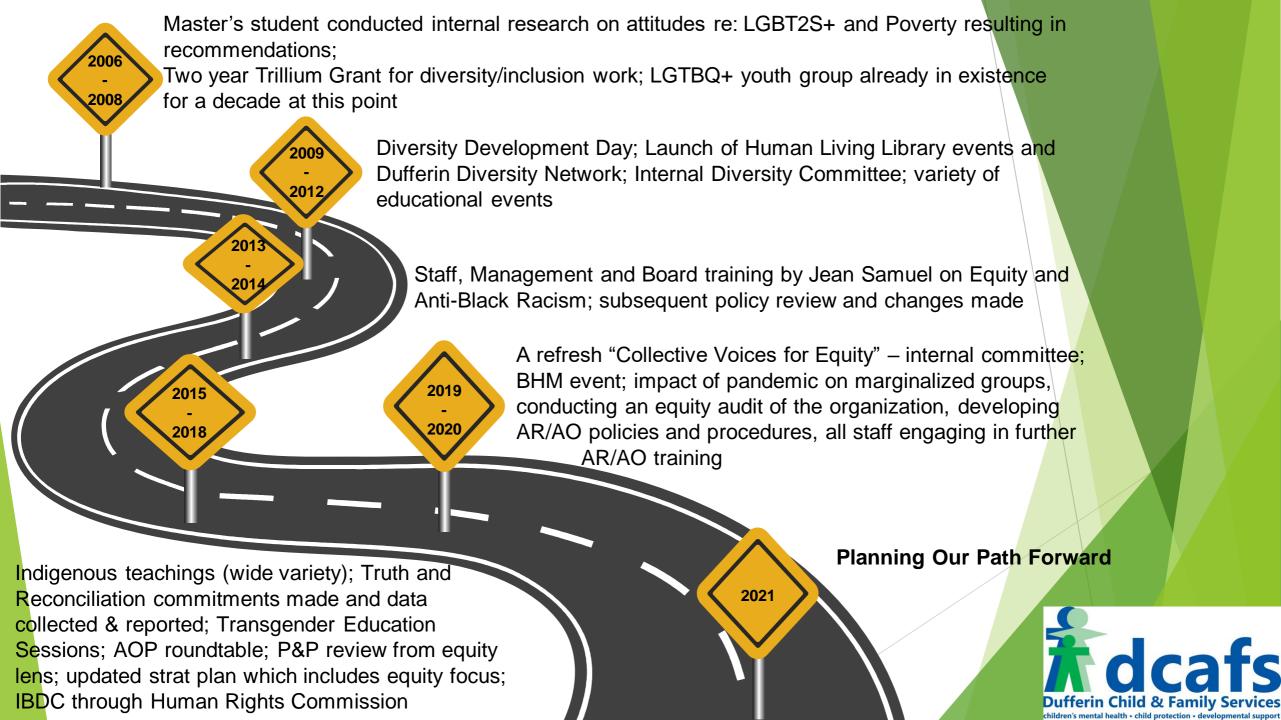
## DC Moves - Beginning a Courageous Conversation: DCAFS Path Towards Equity

December 10, 2020





## DCAFS Equity Plan

- IdBD Data Collection Staff and Service Recipients
- Equity Audit
- History Gathering
- Collective Voices for Equity
- Leadership Development
- ► AO/AR Policy Underpinning Decision Making, Policies, Procedures, HR Practices, etc.
- Sharing with the Community
- Indigenous Practices
- One Vision One Voice Race Equity Practices



## What Have We Learned Along The Way?

- ▶ We have a lot to unlearn
- ► A humble approach is the only approach
- This isn't side of the desk work
- This work cannot be rushed but also needed to be done long ago
- Equity must be at the root of all we do



## **One Vision One Voice Race Equity Practices:**

- 1 Commitment to courageous leadership
- 2 Collect and analyze data to measure racial disproportionality and disparities
- 3 Evaluate programs and monitor performances
- 4 Allocate appropriate and dedicated resources
- 5 Engage African Canadian parents and communities
- 6 Engage and educate mandated referrers
- 7 Establish effective internal complaint mechanisms
- 8 Enhance human resource management
- 9 Provide daily supervision, ongoing training, and supports for staff, volunteers and caregivers
- 10 Establish collaborations and partnerships
- 11 Strengthen the ability of caregivers to support African Canadian children and youth

http://www.oacas.org/what-we-do/onevisiononevoice/



"I am not free while any woman is unfree, even when her shackles are very different from my own."- Audre Lorde