# **Logo Toronto Child and Family Network Toronto - Together for our childrenToronto Child & Family Network**

**Steering Committee Minutes**

Date: Tuesday, January 26, 2021

Time: 2:00 pm – 3:30pm

Webex meeting

| **Present** | **Regrets** |
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| * Kevin Pal (Ministry of Children, Community and Social Services) (TCFN Co-chair) * Karen Gray (Children’s Services) (TCFN Co-chair) * Diane Banks (Toronto Public Library) * Paula Carrie (Aisling Discoveries) * Cynthia Grundmann (Toronto District School Board) * Connie Giorando (Toronto Catholic District School Board) * Nancy Hendy (Children’s Services) * Brenda Weitzner (Primary care physician) * Anna Patola (Humber College) * Siobhan McCarthy (AAPC Co-Chair , Native Child & Family Services of Toronto) * Margaret Howard (Surrey Place) * Isilda Kucherenko (Ministry of Education) * Leanne Nicolle (Big Brother Big Sister of Toronto) * Patricia Chorney-Rubin (George Brown College) * Cheryl Webb (Lumenus) * Jillian Sewell (YMCA) * Sarah Jimenez (Toronto Central Local Health Integration Network) * Lee Soda (Agincourt Community Services Association) * Danielle Layman-Pleet (Ministry of Children, Community and Social Services) * Jennifer Miles (Catholic Children’s Aid Society) * Ashley Burger (EarlyON, Children's Services) * Agnès Sesboüé (RLFEFT co-chair, Garderie Rayon de Soleil) * Terri Hewitt (Surrey Place) | * Carolyn Ussher (Children’s Aid Society of Toronto) * David Willis (East Metro Youth Services) * Dr. Lee Ford-Jones (Sick Kids Hospital/ UofT) * Marie Klaassen (Public Health) * Pamela Hart (Native Women's Resource Centre) (AAPC Co-chair) * Jeffrey Schiffer (Native Child & Family Services of Toronto) * Pam Blanchfield (Parks, Forestry & Recreation) * Annique Farrell (United Way of Greater Toronto) * Michele Lupa (Mothercraft) * Anne Lambert (Viamonde) |

**Staff Support:** Kelley Baldwin (Children’s Services)

**Observers/Guests:** Scott Mckean (City of Toronto), Matt Hilder (Toronto Children's Services), Glory Ressler (Toronto Children's Services), Aly Velji (Toronto Public Library)

