

Holiday Greeting Cards and 2003 Calendars are Now Available!

Each year, as part of its fundraising efforts, the Children's Aid Foundation sells Holiday Greeting Cards and calendars. The production of both are donated, and 100 per cent of the dollars raised are directed to programs for abused and neglected children. The merchandise program is vital to the Foundation's ability to continue to support high-risk children across the country.

The image for this year's newest Holiday Greeting Card is by Toronto artist, Les Tait. His painting, "Home Ice," is a charming montage of children enjoying a natural skating



Home Ice by Les Tait

treasure" as he calls it. Support the Children's Aid Foundation and order your Holiday Greeting Cards. The cost is only \$15 per dozen. Corporations can order cards by the hundreds and have them custom-designed

with their logo or printed with a customized message.

The Teddy Bear Calendar is a Children's Aid Foundation original! The bears photographed in this calendar are one-of-a-kind, designed and dressed by our very own Teddy Bear Artists and Costume Designers. Auctioned at the Foundation's annual black tie gala, the Teddy Bear Affair, they are dressed in the Chinese theme of this year's event. The calendar is a great keepsake of the event, and a great gift idea.

For more information or to place an order, contact our greeting card coordinator at the Foundation 416-923-0924 ext. 234 or via email at mmavromaris@cafdn.org.

For change of address, please return label with corrections. Also, if you are receiving more than one copy of COMMUNICATE, please notify communications at the Children's Aid Society of Toronto. phone 416-924-4646; fax 416-324-2485; email: inquiries@TorontoCAS.ca

Communicate

Heroes Come in All Forms

By Kara Campbell

The CAS of Toronto is taking a creative step towards recruiting more child protection workers with its new advertising campaign entitled, Heroes Come in All Forms. Developed in partnership with Publicis Tandem, the Heroes Come in All Forms campaign gets right to the heart of child protection work.

"What makes this advertising campaign successful is how it captures the true core of our work, which is all about making a positive difference in the lives of thousands of children and their families," says Laurie Hewson, director of human resources. "Heroes save lives, which is exactly what our dedicated workers do."

A fresh approach to recruitment is needed because the Society is experiencing a shortage of workers in light of global competition for social workers,

baby boomers retiring, the stressful nature of the work and a negative public image of child protection work. Bruce Rivers, executive director of the CAS of Toronto says, "Child protection work isn't for the faint of heart. We are looking for individuals

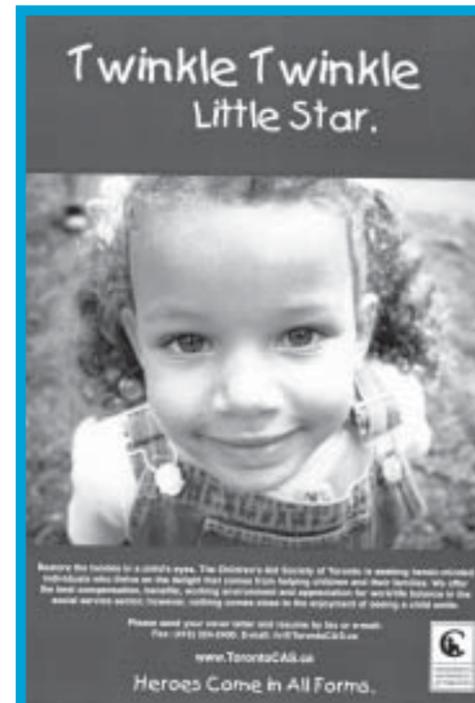
who can be resilient in the face of unpredictable circumstances."

Society broadens hiring criteria

The Society believes heroes really do come in all forms. Its hiring criteria has broadened to include not only people with bachelor or master

degrees in social work, but individuals who have the right combination of experience, skills and training in a variety of family focused, problem solving professions. For instance, those with Bachelor's or Master's degrees in areas such as:

Applied psychology
Pastoral counselling
Community medicine (cont...pg1)



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Communicate ONLINE
www.TorontoCAS.ca

October is Child Abuse and Neglect Prevention Month

By Kara Campbell

“Public education is crucial to ending child abuse and neglect,” says Bruce Rivers, executive director, CAS of Toronto. “Our wish is that everyone in our community knows how they can help prevent child abuse and neglect.”

The CAS of Toronto receives on average 150 calls each day about the well-being of children. Last year the Society helped support more than 29,000 children and approximately 11,500 families. Approximately 360 Society foster homes provided stability and nurturing to 3,400 children last year. For every child we brought into our care we helped seven more in their own homes.

“The protection and well-being of children is everyone’s responsibility. We hope when people see the purple ribbon it will remind them of their duty to report suspicions of child abuse and neglect to their local children’s aid society or police,” continues Rivers.

“Even though we should be teaching our children all year round, this month gives us a chance to reinforce the message that child abuse is never acceptable,” says Councillor Olivia Chow, Toronto’s Children’s Advocate. “It is important to send out this message again and again. As long as one child is at risk, our job is not done.” Chow was speaking at the launch of Child Abuse and Neglect Prevention Month at City Hall, where she presented a proclamation signed by Mayor Mel Lastman. The Toronto Child Abuse Centre also launched the *I’m a Great Kid* book series, which is a child abuse prevention program for children three to seven years.

TOP TEN PREVENTION TIPS

1 Report abuse. If you suspect a child is at risk of or is being abused or neglected, it’s your legal duty to report the situation to a children’s aid society, even if you’ve already reported it on a previous occasion. For the child’s sake don’t delay, call the Children’s Aid Society of Toronto at 416-924-4646. The phone lines are open 24/7.

2 Know what abuse and neglect is. Abuse is when a child is hurt intentionally, or when a parent or caregiver fails to protect a child in their care – it’s against the law.

Physical abuse and sexual abuse are clear examples of maltreatment, but so too is neglect – the failure to meet a child’s basic needs for food, clothing, shelter, sleep, medical attention, education and protection from harm.

Children can also be emotionally abused when their parent or caregiver attacks their child’s emotional development and self worth by constantly criticizing, teasing, bullying, rejecting or ignoring the child.

3 Know the signs. Unexplained injuries, fear of a specific adult, difficulty trusting others or making friends, sudden changes in eating or sleeping patterns, poor hygiene, secrecy and inappropriate sexual behaviour may be signs of family problems and could indicate a child is being abused or neglected.

Remember you don’t need to be sure that a child is being abused or neglected – let your local children’s aid society know what your concerns are.

4 Volunteer. There are lots of volunteer opportunities to help vulnerable families in your community. Call the Volunteer Centre of Toronto at 416-961-6888 or the CAS of Toronto’s volunteer services at 416-924-4646 to get involved.

5 Support prevention programs. Too often, intervention occurs only after abuse is reported. Greater investments are needed in programs that have proven to stop abuse before it occurs – such as family counseling and mandatory parenting education.

The Children’s Aid Foundation is a charity that raises funds to support initiatives that are dedicated to the prevention of child abuse and neglect. To make a donation call the Foundation at 416-923-0924.

