



# Lessons Learned & Community Expectations

**CMCCF'S Child Wellbeing  
Roundtable**

**Engagement with Child Welfare  
Leadership**

**JUNE 22, 2022**



## Today's Objective

- Improve trust
- Make recommendations
- Reflect and consider priorities and actions

# Our Roundtable Purpose

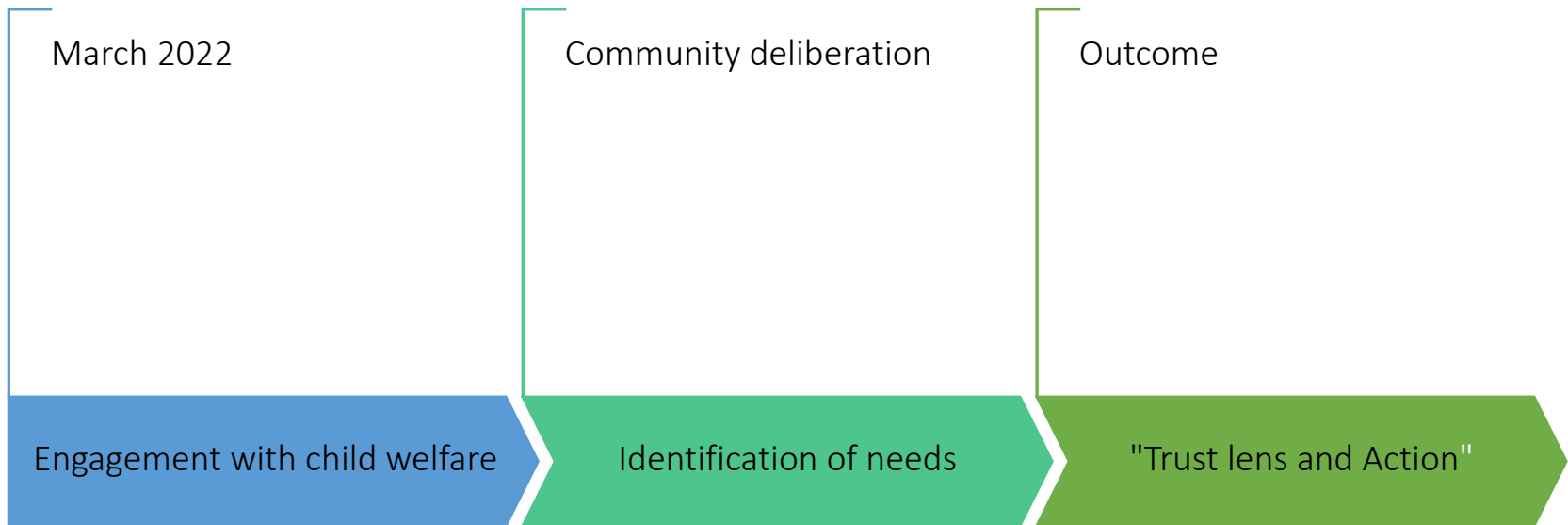
A healthy and transparent  
relationship with child  
welfare

Pathways that reduce fear  
and mistrust of the child  
welfare system

Promote the needs of  
cultural communities and  
our community agenda  
based on our vision of  
success

