



Ontario Association of
Children's Aid Societies

The voice of child welfare in Ontario

Resource Information Overview

Emerging Practices in Child Welfare Sector
to Support Indigenous Communities

December 2016

The Resource Information Overview has been designed to support Executive Directors and senior leadership in Children's Aid Societies (CASs) that are working to facilitate change processes in their agencies to increase agency capacity to engage with and serve Indigenous people and communities.

Table of Contents

Introduction to the Emerging Practices/Actions Survey Data and Collection Tool .	5
1. Response Rate to Questions in Data Collection	7
Introduction	7
Survey Data Aligned with Reconciliation Framework	8
<i>Section 1: Welcoming Aboriginal Culture</i>	8
<i>Section 2: Creating Relationships</i>	16
<i>Section 3: Supporting Restoration of Jurisdiction</i>	18
<i>Section 4: Reconciliation Activities</i>	26
<i>Section 5: Public Education</i>	34
2. Indigenous Child Welfare Data in Ontario	38
3. Resource Literature	41
Resource Literature used in Child Welfare Pathway to Authorization Curriculums	41
4. Further Reading	42
Voices for Change: Aboriginal Child Welfare in Alberta – A Special Report from the Office of the Child and Youth Advocate Alberta	42
Aboriginal Victimization in Canada: A Summary of the Literature by Katie Scrim	42
Strategy to End Human Trafficking – Overview of Initiatives	43
Aboriginal Children in Care: Report to Canada’s Premiers, Prepared by Aboriginal Children in Care Working Group	43
Promising Practices in First Nations Child Welfare Management and Governance: Kunuwanimano Means “Keeping Our Own” – Practicing from a Perspective of Strength, Prepared by Hardisty, Martin, Murray and Ramdatt	44
5. Resource Map and Band Contact Information	45
Map of Cultural Resources in Ontario	45
Ontario First Nation Band Contact Information	46
6. Sharing a Good Heart: OACAS Reconciliation Framework	64

Appendices..... 65

- i. Emerging Practices and Actions Toward Reconciliation Survey 65
- ii. Resources used by agencies 84
- iii. Touchstones of Hope for Indigenous Children, Youth, and Families by Blackstock, Cross, George, Brown, and Formsma 85

Introduction to the Emerging Practices/Actions Survey Data and Collection Tool

The *Restoration of Jurisdiction* survey was completed by all OACAS member agencies in December 2015. The results provided a snapshot of where agencies were at that point in time, along the continuum of reconciliation with Indigenous people and communities when considered against the OACAS Reconciliation Framework. The OACAS Reconciliation Framework was developed in 2014. It has been used by the sector to guide work toward achieving reconciliation between FNMI people and child welfare. The guide's use can contribute to the creation of emerging changes in child welfare toward achieving increased culturally relevant service capacity, improved relationships with First Nations, Métis and Inuit (FNMI) people as well as creating collaborations to advocate for return of jurisdiction for child well-being to FNMI people.

Achieving reconciliation involves raising awareness and acknowledge of Aboriginal history and culture, changing attitudes that are often based on myths and misunderstandings, and encouraging action that sees everyone playing their part in building better relationships. It must also be recognized that the actions of the past, such as placing Aboriginal children in residential schools and the 60s Scoop, without question played and continue to play a key role in the state child welfare in Aboriginal communities.¹

In the sector's *Call to Action*, OACAS committed to collecting and distributing samples of resources to assist agencies in furthering their work toward reconciliation with Indigenous people and communities.

The *Emerging Practices/Actions* survey was developed and shared within the sector during July and August of 2016. It was designed to capture both developments in the sector that facilitated reconciliation, and samples of practices that could be shared with agencies. The resources arising from the survey responses were expected to become tools for agencies to use to improve the quality, consistency and cultural relevance of services and advocacy in our sector, and support movement of agencies along the continuum when considered against the Reconciliation Framework

The following information provides results from the *Emerging Practices/Actions* survey. The resource information provided in the following is intended to provide references, resources, strategies and ideas for agency leadership in the creation of practices to support agency progress in the journey toward reconciliation based on real action and strategies being used across Ontario's child welfare sector. Contact information is provided for leaders in agencies who can provide further details. The strategies and approaches are not based on evidence of outcome, however they align with the Reconciliation Framework endorsed as inclusive of leading practices toward acknowledgement, apology and reconciliation. The materials in the resource information may be useful in developing information for sharing with your staff, Board members and stakeholders within Indigenous and non-Indigenous communities.