6 Be an advocate. Encourage leaders in your community to be supportive of kids and families. Access to affordable day care and housing, parenting centres and after school recreation programs are just a few services that you can ask your local elected leaders to support.

7 Educate yourself and others. Invite your local children’s aid society to your church, classroom, workplace or community group to give a presentation about child abuse and neglect. Talk with your neighbours about the importance of supporting children and families in your area. For example, when you see a parent is at their wits end offer your assistance – even a few minutes can go a long way!

8 Teach children their rights. When children are taught they are special and that they have the right to be safe, they are less likely to think abuse is their fault and more likely to report an offender.

9 Discipline without hurting. Remember discipline is meant to teach your child how to behave, be safe and get along with others. Hitting may have an immediate effect, but it doesn’t teach children self-control. Physical punishment teaches children that hitting is okay and it teaches them to be afraid and hide what they are doing from you. Never physically discipline a child when you are angry, as it is too easy to lose control and seriously hurt your child.

10 Nobody is perfect. If you need help, ask for it. Free confidential information about parenting and services in your community is available from the [Parent Help Line](http://www.ParentHelpLine.ca) at 1-888-603-9100.



Bruce Rivers, Darcy Tucker of the Toronto Maple Leafs and Councillor Olivia Chow pose for a photo at the launch of Child Abuse and Neglect Prevention month at City Hall on October 1, 2002.

Heroes (continued from cover)

Community nursing
Child and youth work
Child studies
Criminology

In addition to the above academic training, the Society looks for individuals who also have relevant work experience in:

Case management
Child development
Child and family assessment
Psychopathology
Crisis intervention
Mediation
Counselling

The benefits of expanding the hiring criteria for children and their families are significant. “The complexity of problems faced by Toronto’s families often exceed the expertise of one discipline,” says Hewson. In addition to addressing staff shortages, the broadened criterion expands the language skills of our workforce and it fosters understanding of other cultures, religions and ethnicities.

All new child protection workers are provided extensive training and mentoring prior to working with children and their families. The Society also offers numerous professional development opportunities and a very competitive benefits package. Contact the Society’s human resources department at 416-924-4646 or visit the Society’s website at www.TorontoCAS.ca for further details.

Canadian Foster Family Week

By Kara Campbell with files from the Ontario Association of Children's Aid Societies

OCTOBER 20 – 26, 2002 IS CANADIAN FOSTER FAMILY WEEK. The CAS of Toronto is responsible for the safety and protection of children. Whenever possible, the Society works to keep families together. When this is not possible, a child may be brought into the care of the Society. Foster care is the first choice in these situations because most children's needs are best met in a family environment. Children and youth may stay with a foster family for just a few days, a week, several months or years. Children and youth who grow-up in foster homes become a part of the family, when they leave home to pursue their own lives they come home for visits just like any other family.

"Foster families are the backbone of child protection work in Ontario," says Jim Thompson, director of CAS of Toronto foster care services. Foster parents work with Society staff as part of a team to develop a plan for the care of each child. The ideal plan is to reunite a child with his or her family; however, if this is not possible the plan may include adoption or long-term foster care.

Foster parents provide stability and a caring home that encourages a child's growth and development. While the legal responsibility of the child remains with the Society, foster parents play a vital role in the child's daily life.

The CAS of Toronto provided substitute care for 2,318 children and youth last year, but the Society only had 364 foster homes. There are not enough foster homes available to care for the increasing number of children coming into care. Since 1999 the number of children and youth in Ontario children's aid societies care has increased by 32 per cent. Yet the number of foster families in Ontario has increased only marginally during the past several years.

"The shortage of foster homes means children's aid societies must place children in expensive group homes that sometimes may not be well suited to the child's needs and often these placements are outside the local community," says Thompson. "We want to be able to place children and youth with foster families because our experience and common sense tells us that it is best for kids to grow-up within a family." The Society also prefers to place children in their community because it is less disruptive, more cost effective and allows children access to their family and friends.

In response to the foster care recruitment crisis, seven central Ontario children's aid societies recently joined together to recruit foster families in a new way with the establishment of **Homes for Kids**. **Homes for Kids** is a network of children's service agencies dedicated to providing the best homes for children in need of care.



Star Tracks

Thanks to our dedicated group of spokespeople, the CAS of Toronto regularly works with the media to inform the public about our role within the community. The following is a list of media coverage since August 2002:



TOPIC	OUTLET	SPOKESPERSON
Mandatory Parenting Education	CBC TV - Newsworld, Toronto Star, City TV, CFRB Radio	Bruce Rivers, Executive Director
Randal Dooley Coroner's Review	CBC TV - Canada Now, City TV - City Pulse, Scarborough Mirror, National Post	Bruce Rivers, Executive Director
Case Related	National Post, Toronto Sun, Globe and Mail. Global TV, CFTO TV	Bruce Rivers, Executive Director and Melanie Persaud, Manager, Communications
Heroes Recruitment Campaign	CBC Radio - Metro Morning	Bruce Rivers, Executive Director and Nina Masion, Intake Worker
Foster Home Shortage Across Canada	CBC Radio	Foster Care Department
Adoption	Toronto Star	Nancy Dale, Director, Adoption Centre
Keeping Kids Safe in Public	Toronto Star	Cathy Breton, Director, North Branch
Adoption Disclosure	Toronto Sun	Mary Allan, Adoption Disclosure Supervisor
How to be a Foster Parent	World Journal (Chinese Daily Newspaper)	May Chan, Homefinder

Copies of print stories can be obtained by contacting communications at ext. 2103 or ext. 2074.

Message from the Executive Director



I did a media interview recently about our new Heroes hiring campaign. One of the ads from the TTC is featured on the cover of this issue of *Communicate*. The interviewer looked at the picture of the happy child and proclaimed,

“this isn’t what CAS workers do!” I replied of course this is what we do. It is just that the media, more times than not, chooses to cover sad stories.

Perspective is a good thing. For more than 29,000 children and 12, 600 families the CAS of Toronto is hope for a brighter future. An increasing number of the children and youth who grow up with us, thanks to the Children’s Aid Foundation, are going on to post secondary education. Each year when youth graduate from our care, they thank us for the support we have provided. They thank us for believing in them and encouraging them. This is what the Heroes campaign is about. These ads show the impact we all can have through this most vital work.

Children learn what they live. Parenting is the most ominous and important task there is and yet so few of us actually receive formalized instruction. We are advocating for this instruction through our work on the Ontario Coalition for Mandatory Parenting Education. Mandatory classes at the high school level will help to ensure a better future for all of us by teaching prospective parents the basics of safely caring for our most vulnerable citizens.

October is Child Abuse and Neglect Prevention Month. This year the city’s child advocate Olivia Chow, the Toronto Child Abuse Centre and the Toronto Maple Leafs will help us raise awareness about the dangers of child abuse and neglect.

Homes for Kids is a new initiative by the CASs in central Ontario, which will help us to recruit more foster parents. It conveys the message of fostering hope, which is the vital role that foster parents play.

