



**Toronto Child & Family Network
Steering Committee Minutes**

Date: Friday, March 4, 2022

Time: 1:00 pm – 3:00pm

Webex meeting


Present	Regrets
<ul style="list-style-type: none"> • 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) • Ashley Burger (Toronto Children's Services) • Brenda Weitzner (Primary care physician) • Connie Giorando (Toronto Catholic District School Board) • Cynthia Grundmann (Toronto District School Board) • Donna Saleh (Toronto Children's Services) • Jillian Sewell (YMCA) • Karen Turner (Ministry of Children, Community and Social Services) • Leanne Nicolle (Big Brother Big Sister of Toronto) • Eunice Lee (Toronto Children's Services) • Matthew Lee (Ministry of Children, Community and Social Services) • Nadejda Lekosky (TDSB) • Marissa Tapangco (Toronto Children's Services) • Joe Rock (Toronto Children's Services) • Nancy Hendy (Toronto Children's Services) • Lynn Fergusson (Social Impact Advisers) • Patricia Chorney-Rubin (George Brown College) • Regine-Anne Brammer (CSC Mon Avenir - French Catholic school) • Reta Hamlin (Toronto Children's Services) • Trevor McAlmont (Macaulay Centre) • Michele Lupa (Mothercraft) • David Willis (Strides) • Paula Carrie (Aisling Discoveries) • Anna Patola (Humber College) • Lee Soda (Agincourt Community Services Association) • Marie Nyamabu (Centre Francophone) 	<ul style="list-style-type: none"> • Anne Lambert (Viamonde) • Annique Farrell (United Way of Greater Toronto) • Cheryl Webb (Lumenus) • Domenic Gratta (Catholic Children's Aid Society of Toronto) • Isilda Kucherenko (Ministry of Education) • Jeffrey Schiffer (Native Child & Family Services of Toronto) • Jennifer Miles (Catholic Children’s Aid Society) • Johanne Dupré Le Conseil scolaire catholique MonAvenir) • Kristin Legere (Central LHIN) • Terri Hewitt (Surrey Place) • Marie Klaassen (Public Health) • Pam Blanchfield (Parks, Forestry & Recreation) • Siobhan McCarthy (AAPC Co-Chair , Native Child & Family Services of Toronto) • Margaret Howard (Surrey Place) • Pamela Hart (Native Women's Resource Centre) (AAPC Co-chair) • Karima Sidi Mammam (Conseil scolaire Viamonde)

Staff Support: Caroline Wai (Toronto Children's Services), Najma Kahiye (Toronto Children's Services), Janvere Lyder (Toronto Children's Services)

Observers/Guests: Dr. Beverly-Jean Daniel and Dr. Vidoll Regisford

Agenda Topic & Lead	Action
<p>1. Welcome and introductory remarks (Karen Gray / Sherri Rennie)</p> <ul style="list-style-type: none"> • Karen started the meeting with a Land Acknowledgement • Sherri introduced the African Ancestral Acknowledgement • Sherri welcomed Janvere Lyder <ul style="list-style-type: none"> ○ Janvere will be joining the City of Toronto, Children's Services, and General Managers Office team as Consultant (backfilling for Kelley Baldwin). She will be providing Project Management support for the Toronto Child and Family Network (TC&FN) and Children Services General Management Office. • Karen welcomed members back. Reiterated of the previous listening tours and strategic plan conducted by Kelley Baldwin and introduced this meeting as a baseline discussion for TCFN and Confronting Anti-Black Racism 	
<p>2. Approval of minutes and agenda (Lead: Karen Gray)</p>	Agenda approved
<p>3. Confronting Anti-Black racism</p> <ul style="list-style-type: none"> • Najma introduced Dr. Daniel and Dr. Regisford will be working with the TCFN to: <ul style="list-style-type: none"> ○ Develop a capacity building/training plan for TCFN leaders on how to create safe and inclusive spaces for diverse voices in the TCFN, including B3 (Black-Led, Black-Focused and Black-Serving) organizations; ○ Will conduct an environmental scan on current anti-Black racism and equity initiatives across TCFN initiatives as well as member organizations to identify common areas and gaps; ○ Create a coordinated strategy to confront Anti-Black Racism that will include: <ul style="list-style-type: none"> ▪ A review of the TCFN governance, structure, mission, mandate and strategies more broadly to identify opportunities to further embed anti-racist and anti-oppression work; ▪ A recruitment plan on how the TCFN will engage more B3 and equity-deserving groups to increase inclusion and representation within TCFN's membership. • Introduction of External Consultant; <ul style="list-style-type: none"> ○ Dr. Beverly Jean Daniel & Dr. Vidoll Regisford • PowerPoint presentation shared with members - the process of integrating and embedding theory and practise. The reflective practise from learnings and moving into actions. "Emancipated Forum" - no hierarchy, no status, no power over the other, collaborate and consensus building. Oppression free environment 	<p>Brainstorm</p> <p>See Jamboard (click on hyperlink)</p>

