster care alumni.**

**Who was raised in Tacoma, Washington?**

- A. Lorenzo Mauldin
- B. Jimmy Graham
- C. Colin Kaepernick
- D. Lawyer Milloy
- E. Michael Oher



# Answer

**D. Lawyer Milloy**



Former Seahawks player raised in Tacoma, WA



# Hollywood Trivia!

**Who was the 2008 Children's Justice Conference Keynote Speaker that is a famous actress who grew up in foster care?**

- A. Rosie Perez
- B. Cher
- C. Victoria Rowell
- D. Tiffany Haddish
- E. Cassidy Mack





# Answer

C. Victoria Rowell



# Technology Trivia!

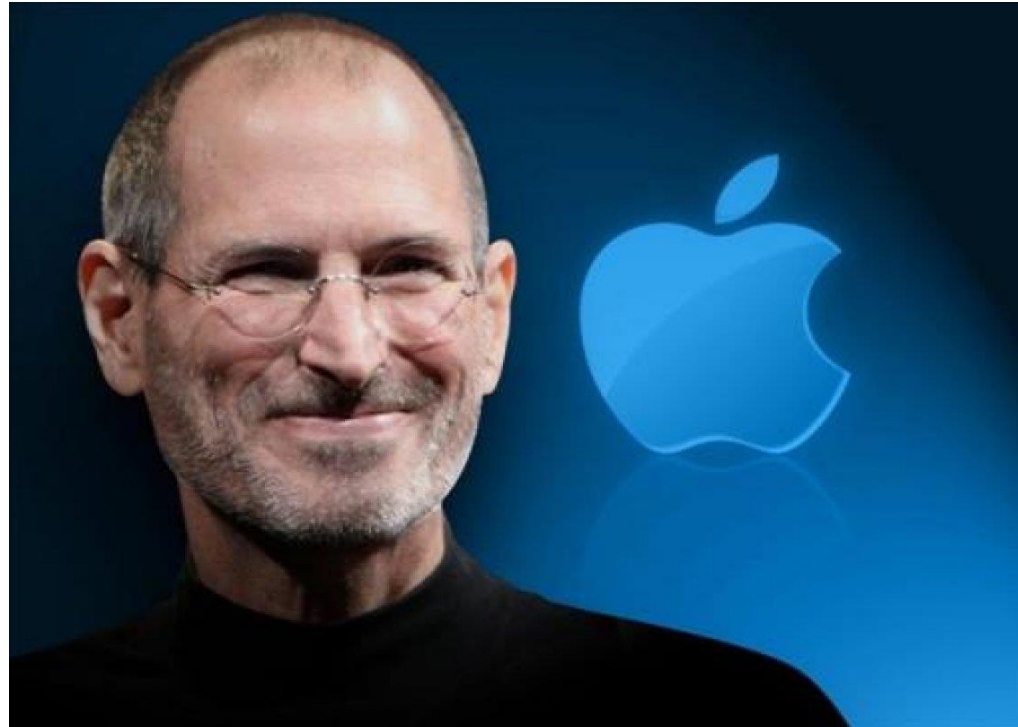
**Who is the technology mogul who grew up in foster care and was adopted?**

- A. Bill Gates
- B. Mark Zuckerberg
- C. Jeff Bazos
- D. Paul Allen
- E. Steve Jobs



# Answer

E. Steve Jobs



# USA Olympics Trivia!

**All of these famous athletes are foster care alumni. Who was a four time USA champion?**

- A. Daunte Culpepper
- B. Simone Biles
- C. Tori Bowie
- D. Carl Hancock Rux
- E. Carlin Isles



# ANSWER

B. Simone Biles



4x Olympic Gymnastics Team Winner



**Alliance**  
**CaRES**



# Building the Alliance CaRES Program



# The CaRES Program Elements





# Alliance CaRES Staff



Jean Brownell,  
CaRES Program Manager



Luanne Hawley, Statewide  
Licensing Coordinator



Shana Burres, Statewide Lead  
Mentor Coordinator



Christa Murray, Statewide  
Volunteer Mentor  
Coordinator



Michael Tyers, Alliance  
Caregiver Education and  
Training Administrator

Mary Robinson,  
Mentor Region 1

April Burrer,  
Mentor Region 1

Angie Stiner,  
Mentor Region 2

Raelynn Cook,  
Mentor Region 3

Lisa Konick,  
Mentor Regions 3, 4, and 5

Nancy Schrader,  
Mentor Region 5

Nathan LaChine,  
Mentor Regions 5 and 6

Michelle Fowler,  
Mentor Region 6

Racheal Turner,  
Mentor Region 6

# Thank You and Questions

**Alliance**  
**CaRES**

THANK YOU.

## Word Cloud

In one or two words, what inspires you to be a part of the caregiver community?

- Please get out your smart phones and go to [www.menti.com](http://www.menti.com)
- Type in the numbers 8820 5093



# Q&A: We'd Love to Hear From You



Thank you!  
Gracias  
Merci  
Danke  
Mahadsanid  
Spasibo  
Xièxie  
Cảm ơn bạn  
Domo Arigatou



# Contact Information

## DCYF Recruitment and Retention Team

- Recruitment and Retention Program Supervisor
  - Codie Veitenheimer, [codie.veitenheimer@dcyf.wa.gov](mailto:codie.veitenheimer@dcyf.wa.gov)
- Retention and Support Program Manager
  - Holly Luna, [holly.luna@dcyf.wa.gov](mailto:holly.luna@dcyf.wa.gov)
- Targeted Recruitment Specialists
  - Region 1, Carissa Stone, [carissa.stone@dcyf.wa.gov](mailto:carissa.stone@dcyf.wa.gov)
  - Region 2, Gabriela Mendez, [gabriela.mendez@dcyf.wa.gov](mailto:gabriela.mendez@dcyf.wa.gov)
  - Region 3, Angelia Etter, [angelia.etter@dcyf.wa.gov](mailto:angelia.etter@dcyf.wa.gov)
  - Region 4, John Gonzalez, [john.gonzalez@dcyf.wa.gov](mailto:john.gonzalez@dcyf.wa.gov)
  - Region 5, Yolonda Marzest, [Yolonda.marzest@dcyf.wa.gov](mailto:Yolonda.marzest@dcyf.wa.gov)
  - Region 6, Chisana White, [chisana.white@dcyf.wa.gov](mailto:chisana.white@dcyf.wa.gov)

## Alliance CaRES

- Phone
  - 206-221-4913
- Online
  - [alliancecarescommunity.org](http://alliancecarescommunity.org)
- Email
  - [alliancecares@uw.edu](mailto:alliancecares@uw.edu)
- Facebook
  - [facebook.com/alliancecarescommunity/](https://facebook.com/alliancecarescommunity/)
- Instagram
  - [instagram.com/allianceforchildwelfare/](https://instagram.com/allianceforchildwelfare/)