To access the resource information please visit the OACAS Members' Website at: myoacas.org and enter your email address and OACAS website password. If you do not have a login or password or cannot recall your credentials, please email webadmin@oacas.org for support.

Once logged into the OACAS Members' Website go to → Aboriginal Services tab → Aboriginal Services Resources

¹ "Reconciliation Framework: Sharing a Good Heart", OACAS, 2014. p. 11.

Contact Us

We welcome your feedback and look forward to your suggestions or questions you may have that we can address in our Resource Information. Please email Niki Hashie at nhashie@oacas.org or Sheela Sharma at ssharma@oacas.org.

1. Response Rate to Questions in Data Collection

Introduction

Forty-one of OACAS' forty-four member agencies responded to the *Emerging Practices/Action* survey. The range of detail varied and not all respondents answered all questions. The information provided gives insights into agency practices that are linked to the OACAS Reconciliation Framework. The programs/strategies and initiatives profiled as emerging practices have been shared using the following as principles and criteria for inclusion. Each initiative, program, policy or tool profiled in the report aligns with at least one of the five areas in the OACAS Reconciliation Framework.

The profile is provided not as best practices, rather as an existing practice in the sector expected to contribute toward reconciliation between agencies and Indigenous people and communities. The practices may be unique to agencies, but are potentially transferable or adaptable to fit the unique needs of other agencies.

Overall the practices are:

- Intended to support culturally relevant engagement with Indigenous children, families and/or communities
- Operational or have been implemented in the agency using the practice can be contacted for further details.

Why is this information important?

During December 2015 the first survey was completed to gather data about where individual agencies were in their development toward acknowledgment, apology and reconciliation with Indigenous people. This current survey requested information on the emerging practices intended to support Children's Aid Societies across Ontario to understand and better serve First Nations, Métis and Inuit children and families.

Intended outcomes include:

- Increased understanding and change in approaches toward cultural relevance in the way agencies engage with and serve Indigenous children, youth, families and their communities.
- Reduction in the over-representation of Indigenous people being identified as needing services from the child welfare system.
- Support toward achievement of reconciliation between agencies and local Indigenous communities.
- Providing potential ways for individual CASs to collaboratively advocate with Indigenous leadership for return of jurisdiction for the care and protection of their own community members.

Where possible, data in this report has been presented numerically the remained of the information is provided as text comments. In the interest of space, some comments have been edited while the intent was to maintain the message being provided by the agency. Any errors are oversight and not intended.

Survey Data Aligned with Reconciliation Framework

Leadership for Indigenous Programming

Almost all the 41 agencies that responded have assigned leadership for developing programming to a senior leader, Executive Director or Director of Service. Four agencies have indicated that their Senior Management Team has shared responsibility for this work.

Section 1: Welcoming Aboriginal Culture

Agency staff professional development (e.g. training), focusing on First Nations, Métis and Inuit (FNMI) cultures and histories from internal facilitators, OACAS programs, external facilitators or other facilitators

25/39 agencies provided training using internal resources in this area while 32/39 also provide the training using external facilitators.²

The OACAS New Worker Training Curriculum includes information about Indigenous history, child welfare's actions in the 60's Scoop as well as the racialization of Indigenous people. The literature resources (see Appendix 2) for child welfare pathway to authorization series of training and the authorized worker training is included.

Survey Question: Does your agency staff receive professional development (e.g. training), focusing on First Nations, Métis and Inuit (FNMI) cultures and histories from the following:

	Yes	No	Response Total
Internal training	64.1%	35.9%	
	25	14	39
OACAS training	73.7%	26.3%	
	28	10	38
External facilitators provide training in agency	82.1%	17.9%	
	32	7	39
Other	71.4%	28.6%	
	20	8	28

² See Appendix 2 for list of facilitators.

Training for staff – is FNMI training mandatory for any staff?

Of the 36 agencies responding to this question, those agencies where training is mandatory and those where it is not mandatory, the practice is evenly split related to all staff. With service staff the majority do not require it to be completed. The training does not appear to be offered to all staff in most agencies. It has been suggested that general staff training focusing on FNMI history, cultures and current experiences can provide positive outcomes for an organizational change toward reconciliation. Again, this training is not inclusive of the OACAS offered training for new workers or already authorized workers.

