



### We Value

Safety – Families – Relationships - Collaboration – Being Open & Willing to Change

## REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF April 25<sup>th</sup>, 2018 - June 26<sup>th</sup>, 2018

The Child Youth and Family Services Act became effective April 30<sup>th</sup>, 2018. The parts of the legislation dealing the information and disclosure aren't anticipated to be effective until 2020. This new legislation has some significant changes and we are working hard to understand them and to implement them. No training has been provided yet to the sector and many of the supporting documents and materials were delayed and/or not available yet. We are working with what we have.

In May, we celebrated Child and Youth in Care day and had a bowling event. It was well attended by children and youth in care and staff.

A poster for National Indigenous Peoples Day 2018. The title "NATIONAL INDIGENOUS PEOPLES DAY 2018" is at the top in blue and green. Below it is a quote from Anishinabek Nation Grand Council Chief Patrick Madahbee: "Most of the recommendations still sit on shelves. I urge everyone to move quickly to action and to work to identify immediate priorities, set critical paths that we can advance our issues and take action to implement them. I look forward to the challenge of working together to implement the Truth and Reconciliation Commission Calls to Action." The name "Anishinabek Nation Grand Council Chief Patrick Madahbee" is below the quote. At the bottom, the text "WHAT ACTION ARE YOU PREPARED TO TAKE?" is written in red. The poster has a decorative background with colorful geometric patterns and a blue border.

**NATIONAL INDIGENOUS  
PEOPLES DAY 2018**

"Most of the recommendations still sit on shelves. I urge everyone to move quickly to action and to work to identify immediate priorities, set critical paths that we can advance our issues and take action to implement them. I look forward to the challenge of working together to implement the Truth and Reconciliation Commission Calls to Action."

Anishinabek Nation Grand Council Chief Patrick Madahbee

**WHAT ACTION ARE YOU PREPARED TO  
TAKE?**

June 21<sup>st</sup>, 2018 is National Indigenous Peoples Day. We again asked staff to identify what they were willing to change. My commitment is to ensure that Jordan's Principle is a primary guiding principle in my work as a Director of a child welfare agency. Board members are also invited to respond.

J U N E I S . . .

# PRIDE MONTH

PLEASE JOIN US IN:

- taking a positive stance against discrimination and violence toward people who identify as LGBTQ2S
- promoting dignity, equity and inclusion for the LGBTQ2S community
- celebrating sexual diversity and gender variance

This year is also a special year as we welcomed the *Child, Youth and Family Services Act*. For the first time, Ontario law now requires that service providers honour and support a youth's sexual orientation, gender identity and gender expression. What an important step towards dignity, equity and inclusion for the youth we serve!

Pride pins are available in the lunch rooms and at Reception for those who want them. We are also proudly hanging the Pride and Trans flags in our lobby.

For details on Pride events being celebrated throughout Ontario, please go to: <https://www.ontariotravel.net/en/play/lgbt/pride>



HAPPY PRIDE!

June is PRIDE month. The PRIDE flag and Trans flag are in our lobby and we recognized the day with staff. I also met with the Executive Directors of Windsor Pride and W.E. Trans Support and had a good conversation about potential future training and assistance with policy reviews given the changes in our legislation, the Child Youth and Family Services Act.

The Ontario Association of Children's Aid Societies held Leadership meetings June 3-5. There was a strong focus on Equity in our work. A half day was devoted to hearing different Indigenous perspectives about work that is occurring across the province, in the Nations and in the Federal Government. In addition, the new strategic plan for the Ontario Association of Children's Aid Societies was presented and well received. It inspires us to Reimagine Child Welfare – to Lead Bravely; Advocate Boldly and Delivery Effectively. A call out and thank you to Jen Thrasher who provided the wording and inspiration for this portion of the plan.



Chasing Zero

We are chasing having all children and youth growing up safe with families. It is at the heart of everything we do. Success Marker: Zero children & youth growing up in care by 2020.

This direction remains central to our daily work. Over the course of the year, we will focus on the remaining children and youth at risk of growing up in care. In June, all members of the senior team will know who these children/youth are.