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| **Agenda Topic & Lead** | **Action** |
| 1. **Welcome & Introductions** (Lead: Kevin Pal)  * Welcomed TCFN members * Land acknowledgement * Approval of agenda and minutes   2020 Highlights   * Completed first round of collective impact coaching; received second round of funding for coaching * Created intended impact statement and theory of change * Launched Raising the Village 2.0 with over 120 indicators, nearly 16,000 visits in 2020 * Hosted Raising the Village 2.0: Unpack, Understand and Mobilize event with 4 speakers and over 100 attendees * Three TCFN steering committee meetings * Hosted 4 TCFN Communities of Practices attended by 269 staff on early learning during COVID-19, infant and early years mental health, and school collaboration * Check it Out partnership transition to virtual model * Online portal development prototyping * NW Scarborough engagement planning and responding to COVID-19 * Recorded a podcast on Making Data Accessible to Address Inequities | Agenda and October minutes approved  **Resources**  Link to the new TCFN/Raising the Village podcast: "Making Data Accessible to Address Inequities, through the Toronto Child & Family Network’s Raising the Village initiative"  Episode permalink:   [https://socialimpact.libsyn.com/making-data-accessible-to-address-inequities-through-the-toronto-child-family-networks-raising-the-village-initiative](https://socialimpact.libsyn.com/hope-for-the-homeless-with-proof-with-foundations-for-social-change-ceo-claire-elizabeth-williams)  *Shortened*:  <https://bit.ly/38k1lfw>  Apple  Podcasts:   <https://podcasts.apple.com/ca/podcast/impact-conversations/id1439372531#episodeGuid=90fc97aa-01af-4e53-a3d5-3825d2e1bb2d>    Spotify:  [https://open.spotify.com/episode/6BnG8fl5Rjz8Vad2HermeO?si=xbyzJ0g7SeO31VhuL\_2xWw](https://open.spotify.com/episode/4KzJT7h8BltqEqRjte7Ya6?si=rL_YDhWjSLeX9MA6dMnWvA) |
| 1. **Community Safety and Well-Being Plan (Scott Mckean)**  * Community safety historical conversation about policing and crime stats; but often inequities experienced disproportionately in the City by certain neighbourhoods and populations * Leverage a well-being lens to change how we think about community safety * Work legislated by the province to every municipality through the Community Safety and Policing Act; last plan developed in 2005, and doesn't reflect new approaches and significant work * Prior to COVID-19, planning to create cross-sectoral Advisory Committee that was halted due to COVID-19 but continuing to engage partners as well as community * Opportunity to create a common outcome framework to mobilize around, looking at Raising the Village * Opportunity also with Toronto Police Services to develop business plan to help further municipalities community safety and well-being * Framework: Currently, as a system we rely heavily on emergency responses, which are costly and reactionary interventions; the framework allows us to think about longer term development and look at prevention-based initiatives to identify risk factors we should be responding to; and when risk escalates we mobilize cross-sectors to address the risk and reduce need for emergency response while also creating a more connected system * Perspective of looking at people, systems that respond to people, and places –and apply that equity lens to the work * Overarching context of safety and the categories to develop indicators for that a focus is needed for: community trauma, community violence, harm and victimization, community justice * Use of data: partnering with a population health lb at U of T to look at the most appropriate data sets to link together, and link them; then take an epidemiological approach to community safety and well-being outcomes; also looking at system level barriers to respond to through policy; and building the communities capacity to understand and response to data * SafeTO achievements: policy framework, outcomes framework, governance, communication plan, actions   Discussion   * Alignment with Raising the Village and the TCFN and think through how to connect/partner on these intersections and not duplicate * Siobhan suggested having Scott come to the Aboriginal Advisory and Planning Committee and engaging the Indigenous-led agencies in early years at this table * Leanne at BBBST – mentor model is intervention and they use ACEs to triage into programs; looking t inter-generational ACEs, and mitigating the effects of the adversity so they do not lead to long term negative health outcomes; breaking the cycle of ACEs; looking at the support needed for the parent/guardian in addressing and supporting their ACEs   + Working with Toronto Public Health to look at how to advance this work, and advancing through the Child Friendly TO   + Helping the CSWB team frame out the language around support for parental unit and the cycle of ACEs in an accessible way * Jennifer CCAS – circulated the info on CSWB with the CCAS senior leadership team; children, youth and families served in child welfare heavily impacted by ACEs; working on journey through trauma-informed practices at CCAS and potentially explore ways to collaborate on integrating this approach together; particularly looking at children in group homes and transition out of care; looking at working more upstream   + Scott working with child welfare leadership and looking to bring all four agencies together to think through this; and the child welfare redesign and positioning it in the plan * Kevin MCCSS – team leading the child welfare designing in Toronto, and high value moment to connect the right people with the right actions; Kevin will come to TCFN at future date to discuss child welfare redesign and want to connect province's work and City's work   + Plan going to Council in the spring with request to go out and pull together an action plan with community and cross-sectors at end of year   + Will provide timeline in coming weeks with deadlines * Scott to think about how to continue to engage with the TCFN and think through how TCFN can advance and support the work of the CSWB | **Actions**  Here is a survey for TCFN members about ACEs <https://cotsurvey.chkmkt.com/cswb-aces>  Scott and Siobhan to connect on engaging the AAPC  Kevin to connect the MCCSS child welfare redesign team with Scott's CSWB plan  **Resources**  Slide deck on Community Safety and Well-Being Plan    Contact info:  Scott Mckean  647-828-5985  scott.mckean@toronto.ca |