In November we will gather to celebrate our years of service to children at our annual recognition celebration. We will present the Heart and Spirit Award to those staff, foster parents and volunteers who inspire us. This exemplifies another truth about child welfare. It is the people we work with that make this a great profession. Our teams, our commitment, our drive and our dedication are second to none. At a time when children need heroes more than ever, I am so proud of all of you for your dedication. On behalf of the children we have known and those we are yet to know, I thank you.

Sincerely,

Research Highlights

By Dr. Deborah Goodman



As the new supervisor of Research and Quality Improvement, through the Quality and Systems Support

Department, I have the wonderful task of overseeing all the research and evaluation projects the Society is involved in past, present and future! Conducting research is key to answering important questions about the work we do. Such as, how well are we doing our work and what impact do we have?

CAS of Toronto is a leader in engaging with researchers (some are CAS of Toronto front-line or management staff and some are academic and private practice researchers) to answer critical questions about our work with children, youth and families.

In every *Communicate* I will highlight just a few of the many CAS of Toronto research projects and identify the key person(s) involved with the study. Some studies are CAS of Toronto specific while others are collaborative efforts that span regional, provincial and national arenas.

ONGOING RESEARCH

The New Staff Training Team Evaluation (NSTT)

Heather Milstein and Debbie Schatia (CAS of Toronto) are evaluating the impact and outcome of this innovative new program designed to better train and integrate new front-line workers into the Society.

The Maltreatment and Adolescent Pathways Study (MAPS)

Robert Ferguson, Heidi Kiang, Nancy McLaren, Dan Cadman and Franz Noritz (CAS of Toronto) along with Dr. Christine Wekerle (CAMH), Dr. Nico Trocme (U of T) and Dr. Harriot McMillan (McMaster) are designing a study to measure the impact of maltreatment on adolescent functioning.

Better Beginnings – Better Futures Study

Researchers from Queen’s, Guelph and Wilfrid Laurier Universities have joined together in conducting a longitudinal study that started in 1994. The study examines community-based early prevention strategies for children and their families living in eight disadvantaged neighbourhoods across Ontario. Two areas are specific to CAS of Toronto: Highfield/Rexdale and Regent Park.

NEW RESEARCH

The Positive Parenting Project Evaluation

Corrie Tuyl and Winnifred Plumber (CAS of Toronto) in conjunction with partners CCAS and John Howard are evaluating this collaborative clinical group work method that works with parents with a history of family maltreatment to try to prevent future violence.

The Somali Partnership Project Evaluation – Year III

Sharron Richards (CAS of Toronto), and three Somali Community Service Agencies oversee this project and are evaluating its impact on bridging CAS of Toronto services to the Somali community.

RECENTLY COMPLETED RESEARCH The Ontario Association of Children’s Aid Societies (OACAS) Workload Measurement Study (2001-2002)

OACAS sponsored this study that measured the workload of frontline workers across the province in the areas of admission to care, foster care, adoption, court and travel. Thirty-eight out of 52 CASs participated. For many areas in foster care and adoption, this study provides the first provincial baseline data. The findings and final report should be released in November.

CAS of Toronto Housing Study (2001)

Ann Fitzpatrick (CAS of Toronto) and Dr. David Hulchanski (U of T) examined the effect of housing issues on CAS of Toronto children entering care and their families. The findings underscored the reality that “housing is a children’s issue” as housing is a factor in one of five cases where a child has come into care. Final report pending.

Research Profile

In every *Communicate*, one CAS of Toronto person’s research efforts, interests and initiatives will be profiled.

For this issue our research profile is of Tracy Griffiths!

Tracy is a very busy intake worker with the CAS of Toronto. She holds a BSW (2000) from Ryerson and a MSW (2001) from the University of Toronto. In addition to her child welfare expertise, Tracy has experience as a clinical hospital worker and as an immigration policy writer, through re-writing the “Best Practices” segment for the Immigration and Refugee Advisory Committee. Her commitment to research and exploring important clinical questions was evident even when she was an MSW student at the Hospital for Sick Children in the facial unit. Tracy initiated a proposal for a study that looked at the quality of life for adolescents with specific facial syndromes. It was because of Tracy that this study was funded. An article from that study has now been submitted for publication to the *Cleft Palate and Cranial Facial Journal*, with Tracy as co-author. Congratulations, Tracy!

If you know someone who you think should be profiled, please contact **Deborah Goodman at 416-924-4640 ext. 3663**.

Professional Writing Group

Would you like to write an article for a journal, but don’t know where to start? Would you like to prepare a paper for a conference presentation, but are unsure how or unclear about what citation method to use?

Then join the CAS of Toronto Professional Writing Group. This group will help you develop and hone these writing skills in a collaborative and supportive forum. The goal of this group is to support CAS of Toronto staff as they develop professionally and produce papers for presentation, articles for publication and other professional writing requirements. If you are interested in joining the group or you want to know more about this idea, please contact:

Deborah Goodman at 416-924-4640 ext. 3663 or dgoodman@TorontoCAS.ca



Technologically Speaking

By Brian O'Connor and Kara Campbell

Technology use is rapidly growing within the Society. Several important new applications are currently being developed and others are under active consideration:



Voice recognition

A tool to make documentation of reports easier. The user speaks his or her report into a headset or

remote recorder and the software interprets the audio into text on a personal computer.

WorkOnce

WorkOnce is another tool to make documentation of reports easier. The user hand writes information on a customized electronic tablet and then the optical recognition system interprets the handwriting into text on a personal computer.

Remote access

Instead of dial-up access, the Agency is exploring a new process whereby a worker at home would log onto the Internet to access the CAS of Toronto computer network. Benefits include a more stable connection to the network and easier usage. Security and confidentiality is of utmost importance when considering this new technology.

Automating child-in-care information

An important new system is presently being developed in a joint initiative with the Toronto Catholic and Ottawa CASSs. This program will allow staff to record and track information about a child from the moment he or she comes into care. The system will be integrated with the family record and resource inventory programs and will cut down on the extensive duplication of information that is presently involved with managing our child-in-care record. Information handled will include placements, discharges, medical appointments and also child history data.

Resource Inventory System

This application will store profiles of the resources being used for children and youth in our care. The program will help both placement and foster care staff to manage their work and will also assist family service staff by informing their child and family records as to the details of where the child is placed.

E-learning

Curriculum for new workers receiving training is now available on the Internet to compliment their classroom time.

Night duty upgrade

Prior to July 2002, night duty's recordings had to be re-entered into the Society's family system by day staff. Now night duty is able to create reports that are automatically entered into this system and can be linked to specific files without day staff having to repeat this work.

There is also much work being done to upgrade older systems so that the programs used by human resources, finance and legal services can link together for more complete information.

Building Bridges

By Stephen McCracken

When most families hear the words "summer holidays", it is a time of play, fun and active family life. For others it



Dad visits the Toronto Zoo.

is a time of isolation, stress and potential family problems. Building Bridges helps reduce isolation and inactivity during the summer, among potentially "high risk" families that the Society supports, by strengthening parent/child relationships.

