



## Business Impact Program Building a Foster-Friendly Business

Learn how to **CARE** for foster families in the workplace

### Create a Foster-Friendly Culture

# C

**Your business most likely has a precedent for what to do when an employee is pregnant or adopting a child.** It's important to decide on a precedent for foster care in just the same way.

**Some questions to consider** - What type of leave will a new foster parent need? How can this be integrated into your HR policies? What type of support could you offer them through your office (gift card drive, shower, etc)? What else is unique about your workplace that could carry-over into how you support this new foster family?

### Acts of Service

# A

**What can you do to help a new foster family?** Imagine what you would need if you had 1, 2, 3, 4 or sometimes more children dropped off at your home! New foster families need all of the ideas that just came to mind.

- **Meal train - Lawn Care - Laundry - Cleaning - Errands/Grocery shopping -**

Even if you are not comfortable offering this assistance personally, consider chipping in as a staff for a lawn care company to mow their yard for a month or a cleaning company to clean for a time or two. It will be appreciated!

### Resources

# R

**Kids are expensive.** There is no doubt about that. Although foster parents do receive a small daily stipend for each child in their home, the resources your business could provide will make a huge impact.

**This is an opportunity to get creative!** The family may need diapers, clothing, school supplies, gift cards, shoes, beds, toys and much more! Even consider sponsoring a child's participation in a sport or other activity to relieve some of the financial burden.

### Education

# E

**The BEST thing you can do to build a foster-friendly workplace is to educate yourself about foster care.** Here are a few resources to get you started!

**TN Fosters** - State-wide Initiative around foster care: [tn.gov/tnfosters](http://tn.gov/tnfosters)

**Foster the Family** - A foster mom opens up about her experiences: [fosterthefamilyblog.com](http://fosterthefamilyblog.com)

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