Survey Question: Who is offered the training? Is the training mandatory for any of these you have identified as being in need of this training for their position?

Choice	Mandatory	Not Mandatory	Response Total
All staff	50.0%	50.0%	
	18	18	36
All service staff	43.3%	56.7%	
	13	17	30
Limited groups	47.6%	52.4%	
	10	7	21
Other	42.9%	50.0%	
	6	11	13

When agency training happens in the learning cycle for staff

This question was designed to ask about agency provided training and was not intended to capture information about OACAS offered training. Some agencies did count the OACAS training as part of training included prior to authorization, while others did not.

Survey Question: When does the training happen in the learning cycle for staff?

Choice	Response Percent	Response Total
Prior to hiring	2.56%	1
Prior to authorization	12.82%	5
Part of agency annual training with staff	61.54%	24
Other	69.23%	27
Total Respondents		39

Competencies agencies expect staff to have after completing FNMI culture and history professional development

Competencies expected included both knowledge of culture as well as CFSA and the provisions for services to Aboriginal people. During April 2016 a Think Tank was held with representatives of FNMI leadership. They talked about the importance of child welfare practitioners having both knowledge of culture and of the provisions of the legislation. From the responses it appears that agencies expect this as an outcome of their training.

Survey Question: What competencies do you expect staff to have after completing FNMI culture and history professional development?

Choice	Response Percent	Response Total
Demonstrate an awareness of the culture	2.56%	1
Knowledge and understanding of the history and current impact on present day	12.82%	5
CFSA legislation as it applies to Indigenous children, families, communities, Bands	61.54%	24
Other	69.23%	27
Total Respondents		39

Agency partnerships with FNMI communities in agency events or other initiatives

The response indicates that 26/36 agencies responding have informal partnerships with FNMI communities. Additionally, 20/39 agencies have formal partnerships with FNMI in agency events or other initiatives. Partnerships include protocols focusing on customary care, leadership for Circles and case planning as well as education events.

Survey Question: Does your agency have partnerships with FNMI communities in agency events or other initiatives?

Choice	Yes	No	Response Total
Informal partnerships	72.2%	27.8%	
	26	10	36
Formal partnerships	64.5%	35.5%	
	20	11	31

Profile of agencies and their offers of support or cultural programming including involvement of FNMI youth in care in planning or advisory groups

The response indicates that 26/39 responding agencies offer support or cultural programming. The examples provided include access to Elders, use of Circles to develop plans to serve children, youth and families, invitations to Band representatives to be part of planning Circles, inclusion of FNMI in youth groups within the agency or specific advisory groups. The provision of Bundles for youth in care, collaborative planning for youth awards are additional examples of practices. Thirteen agencies have a lead identified for youth in care leadership to meet needs of FNMI youth. This information follows:

	Yes	No	Response Total
Offer support or cultural programming?	66.7%	33.3%	
	26	13	39
Involve FNMI youth in care in planning or advisory groups	43.6%	56.4%	
	17	22	39

Choice	Response Percent	Response Total
Any access to Elders	73.68%	28
Access to services at the Indigenous Friendship Centre	63.16%	24
Youth in Care Council	10.53%	4
Exclusive use of customary care for Indigenous youth needed placements	36.84%	14
Other	52.63%	20
Total Respondents		38

Contact Information for leads for Youth Councils

Agency	Name 1	Phone Number 1	Name 2	Phone Number 2
London-Middlesex	Kristian Wilson, Supervisor	519-455-9000 ext. 551	Brenda Mallott, Youth Engagement Worker	519-455-9000 ext. 762
Lanark, Leeds & Grenville	Cathie Knapp-Fisher	613-498 2100 ext. 4118		
Hamilton	Kristin Roe	905-522-1121 ext. 6362	Heather Gardner	905-522-1121 ext. 6190
Huron-Perth	Rhonda Hartlieb	rhondahartlieb@h-pcas.ca		
Niagara	Marie Jones, Lacey Lewis	905-937-7731	Louise Hickey	905-871-8770
Ottawa	Andre Fontaine	613 747 7800 ext. 2516		
Sudbury & Manitoulin	Richard Garneau (Youth in Care Network)	705-566-3113 ext. 2288		
Toronto Native	Darren Wilson	416-969-8510 ext. 4141	Keith McCrady	416-969-8510 ext. 3728
Sarnia-Lambton	Julie Carter	519-336-0623		
Hamilton Catholic	Krystal Dorion-Buxo	905-525-2012, ext. 3339		
Toronto Catholic	Ruth Tansony	416 395-1742		

Additional information from agencies about their actions toward Welcoming Aboriginal Culture

The following is more detailed information from responding agencies that may provide ideas for practices in other agencies.