The Society and the Children's Aid Foundation have supported Building Bridges for six summers. Fifty-two participants took part in the July 2002 two-week program, which included group trips to

Toronto's Centreville, the Toronto Zoo, parks, pools and farms.

The family friendly calendar of activities provides parents, grandparents, guardians and children essential structure and routine while school is out. Goals of the program include:

- Promoting positive relationships within the immediate and extended family
- Decreasing isolation by developing a supportive network among other parents/guardians/neighbours
- Offering practical and effective parenting techniques
- Increasing children's ability to interact appropriately with peers and adults
- Building the families' awareness, knowledge and skills of accessible community activities
- Supporting participants' feelings of self-esteem and confidence



Making new friends at Niagara Falls.

A Star is Born

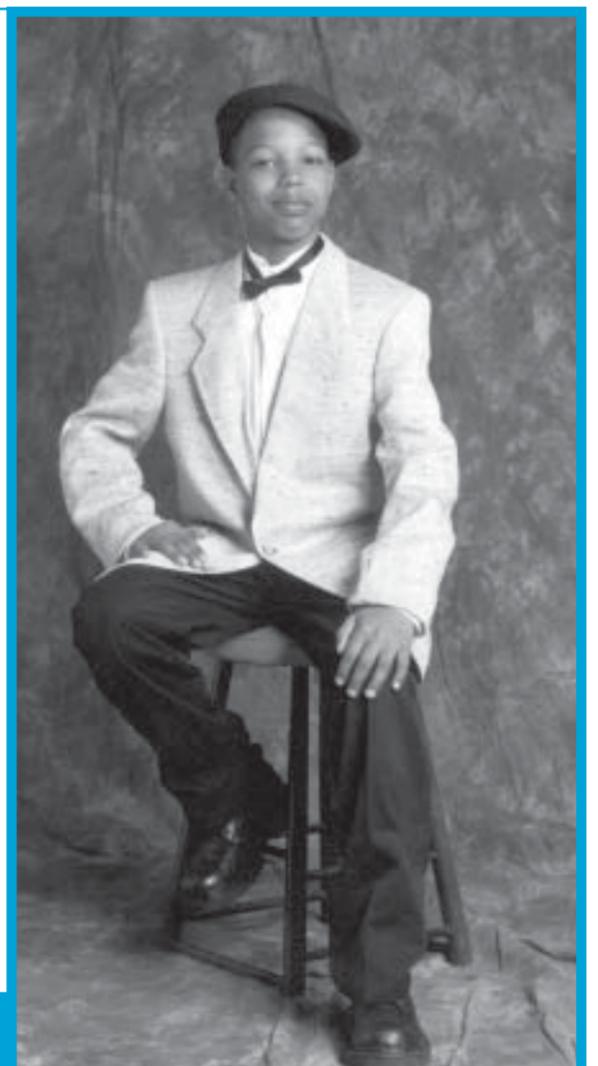
By Noëleen Peterson

Raymond Spencer is an 11-year-old crown ward who has been residing with the same foster family for approximately six years. During this time Raymond has accomplished strong skills in swimming, piano and skating.

One of Raymond's most recent activities was acting in his school play, *The Music Man Jr.* Raymond put a lot of hard work into preparing for the part of the salesman and it certainly paid off, he did a fantastic job.

Way-to-go Ray!

Raymond Spencer in *The Music Man Jr.*



Meet the President

By Melanie Persaud



Kevin Drynan has been a CAS of Toronto volunteer since 1990 and at the Society's Annual General Meeting in June 2002 became President of the CAS of Toronto Board. He is

Vice President and Director, Pension Services at State Street Trust Company Canada.

Drynan brings a grassroots understanding of child welfare issues to his role as Board President. Drynan's volunteer experience includes being a special friend, chair of the social and child welfare policy committee, member of the Toronto East Branch advisory group and chair of the service committee.

"It's really critical that everyone who touches the Agency, come away with an understanding of the work — helping make things better for kids," says Drynan. He chose the Society for his volunteer work for that very reason. As a young successful professional he felt it was time to give something back. He came to know the CAS of Toronto through another board member and former special friend.

Drynan's leadership in the business world will be important on the Board. He joined State Street in 1997, opening the Vancouver office before coming to Toronto to head up National Sales in 2000. Prior to becoming President, he was a CAS of Toronto Board Member, Board Secretary and Board Vice President.

Drynan sees his role as one of leadership, setting strategic direction, ensuring proper succession planning for staff and the Board and advocacy at the senior business level. He sees the challenges for the coming year as funding, real estate and positive perception. "We must continue to be the leader among child welfare organizations and I would love our workers to have a more positive profile. I want the public to understand everything that goes into helping a family and child," adds Drynan.

Drynan feels an improved image would result in greater awareness, more money from fundraising and greater accessibility for families who need us. "A positive perception would make distraught parents more willing to call to let us help them raise healthy children," continues Drynan.

Drynan wishes to publicly acknowledge and thank staff, volunteers and foster parents for their tremendous work and leadership on behalf of children, youth and families day in and day out. He also encourages anyone reading this article to help. "If you have a passion for children and you want to help in any way, call us, there's no better time than now," says Drynan.

Meet the New Board Members

By Melanie Persaud



Bill Blair, Staff Superintendent, Toronto Police is replacing P.C. Janet Sullivan who has been promoted. Bill has been with the service for 26 years and has worked in a wide variety of policing functions. Recent assignments include command of 51 Division, the Community Policing Support Unit, Corporate Communications, and presently Central Field, where he is responsible for the management of nine police divisions. The CAS of Toronto receives 14 per cent of our referrals from the Toronto police and have a new joint sexual abuse and physical abuse investigation protocol. Staff Superintendent Bill Blair will help further our partnership with Toronto Police Services.



Dr. Susan Silva Wayne is a child therapist, former intake worker, family service worker, and supervisor at Etobicoke Branch. As a volunteer, she has also provided supportive therapy with youth graduates of CAS. Susan has a doctorate in social work, has taught social work courses at several universities and is an experienced child and family therapist in private practice. She is a member of the Social and Child Welfare Policy Committee. "I've met some wonderful and interesting people in an area that continues to fascinate me; the development of children and families. The Board seems like a place I might make a contribution."



William Tinmouth is a retired lawyer with a background in real estate. He was Senior Vice President of Law and Strategic Planning at Cambridge Shopping Centres Limited. William is on the Society's Long Range Planning Committee. His experience will be key as the Society plans to begin major property redevelopments in the coming year. He is also a member of the Chair's Advisory Council on Toronto Habitat for Humanity and is a director and a member of the Executive of Mary Centre, an organization that enhances the lives of people with a developmental disability. William Tinmouth chose CAS of Toronto for his volunteer work because, "I'm very interested in care and housing for the young and elderly and try and assist where possible to make a difference."



