

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

December 10, 2020



dcafs

Dufferin Child & Family Services

children's mental health • child protection • developmental support



Master's student conducted internal research on attitudes re: LGBT2S+ and Poverty resulting in recommendations;
Two year Trillium Grant for diversity/inclusion work; LGTBQ+ youth group already in existence for a decade at this point



Diversity Development Day; Launch of Human Living Library events and Dufferin Diversity Network; Internal Diversity Committee; variety of educational events



Staff, Management and Board training by Jean Samuel on Equity and Anti-Black Racism; subsequent policy review and changes made



Indigenous teachings (wide variety); Truth and Reconciliation commitments made and data collected & reported; Transgender Education Sessions; AOP roundtable; P&P review from equity lens; updated strat plan which includes equity focus; IBDC through Human Rights Commission



A refresh "Collective Voices for Equity" – internal committee; BHM event; impact of pandemic on marginalized groups, conducting an equity audit of the organization, developing AR/AO policies and procedures, all staff engaging in further AR/AO training



Planning Our Path Forward



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