



Solid Foundation for Inclusion

At this level, agencies have implemented the essential elements of LGBTQ inclusion in policies and affirming practices. Benchmarks go beyond basic non-discrimination protections to the policies and practices necessary to actively “roll out the welcome mat” to the LGBTQ community. These agencies have also assessed their practices specific to youth and parents to ensure LGBTQ inclusion and acted to make these efforts sustainable for the long-term. Organizations that achieve the Solid Foundation for Inclusion Tier receive the “You Are Welcome Here” Seal of Recognition.



Organization Name	Location
Adoption Exchange	
Adoption Center	Philadelphia, PA
The Adoption Exchange	Denver, CO
Massachusetts Adoption Resource Exchange	Boston, MA
CASA	
Tippecanoe County CASA	Lafayette, IN
Private Child Welfare	
A Baby Step Adoption	Reading, PA
A Loving Choice Adoption Associates	Shrewsbury, NJ
Acadia Adoption Center	Bridgton, ME
Adoption Center of Illinois at Family Resource Center	Chicago, IL
Adoption Resource Associates	Cambridge, MA
Child Crisis Arizona - Adoption & Foster Care	Mesa, AZ
Community Youth Services - Foster Care Services	Olympia, WA
Crittenton Services for Children & Families	Fullerton, GA
Devereux Advanced Behavioral Health - Georgia	Kennesaw, GA
Devereux Advanced Behavioral Health - Philadelphia - Foster Care Services	Philadelphia, PA

Organization Name	Location
Devereux Advanced Behavioral Health - Texas Treatment Network	League City, TX
Five Acres Foster/Adoptive Family Agency - Foster Care & Adoption Services	El Monte, CA
Hathaway-Sycamores	Pasadena, CA
Jonathan's Place - Foster Care & Adoption Services	Garland, TX
Lawrence Hall	Chicago, IL
Little City Foundation	Chicago, IL
Northeast Ohio Adoption Services	Warren, OH
Northwest Resource Associates	Seattle, WA
Optimist Youth Homes & Family Services	Los Angeles, CA
Pact, An Adoption Alliance - Placement Team & Adoption Agency Services	Emeryville, CA
Seneca Family of Agencies - Bay Area	Oakland, CA
Seneca Family of Agencies - Southern California	Anaheim Hills, CA
Your Adoptive Family	Seattle, WA
Public Child Welfare	
Washington County Department of Social Services - Child Welfare Division	Hagerstown, MD