



The Children's Aid Society of Ottawa | La Société de l'aide à l'enfance d'Ottawa

Equity, Diversity, Inclusion & Accessibility

Presenters:

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One Vision One Voice RACE Equity Practice Guidelines

Commit to courageous leadership

- The Foundation of our house
- Mandatory Equity in child welfare Training
- Mandatory Allyship Training
- Recruitment
- Equity Hiring Initiative
- Micro Aggression Procedure
- Mentorship Program

Collect and analyze data to measure racial disproportionality and disparity

- Identity data collected for all case types
- Data collected illustrates disproportionality
- Data published in Annual Report

Evaluate programs and monitor performance

- KPI specific EDI
- Evaluation of CCM
- Service Model for Black Families – evaluation

Allocate appropriate and dedicated resources

- Family Engagement worker
- EDI Child Protection Worker
- Service Delivery Model for Indigenous families
- Service Delivery pilot model for Black families
- Dedicated worker for Muslim families

One Vision One Voice RACE Equity Practice Guidelines (continued)

Engage AC parents and Communities

- Two advisory committees
- Ongoing discussions with community leaders
- Cultural Circles
- Muslim Steering committee

Engage and educate mandated referrers

- Law enforcement
- All school boards


Establish effective internal complaint mechanisms

- ICRP Panel Members

Enhance People and Culture

- Affinity groups
- Workforce Census
- Equity Quotient
- Equitable Leader 360 Assessments
- Canadian Centre for Diversity and Inclusion Training Resources

One Vision One Voice RACE Equity Practice Guidelines (continued)




Provide daily supervision, ongoing training and supports for staff, volunteers and caregivers

- Training
- Ongoing Discussions
- Identity and Culture
annual Healing
Dialogue
- Equity Café





Establish collaboration and partnerships


- Ottawa Muslim
Community Services
- Muslim Family
Services of Ottawa
- Minwaashin Lodge
- REPFRO



Strengthen the ability of caregivers to support African Canadian children and youth

- Rights &
Responsibilities
 - Identity Security
Plans
 - Equity in Child
Welfare Training
- 
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People and Culture

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- Importance of assessing organizational readiness as you move along the Equity, Diversity, Inclusion and Accessibility Continuum
 - Do not under-estimate the “what does this mean for me” question. Be prepared to answer it.
 - Leverage data where you can, to build the case for change.
 - Anchor EDIA policies, procedures, and programs in the organization’s strategic plan.

