

PROCEDURE

Series:	Operating Procedures	COA: N/A
		CFOP:
Procedure Name:	N/A	
Procedure Number:	Compliance with the Multiethnic Placement Act (MEPA)	
Review Date	OP-1124	
Revision #/Date:	02/02/12, 05/03/16, 04/14/2020, 04/17/24, 09/24/2025	
Effective Date:	N/A	
	01/30/09	
Applicable to:	All FPOCF Staff and Contract Providers	
PURPOSE:	To outline the steps Family Partnerships of Central Florida uses 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 based on 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. Family Partnerships of Central Florida require all child welfare subcontractors to have recruitment plans that comply with MEPA guidelines, specifically:
 - Prospective foster and adoptive parents will be provided with information regarding children available for adoption, the adoption process, and support available to foster and adoptive families.
 - Community members will be reached via a general media campaign, such as social media, radio, or print.
2. Each recruitment plan must also contain the following:
 - A description of the characteristics of 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.

3. FPOCF ensures the following:

- Prospective families reflect the diversity of children available for adoption.
- FPOCF and subcontractors concentrate efforts to diversify community families seeking to adopt children in multiple ways.
- Training is provided on the Multiethnic Placement Act (MEPA) and the Interethnic Adoptions Provision Act to ensure knowledge of federal law that governs how adoptive placement decisions involving race, color and national origin are considered.
- Recruitment teams receive cultural diversity training to increase awareness of diversity, appreciating differences, providing knowledge and strategies to enhance employees' interpersonal and communication skills across diversity.
- Representatives from diverse communities are included in recruitment efforts.

BY DIRECTION OF THE PRESIDENT AND
CHIEF EXECUTIVE OFFICER:



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APPROVAL DATE: 11/7/2025