- Meeting Format - members into 7 breakout rooms for 20mins. Members shared the following on [Jamboard](#) (hyperlink attached);
- Dr. Beverly Jean Daniel & Dr. Vidoll Regisford (PowerPoint slide);
 - Black organizations are no different in their structure, design, and operation than other organization
 - Black organizations have interests that are similar to mainstream organizations - i.e. serving a particular client base
 - Black organizations have reporting and fiduciary responsibilities just like other - leveraging expectations
 - So, what differs with Black organizations?
 - access to resources
 - access to representative/relational capital - i.e. politicians, business
 - access to board-governance capital - i.e. officers with influence
 - their vision, mandate and target population
- Asset Mapping (PowerPoint slide);
 - Strength-based;
 - SWOT/SWORT / NOISE analysis - Needs, Opportunities, Improvements, Strengths, and Expectations
 - SCORE (Strengths, Challenges, Opportunities, Responses, Effectiveness) is a more versatile alternative to the commonly-used SWOT strategy-assessment framework
 - Process: surveys/focus groups/informant interview
 - Situational assessments - internal/external scan, document review, data analysis
- Questions & Comments (PowerPoint slide);
 - What do you need us to know as we move forward?
 - What do you see as the obstacles?
 - What do you need us to do for you to feel confident about the process?
- Conversations;
 - Being grounded and creating safe space, ensuring that we are all mindful that it's not a competition and it's a journey that we may start at different places but have a common end goal
 - After this process, suggested to review mandates. Having representatives, does that address interventions of **all** child & family well-being?
 - Dr. Vidoll Regisford (External Consultants) - Commends this committee on embracing this conversation and impress that this sector has collectively come together to do this necessary work that will make a difference

<ul style="list-style-type: none"> ○ Dr. Beverly Jean Daniel (External Consultants) - include specific interventions (hearing different voices) and to help avoid standard statement. ● Next Steps <ul style="list-style-type: none"> ○ identification of B3 organizations and representatives ○ identify key informants ○ schedule focus groups sessions (proportional representation of each sector) ○ data analysis ○ Members will be contacted directly for insight 	<p>Feel free to reach out to Dr. Beverly Jean Daniel & Dr. Vidoll Regisford (External Consultants) through Najma.Kahiye@toronto.ca</p> <p>And CC Janvere.lyder@toronto.ca</p>
<p>4. Standing Items (Janvere)</p> <ul style="list-style-type: none"> ● Truth and Reconciliation –attached 	<p><u>Materials:</u></p>  <p>City of Toronto's Reconciliation Action</p>
<p>5. Wrap up and next steps (Karen)</p> <ul style="list-style-type: none"> ● Thanked facilitators, consultants, and members for coming and participating in this interactive meeting ● Recognize that it means the most right now and the time is right to begin the process <p>Have a great weekend, bottoms up!</p>	<p><u>Next TCFN meeting</u> Friday, April 1st, 1:00 - 3:00 pm (Webex)</p>