People and Culture

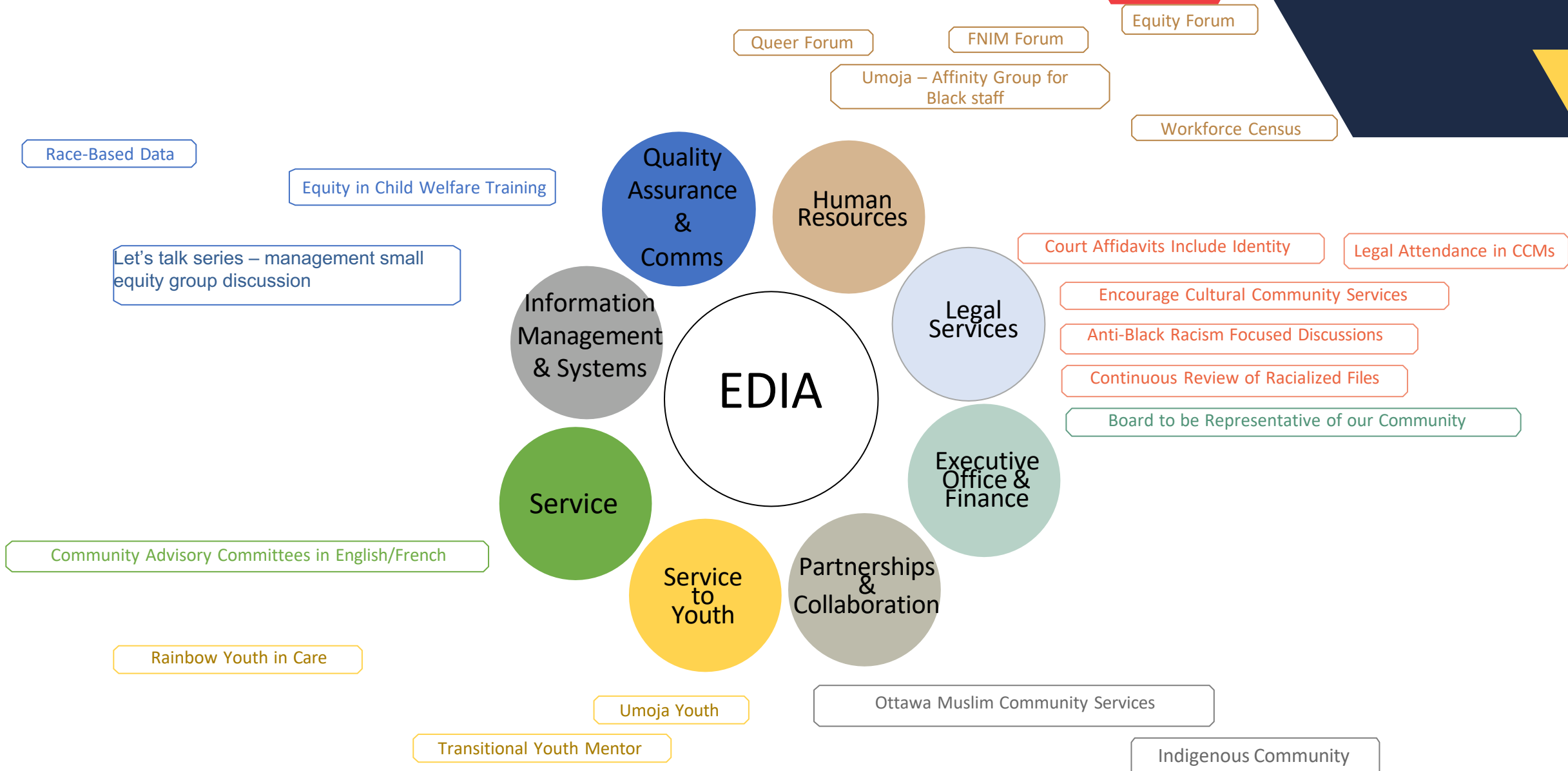
Since the implementation in April of 2022, CASO has seen the following outcomes from the EHI for the four under-represented groups identified (Indigenous Persons, Racialized Persons, 2SLGBTQIA+ Persons and Persons living with Disabilities):

- 24% of all **unionized job postings** were posted under the EHI
 - 8 external candidates from under-represented groups through the EHI
 - 5 internal candidates from under-represented groups secured promotions through the EHI
 - 16 internal candidates from under-represented groups secured permanency through the EHI
 - 1 unionized employee hired through the EHI has left the agency.
- 47% of **non-union/management** job postings were posted under the EHI
 - 6 external candidates from under-represented groups through the EHI
 - 7 internal candidates from under-represented groups secured promotions through the EHI
 - 6 internal candidates from under-represented groups secured permanency through the EHI
 - 1 non-union employee hired through the EHI has left the agency.