## All at the Table

There is a place for everyone at our table. No one person or group sits at the head. People of all ages, abilities, backgrounds, races, cultures, genders and sexual orientations are welcome to pull up a chair and have their voices help shape our services and decisions. Success Markers: Family involvement in case conferences increases by 10% a year beginning in 2016. Families have a way of telling us if our services were helpful and why.

We have not had a high return rate of written surveys provided to families to complete. We will be changing strategies and figuring out a different process to ensure that families have a way of telling us about the quality of our services.



## Journey Beside

We will continue to work beside our First Nation partners to ensure the safety, permanency and well-being of their children and youth. We commit to learning from one another and sharing our agency's resources to support First Nations children, youth and families. Success Marker – a minimum of 80% of staff, foster parents, Board members and volunteers have participated in at least one local training or learning opportunity per year regarding Indigenous People.

The Sarnia-Lambton Indigenous Working Group met in May to share updates with each other including progress on the provincial Commitments.

The southwest Indigenous Gathering occurred on June 19<sup>th</sup> and was held at the Aamjiwnaang Community Centre. We were grateful to Aamjiwnaang for hosting it again this year and to Elder Pauline Williams for her opening prayer and good words. The

meeting was productive, well attended and provided the opportunity to hear updates from First Nations and Children's Aid Societies on the past year. Unfortunately, the Ministry representative was unable to attend due to Doug Ford's Directive to limit travel. There will be a written report summarizing the meeting and shared with all participants.



## Our Stories

By sharing our heartfelt stories, challenges and the changes we are making, we can better educate our community about the valuable work we do with children, youth and families. Success Marker: We have an annual communication plan that provides the public with more information about the work we do.

Our [annual communication plan for 18/19](#) has been completed. The key message is informing people about the new legislation. It will be posted to our website.



## My Circle

Each of us has the responsibility to ask ourselves "What role do I play in helping us meet our goals?" and "How am I committing myself to our mission?" This is your circle. Success Marker: everyone has a personal goal that helps us achieve our strategic goals.

We have achieved our success marker in this area. Here are a couple of circles:

Understanding the world view of clients; identifying their strengths, and working in partnership with families and service providers to promote safe, stable, and nurturing environments for children to grow and thrive.

-Wokeyim Adagbor

Implement the Signs of Safety framework and philosophy in my work with families to empower them to make the changes in their lives to make their children safer.

Gerrie Rietdyk-Rollins



## Getting Better Together

Wellness in our workplace was identified as a priority for the year because of ongoing concerns and a 50% increase in sick leaves. As a result, I will begin to report on this area in my monthly reports. Over the past 2 months, a working group was created to review the staff wellness survey, facilitate focus groups and create an agency plan to address the strengths and worries in the workplace. There are 10 front line staff and 4 management staff on the working group and they have named the group “Getting Better Together”. They hosted a Day of Engagement on May 23<sup>rd</sup> where all staff was invited and encouraged to participate in focus groups and a BBQ was held. A summary of the focus groups was provided to staff during a staff meeting. Lesley Allen and Katie Colameco are the co-chairs. A plan for change is due from the working group mid-July.

We continue to hire for child protection workers. We are being proactive and addressing the concerns about sick leaves, turnover, anticipated leaves (i.e. parental) and the length of time it takes for new workers to be authorized. The hiring environment for child protection workers is competitive right now – our ability to offer permanent full time positions is giving us an edge to attract highly qualified and skilled candidates.

All managers have recently been trained in Working Minds – mental health training which provides a common understanding and strategies to support staff and ourselves.

Heart&Stroke™

80's  
STYLE

BigBike

This amazing team raised  
**\$2,900.00** for the Heart &  
Stroke Foundation!

**WE DID IT!!!!**

For fun and to contribution to the community, our agency participated in the Big Bike Race for the Heart and Stroke Foundation. We had an 80s theme, filled the Bike and raised over \$2900! It was a fun event with everyone working together for a common goal. Thank you to Nicole Hillier who organized us for the event.