

MINUTES OF THE DURHAM CAS COMMUNITY ADVISORY COUNCIL
13 March 2017

Attendance

Community:	Akilah Haneef Larry Johanson Sandra Forsythe (Chair) Shaida Asseli (participated via phone) Veralyn Alleyne
Board:	Bryan Buttigieg Michelle Davis Naveen Balakrishnan
Staff:	Dawn Walcott-Parris Wanda Secord (Co-Chair)
Regrets:	Leroy Clarke Raphael Francis Tahmena Bokhari
Administrative Support:	Terri Hedley (Minutes)

The meeting was called to order at 6:49 pm.

I. APPROVAL OF AGENDA

The agenda was approved as distributed.

**MOTION by Bryan Buttigieg, seconded by Naveen Balakrishnan to approve the agenda dated March 13, 2017. All in favour.
CARRIED**

II. APPROVAL OF PAST MINUTES

The following revision to the minutes dated January 19, 2017 was noted:

- Page 3, paragraph 6 – add “meeting” to the end of the sentence

**MOTION by Dawn Walcott Parris, seconded by Larry Johanson, to approve the minutes dated January 19, 2017 with the above-noted change.
CARRIED**

III. DECLARATION OF CONFLICTS OF INTEREST

There were no declarations of conflict of interest.

IV. AOPIL REPORTING RELATIONSHIP – UPDATE

In January 2017 the recommendation was made to have the AOPIL report to the Executive Director and an update was to be provided at the March meeting. Since that time, the AOPIL has been on a one month leave which has since been extended for another two months.

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Wanda Secord advised that this decision will be deferred until after the AOPIL returns from leave in order to process it with her before bringing the decision back to the Council. The community members of the Council asked who the AOP contact is while AOPIL is on leave. Key contact people are Dawn Walcott Parris, Melissa Beckette-Batchellor and Wanda Secord. DCAS Leadership Team will be moving the AO agenda forward in her absence. As well, the AO Steering Committee is available for staff support and outside consultation can be considered as needed.

V. REVIEW OF DR. LEENO KARUMANCHERY'S DURHAM CAS ORGANIZATIONAL NEEDS ASSESSMENT & WORK ACCOMPLISHED TO DATE (CONDENSED AO ROADMAP)

The following documents were reviewed: *DCAS Organizational Needs Assessment* and *AO Roadmap (Condensed)*.

Durham CAS Journey Summary

- Diversity Committee
- Participation on the OACAS Anti-Oppression Anti-Racism Roundtable.
- Anti-Oppressive/Anti-Racism (AO/AR) Roundtable paper on AOP in Child Welfare in 2008
- OACAS project to develop an AOP Framework – 2009
- AOP Framework for Child Welfare in Ontario – August 2010 Wong and Yee
- Ministry Culture Competence Directive for providers of service to children in care – approximately 2010
- AOP is not a directive or mandated, it was DCAS's choice based on our work on AO/AR and thinking it would be positive for the agency and children, youth and families
- Began training in 2010-11 with Dr. Leeno Karumanchery
- 2010 in cost containment and lay-off – still put value on AOP program development and enhancement
- 2011 – wanting to move forward with implementing AOP Framework
- 2011-12 – Dr. Leeno Karumanchery's training of staff largely completed, moving to foster parents
- Board training in 2011
- Undertaking Organizational needs assessment with Dr. Leeno Karumanchery 2011 completed in 2012.
- Hired AOPIL in May 2012

Question & Answer session:

- DCAS was commended for showing good leadership by taking on this work when it was not mandated
- Board recommendations – some items might never be able to be marked as complete. Suggested replacement wording “in place” or “ongoing”
- Future planning section – there was an 8-10 year plan to adequately address the recommendations
All recommendations were brought forward in the interest of transparency
- Recommendations were prioritized in order to manage the workload

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- Discussed recommendation “Remove barriers to equitable hiring such as removing social location info (name, address, international education, etc.)”:
 - This recommendation seems contradictory to the recommendation to collect staff demographics
 - Sometimes this information is required as the Society does targeted recruitment for a specific skill set (e.g. language)
 - Suggested ways to operationalize recruitment without the social location information – AO hiring team, HR filters out social location information prior to providing resumes to hiring supervisors
 - The challenge of stripping away this information could be that the Society moves away from having equitability among staff; not all diversities are visible; ‘blind hiring’ gives no picture of the internal demographics
 - There is a social impact on people who are not hired based on their social location; people can be seriously impacted by assumptions
 - Discussed how people self-identify vs. how they are seen by others
 - In terms of contradicting recommendations, rather than removing or replacing them, perhaps they can be reshaped and elaborated upon

