



DURHAM
Children's Aid Society

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**Building Bridges for the Success of
our Children and Youth**

April 14, 2016



Durham CAS Anti-Oppressive Practice Journey

- ✿ Durham CAS has been actively engaged in Diversity and Anti-Oppressive Practice (AOP) for many years
- ✿ Since 2007, Durham CAS has participated in the Child Welfare AOP Roundtable which developed provincial AOP discussion paper and framework
- ✿ In 2011, Durham CAS hired Dr. Leeno Karumanchery to:
 - ✿ provide comprehensive AOP training to all agency staff, board of directors, and begin training for caregivers
 - ✿ conduct an agency Anti-Oppressive Organizational Needs Assessment - completed 2012



Durham CAS Anti-Oppressive Practice Journey

- ✿ Dr. Karumanchery's Anti-Oppressive Needs Assessment Key Areas (2012):
 - ✿ Focus, Direction and Foundation
 - ✿ Responsibility, Accountability and Transparency
 - ✿ Human Resources Practices
 - ✿ Quality Assurance Measures
 - ✿ Supervision
 - ✿ Communication
 - ✿ Oppressive Paradigms in Child Welfare



Durham CAS Anti-Oppressive Practice Journey

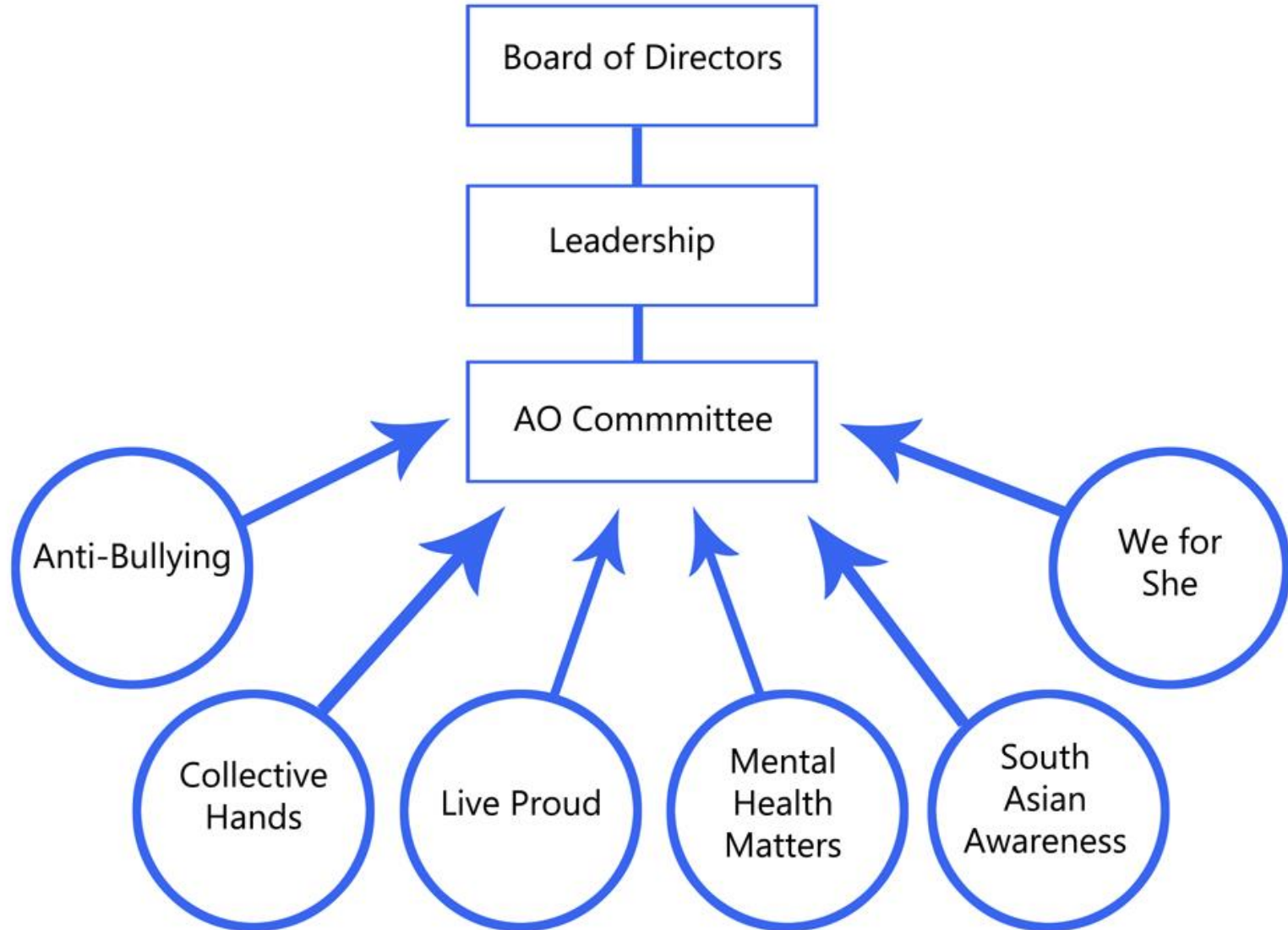
- ✿ In April 2012, Durham CAS hired our AOP Integration Leader, Tahmena Bokhari.
- ✿ Since that time Durham CAS has:
 - ✿ Developed our AOP Directional Statement
 - ✿ Established a comprehensive AOP committee structure involving staff at all levels- steering committee is co-chaired by the ED and the AOPIL
 - ✿ Developed an Equity Lens and all of our operational and board policies have been revised within the framework
 - ✿ Developed a multi-year AOP work plan
 - ✿ Developed a continuous process for training and ongoing integration of AOP within the agency for board, staff, caregivers and volunteers
 - ✿ Integrated AOP into service delivery
 - ✿ Worked to enhance engagement with diverse communities
 - ✿ Publicly launched AOP to the community – June 2, 2015

Durham CAS Anti-Oppressive Practice Journey

- ❧ Multi-year work plan and accomplishments noted integrates Dr. Karumanchery's Needs Assessment with the Provincial Child Welfare AOP Framework
- ❧ Current focus on:
 - ❧ Data collection and analysis of service user demographics
 - ❧ Staff census
 - ❧ FNMI approach to service delivery for Indigenous community
 - ❧ AOP and SOS framework integration



AOP COMMITTEE STRUCTURE



Continued Work Towards Success

- ✿ Staff attendance at Ryerson University's Anti-Black Racism Conference
- ✿ Inaugural Black History Month Community Event – February 22, 2016
- ✿ Participation in Provincial “*One Vision One Voice*” Project
- ✿ Support of the African Canadian Legal Clinic Child Welfare Intervention Services
- ✿ Building Bridges working group



Durham CAS Priorities from Building Bridges Consultation

- ✿ Strengthen our demographic data collection and analysis to understand who we are serving and to identify trends regarding service users, proportionality and needs
- ✿ Provide staff culturally sensitive training and tools to accurately collect demographic data
- ✿ Develop resource list of African Canadian service providers to support families



Why are these Priorities important?

- ✿ Align with DCAS Vision and Mission for service in our community
- ✿ Directly related to our AOP work plan
- ✿ Responsive to the community priorities
- ✿ Align with Provincial Child Welfare direction, i.e. data collection, Indigenous approaches, improved service to African Canadian families to address disproportionality
- ✿ Align with Human Rights Commission request for data



AOP Directional Statement

We are committed to anti-oppressive practice in which we challenge the impacts of power and privilege, eliminate barriers, and are inclusive of the broad range of diversity in our community.

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Thank You

