

# Notes of the Community Advisory Council Meeting

## Tuesday, September 14th, 2021 \* 6:30 pm - 8:30pm

### Virtual MS TEAMS Meeting

**PRESENT:**     **Community Members:** Leroy Clarke, Raphael Francis, Sandra Forsythe, Veralyn Alleyne, Renee Whittaker  
**Board Members:**  
**Staff Members:**         Steve Woodman, Odelia Francis, Jaihun Sahak (co-chair), Cheryl Green (recorder)  
**Guests:**                 Margaret Parsons, Charmalee Harris  
**Regrets:**                 Gabrielle Provencher, Aisha Delpêche, Robert Royer, Blessing Morka, Karen Chen

Item	Item Discussion	Action / Decisions	Responsibility
1.	<b>Welcome: Land Acknowledgement &amp; CAC Statement</b> - The meeting commenced at 6:38pm. Quorum was not met. The Land Acknowledgement was read by Steve Woodman. The Community Advisory Council (CAC) Statement was read by Raphael Francis.		
2.	<b>Approval of Agenda</b> – Attendees reviewed the agenda; although it was not approved due to not meeting quorum, attendees agreed to move ahead with the agenda as is.		
3.	<b>Declaration of Conflict of Interest</b> - There were no declarations of conflict of interest.		
4.	<b>Approval and Review of Minutes</b> - This item will be deferred to the October meeting as quorum was not met.		
5.	<p><b>Child Welfare Redesign Project Pilot Proposal Update – Margaret &amp; Charmalee</b>  Margaret provided an update on the completed and final proposal ‘<i>Kasserian Ingera; The Durham Model for Prevention and Early Intervention</i>’. The proposal was shared with the Board Chair and specific Durham Children’s Aid Society (DCAS) staff members; positive feedback was received from both groups. The proposal contains the following information:</p> <ul style="list-style-type: none"> <li>• Background and Overview of the Context <ul style="list-style-type: none"> <li>➢ Over representation of Black children and youth in care: A Gap in Services</li> <li>➢ Intersection of race and poverty</li> <li>➢ Race, poverty and class bias and their intersection with child welfare involvement</li> <li>➢ Institutional bias and the intersection with child welfare involvement</li> <li>➢ More specific challenges of child welfare involvement for Afro-Caribbean families</li> </ul> </li> <li>• An Overview of the Legislative and Policy Framework</li> </ul>		

- The Child, Youth and Family Services Act and the United Nations Convention on the Right of the Child
- White, middle-class normativity embedded in legislation and practice
- Standardization of child welfare tools disadvantages black families
  
- Alignment with Ontario's Child Welfare Redesign Strategy
  - Shifting to prevention and early intervention
  
- Need for Child Welfare Redesign and Intervention Services in Durham
  - Systemic Program of Anti Black Racism (ABR)
  - Role of Public Institutions
  - Direct Involvement of Black Community
  - Lack of Resources
  
- Proposal
  - Program Design
  - Program Model: From Reporting to Supporting
  - Implementation of Durham Model
  - Public institutions and the Duty to Report: moving away from reporting to supporting
  - Community based organization criteria
  - Independent service evaluation

Feedback received from all consultations are weaved into all aspects of the proposal; this includes direct quotes from participants.

Two budgets were presented; a 'wish list' budget (\$800,000) as well as a budget focused on the parameters set by the Ministry's funding (\$250,000). An 8-page Executive Summary was created to focus on the why and how of the proposal. Margaret met with the Indigenous group presenting and preparing an Indigenous focused proposal; many similarities are noted between the two communities.

Margaret received positive feedback from Community CAC members.

Question – Is the proposal at the stage that it can be presented to the Ministry or is there more fine-tuning to be done? The proposal is completed and finalized (70 pages long). It is unknown at this point if the proposal will be available for community members to access.