Staff Census

Wanda Secord advised that DCAS completed a voluntary staff census in the fall of 2016. CCDI (Canadian Centre for Diversity and Inclusion) was contracted and the results were received in January 2017. Highlights shared:

- 67.25% of employees completed the survey (return rate is statistically significant)
- 25% of DCAS staff identify as Racialized
- 32.4% of caseworkers identify as Racialized
- 10.1% of overall staff identify as black
- 3.63% of overall staff identify as mixed race
- 15.74% of caseworkers identify as black
- 4.63% of caseworkers identify as mixed race
- No statistical significance between personal demographics and whether a manager or bargaining unit staff (minority staff do not face barriers obtaining management positions)
- Racialized comparison in the report: 25% of DCAS identify as Racialized; 20.07% population of Durham Region; 24.72% of the labour force Ontario; and 18.01% of the labour force in Canada

VI. COMMUNITY STRATEGIC TRACKING DOCUMENT

CAC reviewed the document *Community Strategic Tracking Document*. This document is a compilation of all questions and answers coming out of the 2 Building Bridges sessions (November 2015 & April 2016). The intent is to use this document as partly an action plan and partly a recording document.

CAC community members would like to report back to the community at the May event in regards to the information contained within this document. CAC would like to review the questions/answers prior to the May event with the intent to distribute this document to the community at this event.

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Discussion Points:

- Complexity of answers discussed – these answers were given on the spot and do not necessarily reflect the complexity of the situation addressed; the community may be looking for more fulsome answers
- Some of the unanswered items might be able to be answered prior to the May event
- Specifically discussed the response to *DCAS Internal Racial Supports* (page 6-7) – the response may not adequately address this concern for the community; there are different responses based on the relationship with the person involved; this answer is a snapshot, complexities are to be examined
- Important to note that work continues since these answers were given in 2015/16
- Outcome column can be utilized for items implemented following the May Town Hall and to clarify items

Suggestions:

- DCAS to review and provide answers to community questions with a view to adding complexity/detail where appropriate
- Organize the document by theme
- Conduct a review of document over the course of several sessions
- Create a 2-page summary of this document for distribution to the community and bring back to CAC for review and collaboration

ACTION: CAC community members to bring a draft 2 page summary Community Strategic Tracking Document to the April 10, 2017 CAC meeting for final collaboration

VII. PLANNING FOR ANNUAL BUILDING BRIDGES COMMUNITY MEETING

- Date**
- May 2 or May 3 (to be determined)
- Location**
- Sandra Forsythe was unable to secure a community location
 - Event to occur in the boardroom of Durham CAS
- Format of Event**
- After discussion, it was agreed that the event will open with both community leaders and DCAS presenting together as a Council, followed by a break-out session for community leaders and community members
 - Summary Community Strategic Tracking Document to be presented at the Town Hall
 - Any information from the break-out session can be brought forward to the CAC table

ACTION: Doodle poll to be sent to CAC to determine the preferred May Town Hall date

ACTION: Draft flyer to be created by DCAS and reviewed at the April 10, 2017 CAC meeting

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VIII. COMMUNITY/AGENCY UPDATES

African Canadian Legal Clinic (ACLC) Update

The ACLC proposal has been completed, submitted and approved by the Ministry. ACLC is waiting to receive funding from the Ministry, at which time they can proceed.

VIII. ADJOURNMENT

Meeting adjourned at 8:45 pm.

DRAFT

**DURHAM CAS COMMUNITY ADVISORY COUNCIL
ACTION REGISTRY**

Period: November 2016 – December 2017

Number	Item	Date of Meeting	Who	Target Date	Completed
1.	Add "AOPIL Direct Report" to the next meeting agenda of the Community Advisory Council	November 29, 2016	Sandra Forsythe Wanda Secord	January 19, 2017	January 19, 2017
2.	Send another poll to the Council to determine meeting dates for February to May 2017 Community Advisory Council Meetings.	January 19, 2017	Terri Hedley	January 23, 2017	January 23, 2017
3.	Dr. Leeno Karumanchery's full Organizational Needs Report to be provided to the Council	January 19, 2017	Wanda Secord	March 13, 2017	March 6, 2017
4.	Decision regarding the AOPIL reporting relationship	January 19, 2017	Wanda Secord	March 13, 2017	Deferred
5.	CAC community members to bring a draft 2 page summary Community Strategic Tracking Document to the April 10, 2017 CAC meeting for final collaboration	March 13, 2017	CAC Community Leaders	April 10, 2017	
6	Doodle poll to be sent to CAC to determine the preferred May Town Hall date	March 13, 2017	Terri Hedley	March 15, 2017	March 15, 2017
7	Draft flyer to be created by DCAS and reviewed at the April 10, 2017 CAC meeting	March 13, 2017	CAC DCAS members	April 10, 2017	
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