



Building Bridges

Community Forum

May 15, 2017



DURHAM
Children's Aid Society

Welcome and Opening Remarks



Agenda

- Welcome and opening remarks
- Introduction of the Community Advisory Council
- Channels of access to DCAS
- AOP strategy update
- Progress status of key community raised concerns
- Key agency statistics
- Collective Hands (AO) Committee and Preparation for Independence Anti-Oppressive Lead
- Q&A



Meeting Guidelines

- In the spirit of mutual respect and understanding, we agree to the below guidelines for our participation in meetings.
- We are responsible for respectful interactions with all those present.
- We value respectful listening:
 - asking questions before telling your opinion;
 - no cross talk/interruptions;
 - suspending judgment; and,
 - taking pauses between people's stories/offerings.
- We value speaking from our own experiences, telling our own stories, using "I" statements.
- We value speaking honestly while trying to be as respectful as possible.
- We encourage everyone to share their own thoughts/feelings/stories, but each member has the right to pass during go-arounds.
- We will assist each other in using the appropriate language, but recognize that this is a learning process for all and do not want language to create barriers to open and honest dialogues.
- We will ensure everyone is being heard.
- We recognize that members have different experiences and comfort levels with various topics and that we want to foster an environment in which we can safely ask questions.
- We respect each other's boundaries around any personal information shared, and we will be mindful in our sharing of diversity committee experiences if sensitive discussions happen to come up. We would continue to uphold professionalism as required by our agency's policies and practices, as well as maintain a healthy workplace culture.
- We have a shared responsibility for meeting and committee success



We have formed a Community Advisory Council (CAC) to bring structure and process to addressing the concerns and needs of our communities

1. We have a Clearly Defined Mandate

CAC Mandate

“The purpose of the Council is to provide a collaborative and transparent forum to raise and discuss systemic issues relating to child welfare in Durham Region’s black and/ or oppressed communities, and to make suggestions and recommendations to the attention of the Society”

2. Diverse membership

Membership

Community Leaders (7)

DCAS (3)

DCAS Board (3)

- Serve in an advisory and consultative capacity, making recommendations to improve the service experience of children, youth and families
- Identify challenges and opportunities around systemic issues, including racism
- Advance community engagement

With the objective of meeting at least 6 times a year

3. Working together towards common priorities and passion

The Community Advisory Council is available to address any concerns from the community...



There are many channels available to the community to communicate and engage with DCAS and Community Leaders



Email

Durham CAS
BuildingBridges@durhamcas.ca

Community Leaders:

Sandra Forsythe
Durham Community Action Group
Dcag.ec@gmail.com

Dr. Leroy Clarke
E-campmentoring
info@e-campmentoring.com



Phone

(905) 433-1551

(416) 828-0497

(647) 872-6750



Web

durhamcas.ca

Dedicated AOP and Building Bridges Sections. Visitors can also send DCAS an email through “Contact Us” menu option.

e-campmentoring.com

We remain very committed to being accessible to all members of our communities...



We have a comprehensive AOP strategy and have been making great progress...

AOP Organizational Needs Assessment and Road Map (work plan)

Key Accomplishments to date:

- ✓ Ongoing AO Steering Committee and Subcommittees meetings being held – Collective Hands Committee focus on Black children and youth in care
- ✓ Established Community Advisory Council – shared Needs Assessment and Road Map with CAC
- ✓ AOP lens applied to recruitment processes including staff, management, Leadership team, foster caregivers & Board
- ✓ Canadian Center for Diversity and Inclusion (CCDI) staff survey completed
- ✓ AOP training and continuous learning implemented and ongoing
- ✓ AOP lens applied to agency policies and services
- ✓ Held Town Hall for racialized staff
- ✓ Expanded community outreach
- ✓ Supported One Vision, One Voice – provincial initiative

Our current focus (planned deliverables):

- Improve data collection on demographics of service users
- Staff diversity and inclusion survey report follow-up planning
- Continue to address issues coming out of Town Hall
- Equitable worker safety practices
- Integration of AOP with Signs of Safety practice model
- Measure and benchmark AO progress in service programs, organizational culture
- Continued community engagement
- Integrate One Vision, One Voice recommendations
- Afro-centric service partnership with ACLC and community service providers
- Service delivery to indigenous service users



We are working to address key issues and concerns raised by the communities (1/2)

