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

**Steering Committee Minutes**

Date: Tuesday, November 23, 2021

Time: 2:00 pm – 4:00pm

Webex meeting

| **Present** | **Regrets** |
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| * Sherri Rennie (Ministry of Children, Community and Social Services) (TCFN Co-chair) * Karen Gray (Children’s Services) (TCFN Co-chair) * Diane Banks (Toronto Public Library) * David Willis (Strides) * Paula Carrie (Aisling Discoveries) * Connie Giorando (Toronto Catholic District School Board) * Jennifer Miles (Catholic Children’s Aid Society) * Nancy Hendy (Children’s Services) * Brenda Weitzner (Primary care physician) * Siobhan McCarthy (AAPC Co-Chair , Native Child & Family Services of Toronto) * Margaret Howard (Surrey Place) * Leanne Nicolle (Big Brother Big Sister of Toronto) * Jillian Sewell (YMCA) * Matthew Lee (Ministry of Children, Community and Social Services) * Ashley Burger (Toronto Children's Services) * Michele Lupa (Mothercraft) * Eunice Lee (Toronto Children's Services) * Isilda Kucherenko (Ministry of Education) * Anna Patola (Humber College) * Karen Turner (Ministry of Children, Community and Social Services) * Nadie Lekosky (Toronto District School Board) * Patricia Chorney-Rubin (George Brown College) * Marissa Tapangco (Toronto Children's Services) | * Anne Lambert (Viamonde) * Terri Hewitt (Surrey Place) * Cynthia Grundmann (Toronto District School Board) * Marie Klaassen (Public Health) * Jeffrey Schiffer (Native Child & Family Services of Toronto) * Pam Blanchfield (Parks, Forestry & Recreation) * Cheryl Webb (Lumenus) * Pamela Hart (Native Women's Resource Centre) (AAPC Co-chair) * Annique Farrell (United Way of Greater Toronto) * Trevor McAlmont (Macaulay Centre) * Lee Soda (Agincourt Community Services Association) |

**Staff Support:** Kelly O'Gorman (Toronto Children’s Services), Joe Rock (Toronto Children's Services), Caroline Wai (Toronto Children's Services), Najma Kahiye (Toronto Children's Services)

**Observers/Guests:** Lynn Fergusson (Social Impact Advisors), Scott Webb (Technology Services, City of Toronto), Nena Meftuh (Toronto Children's Services)