Ibrahim Absiye is Executive Director of Midayanta Association of Somali Service Agencies. With a background in Finance, Ibrahim first came to CAS as a community representative on the Bridging Diversity Committee and the Finance Audit Committee. There is perhaps no better example of a solid partnership effort with an ethnospecific community than that of the Somali community and CAS of Toronto. Ibrahim Absiye's contribution to the Board can only help to cement this relationship. "There is a huge need for us to understand one another. Somalis must learn about child welfare and CAS must learn about the Somali community."

Long Range Plan Update

By Melanie Persaud

A long range plan guides the Society in directing its resources appropriately to best serve families and children. A good long range plan begins with an environmental scan — an attempt to identify the key influences, trends and changes that will likely affect the circumstances under which the Society will have to operate in 2003 and beyond. The scan has been completed and it provides valuable information about external factors like poverty and immigration trends. It also identifies internal factors like case volume, risk assessment ratings and our efforts to make our work more culturally sensitive. “There is a pervasive sense of profound change in our community and the way we do our work so we decided to look at it in detail,” says Brian O’Connor, director of the Quality and Systems Support department (QSS).

Dr. Deborah Goodman, Supervisor Research and Quality Improvement is the new staff resource person to the Long Range Plan Steering Committee and she is the staff person responsible for completing the environmental scan and stakeholder consultations.

Toronto is not the same city it was a generation ago. It has been transformed politically, socially, demographically and economically during the past decade. Some interesting facts out of the environmental scan may give a peek into what

Toronto may look like in the next few years. This information will help the Society to determine where we should be directing our services and how. This information also confirms many of the challenges the Society has faced and how extraordinarily busy the Society has become.

Toronto facts of life

Toronto is home to more than one-half million children. Toronto’s overall population is expected to increase by 16 per cent by 2011

In Canada, the child population is decreasing; in Toronto, it is increasing, due to immigrant influx. During a 15 year period the zero to four-year-old age group grew by 10 per cent and the five to 14 year old age group grew by 21 per cent

Of Toronto’s 2.4 million residents, nearly half are immigrants. Increases in the total number of immigrants and refugees allowed into Canada are expected to continue. About one in five of these newcomers are children. Toronto absorbs about 63,000 new immigrants each year; this is comparable to a city the size of Ajax or Cornwall moving to Toronto

Asia has replaced Europe as the prime immigration source. Four out of 10 newcomers to Canada have little or no English language ability. Diversity in language, race and country of origin is reflected in the increasing number of languages spoken by families the Society serves — more than 70 languages to date

A typical poor single parent family with one child living in Toronto has a median income from all sources of \$11,100. Almost half of all food bank users — about 65,000 — were children

All CAS of Toronto residential programs are functioning close to or beyond capacity. Discharge planning is often delayed due to the limited availability of appropriate community services or residential treatment resources

Since 1997 there has been a 90 per cent increase in the number of court appearances made by CAS of Toronto staff

CAS of Toronto facts of life

During the last three years, protection investigation cases have increased nearly 70 per cent from 4,916 in 1999 to 8,262 in 2001

The top four reasons for children and youth coming into the care of the CAS of Toronto are listed below. These top four reasons account for 73 per cent of all the reasons why children come into care.

1999 – 2000

1. Child without a functioning parent
2. Parents behaviour may endanger child
3. Child with disruptive behaviour
4. Alleged physical abuse

2001 – 2002

1. Parents behaviour may endanger child
2. Alleged physical abuse
3. Child with disruptive behaviour
4. Child without a functioning parent

Four hundred per cent increase in “adult conflict” as reason families receive service from the CAS of Toronto

The CAS of Toronto Community Work and Prevention program annually provides support to approximately 50 community groups and social justice coalitions, assisting them to access approximately \$11 million in funding for community and advocacy initiatives

Ninety-one percent of respondents to a children’s survey conducted by EKOS Research Associates agreed to the following statement, “Investing in children helps to build a healthier society and a healthier economy.”



Feedback Please!

The stakeholder consultation process has been organized and sessions have begun with internal and external groups like CAS of Toronto volunteers, alumni, media, PARC and community service partners. Here are some of the questions we'll be asking. If you're not part of a group already and would like to give us some feedback, please answer the questions and e-mail inquiries@TorontoCAS.ca.

- 1) What three general trends in society (e.g. economy, political, technology, health, education) do you think will significantly impact the Children's Aid Society of Toronto over the next three to four years? Identify several threats and opportunities for each trend.
- 2) What services and other areas of operation (e.g. administration, public relations) do you think the Children's Aid Society of Toronto does a good job in providing to children? To families? Identify threats and strategies to ensure these areas of service are maintained?
- 3) Are there services the Children's Aid Society of Toronto is providing now that you think we should not be providing in the future? Why? Additionally, are there services the Society is not providing now but should?
- 4) In what areas of service do you think the Children's Aid Society of Toronto needs to improve its performance? Why?
- 5) What are the key internal issues facing the Society over the next two to four years? Identify the threats and opportunities related to these issues.

A Day of Fun and Feedback

By Jill Evertman

Each year volunteer services plans a series of workshops to teach new skills to volunteers and to give volunteers the opportunity to get to know each other and CAS of Toronto staff. At the latest session, we asked our volunteers for feedback about their volunteer experience to help inform the Society's Long Range Plan.

The responses were very helpful. In a nutshell, the volunteers told us:

- The Society recognizes the importance of volunteers, staff welcome volunteers in the branches and "you feel that your contribution is appreciated"

- Society staff are "very friendly, nice people." It's a place where you get to meet so many nice people that it makes volunteering enjoyable

- The volunteer training sessions offered here are excellent, lots of opportunity for learning



Volunteers practice David Granirer's principles.

- The volunteer coordinators are professional staff that have worked in the front line previously. This is not common; in other organizations administrative staff are used to coordinate the services of volunteers. At the Society you feel you are part of a professional team that helps kids and families

- Volunteer services staff keep in touch with their volunteers and support them with their assignments

- The criterion for selection at the Society is more thorough than in other organizations. You feel that you are at "the high end" of volunteering and you get to meet lots of other good volunteers

- The Society is a good place to learn about other cultures

- The educational component of the training sessions can assist new immigrants to Canada to use volunteering to prepare themselves for work

But, there is always room for improvement and they also said that:

- Sometimes there is lack of feedback in some roles, such as special friends. It would be helpful if workers would let you know how they think you are doing as a special friend

- Written feedback would also be helpful where volunteers are students or new immigrants who want to learn Canadian ways. For example, how to write a better report

- Attending volunteer events and training sessions should be mandatory so that all

volunteers are learning and participating actively. You would also get to know other volunteers this way

- All volunteers who attend events should get certificates of achievement

- More attention needs to be given to completing the annual written evaluations of volunteers by their workers or by coordinators

- A personal touch makes a big difference to volunteers involved in a large organization like this one. How about having the department send each volunteer a card on their birthday?

The fun aspect of the day included David Granirer who entertained

everyone by satirizing the lighter side of social services and the helping profession. David is a professional speaker/stand-up comic who calls himself the "psycho" therapist. He volunteered his time to the CAS of Toronto volunteers and even came all the way from Vancouver. Watching his witty and slightly neurotic side of counselling was great fun. You can check out David's website at www.psychocomic.com.



