

		November 2021. CARRIED.	
5.	<p>Steve Lowe’s & Charmaine Emerson’s Communication Report – Jaihun</p> <p>Steve Lowe and Charmaine Emerson reviewed the communication strategies at the Durham Children’s Aid Society (DCAS); this included a review of internal and external communication, stakeholder engagement, and external and internal technology/mediums. A report and strategy was produced that will support and reflect the overall child welfare strategy and redesign, including increasing engagement with community organizations. Part of the communication report recommended that DCAS hire a Communications Manager; this task was completed as Meghan Ney started with DCAS two weeks ago.</p> <p>Q: Will the full communications report be shared with the council or has it been shared with the Board? A: The report contains some recommendations that are general, but also contains information that should not be shared beyond leadership team of the agency (for example staffing and Human Resource (HR)). It is a detailed report on the inner workings of how to improve and move things communication pieces forward at DCAS. Jaihun provided a high-level overview of the report; the written report is specifically for leadership of the organization. A redacted report will not be shared with the CAC. A CAC community member provided her feedback regarding lack of trust between DCAS and the community. It was noted the CAC has been asking for the report for months and just now have heard they will not be privy to the final report/information. A natural consequence for not providing the report breeds mistrust with the community. DCAS noted that the agency is not holding any information back; a high-level summary has been provided. The report is an operational issue, not a governance issue; the board was provided a high-level summary as well. A community member noted the lack of timely communication from the agency; it is reasonable to hear information during a time when we are trying to build trust. Agency should have come back to the council and noted they received the report, been upfront to note there are some things they cannot share with the community and be honest about what they could share. The communications manager does not replace Andrea’s position.</p> <p>Q: Does the communications manager have experience with community relations? The community believes this is something that is very important and that is lacking from the agency at this time. A: The process was run jointly with Jaihun and HR. Anti-Oppressive Practice Diversity Equity and Inclusion (AOP DEI) issues were a high experience priority when recruiting for this position; it was a critical piece in terms of the hire. The agency does need to improve</p>		

	<p>what has been done and overcome the reputations of the past. DCAS is continually working on redeveloping community relationships and the way we conduct our work to move towards a collaborative way of service. DCAS regularly and routinely speaks to partners to work collaboratively rather than bringing an intrusive approach to families.</p>		
<p>6.</p>	<p>Standing Item; Update on Internal/External Complaints & Whistleblower Policies – Jaihun The Internal Complaints policy draft was received by Jaihun for review 6 days ago. After his review, Jaihun would like to bring the draft to the CAC for feedback. The Whistleblower and External Complaints policies are not ready for review. Jaihun will touch base with Jodi Potts to determine an estimated timeline of draft completion.</p>		
<p>7.</p>	<p>Standing Item – Data: Children in Care/Foster Parents – Hermann</p>  <p>Black Children and Youth out of Care - Ja</p> <p>Hermann Amon (Manager DCAS QA) joined the meeting to share information on Black Children and Youth Out of Care (please see attached presentation). Discussion topics included Placement Categories & Status; Discharge Trajectory for Children and Youth over/under 18; Trend of Black Children and Youth in Care; and Discharge Data for 2020 and 2021. Discussion highlights include:</p> <ul style="list-style-type: none"> • Q: In the presentation, it was noted that three Black children were adopted in 2021; what family were they adopted into? A: The children were indigenous as well, and they were adopted into a culturally appropriate family. The DCAS Adoption team worked to ensure the children were adopted into a culturally appropriate family. Q: Why are the children being identified as Black if they are indigenous as well? Were they adopted into a Black family? A: CPIN identity based data defines ethnicity as Black but also as Black/biracial. Q: Did their indigenous identity take priority over their Black identity when deciding what family could adopt them? What does that look like when a child is identified as a particular ethnicity? A: There was a lot of work done to find a place for the children that followed their culturally identity; the family, the children and the agency worked together to determine where the children would be placed. • How do we support the youth who are back into the community living independently? It is important that we know how we can support them to navigate their future. Youth and children are supported to make the transition so they can thrive and function in the 	<p>Send presentation deck to Cheryl for distribution to council</p>	<p>Hermann</p>

	<p>community; this is a critical aspect of the work done by Children Social Workers (CSWs). It was suggested to have a CSW attend the meeting to discuss this in more detail.</p> <ul style="list-style-type: none"> • Q: What is the discharge location ‘custody’? A: Usually when a youth/child is AWOL, it is later determined that the youth/child was in police custody. This is a very rare occurrence. • Q: Are these statistics something DCAS will continue to monitor? A: Yes, QA constantly monitors this data. • Q: Is it possible to look back at discharge data from 5 years and see where the youth are now? Yes, that is possible. • DCAS is finding more disparity among numbers with Black youth in teenager years (more than children); DCAS does need to focus more on this age group. Any suggestions, collaboration with community would be appreciated. • Questions regarding race/identity/heritage are asked at the front door through IRT. There is also intentionality through consultations and referrals to the African Canadian Services (ACS) Team if required. • Q: What does complex needs institution mean? A: A complex needs institution is a resource in the community supporting a child/youth who has most likely mental and physical health concerns. 		
<p>8.</p>	<p>Community & Agency Updates – All <u>Building Bridges – Raphael, Karen & Jaihun</u></p> <ul style="list-style-type: none"> • Building Bridges (BB) organizers are meeting this week to discuss the event; information will be shared at the next CAC meeting. • Q: Is the next BB event focused on reporting to the community? A: Unsure but this will be discussed at the planning meeting this week. 		
<p>9.</p>	<p>Discussion on Evaluator for CWR Project (In Camera)* - Please see In Camera notes. Odelia, Raphael, Sandra and Renee left the meeting. Cheryl removed them from the meeting in order for the group to use the chat function freely.</p>		
<p>10.</p>	<p>Meeting Evaluation - Deferred due to time constraints.</p>		
<p>11.</p>	<p>Adjournment - The meeting adjourned at 8:34pm.</p>	<p>MOTIONED by Leroy Clarke and SECONDED by Verilyn Alleyne to</p>	

		adjourn the meeting. CARRIED.	
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