

Minutes of the Community Advisory Council Meeting

Monday, December 14th, 2020 * 6:30 pm-8:30pm

Virtual MS TEAMS Meeting

PRESENT: **Community Members:** Leroy Clarke, Raphael Francis, Renee Whittaker, Blessing Morka
 Board Members: Robert Royer, Gabrielle Provencher, Aisha Delpeache
 Staff Members: Steve Woodman, Dawn Walcott-Parris, Amanda Colacicco, Cheryl Green (Recorder)
 Regrets: Karen Chen, Sandra Forsythe, Veralyn Alleyne

Item	Agenda Item	Item Discussion	Action / Decisions	Responsibility
1.	Welcome: Land Acknowledgement & CAC Statement	The meeting commenced at 6:38pm; quorum was met. The Land Acknowledgement was read by Steve Woodman. The CAC Statement was read by Raphael Francis.		
2.	Approval of Agenda	The agenda was reviewed and approved by attendees.	Decision to approve the agenda of December 14th, 2020. MOTIONED by Dawn Walcott-Parris and SECONDED by Renee Whittaker. CARRIED	
3.	Declaration of Conflict of Interest	There were no declarations of conflict of interest.		
4.	Approval of Minutes	Dawn amended information on page 4 (agenda item #7 - Foster and Kin Care). Durham Children's Aid Society (DCAS) was part of a review initiated by the Ministry in 2007; DCAS did not initiate the review.	MOTIONED by Gabrielle Provencher and SECONDED by Aisha Delpeache to approve the minutes of November 9th, 2020 with the change. CARRIED.	
5.	OVOV: Mapping & Priorities	A DCAS internal work group was established to examine the 11 race equity practices in terms of priority in the next fiscal year. The work group consist of 20 staff from all areas of DCAS (service and nonservice); their first meeting is next week. The size and diversity of the group will allow subcommittee work in specific areas of interest and expertise. The work plan is well populated thus far (25 pages) but the narrative/explanation portions may		

		<p>lessen as work group members are more acclimatized to the content. Short term goals through December and January include a draft Terms of Reference (ToR) and group work plan. The internal group is scheduled to attend a leadership team meeting in February 2021 to share the work plan and receive endorsement in moving forward with key pieces. The finalized product will be shared with the CAC closer to that February meeting; the draft will be added to the portal once it is launched. In the near future, there will be internal postings for both the full time manager position of the multi-service Black team and the One Vision One Voice (OVOV) project lead. An outside consultant was hired to source candidates for the Anti-Oppressive Practice Diversity Equity Inclusion (AOP DEI) position; at this time, three candidates have been presented with another batch coming soon. Interviews will most likely occur in early January 2021. There have been internal and external expressions of interest for the AOP DEI position. Question – The internal working group consists of internal staff; will there be external stakeholders involved as well? Yes, there will be external elements to the work including involvement from both the CAC and Ontario Association of Children’s Aid Societies (OACAS) workgroups. Feedback and information around the work plan from CAC members is always welcomed at any time.</p>		
<p>6.</p>	<p>Policies & Procedures: Trite Reporting</p>	<p>The internal work group for the Trite Reporting Policy determined that the policy should be applicable to all service areas that would encounter trite reporting. The policy was resituated to fit the DCAS internal policy format. There is a leadership team meeting placeholder at the end of January 2021 to discuss the policy further. Consultation with the DCAS Children Youth Family Services (CYFS) and Residential departments will occur in the near future. Amanda is soliciting feedback from community members regarding the policy in its current draft form.</p> <ul style="list-style-type: none"> • Will a revision/review date be included in the policy? There are revision/review dates included in the policy, as well as policy software that triggers internal policy reviews. There is an agency wide policy review currently taking place at DCAS. DCAS has a policy that speaks to the frequency of policy reviews. • If trite reporting was flagged for a supervisor and/or a director, what happens after that? The wording in the policy was chosen to empower supervisors to take the lead when responding to trite reporting. This also mirrors the current complaints procedure at DCAS. The issue can escalate to a Service Director or higher if more concerning. DCAS will be tracking trite reporting issues purposes to address patterns. • To date, has there been any reports to the agency that has upon investigation been trite? Yes. Are there any consequences for such reports? The challenge with trite reporting is that it is often embedded in the language of a child protection concern. DCAS does not realize this until the incident is investigated, which has already created a record within Child Protection Information Network (CPIN). 		

