

CAS of Toronto Community Advisory Committee
-Services for Black African Caribbean Canadian Families and Children

Work Plan 2016-2017

Goals

1. To establish the goals and effective governance processes for the Committee
2. To develop strategic Committee work plan integrating key recommendations from CAST and community-led consultations
3. a) Increased mutual knowledge and learning between CAS of Toronto and the Community regarding services to Black families, children, youth and communities.
b) Increased CAST awareness of the needs and trends facing families, children and youth in the Black community including Anti-Black Racism
4. Improve clinical practices to integrate a cultural and anti-oppressive service lens
5. a) Increased CAST and CAC awareness of community organizations that can assist with child welfare work by CAST in key points of services
b) Increase service coordination and AOAR practices in child welfare to meet the diverse needs of Black children, youth and caregivers
c) Increase community and public information sharing regarding the Community Advisory Committee and Child welfare services to Services to Black Families, Children and Youth
d) Increase the voice of Black community services on key service issues
e) Contribute to overall CAST efforts to improve services/systems: including adopting the One Vision One Voice recommendations.

Short Term Outcomes

- Service leaders and CAC have an increased understanding of service needs and opportunities
- Staff understand the culturally-specific needs of the Black community
- Staff understand and reflect on the impact of oppression and racism on their own practice
- Policy and practice changes improve service delivery to Black families, for example:
 - ✓ More family supports
 - ✓ Fewer entries to care
 - ✓ Shorter stays in care
- CAST staff are more equipped to assist families to acquire entitlements (e.g. related to determinants of health, poverty etc.)
- Community agencies express interest in partnering with CAST, for example:
 - ✓ Social health advocacy
 - ✓ Prevention of entry to care
 - ✓ Parenting support for young fathers

Medium Term Outcomes

- (CAST) staff responds effectively to systems wide issues facing Black families (e.g poverty, racism, etc)
- Black families feel respected and they are getting the right services at the right time (from CAST and the community)
- Barriers are reduced and the Black community feels increased trust, engagement and influence in relation to CAST.

Long Term Outcomes

- Disproportionality, disparity, and discrimination towards Black families receiving services decrease while child safety is ensured
- Safety, permanency, and well-being are attained for each child and youth served in and out of care, irrespective of race