Question – What would be the hold up for not sending it to the Ministry? There will not be a hold up, however, the preamble to pull both proposals together (Black and Indigenous) still needs to be written/created. The proposal application should be into the Ministry by the end of September. Steve

noted he would like the full document to be available to the Board and the CAC after it is submitted to the Ministry. The Indigenous proposal is on track for submission as well.

Question – Do we run the risk of not receiving funding because the entire proposal is more than the available funding? And if yes, how do we navigate this? This is why there are two separate proposals. The starting point (\$250,000) is from the Ministry; the other ‘wish list’ budget shows what other variables are needed to acquire the ultimate goal (budget #2). We will be able to implement the Ministry funding, while simultaneously look at how to make implementation more robust to meet the ultimate goal. DCAS is already working towards and making progress on other initiatives included on the larger wish list.

Question - Budget #1 only addresses and incorporates salaries; where does the other support and infrastructure money come from for the program? How will DCAS make this successful based on budget #1? There are already aspects of the proposal at DCAS which already address some of this work - Admission Prevention, African Canadian Service (ACS) Team, One Vision One Voice (OVOV). This will be indicated when the proposal is submitted to the Ministry.

Steve has connected with Amber Crowe (Executive Director of Dnaagdawenmag Binnoojiiyag Child & Family Services (DBCFS) regarding the timeline for completion of the Indigenous proposal. CAC members noted their concern regarding the readiness of the Indigenous proposal by the end of September. Suggested to document and list all the variables and factors that DCAS has already completed in coordination with this proposal.

CAC members had a fulsome and thorough discussion around child protection logistics noted in the proposal; discussion highlights included:

- Question – What are some of the indicators in the proposal Steve would like to change (earlier in the meeting, Steve noted there were factors of the proposal that would be altered slightly when implemented)? Over two weeks ago Steve saw a draft of the proposal in which some areas of clinical social work components were unclear (grassroots organization staff doing child welfare work). Authorized child welfare social workers are legislated; it is part of the Child Youth and Family Services Act (CYFSA). The scope of the job descriptions in the proposal needs to be a support to the child protection work not a replacement of the work of the DCAS ACS team. It is about creating partnerships within the Black community.
- Margaret stated that the clinical social worker would assist and support families if they were involved with the ACS Team/OVOV Lead, to give the family a voice in their care plans.
- DCAS noted that some of the roles described blurred into the roles of DCAS protection workers/mandate; clinical social work should be through the ACS Team at DCAS.
- This is a wonderful opportunity to marry the work DCAS is already doing in addition to the great service proposed in the report. Streamline services and partner with organizations to meet the needs of the community to continue to move forward together.

	<ul style="list-style-type: none"> <li>• Margaret noted this is the first instance she has heard the concerns; she would have addressed them if she had known about them before now. Margaret stated that the needs reflected in the proposal are direct reflections of feedback received at consultations.</li> <li>• The ACS Team and the proposal program cannot be two competing interests. The proposal program can be run independently in relationship with DCAS; work collaboratively to ensure the safety of the children based on Ministry mandates.</li> <li>• Community members noted that the Black community has a distrust of CAS.</li> <li>• Community members noted their disappointment with DCAS’s desire to change some aspects of the proposal, as well as concerns noted this late in the process.</li> <li>• There are services that DCAS would like to be provided by outside organizations, that are currently done by DCAS staff. DCAS acknowledges that some of their staff can be ‘messy’; however, they are working towards changing internal structures to make things better.</li> <li>• Question from the community – when you are working within a system that is already broken, no matter the colour of a staff’s skin, how do you create the trust the community deservedly requires?</li> <li>• DCAS noted the proposal will be used whether or not the funding is granted by the Ministry.</li> <li>• The main concern is the end result; the objective of proposal should be to end the disproportionality of Black children involved with child welfare.</li> <li>• The proposal is very holistic; all stages of a family’s involvement with child welfare was addressed.</li> </ul>		
5.	<b>Community &amp; Agency Updates</b> – Deferred to next meeting due to time constraints.		
6.	<b>Adjournment</b> The meeting was adjourned at 8:34pm.	No quorum.	