		<p>While DCAS is able to have conversations with organizations/institutions where the incidents happen, DCAS does not have authority to provide consequences. Note: school boards are not able to include child welfare information in a child's school records.</p> <ul style="list-style-type: none"> • When tracking, how do we ensure there is action on trends (from places, sectors, etc.)? And if so, can we notify the ministry that education is needed in these trending sectors to alleviate the instances of trite reporting? From an outreach perspective, Steve is able to connect and inform other Executive Director colleagues of the policy. It could also be shared and used as an operational guideline by other CASs. Dawn is able to share with the Provincial Director of Service group. Amanda is able to share with the OACAS OVOV workgroup. It is difficult to pull trite reporting data from the DCAS system as there is not a code for trite reporting; all data pulls for trite reporting are manual. Teachers do not vet referrals through principals or other teachers before they connect with a CAS; teachers must make the referrals directly. Experience shows that Principals are very open to hearing conversations about patterns within their schools. • Do any other CAS have a trite reporting policy? Not that DCAS is aware of. • Is there a place here to build in a reporting structure or consultation with the AOP DEI Director when encountering trite reporting? This will be added to the policy. • Members had a fulsome discussion around the covert versus overt instances of ABR (socially acceptable versus socially unacceptable). • Is there a pathway to elevate trite reporting to the provincial level? Amanda sits on the OVOV CAS Reference Group (Provincial). All agencies most likely address trite reporting even without a policy. DCAS will share and communicate the work done with the CAC through the provincial groups that staff are part of. • What is the process if a community member would like to complain about someone that is doing trite reporting? The policy does not currently speak to how to invite the public to make us aware of someone who does trite reporting; this will be added to the policy. If there was a concern about trite reporting, the person would be educated on proper etiquette around the referral process at DCAS. 		
7.	Future building Bridges Planning	<p>Included in the agenda package (page 15 Briefing Note) was a proposal for future Building Bridges (BB) events in 2021. There are funds allocated towards the event; think BIG! Highlights of the discussion and feedback include:</p> <ul style="list-style-type: none"> • Keynote events – who would benefit from this? These events seem more geared towards staff, stakeholders and educators, not necessarily the community. Originally the purpose of BB was to share information with the community so that they can be empowered in the world of child welfare. How do we empower our community so they feel confident to speak up for their children and navigate the 		

		<p>system? People want to ask questions, hear answers and start conversations; there is not as much of a need for an academic/training perspective. BB provides an opportunity to educate and empower, to help people understand what they can do if they are facing injustices.</p> <ul style="list-style-type: none">• Tangible benefits include feedback and real stories. For example, CAS can hear the impacts of how trite reporting impacts community members and their families.• A suggested topic included: “How to advocate for yourself and your family when involved in systems that would include child welfare”. A potential keynote speaker for this could be Charline Grant from the advocacy group Parents of Black Children.• Foster and kinship care – have a forum to discuss/recruit for awareness as well as an informational proponent. The DCAS Resource department has developed a partnership with Kujanga to create virtual dialogue events around recruitment and kinship/foster care. There is value in increasing community education and knowledge about alternate care possibilities.• How can we support individual family units? Are we able to build partnerships with community organizations to support parental capacity to keep families together? Historically, the child welfare model focused on apprehension and children in care (CIC); however, child welfare modernization focuses on funding at the front end to build parent capacity. DCAS is not able to host large educational public sessions, but can educate and support families already involved with CAS.• How do we measure the impact of the BB events? The community needs answers and they are not receiving what they are asking for. The intersectionality piece should be explored more; Ministry organizations should be required to work more cooperatively together earlier when families are experiencing issues. There should be less money spent on child welfare, and more money spent on well-designed programs for early prevention. This would create an intentional target of needs based funding supporting organizations that wrap around families for the support they actual require.• The next BB should be a listening event, more than a speaking event, with a focus on the modernization of child welfare through the lens of the Black community. We want to create a space where people will speak up and speak their truth. DCAS will not necessarily provide answers or solutions but hear the voices of the community.• Suggested that the Ministry and community partners could also attend the event.• Is it possible to create a partnership with Durham Behaviour Management (DBM)? A CAC Board member stated that the approach DBM takes in their work is very helpful for families.		
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8.	Fiscal Data Strategy – Proposal & Planning	<p>DCAS Quality Assurance (QA) manager Hermann Amon is soliciting feedback from CAC on data collection priorities over the course of the next year. This would include both analysis and validation; for example, a main DCAS focus right now is the Identity Based Data. DCAS requires lead time to prepare systems responsible for inputting the data to ensure the data is concrete. Suggested areas of focus include: service pathways and how files travel through the child welfare system; CIC; educational outcomes; regional data and community relationships; and a comprehensive understanding of identity of a family at the intake process. How would the data be presented and who would it be presented it to? The community would like to see evidence on work done at the agency/CAC and the impact that work has had on the data (improvement or otherwise). What was done that was useful for the community and how do we build on that? Is what we are doing working? Should the council make their ToR objectives more measurable in order for data to showcase the work being done? What are the trends/patterns of Identity Based Data (IBD) within the agency? For example, are certain departments not responding/how many IBDs are not being answered/how many are entered incorrectly? We need to look at both the process and the outcomes, not just the outcomes. CAC members noted that the council does not do a good job of explaining their purpose and the work being done; how can we use the data to identify the work, tell the story and see the progressions?</p>	To be further discussed at a future meeting (February or March 2021)	Amanda & Cheryl to add to agenda
9.	Community and Agency Updates	<ul style="list-style-type: none"> • Dawn, Steve and Amanda attended a two-day OACAS conference with a focus on Indigenous commitments, and OVOV and Anti-Black Racism (ABR) work. Information shared at the conference included a provincial overrepresentation of black families and children in child welfare and CIC. Agencies are being supported by the ministry to pursue work on OVOV to change these results and provide tangibly different outcomes. Steve recognized and commended the effort, commitment and work by CAC community members to move DCAS forward with these changes. • DCAF (Durham Children’s Aid Foundation) is looking at an expansive black history month event for 2021; they will be connecting with CAC members to coordinate a partnership. • The CAC Portal will be ready to launch in the near future. 		
10.	Meeting Evaluation	There was no meeting evaluation.		
11.	Adjournment	The meeting was adjourned at 8:39pm.	MOTIONED by Dawn Walcott-Parris and SECONDED Aisha Delpeache. CARRIED.	