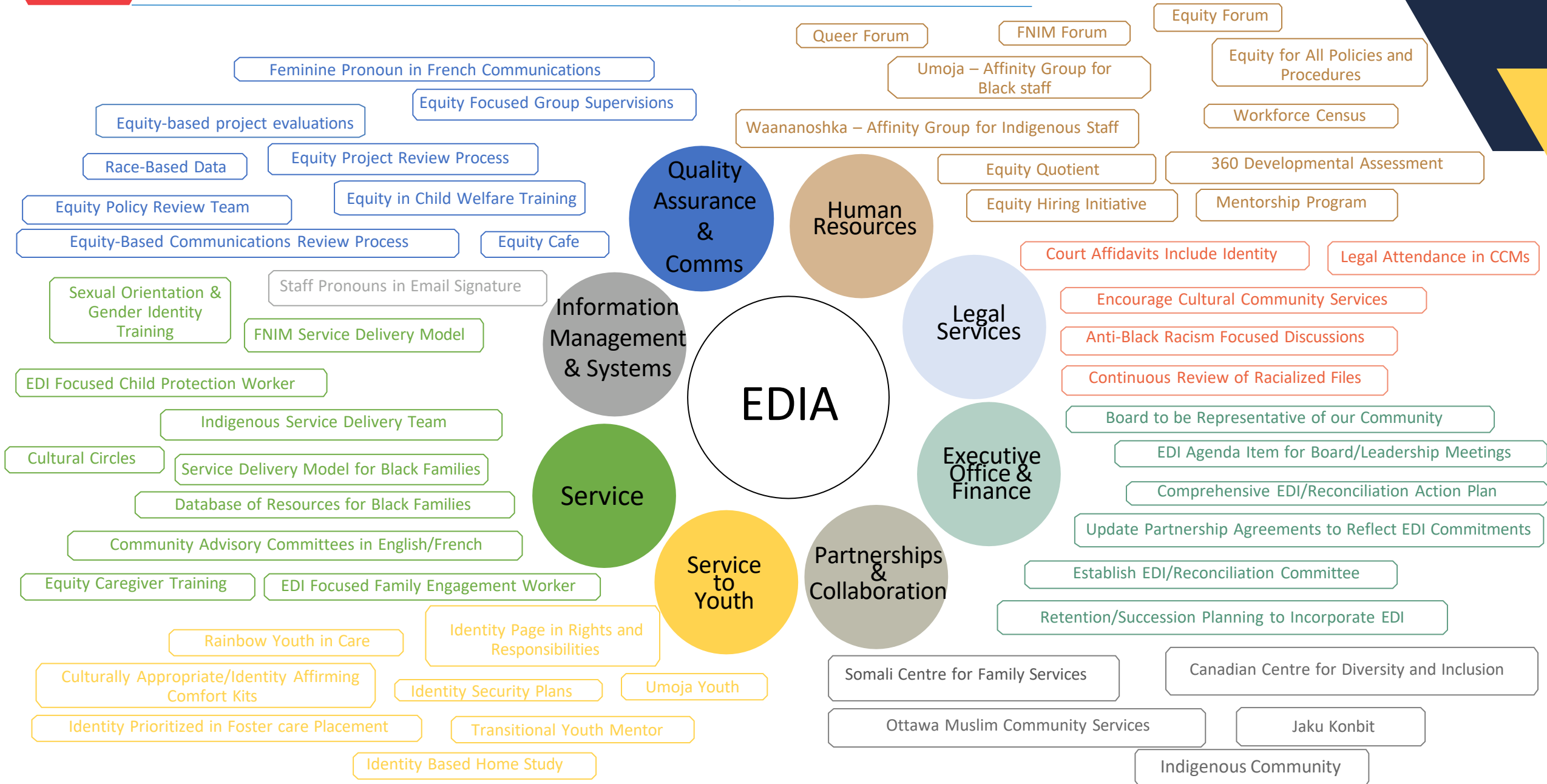
Since April of 2022, when looking at all external job competitions (EHI and non-EHI)