1. Access to DCAS	<ul style="list-style-type: none"> Clarity on what the Complaint Processes are 	Complete	<ul style="list-style-type: none"> Complaint processes infographic on website Located under <i>Who We Are/Complaint Review Process</i>
	<ul style="list-style-type: none"> Clarity on what the Community Caregiver Investigation Processes are 	Complete	<ul style="list-style-type: none"> Investigation process infographic on website Located under <i>Reporting Abuse/How DCAS Responds</i>
	<ul style="list-style-type: none"> Ask for DCAS Forums to be held externally 	Complete	<ul style="list-style-type: none"> The Building Bridges Forums are now being held externally outside of DCAS
	<ul style="list-style-type: none"> Need a standing forum/channel to engage in discussions with DCAS by community, outside of events 	Complete	<ul style="list-style-type: none"> Post last Building Bridges forum, several meetings held over last summer / fall to create the terms of reference for the CAC Launched CAC in November 2016 We have had 5 CAC (2-3hr) meetings to discuss community concerns and issues
2. Service Delivery Strategic Initiatives	<ul style="list-style-type: none"> Bill 89 – Child, Youth and Family Services Act 	In progress	<ul style="list-style-type: none"> Proclamation date Spring 2018
	<ul style="list-style-type: none"> African-Canadian Community Services 	In progress	<ul style="list-style-type: none"> Awaiting Ministry funding to proceed
	<ul style="list-style-type: none"> Durham culturally specific services 	In progress	<ul style="list-style-type: none"> Contacted and collected information from a number of services Will be brought to CAC for review



We are working to address key issues and concerns raised by the communities (2/2)

3. AOP	<ul style="list-style-type: none"> Review of AO Infrastructure at DCAS 	Complete	<ul style="list-style-type: none"> AOPIL AO Steering Committee and Subcommittees Preparation for Independence AO Lead Leadership Team Agency integration in progress Consultation, orientation and training
	<ul style="list-style-type: none"> Changing of the AO leader's reporting lines into Executive Director 	In progress	<ul style="list-style-type: none"> Decision made not to change any reporting lines at this time
	<ul style="list-style-type: none"> Clarity on the AO support model at DCAS during absences by the AO Leader 	In progress	<ul style="list-style-type: none"> AOPIL responsibilities are carried out by ED, Leadership team, Management team, Preparation for Independence AO Lead, and AO Steering & sub committees in AO Leader's absence Additionally, DCAS has made arrangements to have access to another Agency's AO Leader's expertise as needed
	<ul style="list-style-type: none"> Review of the Adequacy of policies in place at DCAS to address racism experienced by staff internally and at the hands of service recipients and families 	In progress	<ul style="list-style-type: none"> DCAS provided in-depth explanation of the types of supports provided to staff DCAS is looking for confirmation from the community on additional clarity if needed
	<ul style="list-style-type: none"> Racial Proportionality at DCAS 	Complete	<ul style="list-style-type: none"> Staff diversity and inclusion census assessment conducted by Canadian Centre for Diversity and Inclusion, Fall 2016



Key Statistics

Staff

- 25% of staff identified as racialized
(Compared to 20.07% Region of Durham, 24.72% of labour force in Ontario, and 18.01% of labour force in Canada)
- 26.23% of management team identify as racialized
- 10.1% of staff identify as Black
- 15.74% of caseworkers identify as Black

Service Stats

- 13.39% of children/youth in care identify as Black/Black mix
- 25% of DCAS foster parents identify as Black/Black mix



Collective Hands AO Committee and Preparation for Independence for Youth AOP Program

Collective Hands AO Committee

- Goals of the committee are to
 - Educate Black youth about their culture
 - Empower Black youth to bring about change in their world
 - Educate Black youth around the importance of identity
 - Develop a strong understanding of roots, spirituality and sexual identity, and the importance of identity development during adolescent stage as Black youth in care
- Most effective way to accomplish these goals are through programming for Black children and youth in care. Examples of successful programs include:
 - Skin/hair care for positive self-image; Cultural cooking; Roundtable open forums; Motivation speakers with lived experience

Preparation for Independence Anti-Oppressive Lead

- Provides linkages and sustainable tools for youth in care in order to support the development of their ethnic, cultural, emotional, social and holistic identity
- Provides AO consultations to DCAS staff pertaining to children and youth, in consultation with AOPIL
- Develops and co-facilitates independence preparation programs, and liaises with external AOP youth programs. Examples include:
 - Collaboration with Provincial Advocates Office and DELTA Family Resource Centre
 - One week youth forum in Toronto for Black youth in care
 - Soul Journey experience through Black education awareness committee
 - Connecting kids with the Rights of Passage
- Currently working with Provincial Advocate's office to develop youth mentorship programs



Questions / Comments