Advocate for actions  
that demonstrate  
trust with CFS

# Our Roundtable-CFS Series Engagements



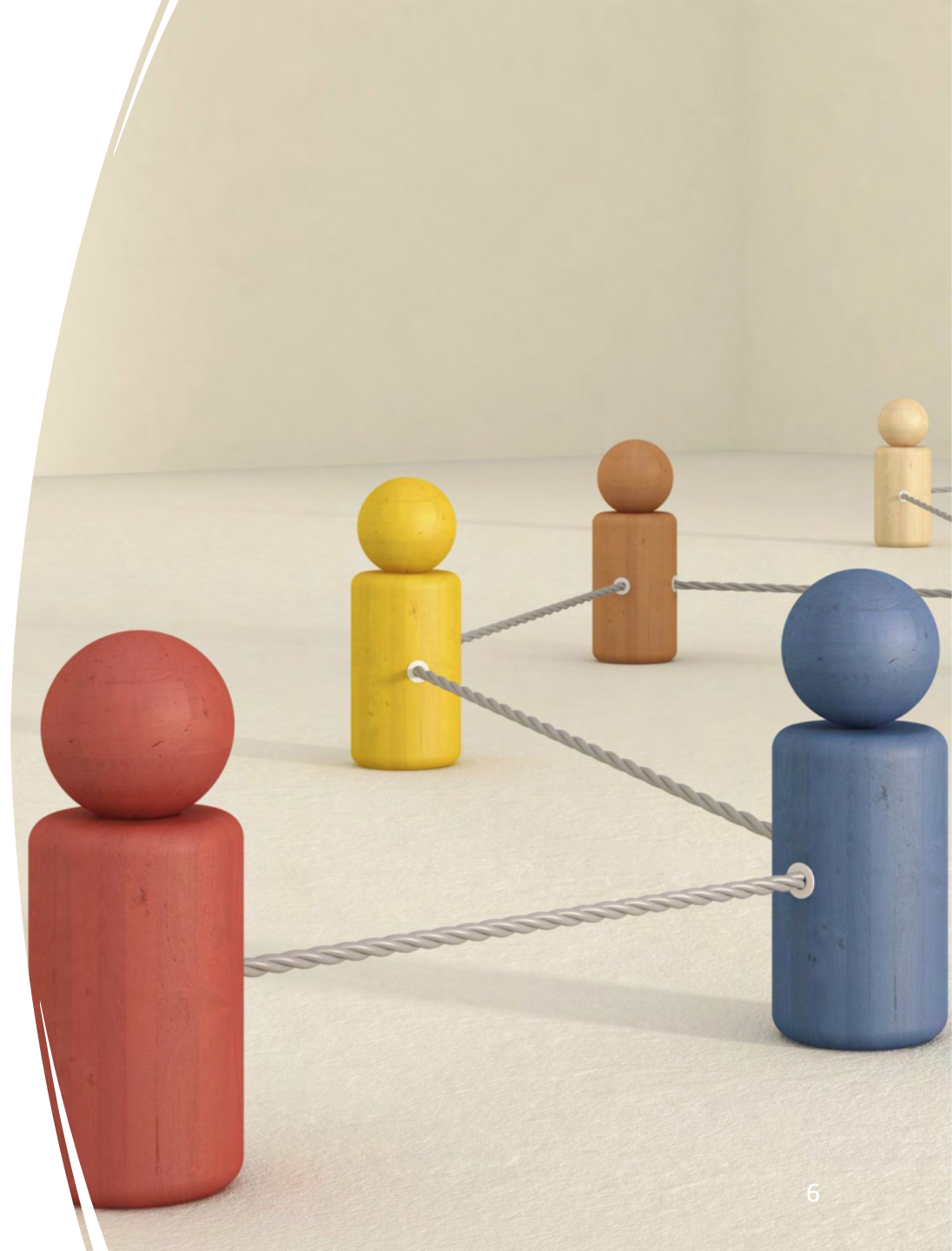
# Our Vision of Success

Cultural Communities  
positively influencing  
child welfare policy,  
services, and  
practices



# Indicators of success

- 
- ✓ Identification of critical areas of collaboration
  - ✓ Best outcomes for children and families informed by cultural communities
  - ✓ CFS earns trust of cultural communities
  - ✓ CFS Demonstrates understanding by knowing, seeing and caring for community



# Our Trust Matrix Analysis

- Lack of CFS understanding and caring
- Inherent systemic biases and assumptions
- Collective efforts to work together to reduce distrust



# Learnings about Trust

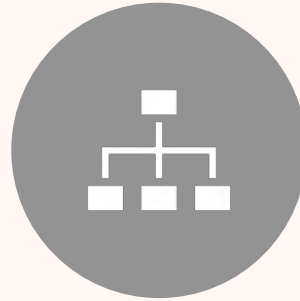
- The need for understanding and care
- Importance of respect and empathy for families
- Families at the centre
- Respect and empathy for families and their children
- Prioritization of family needs over CFS operational needs
- Knowledge alone does not give experience or credibility
- Deep damage has been caused by a 'guilty until proven innocent ideology', and a culture of blame
- Existing discrimination against certain cultural communities



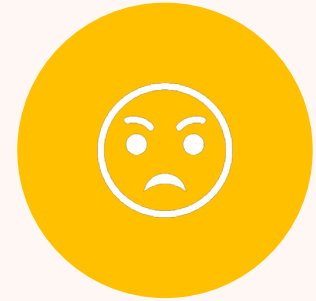
# Observations



PROMISING RELATIONSHIPS HAVE BEEN EXPERIENCED WITH FRONT-LINE WORKERS



NEGATIVE OBSERVATIONS AND EXPERIENCES WERE ALMOST ENTIRELY ABOUT THE CFS ORGANIZATION AS A WHOLE.



THE SYSTEM CAUSES FRUSTRATION ON BOTH SIDES.

## Building Trust...

- Actions not simply on words
- Equitable partnerships
- Shared values
- Transparency



# Important components to this process



Facilitation of agreement between both the system and cultural communities with clear and realistic timelines



Recognition that no one person has all the answers



Humility on both side in the pursuit of resolution and reconciliation.

# Framework for Action

Target collaboration,  
support, research and  
systems, and policy  
engagement

Promotion of an  
innocent until proven  
guilty approach by child  
welfare leadership

Increased impact  
through active  
outreach to  
communities



# We Believe...

---

- Attitude should reflect mutual respect, understanding and awareness as well as humility, and recognition of the power imbalance between system and community members
- There is a wealth of knowledge, support, skill, and ability within cultural communities and these communities are willing and ready to work in partnership to create meaningful change through community prevention activities
- ***It is now up to the system to decide whether it wishes to accept this offer being made by cultural communities!***

# Future Recommendations



*SERVICE DATA*



*IMPROVE LANGUAGE AND INTERPRETATION SERVICES*



*CO-CREATING TRAINING AND LEARNING EVENTS*



*TO SURVEY AND PAY ATTENTION TO COMMUNITY FIRST*



*SUGGESTING THE VALUE OF COMMUNITY ELDERS*



*BETTER CONNECTION BETWEEN YOUTH IN CARE AND THE COMMUNITY*



*COMMUNITY NAVIGATOR PROGRAMS*



*CHALLENGING CFS*



## CFS Reflection and CFS Action

Please reflect and be ready to provide the Roundtable with three concrete priority areas to collaborate on toward strengthening trust to achieve meaningful and timely change - **with cultural communities being at the centre of child welfare's approach.** These three priorities must serve the community and not the CFS system.