

MINUTES OF THE DURHAM CAS COMMUNITY ADVISORY COUNCIL
29 November 2016

Attendance

Community:	Akilah Haneef Larry Johanson Leroy Clarke Sandra Forsythe (participated via telephone) Shaida Asseli Veralyn Alleyne
Board:	Bryan Buttigieg Michelle Davis Naveen Balakrishnan
Staff:	Dawn Walcott-Parris Tahmena Bokhari Wanda Secord
Administrative Support:	Terri Hedley Cheryl Morris Susan McNeil

The meeting was called to order at 6:46pm

I. WELCOME

Bryan Buttigieg welcomed Community Advisory Council (CAC) members to this first meeting. The Council was started through a request from community leaders Akilah Haneef, Leroy Clarke and Sandra Forsythe who were part of the Building Bridges work, requesting a permanent committee to meet regularly to discuss long standing issues. There was overwhelming support for this from Durham Children's Aid Society (DCAS) Board and staff, as the well-being of children in our community is of common interest. A draft Terms of Reference was developed over the summer and the Council includes 7 community partners, 3 DCAS board members and 3 DCAS staff.

II. ROUNDTABLE INTRODUCTIONS

Meeting attendees introduced themselves starting with Tahmena Bokhari, Anti-Oppressive Practice Integration Leader (AOPIL) who welcomed all to this inaugural meeting. The Community Advisory Council is the first of its kind in the child welfare sector of Ontario. It was noted that Meeting Guidelines were distributed as part of the package members received.

III. DURHAM CAS ANTI OPPRESSIVE PRACTICE JOURNEY PRESENTATION & DISCUSSION

Tahmena Bokhari, Anti-Oppressive Practice Integration Leader (AOPIL) provided an overview of AO within child welfare and particularly within DCAS. Tahmena explained that the AO Needs Assessment conducted by Dr. Leeno Karumanchery has now been formulated into a 5-10 year AO Road Map based on his recommendations. Council members were provided with an

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Executive Summary of the Needs Assessment in advance of the meeting. The presentation is attached as Attachment A – Anti Oppressive.

Tahmena offered updates on the 2016/17 priorities contained within the presentation:

1. Staff demographic census (*census completed in the fall of 2016 by CCDI, awaiting results*)
2. Service user demographic data collection (*have statistics on children in care and Tahmena is working with staff on asking the questions about culture/race*)
3. Truth and reconciliation recommendations (*This Act is public*)
4. Exploring AO/Signs of Safety (SOS) integration (*DCAS is implementing the SOS model and working on how to integrate AO into this service model*)
5. Conducting a Town Hall with racialized staff to understand their experiences and brainstorm on support (*DCAS's first town hall was held on November 22, 2016*)

Discussion points following the presentation:

- Role of AOPIL – how is AOP and the AOPIL being accepted by staff; how can CAC support Tahmena in her role
- DCAS Board of Directors Perspective of Tahmena – she is a great asset to the Society and brings credibility; the Society looks to Tahmena for direction in moving AO forward; it is difficult to measure AO and the Board looks to Tahmena to advise how they can best support her in her role
- AOPIL's Direct Report – questioned whether this position should report to the Executive Director vs. the Director of Human Resources; the community has voiced that they feel the AOPIL should report to the Executive Director
- Work of the AOPIL – what happens to AO work in the absence of the AOPIL?

Tahmena was thanked for her presentation.

IV. RECEIPT OF THE TERMS OF REFERENCE WORKING GROUP MINUTES OF SEPTEMBER 8, 2016

The Community Advisory Council's Terms of Reference were developed over the course of 3 meetings held during the summer of 2016. The Terms of Reference were distributed and reviewed by Council members.

It was suggested that the following revisions be made to the Terms of Reference:

- Quorum – add that CAC members may participate via teleconference
- Governance – add that the CAC will adopt Robert's Rule of Order as its meeting procedures guide

DECISION: It was agreed that the Community Advisory Committee's Terms of Reference be accepted with the above-noted 2 additions. All in favour.

V. ADOPTION OF THE TERMS OF REFERENCE FOR THE COMMUNITY ADVISORY COUNCIL (CAC)

The Community Advisory Council acknowledges receipt of the Terms of Reference and the Terms of Reference Working Group Minutes dated September 8, 2016.

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VI. ELECTION OF CAC CO-CHAIRS

Community Co-Chair Nomination

Sandra Forsythe was nominated by Akilah Haneef, seconded by Larry Johanson and Leroy Clarke. Sandra Forsythe accepted the nomination. Sandra Forsythe is acclaimed as co-chair of the Community Advisory Council.

DCAS Co-Chair Nomination

Wanda Secord was nominated by Tahmena Bokhari, seconded by Michelle Davis. Wanda Secord accepted the nomination. Wanda Secord is acclaimed as co-chair of the Community Advisory Council.

Term

It was agreed that the co-chairs will serve a 1-year term from January to December 2017.

VII. OTHER

MOTION by Leroy Clarke, seconded by Akilah Haneef, to recommend that the AOPIL position report to the Executive Director

Discussion:

- The motion is raised based on repeated requests from the community that the AOPIL report to the Executive Director
- Rationale behind the motion was requested
- Some council members are not prepared to decide upon this motion and require additional information (background as to why AOPIL currently reports to the Director of Human Resources, the AOPIL's opinion, to whom other AOPIL's in the province report)
- Other council members are ready to vote on this recommendation at this time
- Some council members expressed that AO is bigger than Human Resources and is a cultural change within the organization; AO must stand at the top and if it lies with Human Resources, it is less credible and there will be less cooperation and acceptance; reporting to the Executive Director sends a clear message that it comes from the top
- The Director of Human Resources brought AO into DCAS, championed it and is integral at the AO table
- AOPIL reports administratively to the Director of Human Resources but also works closely with the Executive Director and Leadership Team to implement AO across the organization, as AO is an organizational initiative and directive at Durham CAS
- Prefer reporting be about the position vs. the person who holds the position
- Concerned that reporting to a position lower than the Executive Director will slow down AO work
- More discussion is required, therefore it was suggested to table this motion until the next meeting to give it proper consideration
- While motions can be made during meetings, there was nothing on the agenda to suggest this topic was coming forward for consideration/decision
- Suggested that Tahmena Bokhari, AOPIL work with Wanda Secord, Executive Director to create a rationale for the AOPIL's direct report, looking at all items to make it successful

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ACTION: Add "AOPIL Direct Report" to the next meeting agenda of the Community Advisory Council

DECISION: Leroy Clarke has withdrawn his previous motion and will reintroduce it at the next meeting of the Community Advisory Council

VIII. SCHEDULE OF MEETINGS

The Council agreed to meet monthly from January to May 2017, at which time meeting frequency will be reviewed. It was noted that Tuesday and Wednesday evenings were not available to some Council members. The Council will be canvassed regarding a convenient meeting night and the schedule will be communicated once determined.

MOTION by Michelle Davis, seconded by Leroy Clarke, to adjourn. CARRIED.

Meeting adjourned at 8:51pm.