If you or anyone you know has ever worked or volunteered in a social service setting, attended a support group, been in therapy or read a self-help book, you'll love David's confused, neurotic, psychotherapist's view of the things people do to make themselves happy, whole and psychologically healthy. David is a speaker, a psychotherapist and a stand-up comic. He performs, maintains a counselling practice and teaches stand-up comedy at Langara College in Vancouver. He also gives laughter in the workplace presentations for hundreds of organizations across North America.

CAS of Toronto Adopts Mental Health Issues Policy

By Melanie Persaud

The Canadian Mental Health Association estimates that one in five Canadians will be affected by a mental illness at some time in their lives. According to data from a sample of family service cases served by the CAS of Toronto, 45 per cent of all the children evaluated have at least some symptoms of emotional or mental disturbance. Fifty-eight percent of caretakers assessed have at least some emotional problems or mental illness. "Parenting a child is tough enough without the challenge of poor mental health," says Dr. Margaret Robertson, Director of Medical Services of CAS of Toronto.

In response to these statistics the CAS of Toronto developed the following policy:

The CAS of Toronto recognizes the importance of mental well-being as a significant factor in the safety, protection, and well-being of children, youth, and families. The society supports preventive activities that focus on the promotion of culturally appropriate mental health and well-being of children, youth, and adults. CAS of Toronto continues to support equitable access to services for all, including those affected by mental health issues – CAS of Toronto Mental Health Issues Policy

"Preventing mental illness is beyond the Agency's scope given that factors such as genetic predisposition and family history also come into play," said Farrell Haynes, staff resource to the Social and Child Welfare Policy Committee that drafted the policy. However, the CAS of Toronto will support good mental health for the children and families we support by promoting early diagnosis for children, supporting prevention and early intervention activities, identifying and promoting the use of the most effective treatments and developing new partnerships.

What is mental health?

The newly adopted policy defines mental health as a state of mind characterized by a positive sense of psychological, emotional, behavioural and spiritual well-being that enables individuals to cope with the demands of everyday life.

Mental illness, according to the Canadian Mental Health Association, is the term used to refer to a variety of diagnosable mental disorders. Mental disorders are health conditions that are characterized by alterations in thinking, mood, or behaviour (or some combination thereof) associated with distress and/or impaired functioning.

What are the effects of poor mental health?

Poor mental health in children can lead to difficulty learning and trouble in school. This is often compounded with difficulty making friends and social isolation. Parents with poor mental health may have limited coping skills and depending on the family dynamics and type of disorder (e.g. schizophrenia), they may not be able to provide the structure and routine their children need. Emotional abuse of children may also occur.

Early stress can lead to mental illness later in life. Recent research has shown that too much cortisol, a chemical produced by the body's adrenal glands, can impair the formation of brain connections. This stress can happen before age three and can be caused by a number of factors including inconsistent parenting — sometimes mother reacts with love, other times she reacts with rage — inadequate food and sitting in wet diapers for prolonged periods. All of these incidents over time cause a baby stress. Too much stress produces too much cortisol. "This is why sometimes a good foster home, a good worker and a good school just don't seem to have an effect on a child," says Robertson. "The damage happens early."

For a complete copy of the Mental Health Issues Policy contact Farrell Haynes at 416-924-4640 ext. 2221.

Focus on Adoption

By Kara Campbell

The CAS of Toronto began Adoption Awareness Month on November 1, 2002 with a new Internet pilot featuring the profile of children available for adoption on its website. For the next 12 months www.TorontoCAS.ca will feature a photo and description of waiting children. Each month new children or youths will be featured on the site.

"This pilot project is an important first step in the Agency's plan to recruit more families for waiting children," says Nancy Dale, CAS of Toronto Adoption Centre director. "We are eager to recruit adoptive applicants from a wide variety of ethnic, cultural, religious and racial backgrounds so we are able to match our waiting children with adoptive parents who share a similar heritage. While we place many very young children on adoption we are always wishing to expand our adoptive resources to include those individuals who are interested in parenting older children, sibling groups or children with special needs."

Although the Society has recently decided to defer its request for a license to provide inter-country adoption services for China, it will continue to focus its energy on expanding permanency options for children in its care. Strategies to address this expansion include:

- Aggressive recruitment activities to seek families for waiting children. Each year about 100 children in the care of the CAS of Toronto are connected with families. At any given time about 50 children are available for adoption at the CAS of Toronto
- The Society will also develop closer relationships with private adoption practitioners throughout the province to ensure these practitioners are aware of children waiting domestically for adoptive families. The Society believes many families who pursue inter-country adoption through private practitioners are not aware that there are children waiting domestically
- Increased focus on the development of open adoption plans where they are seen to be in the best interests of children. An open adoption is one where contact whether direct or indirect may occur between the child and a birth family member. The nature and frequency of the contact is based on the assessed needs of the individual child. It can range from the exchange of letters to face-to-face visits

- Greater emphasis on concurrent planning to avoid unnecessary delays in achieving permanency for children. This will include the development and support of resources who are prepared to make a long term commitment to a child even before he or she is legally free for adoption. Children move into these homes on a fostering basis and the family must be prepared to accept the risk that a court may not grant crown wardship, which frees the child for either long term care or adoption

- Continued promotion of an adoption subsidy program, which supports people who have limited financial means to adopt children with special needs

- Development of a kinship care program. Kinship care is defined as the full-time nurturing and protection of children who must be separated from their parents, by relatives or other adults who have a kinship bond with the child. It enables children to live with persons whom they know and trust and it provides unique opportunities to reinforce a child's sense of identity and self-esteem, which flows from knowing their family history and culture

Online survey

The Society's website is also being considered as a valuable tool for pre/post adoption support services. Currently an online survey can be found at www.TorontoCAS.ca. The purpose of the survey is to gain valuable insight into the types of information prospective parents and adoptive parents are looking for from adoption websites. Possibilities include chat rooms with adoptive parents and online workshops with an adoption worker that cover topics like open adoptions, promoting attachments, special needs adoptions, the homestudy process and search and reunions for adult adoptees.

"We will use the information gained from the survey to help us develop a website that is unique and truly useful to families who have adopted, families considering adoption, adult adoptees and birth family members," says Dale.

Did you know?

- Adoption – the legal process that gives a new family to a child whose birth family can't care for him or her – is a life-long commitment that benefits children and families
- There are no standard waiting periods for adoption, everything depends on the right match. It takes approximately one year for applicants to complete all of the requirements for adoption
- CAS of Toronto foster parents adopted eleven per cent of children adopted through the CAS of Toronto last year
- Currently there are more than 850 crown wards with the CAS of Toronto who are unavailable for adoption because the courts have granted access to the child by the child's biological family. The CAS of Toronto is actively advocating for changes in legislation that would permit adoption planning for children who have access with their biological family
- Since CAS workers have the opportunity to really know and understand the children in their care, they help determine if adoption or long-term foster care is best for the child. If a child is old enough, he or she also takes part in this decision

For more information about adoption call 416-924-4646 or send an email to adoption@TorontoCAS.ca

After 45 Years, Richard Phillips Retires

Richard Phillips has the impressive distinction of being the longest serving staff member of the CAS of Toronto. Richard has proudly served the CAS of Toronto for 45 years! Richard's first involvement with the Society began in the summer of 1955 when he ran summer camps for children in care. In 1957 he joined the staff of Moberly House as a live-in houseparent. He recalls working seven-hour shifts during the day, as well as five night shifts a week at a starting salary of \$1,800, less board.