| 1. **Discussion regarding Confronting Anti-Black Racism and TCFN (all)**  * Purpose of initial discussion across the TCFN sectors to discuss what work in confronting anti-Black racism is happening; want to hear and learn about what you are doing, and begin to think collectively about how we can advance that work at TCFN * Kevin and Danielle at MCCSS – enterprise wide anti-Racism strategy and have recently come out with an equity framework and MCCSS strategy; challenge to advance work and action in that space quickly; done a series of workshops and capacity building exercises and moving to of a more action phase; also thinking about work with agencies funded by MCCSS and how to support in anti-Racism work and how to hold them accountable * Karen at City of Toronto - [Confronting Anti-Black Racism Action Plan](https://www.toronto.ca/legdocs/mmis/2017/ex/bgrd/backgroundfile-109127.pdf) that has recommendations and areas of action for the City, with specific Child and Youth actions * Paula at Strides Toronto – Strides brought together mental health agencies to make collective commitment to confronting anti-Black racism; work plan being developed by Equity and Inclusion Committee and Anti-Black Racism Committee; accountability built into job descriptions in terms of action plans and creating safe space for client and staff; exploring a period of time/day during the week for Black families to see Black therapists at What's Up Walk-in Clinics * Terri at Surrey Place – reconciliation plan with mandatory training done by TASSC; Equity, Diversity and Inclusion work to develop with facilitation to create a work plan for both internally and externally actions in consultation with community; have anti-Black racism advisory committee internal to Surrey Place; building mental health supports and outreach with partners on anti-Black racism and Two-spirited organizations to develop specific trainings and supports for those communities * Aly at TPL – number of actions on staff and public facing side; internal actions to ensure staff have necessary info and training and also looking at recruitment and hiring practices; public facing side taking a more strategic and focussed approach to look at how to advance the goals of the City's plans, looking at specific programs to think through how to be more inclusive and developing specific programs or initiatives that are more inclusive; anticipate a service plan at end of year with more of the information * Connie at TCDSB – leadership had acknowledgement and call to action at the beginning of the school year; understanding who TCSDB serves and who not serving well; community and advisory groups to connect more deeply and learn and understand lived experience and inform strategies to confront anti-Black racism; looking at more inclusive curriculum and materials; communication plan with conversation and connection series; create school and work environment to support more equitable outcomes and recruitment practices * Cheryl at Lumenus – since amalgamation, from governance perspective, anti-Black racism identified as a priority; board and senior leadership driving this change with a lot of policy work happening in this area * Jennifer CCAS – started with an internal process that began with One Vision, One Voice initiative that engaged Black community in a practice framework, and more data came from the disproportionality of Black families in the child welfare system; took a more thoughtful and deeper look into the issues at the organization and engaged outside help in this for journey of reflection and learning; Deeper Dive report created by agency and provided the places to start; commitment to trauma-informed and evidence-informed practice; also developed Afrocentric wraparound program to create more culturally appropriate programing and create new partnerships; looking at bringing more diversity in board; as well as engaging in cross-sector trainings * Ashley at EarlyON – echo a lot of the actions, and would add that EarlyOn taking an intentional equity lens to service system planning, program standard development, and engaging with Black families and other sector leaders in the space to meet diverse needs; also targeted professional learning opportunities; shared resources around the sector around importance of governance and representation * Brenda & primary care – a Black Creek Community Centre, all staff took understanding anti-Black racism training; hiring people from within the community to create safe space   Shared via chat:   * Jillian at YMCA - doing many of the things that have been shared and also have a Black Experience Staff Advisory that helps guides our association * Patricia at George Brown College - like all post-secondary institutions, George Brown College has an Anti-Racism Strategy Framework; looking inward as an place of employment; curriculum focus and integration into our programs; student focus and the experience of our student community; and practice and programs such as ECE childcare, Dental clinics etc. that serve the community   Common themes/ areas of action   * Development of action plans for confronting-Black racism, both internally focussed and externally focussed * Building capacity and accountabilities among funded agencies and staff * Training, professional development, and performance accountability for staff * Developing more inclusive programs and services; looking at barriers and inequities for service access * Reviewing and creating new governance structures as well as diversity in board/leadership * Reviewing and changing relevant policies * Building new partnerships, engaging the community, creating advisories   Initial conversation on how TCFN can advance the work and role/opportunities   * Conversation of bringing in more diverse voices and having strong representation at TCFN from the Black-led or Black-serving community to the TCFN steering committee – intentional practices on how to engage the community to amplify voices, done in partnership with community * Thinking about how to apply the Equity Framework tool, and lessons to learn across the agencies in terms of how the TCFN members are applying it – as we apply it to intake, discharge, and decision-making processes; value in learning from others on application and understand possibilities of using the tool * Thinking of how to use a CABR lens on the existing work at the TCFN   + TCFN screening table being more mindful of EDI specifically when we look at rolling out that program and target black individuals/ families/ communities   + TCFN professional development of increasing representation at the table and also that table is thinking of how to create more training and resources for anti-Black racism training/PD/capacity building * Add as a standing item on the TCFN meeting moving forward; think through how to move this work forward at the next meeting and explore the TCFN role further | **Next steps**  Kelley to recirculate the Equity Framework  Bring forward organizations to consult regarding representation  Standing item of confronting anti-Black racism at TCFN steering committee |
| 1. **Wrap up and next steps (Kelley)**  * Kelley to set up listening tours with TCFN members to gather feedback on the Theory of Change as well as general info on member experiences and ideas moving forward – will present information back at March meeting * Shared the working table template to revise the action plans impacted by COVID-19 for presentation in March * Update that Tamara is working at Toronto Public Health for a year and will not be supporting Raising the Village during that time; so Toronto Children's Services staff will hire a replacement to continue the RTV work; action plan to go to steering committee in March | **Next steps**  Kelley will reach out to TCFN steering committee members to schedule listening tour and share questions in advance  Working tables will create action plans with revised COVID-19 work for March's meeting |

**2021 Meeting Schedule:**

* Thursday, March 25 from 2-4pm (Webex)
* Thursday, May 13 from 2-4pm (Webex)
* Thursday, September 30, 2-4pm (Webex)
* Tuesday, November 23, 2-4pm (Webex)