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| **Agenda Topic & Lead** | **Action** |
| * **Welcoming remarks / Land acknowledgement / Introductions**   **(Lead: Karen Gray / Sherri Rennie)**   * + Introduced and provided a brief background – "African Ancestral Acknowledgements" - a point of reflection on the past of people of African descent and their ancestors who have been present and actively contributing to life on Treaty lands and traditional Indigenous territories since the early 1600s. It provides context for the present challenges for freedom, justice and the enjoyment of collective community well-being and supports a desire for a hopeful future.   + Round table introduction of new members |  |
| * **Approval of minutes and agenda (Lead: Karen Gray)**   + Review of the meeting minutes | Meeting minutes approved |
| * **Confronting Anti-Black Racism, CABR (Lead: Najma Kahiye & Caroline Wai)**   Introductions   * Sherri welcomed and introduced Najma Kahiye & Caroline Wai * Najma introduced herself. Consultant, Diversity & Equity, GM's Office, Toronto Children's Services. Has worked 17 years in various front line and senior roles within the health and social services sector. With the Ministry and City of Toronto, assisted in developing and modernizing housing and health benefit framework. Worked on high profile policy profiles including violence against women, Indigenous group, healing and wellness strategies, health, promotion and prevention and safe and healthy schools. Extensively worked with many equity deserving communities and having equity lens through policy, program, development, and implementation. In her spare time, she volunteers as the board of chair for Jessie's Centre - Helping Young Pregnant & Parenting Women. As well, works as an RN, Psychotherapists. * Caroline introduced herself. Consultant, Service System Service Planning Policy Development, Toronto Children's Services. In early years, a Registered Dietician trained in Public Health, a specialist in infant nutrition and school based nutrition program planning. Most of her career, as Health Equity specialist at Toronto Public Health. Then, as a Senior Policy Advisor at Ministry of Health in Health Equity Branch. In which she trained in equity frameworks, equity based program planning. Returning to the City of Toronto, in the funding unit, leading Black Youth Leadership Grant and Black Governance Grant. She shares her support to improve and reduce health inequities in the City. * Sherri sets the stage of on-going parallel discussion to deepen our learnings and knowledge on truth, justice and reconciliation and confronting anti-black racism. The importance of this work as a network is a shared vision and our agreed theory of change.   **Presentation** - Facilitated Discussion on Confronting Anti-Black Racism (copy of presentation slides under Resources in minutes)   * Timeline of TCFN's journey to Confront Anti-Black Racism   + January 2021: TCFN SC shared CABR work across members; become a standing agenda item; and agreement on need to increase representation B3 – black serving, black lead, black staff and other equity deserving groups.   + March 2021: Engaged TCFN in listening tour that identified challenges of: - Lack of representation at steering committee; membership need to be more reflective of communities we work with   + May 2021: Endorsed working with an external consultant grounded in CABR to increase representation and advance CABR work and secured funding   + Current; providing update and have foundational discussion in preparation on working with external consultant * History & Definition of Anti-Black Racism from the Ontario Data Strategy and used by the Toronto District School Board   + Over 200 years of slavery in Canada. The first documented enslave individual brought to New France was a black 8 years old child, Olivier le Jeune, originally from Madagascar. It illustrates that black children were not exempt from dehumanization   + Many were forcefully removed from Africa, traffic and transplant to and through Western world and re-rooted. Includes those recently coming this land as a direct result of colonialism and neo-colonialism.   + In 1911, Sir Wilfrid Laurier signed an Order-in-Council with the intent to band African people for 1 year and wrote that this race is unsuitable to the climate and requirements of Canada.   + Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians * Data review of how inequities look;   + TDSB has been leaders in race base data. The data used is from City's CABR unit that was presented to council   + ­U of T Proof's study shows how 34% black children are more food insecure that 10% white children. Primarily, the mother's will forfeit their meals to their children.   + Recently, Ontario Human Rights Commission reviewed Toronto Police data stating black Torontonians are 20x more likely to be shot compared to white Torontonians   + Also, higher poverty rates, inequalities continue to be segregated by neighbourhoods. Black Population Percentage, City of Toronto map is not up-to-date as pending release of 2020 Census. Majority black Torontonians in the NW area, old City of York and along the rail lines of Scarborough.   + Child and Family Inequities Score used from TFCN, Raising the Village. The 5 indicators used; low income measure, lack of official language, parental unemployment, parental education, poor housing needs, COVID-19 wave 1 map results are similar. Systemic factors that impact health and well-being became risk factors for COVID-19 * Goals on Moving Forward in January 2022;   + identify recommendations on confronting anti-black racism in an anti-racism and anti-oppression approach   + Partnerships with external consultants, B3 and equity-deserving groups within the Systems we oversee/lead. * Introduction of External Consultant;   + Dr. Beverly Jean Daniel - is an Assistant Professor in the School of Child and Youth Care at Ryerson University. She holds a Ph.D. in Sociology and Equity Studies in Education, a Masters in Counselling, a Bachelor of Arts – Honours in Psychology, and a Graduate Certificate in Woman and Gender Studies. Her research publications and community work focuses on the education sectors and the factors that promote academic, personal, and career success amongst black community members. Her work investigates and concepts of race and racialization in relation to urban education, concepts of whiteness and how discourses of white privilege. In addition to academic experience, she has over 15 years' experience working in the areas of diversity, training and developing cultural competencies. She has worked with school boards.   + Dr. Vidoll Regisford - serves as the Principal of a private corporate consulting and clinical counseling practice. He holds credentials in Social Service Work, Community Development and, post-graduate degrees with a Master's in Education along with a Doctorate Degree in Counselling, and a post-doctorate degree in Counselling-Psychology. His work involves alerting the self within each of us. Dr. Regisford has worked extensively with public, non-profit and private sectors, intersecting his experience in executive leader and is complimentary knowledge of people, as a skillful counsellor, coach and psychotherapist. Dr. Regisford has held senior and executive ranks that includes; Vice Presidents of Human Resources, Mission services at Goodwill Toronto, the National Director for Diversity & Inculsion for Purolator Canada and was a Clinical Director for Across Boundaries. He has developed corporate strategies in the area of diversity, anti-oppression, community development, mental health to name a few. He translated them to policies and procedures using equity lens. His therapeutic practice specializes in cultural, adapted, cognitive behaviour therapy. He utilized a trauma informed generational and inter-generational health equity lens for racialized persons and communities. Dr. Regisford possesses in-depth knowledge of human rights having investigated, managed and resolved complaints at the Human Rights Commission. He is a thought leader, anti-oppression and anti-racism, where he incorporates an ecological paradigm for change speaking, presenting, coaching and strengthening the capacity of learners. * Discussion;   + Najma begins Slido app for group participation     - C:\Users\aagcaoi\AppData\Local\Microsoft\Windows\INetCache\Content.Word\SlidoResults.png   + Aspirational Discussion   + What would a child and family system look like if anti-Black racism didn’t exist?     - Ashley (TCS) thanked Najma and Caroline for their presentation and the importance of reinforcing today's discussion. There would be no discussion about disproportionate impacts and be more focus on improving outcomes for all children. Our roles to address difference in reducing negative impacts     - Leanne (Big Brothers, Big Sisters) reflects that we cannot expect fearful people to make brave actions. Create courageous and aspirational systems, we would all take brave actions. How do we remove fear? Increase inclusion and belonging environments.     - Lynn (Social Impact Advisors) from chat – With no racism, outcomes, in Raising the Village would be no different for black children and families than others.     - David (Strides) – think about everything from education, housing, health, economic impact. With no racism, it's systemic from one end of the community to the other. The increase in our commitment to each, the increase our economic output, increase in education levels.     - Nancy (TCS) from chat – Black children and families would see themselves reflected in positive ways in programs, program activities and in our communities     - Marissa (TCS) from chat – Everyone will feel respected, accepted and valued   + How would the TCFN look different if anti-black racism didn't exist?     - Nancy (TCS) – we wouldn't have uncomfortable conversation It has been prevalent in our society for so long     - Diane (TPL) – There would be more representation at this table from our respective organizations     - Karen (TCS) – No need for TCFN, no data that shows inequities that made us look at our systems. Systems would be flexible, responsive, and resilient. There would be no need to look at system barriers.   + Opportunities and Priorities Discussion * What opportunities are on the horizon that TCFN can tap into?   + - Ashley (TCS) - collective commitments. For all of us to be able to make commitments to embed in our work in whatever that makes sense based on what organizations we work with. How can make concrete measureable change across our organization?     - Diane (TPL) gather a list of local agencies that we can elevate partnering with to support the B3 and build on opportunities to connect. An example, in the Kingston and Galloway area, the reading partnership supporting black families preparing their children to read that will definitely impact our education.     - Lynn (Social Impact Advisors) from chat – Highlighting the inequities, using the RTV data and sharing individual stories (as planned) for how Black children and families, are affected by COVID. And related advocacy.     - Margaret (Surrey Place) from chat – There is real power in the reach of our network.     - Karen (TCS) – We are all funded in order to support and address the well-being of children and families. All residents in the City of Toronto will interact with one of us at any period to time. How do we get to the point where there is collective impact from this group? With the assistance of the external consultants, we certainly know that we need representation and that it has to be authentic.     - Sherri (MCCSS) from chat – How can our collective impact approach focus and advance ABR work in a concrete way?     - The theory of change has been addressed in the appendix. Members will work collectively with the external consultants to identify and prioritize some specific action areas. For example, Check it Out model in leveraging actions area specific to black families and children.     - Karen (TCS) –how do we bring the learning, understandings and commitments from the organizations into another entity? It would be an expectation that there is diversity in any working to group and having organic representation to equally address ABR.     - Collectively sharing and setting targeted goals amongst members within each of our structure and systems.     - Jennifer (CCAS) from chat – I see it as a call to action for each agency represented in key shared areas.     - A challenge is to commit to collecting data and knowing whether it is making an impact     - Karen (TCS) – Our measurements is population outcomes. The distinction between program outcomes as supposed to population outcomes?     - Data will not be collected regularly but years out. Members will need to be challenged to collect program level data to see impactful change while in receipt of population data that comes out every few years.     - Margaret (Surrey Place) – suggest to use current data and establish collective identify key indicators * Barriers and Challenges Discussion   + What are the barriers and challenges exist for TCFN?     - Paula (Aisling Discoveries) – Looking at our organizations structure and putting a new lens on forms and assessments. The systems has been used for so long that it suits us. Are our hiring practise bias free? Reflecting on our intent but really looking at our actions.     - Karen (TCS) – TCFN as system leaders. As representatives, look at TCFN structure.     - Jillian (YMCA) from chat – Good point Karen.     - Sherri (MCCSS) from chat – I agree Karen – structural consideration/change is likely the best way to address.     - Ashley (TCS) – Agrees. As system leaders, we need voices to be heard in order to have the impact we are seeking. There are phenomenal voices out there, just identifying organizations that are missing that would commit to meaningful change and push for collective process.     - Lynn (Social Impact Advisors) from chat - …and does TCFN have a role to help change the system so that more Black and other equity-seeking groups are hired into system leadership roles over time.     - Ashley (TCS) from chat – I think that aligns well with the idea of identifying collective actions we can each take in our respective organizations – including HR/hiring.     - Lee (Sick Kids) –certainly there are programs (ex. Kwame McKenzie, Wellesley Institute) that constructs with community groups that we may hear from. As well, Sick Kids would have voices at the table, not leaders, and share what happens within their community and really opens up minds. * Creating Space and Sharing Power   + How do we share space power and support new members?     - Matthew (MCCSS) – What is TCFN offering to new members? We have the data, we know the structural problems. The programs we have are temporary fixes. We have agents to fix systems but not address the root cause of the problem.     - The benefits for organizations joining is the connection to system leaders.     - Nancy (TCS) from chat – Also, what structure is in place to support members when there is difficulty within the TCFN with racial bias or inequity? It does and will happen. What can we do to work through issues that arise?     - B3 agency are in high demand and are responding     - May not have the answers now, but to re-think how to organize our work. It will involve commitment, going to back to organizations and advocating for change, share learnings.     - Karen (TCS) – Agrees. Starting from scratch will totally look different. Good work being done, B3 are responding. Originally, the intent was where there was structural barriers in place, then the table would respond and make changes so programs are more responsive. We haven't gotten there yet. Totally reliant on external consultants     - Questions and concerns will be shared with external consultants for insight. * In anticipation of our January meeting, what do you need from us to embark on this work?   + What do we need to put in place?   + Do we need to do any additional work to prepare for our meeting with Dr. Daniel and Dr. Regisford?     - Nancy (TCS) – Enough time to have a robust discussion     - A couple sessions will be held, as consultants will review foundational document, vision statement     - Diane (TPL) from chat – I think using a tool like Slido helps to create a safe space for people to share their ideas so would recommend we keep that as tool for sharing ideas going forward.     - Other tools – Jamboard, Miro     - Jennifer (CCAS) from chat - I thinks that works well with these topics is to have opportunity for small group discussion that can then be brought to the larger group i.e., small breakout rooms with 2-3 people to have discussions and then bring it back to larger group. That way more likely to have opportunity for everyone to participate. * Thanked members for participating. Feel free to emai Najma [Najma.Kahiye@toronto.ca](mailto:Najma.Kahiye@toronto.ca) or [Caroline.Wai@toronto.ca](mailto:Caroline.Wai@toronto.ca) with any questions and/or concerns * Next Steps   + Engage with the external consultants and share notes   + Prepare for our meeting in January   + Reconvene discussion in January | Resources |
| **4. TCFN Equity Framework- (Nena Meftuh,TCS)**  Introductions   * Karen introduced Nena Meftuh (TCS, Policy Development Officer) and lead role in Equity Framework. The Equity Framework is a product of TCFN and not the City initiative. It was in development for 5 years by working group.   **Presentation** – TCFN Equity Framework (copy of presentation slides under Resources in minutes)   * + To guide systems planning that aims to remove systemic barriers that cause inequities   + Completed - developed by the TC&FN Working Table #4: Equity in System Planning   + Outstanding – distribution of resources, final stages of prototype/E-tool, knowledge mobilization plan and implementation   + Due to time, quickly reviewed the multi layers of the framework     - From largest layer of systemic focus through to individual identities and then child & family well being   + Reviewed layers & Reflective Questions   + No time for the prototype demonstration   + Engagement –Summer 2021, to aim in the development of a knowledge mobilization plan, interviews were conducted in Summer 2021 to gather feedback on the framework   + Feedback – practicality, the language accessibility, and instructions. It was used to strengthen the tool and assist in developing next steps.   + Proposed Next Steps-Phase 1;  1. Developed a working group to review prototype content 2. Finalize and publish the prototype 3. Developed a knowledge mobilize plan, purpose is to share information 4. Gather case study examples of how organizations operationalize equity in their programming, policies, and planning    * Proposed Next Steps - Phase 2; 5. Pilot the use of Framework 6. Work in partnership with the TCFN Professional Learning Table to offer capacity building/training sessions on how to use for end users 7. Continue to update and monitor for new equity resources and tools    * Discussion Questions & Next Steps      + Approval from members to carry on next steps      + Develop a working group to support, available staff to participate      + How to collectively encourage the use of the framework?    * 2 min. overview of prototype    * For agencies to use as a common framework as a tool  * Patricia (George Brown College) - Is this tool available to take away for   our organization to review? Yes, it is a prototype and draft version. Invaluable to take away to college, but also requesting for a small working group to review content, language, resources are appropriate.   * Respond back to Caroline via email if members have staff or other agencies within their organization for this initiative. * Nancy (TCS) - interested in testing through the TCFN Online Portal working group. Connect with myself and Brenda. * Next steps;   + Continue in a couple of weeks and monitor [tcandfn@toronto.ca](mailto:tcandfn@toronto.ca) email with suggested representatives | **Resources** |
| **5. Standing Items and Updates**   * + Bring forward to next meeting |  |
| 1. **Wrap up and next steps (Sherri)**  * Thanked Caroline and Najma for leading presentation * Thanked members for coming to the meeting and for providing thoughtful contributions * Members were asked to reflect on what was said and consider the meaning for our network and how we move forward * In process of finalizing 2022 meeting dates * Happy Holidays To All ! |  |

**2022 Meeting Schedule Final Dates (TBD):**

* End of January
* End of March
* End of May
* End of September
* End of November