



**Series:** Operating Procedures **COA:** ~~NA~~ 3.01  
**CFOP:** NA  
**Procedure Name:** Compliance with the Multi Ethnic Placement Act (MEPA)  
**Procedure Number:** OP-1124  
**Revision #/Date:** NA  
**Effective Date:** 1/30/09  
**Applicable to:** All CBCB Staff and Contract Providers

**SUBJECT:** Compliance with MEPA

**PURPOSE:** To outline the steps CBC of Brevard uses in order to comply with MEPA

**PROCEDURE:**

**References**

Multiethnic Placement Act: PL 103-382

**Background**

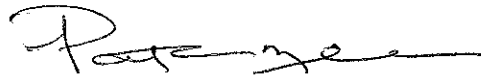
The Multiethnic Placement Act of 1994 (as amended in 1996) prohibits state agencies and other entities that receive Federal funding from discriminating when making a foster care or adoption placement decision on the basis of the parent or child's race, color, or national origin. It also required states to develop recruitment plans for families that reflect the diversity of children within the foster care system.

**Steps**

1. CBC of Brevard requires all its child welfare subcontractors to have recruitment plans that comply with MEPA guidelines, specifically:
  - Prospective foster and adoptive parents will be provided with information regarding waiting children, the adoption process, and supports available to foster and adoptive families.
  - Community members will be reached via a general media campaign, such as radio, TV or print.
2. Each recruitment plan must also contain the following:
  - A description of the characteristics of the foster/adoptive children (i.e., age, race, time in care, special needs, etc.)
  - Specific strategies to reach all parts of the community as reflected in the demographics of the licensed foster home population.
  - Diverse methods of disseminating general and child specific information.

- Strategies for ensuring prospective parents have equitable access to the preparation and selection process and the locations/hours of services that facilitate access by all members of the community.
- Strategies for training foster and adoptive staff in cultural, racial, economic diversity and dealing with linguistic barriers.
- Assurance of non-discrimination in any fee structures.
- Procedures for ensuring a timely search for prospective parents for the awaiting child, including the use of exchanges and other inter-agency efforts, provided that these ensure the placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.
- Assurance that the subcontracted agency does not use any arbitrary or unnecessary standards, (such as those related to age, income, education or housing situation), which exclude groups of prospective parents on the basis of race, color or national origin.

BY DIRECTION OF THE CHIEF EXECUTIVE OFFICER:



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DR. PATRICIA NELLIUS-GUTHRIE  
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CBC of Brevard, Inc.

APPROVAL DATE: 3/2/09