

KIN-FIRST ROADMAP

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Your trip will not go smoothly if you don't account for:

- Child Age & Development
- Race, Culture, & Community
- Family Structure & Dynamics
- State Policy Context
- Tribal Sovereignty
- The Child-Parent-Caregiver Balance

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Build Policy

- Use the 7 policy pillars
- Pull all available financing levers (and create new ones)
- Best of both worlds — public-private collaborations

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Sustain & Scale

- Data-driven accountability is celebrated
- Listen to families and do better
- Go beyond kinship navigation

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Dismantle Barriers

- Ensure pathways to permanency for kin
- Push financial parity for kin
- Give concrete and economic support from the beginning

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Champion Change

- Leadership models priorities
- Build structure and capacity for kin in each department
- Support and collaborate meaningfully with family

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Examine Your Mindset

- Leaders dismiss holdover beliefs from agency culture
- Design with facts, not myths
- Eliminating barriers requires questioning assumptions

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Make the Case

- A child's need to belong = driving factor
- Connection + continuity + culture = stability
- Research is undeniable and available

Seven Pillars of Kin-First Policy:

- Pay Parity
- Flexible Licensing
- Presumptive Kin Placement
- Expanded Definitions of Kin
- Emergency Approval Pathways
- Court Accountability
- Kinship Navigator & Benefits Access

