

SPECIALIZED CHILD WELFARE SUBJECT MATTER

Ethnic Skin and Hair Care

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Policy The Department shall ensure that the basic needs of children in out-of-home care are addressed appropriately and consistently. Basic needs are inclusive of the special care required for appropriate ethnic hair and skin maintenance.

Children in out-of-home care shall have their hair and skin care needs appropriately maintained through the lens of cultural competence.

Definition **Cultural Competence:** The process of developing the knowledge, skills, attitudes, policies, practices and methods that enable positive staff relationships, and provide culturally relevant services to diverse populations, families and communities in diverse settings and situations.

Rationale A comprehensive approach to African American, Latino, and other minority cultures including customs, mores and symbolism. These components must be incorporated into the child's life experience in order to develop a healthy sense of self that encompasses his/her cultural and racial identity.

Purpose Foster families and congregate care providers must be made aware of the Department's comprehensive approach to African American, Latino, and other minority cultures as it relates to hair and skin care. This awareness will result in the proper care of ethnic hair and skin.

Responsibilities of Caregivers and Area Office Staff Caregivers must work in collaboration with the Department, providers, and community resources to appropriately address and become aware of the specialized needs of ethnic hair and skin. Providers assessed as appropriate to care for transcultural placements shall make available the necessary products and/or provide access for children to obtain the necessary products and services to properly maintain ethnic hair and skin.

Procedures When A Transcultural Placement Has Been Identified Caregivers must work in collaboration with the Department, providers, and community resources to appropriately address and become aware of the specialized needs of ethnic hair and skin. **Providers who care for transcultural placements** shall make available and/or provide access to the necessary products and services for children to properly maintain ethnic hair and skin.

Action	Responsible Parties		
	Diversity Action Team	FASU Support Worker	FASU Matcher
Notify the Diversity Action Team (DAT), the FASU Support Social Worker and the child's assigned Social Worker that a transcultural placement has been identified.	✓	✓	✓
Conduct a joint assessment prior to the placement to determine what resources the foster parent requires to facilitate a successful placement.			

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Area Office Social Worker

The assigned Area Office Social Worker shall work with providers and foster families to appropriately address the child's ethnic hair and skin care needs.

The Social Worker shall:

- ensure that arrangements are made for the appropriate care of the child's hair care and skin;
- respect the child's exploration and/or expression of his/her racial identity;
- document the child's hair and skin care needs, and efforts to meet such needs;
- share information on an ongoing basis with the foster family regarding the child's hair and skin care needs; and
- process invoices for reimbursement of services rendered in accordance with the procedure manual.

FASU Support Worker

The FASU Social Worker shall:

- respect the child's exploration and/or expression of his/her racial identity;
- provide the foster parent with information, support, guidance, and referrals to resources on the child's behalf;
- provide the foster family with the opportunity to discuss hair and skin needs of children in their care;
- provide information on reimbursement of services or reimbursement for supplies; and
- follow up with the foster family within one week of receiving a new transcultural placement to discuss potential hair and skin care needs, and ensure that appropriate information has been provided.

Collaborative Responsibilities of the Social Worker and the Foster Parent

The Social Worker Shall:

- help the foster family when necessary to identify and obtain hair and skin care needs and/or services;
- provide the foster family with information, support, guidance, and referrals to resources on the child's behalf; and
- partner with foster parents to ensure that each child's hair care skin needs are met.

If the foster parents are unable to meet the hair and skin care needs of the child, the Social Worker will connect the family to the appropriate resources.

The foster parent shall notify the Department of challenges and obstacles faced in meeting the child's hair and skin care needs, and efforts to meet such needs including securing the assistance of the Social Worker.

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Foster Parent

The Foster Parent shall:

- promote a sense of racial and cultural pride in the child by adequately meeting the child's hair and skin care needs;
- respect the child's exploration and/or expression of his/her racial identity;
- notify the Department of any hair or skin care needs, and efforts to meet such needs of children in their home;
- arrange and/or provide transportation for hair care appointments; and
- view the Ethnic Hair and Skin Manual as an extension of policy and requiring full compliance therewith.

Congregate Care Providers

Congregate care providers shall:

- ensure children in their care have access to ethnic hair and care products and providers;
- ensure that arrangements are made to obtain appropriate care for the child's hair and skin;
- respect the child's exploration and/or expression of his/her racial identity;
- not utilize deprivation of basic hair and skin care as a means of punishment;
- educate staff as to the specialized needs of ethnic hair and skin care; and
- view the Ethnic Hair and Skin Manual as an extension of policy requiring full compliance therewith.

Note: The basic hair and skin needs will be relative to how the hair is styled and maintained. An example is permed hair versus natural hair, braided hair or a simple cut. Basic hair care for permed hair requires re-application and a trim of the ends every 4 to 6 weeks. The hair must be shampooed and conditioned at least once a week. Both steps must be taken with permed hair to prevent breakage. A high fashion style such as finger waves, hair color, or weaving is not a basic requirement to achieving proper maintenance of permed hair. Braided hair and cuts must be maintained every week to two weeks depending on the tenacity of the upkeep and the celerity in which the hair grows. However washing should occur every week. Please refer to the Ethnic Hair and Skin Manual for more detailed information.

Post Placement Procedures To Address Areas of Non-compliance

The DAT shall receive notification of non-compliance issues regarding this policy. Within 2 business days of the DAT receiving the notification a meeting shall be convened to develop and implement a plan to address the issue.

If the non-compliance issue continues to exist after implementation of the plan referenced above, the DAT shall then make the following notifications for further assistance

For foster home placements:

- Area Director
- Central Office OChYP
- Director of Multicultural Affairs

For congregate care facility placements:

- Area Director
- Central Office Licensing
- Director of Multicultural Affairs

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**Responsibilities
of the Office of
Child and Youth
in Placement
(OChYP)**

OChYP in Central Office shall create, maintain, and disseminate to the Area Offices a manual on topics and information related to the special needs and proper care of Ethnic Hair and Skin. To the fullest extent possible Ethnic Hair and Skin Manual shall:

- be a statewide directory listing ethnic hair care service providers;
 - provide information and education on how to care and properly maintain ethnic hair and skin;
 - provide information on the cultural and traditional norms related to grooming and properly caring for ethnic hair and skin;
 - be disseminated to all foster families and congregate care providers; and
 - be viewed as an extension of policy requiring full compliance therewith.
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