Richard also held positions in child protection, children's services and adoption. However, Richard's primary focus has been as a homefinder in the foster care department – a position he has enjoyed since 1974.

"I have a lot of fond memories of my early days at Moberly and I've really enjoyed working as part of the foster care placement team," says Richard. "I find the biggest change in the Society is the staff turnover. Today it's not uncommon to only know those people who you work with directly. Many of the problems that existed when I began are still struggles today like the shortage of placement resources and not enough funding to prevent child abuse and neglect."

In his retirement Richard is looking forward to spending more time as a church organist and choir director. He also hopes to do some traveling.

On behalf of the entire Society, best wishes Richard!

Upcoming Events

November is Adoption Awareness Month

Ramadan – Begins November 6, 2002

Ramadan is the ninth month of the Muslim calendar during which Muslims fast from sunrise to sunset. It is called the Fast of Ramadan and lasts for an entire month. Ramadan is a time when Muslims concentrate on their faith and spend less time on the concerns of their everyday lives. It is a time of worship and contemplation.

Remembrance Day – November 11, 2002

National Child Day – November 20, 2002

November 20th is a day to celebrate and honour our nation's youngest citizens because nothing matters more to our country and our future than the welfare of the next generation. This day is a meaningful anniversary, as it commemorates the adoption of the UN Declaration of the Rights of the Child in 1959 and the UN adoption of the Convention on the Rights of the Child in 1989.

Hanukah – November 30, to December 7, 2002

Holiday Season Celebration – December 15, 2002

One thousand foster children and their families will celebrate the holiday season at the Sheraton Centre Toronto Hotel. The children and youth are treated to lunch, a movie, many fun activities and a visit from St. Nick!

Christmas Day – December 25, 2002

Chinese New Year – February 1, 2003 – Year of the Sheep

Chinese New Year is the main holiday of the year for more than one quarter of the world's population. Predictions for 2003 are that this will be a smooth year following that of the energetic Horse. A year to relax and make peace with oneself as well as with others. Things progress slowly and we find ourselves more sentimental and emotional. The Sheep's influence will draw our families and us closer to home. We find ourselves caring more about those close to us and being more liberal with our time and money.

February is Black History Month

Submissions for upcoming events can be emailed to inquiries@TorontoCAS.ca



CAS of Toronto Etobicoke Branch got its kicks this summer by celebrating World Cup Soccer with its very own soccer match. From left to right: Tracy Schofield, Mike Dineen, Angela Leishman, George Asare and Sarbjit Mahal. Photo submitted by Angela Leishman.

Learn About Us

In addition to speaking at various organizations in Toronto, the Society also offers free workshops to the public and professionals about child abuse and neglect, positive parenting and our role in the community. All sessions are held at 34 Isabella Street, 3rd Floor Training Room.

Upcoming PUBLIC session dates:

Thursday, December 12, 2002 – 7:00 PM to 9:00 PM
Wednesday, February 12, 2003 – 7:00 PM to 9:00 PM.
Wednesday, April 16, 2003 – 7:00 PM to 9:00 PM.
Wednesday, June 18, 2003 – 7:00 PM to 9:00 PM.

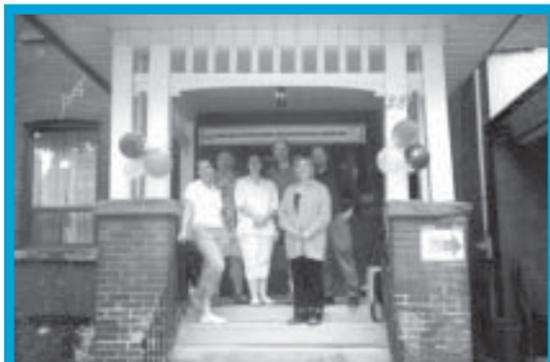
Upcoming PROFESSIONAL session dates:

Thursday, November 21, 2002 – 10:00 AM to 12:30 PM
Wednesday, January 15, 2003 – 10:00 AM to 12:30 PM
Wednesday, March 19, 2003 – 10:00 AM to 12:30 PM
Wednesday, May 14, 2003 – 10:00 AM to 12:30 PM

Professional workshops cover **BASIC** information that would be particularly helpful to new staff.

Please note both the public and the professional workshops listed above cover the same material. There is a Green P parking lot located on Charles Street East. Sorry we cannot reimburse attendees for parking. **Space is limited. Please RSVP to communications at 416-924-4640 ext. 2103 or ext. 2074.**

Simpson Day Treatment Turns 10



Left to right: Cathy Taylor, Dean Gamble, Lori Johnson, Jeff Curley, Liz Hunt and Jim Agnelli.

By Dean Gamble

Simpson Day Treatment Program celebrated its tenth anniversary with a barbecue and awards day on June 24, 2002. Children, youth, families, staff and alumni enjoyed lots of food and fun. All the children and youth received awards for their achievements and they had a blast taking swings at the piñata.

To date more than 100 children in foster care and in the community have benefited from the specialized school, evening and summer programs designed to improve self-esteem and foster academic and social success.

CAS of Toronto Celebrates Eighth Annual Scarbana

By Shira Farber-Brooks



Dressing up for the costume parade is always a big hit!

As dark thunderclouds rolled in and rain began to pour, *Scarbana* organizers and attendees anxiously wondered whether the day's events would be able to proceed as planned. Thankfully, just in time for lunch, the clouds parted, the sun began to shine and the eighth annual CAS of Toronto *Scarbana* festivities began on June 27, 2002.

Based on Toronto's annual Caribana Festival, *Scarbana* is a cultural celebration of food, music and play. Scarborough thrives on its ethno-racial diversity. The goal of *Scarbana* is to foster positive relations between staff, clients, foster families and community members in a fun atmosphere. The event draws hundreds of attendees. Both adults and children look forward to it every year. Despite adverse morning weather conditions, this year's *Scarbana* still attracted approximately 350 people.

The festival could not occur without the support of CAS of Toronto Scarborough branch staff whom are responsible for preparing all of the delicious Caribbean style food, organizing the games and planning a dazzling "jump-up" costume parade. Pan Piper, Hameed Shaq enchanted the crowds along with the disc jockey sounds of The Next Generation.

This year *Scarbana* was fortunate to have the support of volunteers from our Life program, PARC, as well as adolescent aged children of our own staff. These young people assisted with games, face painting and were perfect role models for the children.

