



all children all families

Finding permanent families for children by promoting fairness for lesbian, gay, bisexual and transgender foster and adoptive parents.

Ten Benchmark for Non-Placing Agencies

Benchmark #1: The agency's *client* non-discrimination statement clearly bans discrimination on the basis of sexual orientation.

Benchmark #2: The agency's *client* non-discrimination statement clearly bans discrimination on the basis of gender identity and gender expression.

Benchmark #3: The agency's *employment* non-discrimination statement clearly bans discrimination on the basis of sexual orientation.

Benchmark #4: The agency's *employment* non-discrimination statement clearly bans discrimination on the basis of gender expression.

Benchmark #5: All agency employees receive the training required to work effectively and competently with LGBT clients. Training is required for all participating adoption/foster care providers. After receiving technical assistance on agency's benchmarks, a need for training will be assessed based on the agency's scope of service.

Benchmark #6: The agency proactively educates and advocates for LGBT-inclusive and affirming practice among its organizational partners, collaborators and contractors. Agencies that handle homestudies, post-placement services/counseling and/or other adoption-related services will provide LGBT families any/all referrals to known LGBT welcoming facilities and professionals.

Benchmark #7: All agency-controlled forms and internal documents use inclusive language (e.g., "partner" instead of "spouse" or "parent 1" and "parent 2" rather than "mother" and "father"). Inclusive language within any form used by any type of adoption provider is required to meet this benchmark.

Benchmark #8: All external communications (website, printed materials and recruitment activities) explicitly reflect the agency's commitment to working with LGBT individuals and families.

Benchmark #9: The agency includes standardized LGBT-specific language, examples and exercises in all family training and education activities such as MAPP or PRIDE. All agencies must provide LGBT sensitive and supportive information or services. Staff will also provide information regarding laws affecting LGBT adopters, LGBT community references and family groups for social/community connection, and/or match LGBT families with staff who have proven experience working with LGBT families/children.

Benchmark #10: The agency has had *documented* placements/finalized adoptions with several LGBT foster or adoptive parents; and/or provided foster/adoption services to LGBT families within the past year. Agencies that offer non-placing services use specific tracking system to document services, and length of service provided to LGBT family, and any referral for next steps in adoption process.