

# **Durham Children's Aid Society**

**2022-2023  
Service Plan**



**This**  
**IS**  
**child welfare**  
**redesign**



In 2021-2022 we  
defined who we  
wanted the agency  
to **be** and what we  
wanted to **see**...



# How are we doing?



# The stats...

Children and youth **in care**:

- Fiscal year 2021 = 342 down to 279
- Fiscal year 2022 = 279 down to 226



# The stats...

Black/Black Bi-Racial youth **in care**:

- Fiscal year 2021 = 53 down to 40
- Fiscal year 2022 = 40 down to 35



# The stats...

Children in group care:

- Fiscal year 2021 = 22 down to 18
- Fiscal year 2022 = 18 down to 15



# The stats...

## Ongoing cases:

- Fiscal year 2021 = 611 down to 527
- Fiscal year 2022 = 527 down to 406





# The stats...

## Legal cases:

- Fiscal year 2021 = 200 down to 130
- Fiscal year 2022 = 130 down to 91



# Agency initiatives...

*BE a provider of consistent, quality services.*

*BE a provider of early support services, inclusive of all voices, built on a foundation of anti-oppressive, anti-racist practices, equity and inclusion.*

- The African-Canadian Services Team
- Anti-Black Racism consultations
- The reinvention of Legal Services



# Agency initiatives...

*SEE an integration of Signs of Safety principles and practices throughout the organization, in interactions with children, youth, families, peers and the community.*

- Integrating Signs of Safety



# Agency initiatives...

*SEE a recognition and pursuit of staff wellbeing and empowerment.*

- Headspace for Work
  - “It’s awesome. I’m starting with the basic program first and just before bed. I slept better last night.”
  - “It’s the jam. I’ve used it daily since I downloaded it.”
  - “I have used the last three nights and slept well for sure.”



# Agency initiatives...

*SEE a recognition and pursuit of staff wellbeing and empowerment.*

- Human Resources Work Plan implementation



# The New Strategic Plan



TM

# A bold path forward, guided by our...

## Vision

- Families receive the support and resources needed to thrive in their cultures and communities.

## Mission

- Durham Children's Aid Society works collaboratively with families, community members and service providers to overcome barriers to safe and healthy development of children and youth.



Over the past year, the **Strategic Plan** has been **envisioned** and **brought to life** through the **dedication** and **tireless efforts** of **implementation groups** whose **recommendations** are now being turned **into actions...**



TM





# Initial Response Team (IRT)

- New name
- New structure
- Responsibilities



# IRT/Intake initiatives

- Access Brief Services pilot project
- New Service Supervisor bringing Black-lived experience and commitment to Anti-Black Racism



# Family Services

- New name
- New structure



# Resource Department

- Kinship Team
- Permanency Team
- Resource Team
- NEW Resource Support Team



# Child and Youth Services

- New name
- Structure
- File types



**Additional organizational initiatives and changes are being implemented to support the agency's new direction...**



# Project

- Kasserian Ingera - The Durham Model

## Organizational restructuring

- One Vision One Voice lead moves from contract to permanent position



# New positions

- Hiring a fourth Service Director
- Hiring a Diversity Initiatives and Community Engagement Lead
- Hiring an Organizational Effectiveness Specialist





# Considerations for 2022 - 2023

- Renaming the DCAS building
- Becoming a Living Wage organization



**Thank you.**

**Questions?**

