



Vision

All children and youth in Durham Region are safe and thriving in their families, identities, culture, and communities.



Our Mission

DCAS protects and supports children and youth by engaging families and partnering with communities to deliver trauma-informed, responsive services. We are guided by Indigenous and equity affirming outcomes, transparency, accountability, and compassion, with a commitment to transformative change.

Values



Commitment to Indigenous & Equity-Affirming Engagement

We dismantle systemic barriers through anti-racist, anti-oppressive, intersectional practices. We honour Indigenous rights and embed equity in all that we do.



Courageous & Ethical Leadership

We lead with humility and are willing to own our history, challenge the status quo, and grow through accountability and reflection.



Empowerment through Partnership

We work alongside families and communities, sharing power and creating lasting change through mutual respect.



Transparency & Accountability

We act with openness and integrity, taking responsibility for our actions and decisions.



Trust & Integrity

We build safe, respectful relationships through consistency, honesty, and ethical practice.

Strategic Directions

Anti-Oppressive & Intersectional Responsiveness



Goal: Build an Indigenous and equity affirming environment that values identity, fosters belonging, and addresses systemic inequities.

Key strategies:

- Employ an anti-racist, anti-oppressive, intersectional approach to all that we do.
- Expand Indigenous-affirming practices and partnerships.
- Use disaggregated and anonymized data to identify and address disparities in service access and outcomes.
- Create safer spaces for all children, youth, families and staff, that are inclusive of Indigenous and equity-seeking communities.

Courageous, Ethical, & Innovative Sector Leadership



Goal: Embrace bold leadership and challenge norms through collaboration, advocacy, and truth-telling.

Key strategies:

- Lead public education and awareness efforts.
- Build sector-wide capacity for fulfilling our Indigenous commitments, equity-based outcomes, and innovation.
- Acknowledge and learn from past harms; foster a culture of continuous reflection and consultation.
- Be a visible advocate for policy change that strengthens family connections.

Community-Centred Engagement & Partnerships



Goal: Foster deep, trust-based partnerships with families, community organizations, and Indigenous and equity-seeking leaders.

Key strategies:

- Co-create services and solutions with marginalized communities.
- Establish formal cross-sector partnerships and wraparound models.
- Reinvest in local hubs and service integration within the DCAS building.
- Clarify DCAS's role and mandate with external partners and the public.

Organizational Culture & Workforce Wellbeing



Goal: Cultivate a healthy, inclusive workplace that supports staff wellbeing, accountability, and growth.

Key strategies:

- Address workload, trauma, and role clarity issues across the organization.
- Invest in leadership development and coaching at all levels.
- Expand support for Employee Resource Groups and feedback loops.
- Foster trust by embedding transparency and trauma-informed practice into all operations.

Financial Sustainability & Innovation



Goal: Build long-term financial health to support prevention, innovation, and equitable service delivery.

Key strategies:

- Align budget with Indigenous and equity-based goals, prevention, and staff wellbeing.
- Diversify funding (e.g. through grants, partnerships, and fee-for-service).
- Invest in data systems and digital transformation.
- Evaluate new service models based on outcomes, efficiency, and community impact.