57.8% of all external hires were from under-represented groups

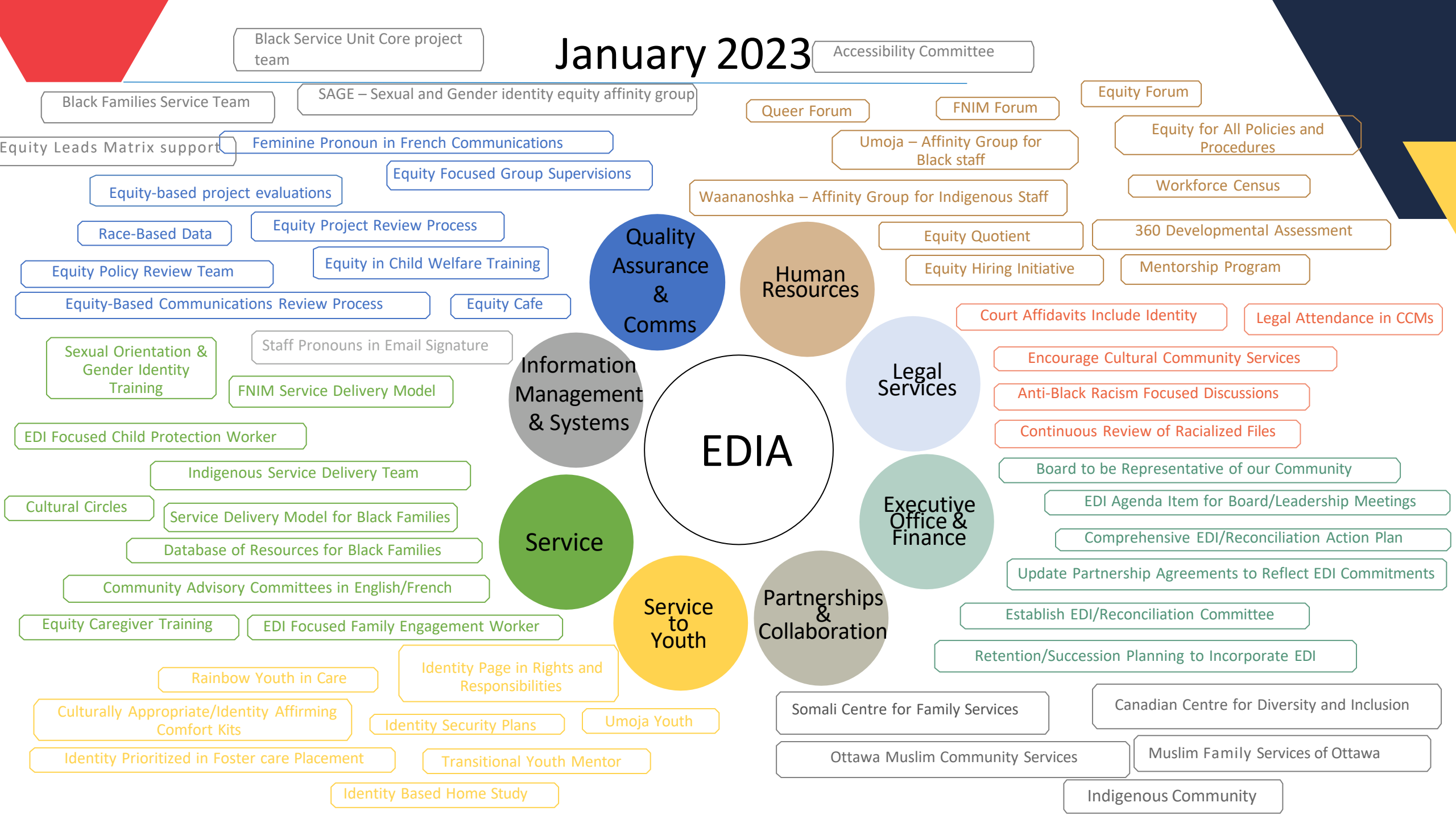
January 2021



January 2022



January 2023



EDIA

Quality Assurance & Comms

Human Resources

Legal Services

Executive Office & Finance

Partnerships & Collaboration

Service

Black Service Unit Core project team

Accessibility Committee

Black Families Service Team

SAGE – Sexual and Gender identity equity affinity group

Queer Forum

FNIM Forum

Equity Forum

Equity Leads Matrix support

Feminine Pronoun in French Communications

Umoja – Affinity Group for Black staff

Equity for All Policies and Procedures

Equity-based project evaluations

Equity Focused Group Supervisions

Waananoshka – Affinity Group for Indigenous Staff

Workforce Census

Race-Based Data

Equity Project Review Process

Equity Quotient

360 Developmental Assessment

Equity Policy Review Team

Equity in Child Welfare Training

Equity Hiring Initiative

Mentorship Program

Equity-Based Communications Review Process

Equity Cafe

Court Affidavits Include Identity

Legal Attendance in CCMs

Sexual Orientation & Gender Identity Training

Staff Pronouns in Email Signature

Information Management & Systems

FNIM Service Delivery Model

Encourage Cultural Community Services

Anti-Black Racism Focused Discussions

EDI Focused Child Protection Worker

Continuous Review of Racialized Files

Indigenous Service Delivery Team

Board to be Representative of our Community

Cultural Circles

Service Delivery Model for Black Families

EDI Agenda Item for Board/Leadership Meetings

Database of Resources for Black Families

Comprehensive EDI/Reconciliation Action Plan

Community Advisory Committees in English/French

Update Partnership Agreements to Reflect EDI Commitments

Equity Caregiver Training

EDI Focused Family Engagement Worker

Establish EDI/Reconciliation Committee

Retention/Succession Planning to Incorporate EDI

Rainbow Youth in Care

Identity Page in Rights and Responsibilities

Somali Centre for Family Services

Canadian Centre for Diversity and Inclusion

Culturally Appropriate/Identity Affirming Comfort Kits

Identity Security Plans

Umoja Youth

Ottawa Muslim Community Services

Muslim Family Services of Ottawa

Identity Prioritized in Foster care Placement

Transitional Youth Mentor

Indigenous Community

Identity Based Home Study

THANK YOU