Deanna Lelevicius once again coordinated the day's events. Although numerous volunteers contributed their time and energy, it is truly Deanna's spirit and behind the scenes knowledge that has made *Scarbana* an incredible success and a much anticipated summer day.

Special thanks to our sponsors: Pan Piper; D.J.: The Next Generation; Winston Macio of Master Sound; Steven Lee Kam; Patty King International; McDonalds; Atlantic Packaging; Lily Cups; Sandylion Stickers; Metro Rent All; Kraft Canada and Nabisco Canada.



Scarborough Branch staff enjoy the festivities. From left to right: Yale Brick, Peggy Hogle, Tracey Pickett, Lin Brough, Janie Ryan.

211 Phone Line Launches in Toronto

By Kara Campbell

Torontonians can now dial 211 from any phone or connect to 211Toronto.ca to access information on community, social, health and government services at Canada's first 211 service. Community Information Toronto, the United Way of Greater Toronto and the City of Toronto operate this new service.

The easy-to-remember 24-hour telephone number is available to anyone in non-emergency situations who do not know where to go for information about important community services. A call to 211 is a confidential call.

What dialing 211 means...

Information and referral specialists assess the caller's needs and refer the person to the appropriate service agency. The caller is provided with phone numbers, programs and services available, hours of operation and other information relevant to the caller's inquiry.

The information and referral specialists (who are qualified social workers or social service workers) answer calls like the following:

- A senior citizen wanting home care to live independently
- A family facing eviction that doesn't know where to turn for help
- A family searching for child care services in their community or close to work
- A homeless person seeking a shelter bed or a place to get a hot meal
- A concerned neighbour trying to help a friend in an abusive relationship
- A young mom worried about how to properly care for her newborn child

This free, easy-to-access service is particularly helpful to vulnerable populations like seniors, children and youth and those who do not speak either official language, are homeless, disabled or have low levels of literacy.

The knowledge from other 211 services already operating in the United States is that agencies are more likely to receive a higher number of appropriate calls and spend less time trying to re-direct clients who are contacting them inappropriately. For the public, 211 reduces the time and frustration of trying to understand the complexity of community, health, government and social services.

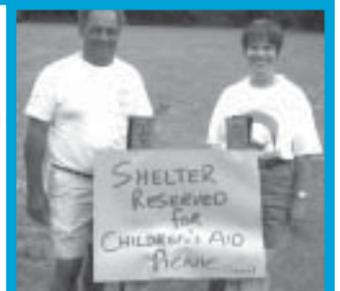


Stephen Tang fires up the grill while Attar Khan enjoys his efforts.

A Show of Support

Staff gathers to enjoy a hot dog and pop in support of the Fran Abbasi Wellness Fund. Fran, an administrative support staff for the telephone intake screening team, was seriously injured in a car accident on her way home from work in August. The fund has raised \$4,000! Fran is recovering in hospital.

Internal Resources Picnic



CAS of Toronto Internal Resources annual picnic was held this summer at Cedar Park. Thanks to John and Judy Tonna for making our picnic great fun for the past four years. Photo submitted by Nancy MacMillan.

Children's Aid Foundation

Child Abuse and Neglect Prevention Grant Program: Grant to Redwood Shelter

The Child Abuse Prevention Grant program was established by the Foundation to provide opportunities for children's aid societies and community-based organizations to deliver innovative programs, which contribute to the prevention of child abuse and neglect, support mandated activities of children's aid societies and do not receive regular government funding. One recipient of this new grant in 2002 is the Redwood Shelter.

Situated in Parkdale, The Redwood Shelter offers a 33 bed emergency shelter and support services to more than 300 women and children each year who are fleeing abusive situations. Redwood staff also maintains a 24-hour crisis line which last year provided support and referral to more than 1,200 women in abusive situations.

Most of the families helped at Redwood live at or below the poverty line. A large number do not have extended families or other support networks and many are newcomers for whom English is a second language.

Redwood is no stranger to the Children's Aid Foundation. Since opening its doors in 1993, Redwood clients have benefited from a number of Foundation grants. Currently the Foundation is supporting a Parenting Education and Support program, which will assist mothers to improve their parenting skills during their stay in the shelter.

Because of various life circumstances, many of the women served lack the capacity and tools needed to give their children the emotional, physical and cognitive nurturing and guidance they require to develop in a safe, healthy way. For instance:

Mary, now 22, often confides in her 5-year old daughter, Jennifer like a friend, telling her about the abuse she suffered in her childhood and the violence from Jennifer's father. Boundaries have always been blurred or non-existent in Mary's life, she has not developed age appropriate life and social skills and her needs shape all her relationships. Mary does not understand why her daughter swings between the temper tantrums of a 2 year old and dispensing advice to Mary like an adult. Mary is very frustrated and often responds by screaming or ignoring Jennifer in much the same way she would with her own peers.

The Foundation's Board approved \$57,000 over two years to assist parents like Mary by way of parenting groups, one-to-one counselling and a parent child drop-in.

Redwood hopes to not only have an immediate impact by positively influencing parenting knowledge, behaviour and attitudes, but also to lay some groundwork that will ensure the children of today are healthy parents of the future.

Postsecondary Education Update – Our Kids Succeed!

The Children's Aid Foundation embarked on a major education strategy in 1995 directed at three major areas: pre-school programming to help kids get ready to learn; programs and incentives for success in elementary and high school and financial support for those who continue into post-secondary education.

The Postsecondary Education and Scholarship Funds are a vital component of the Foundation's overall education strategy. The recently published annual report on post secondary funds for the 2001-2002 academic year included an analysis of the 105 young people (all former foster children) who received financial support from the Foundation.

This analysis revealed that students are studying subjects as diverse as: health sciences; social sciences; business, marketing, accounting, computers; fashion/hair/aesthetics; journalism; radio/tv/film production; hospitality and tourism; trades/landscaping; law enforcement/corrections; ethics; engineering and political science. One student is even studying to become a commercial airline pilot! Of these 105 students:

- 48 were in college
- 39 were in university
- 18 attended other institutions (i.e. Institute of Technical Trades, Academy of Design; Toronto School of Business)
- 8 students are attending graduate or professional schools in the following fields:
 - ◆ 1 Doctorate of Ethics
 - ◆ 2 Law
 - ◆ 1 Medicine
 - ◆ 2 Doctorates of Physiology
 - ◆ 1 Masters of Education
 - ◆ 1 Doctorate of Forensic Psychology
- 25 of the students were male
- 80 of the students were female

Since the inception of these initiatives, and to the end of the 2001-2002 academic year, 53 students who received financial support from the Foundation have graduated from a post-secondary institution.

All students received a bursary for the 2001 – 2002 academic year between \$1,000 - \$2,500 depending on their individual needs; a book allowance of \$500 and a graduation allowance of \$500 per year of study. In addition, 26 deserving students also received scholarships ranging from \$1,000 - \$5,000.

We believe that education is a key ingredient to helping our young people overcome childhoods, which have been marked by abuse, trauma and instability. These youth have "beaten the odds" through their own hard work and dedication. We are extremely proud of all of them!



Communicate

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