Agency	Response
London-Middlesex	<p>We have reached out to each of the three First Nations in our area to make presentations to our Aboriginal Services Unit.</p> <p>Presently we are engaged in discussion with Mnaasged to have 4 staff spend time with us for about 6 months in the fall. This is part of their capacity building. We are aiming for a shared opportunity...Mnaasged to have a chance to see how provision of Standards fits with their model and for our staff to learn Mnaasged model of service and a culturally appropriate response to child welfare service provision.</p>
Chatham-Kent	<p>Native team provides information and informal training to all staff regularly; FN team celebrates National Aboriginal Day and has an open house event for all staff</p>
Waterloo	<p>Developed a community vision with our partners "no child will ever have a broken link to family".</p>
Kawartha-Haliburton	<p>This is a component of the Indigenous Strategy at KHCAS that is just rolling out now. Welcoming will begin with the development of a staff circle that will guide and provide input as the strategy roles out. Welcoming will extend to service, services for youth in care and families in receipt of services and expansion of FN ADR engagements.</p>
Thunder Bay	<p>During our AGM our agency had a ceremony to reaffirm our Memorandum of Understanding with Dilico Anishinabek Family Care and made a formal apology to FNMI.</p>
Ottawa	<p>FNIM arts and artifacts throughout the building. Aboriginal lodge in our primary building. Family visitation program, i.e. access, all takes place in our partner agencies Our workers attend the Women's gathering at Minwaashin lodge Project of Heart participation Hosted "Speaking our Truth" book club DOS travelled to Nunavut to enhance relationships Joint training events with all FNIM partners re: Child Welfare process</p>

Agency	Response
Algoma	<p>Currently involved in Transition activities with Nogdawindamin and are involving their staff in full co-management opportunities in all aspects of child welfare services. CAS Algoma staff have had orientation and training to Nogdawindamin service model, teachings, philosophy. Joint Board meetings between CAS Algoma Board and Nogdawindamin Board annually for four years. Two Board representatives on CAS Algoma Board from First Nations. Engagement with local FN Band Reps and communities.</p> <p>Placement of Children in Care in Nogdawindamin Alternative Care homes whenever possible.</p> <p>Posters, Information on First Nation Culture, Beliefs location of Bands in Ontario posted throughout CAS Algoma worksites.</p>
Guelph & Wellington	<p>Wendy Stewart as a member of a First Nation has held Healing Circles for our staff and family representatives. Wendy's expertise and support is offered as a resource to all FNMI families and youth working with our agency to</p> <ol style="list-style-type: none"> 1. Have Wendy hold our agency accountable to provide culturally relevant service and 2. Help families who experience the historical context of child welfare and residential schools feel more confident and supported in working with our agency.
Sarnia-Lambton	<p>Reviewing Signs of Safety to identify ways for the approach to be more culturally appropriate.</p> <p>Staff have developed a culturally appropriate Circle of Security training for families</p>
Brant	<p>We are actively participating with New Credit of the Mississaugas First Nation in reconciliation discussions which we have already initiated.</p> <p>We have a Board motion supporting our outreach to Six Nations when Six Nations sees timing is right. We attended Touch Stones of Hope in 2005 and remain committed to reconciliation with Six Nations of the Grand River.</p>
Nipissing & Parry Sound	<p>A working group has been established to implement an Aboriginal Service work plan. The Committee consists of management and frontline staff, representation from within our aboriginal communities. The group has identified all aboriginal children/youth in care and have looked for customary care opportunities. The working group will develop and guide strategic planning around aboriginal services.</p> <p>The Society participates in an Urban Aboriginal Response Team with our local Indigenous Friendship Centre.</p>

Agency	Response
Kina Gbezhgomi	<p>The agency through the cultural services offers a wide range of supports and internal supports through traditional knowledge keepers and helpers whom offer support in many areas including and not limited to - reunification ceremonies, staff language lunch and learns, Elder support for community case conferencing, naming ceremonies, staff delivered cedar baths for clients and staff, cultural teachings and ceremonies offered through General staff meetings and cultural day events, various workshops offered as well for drum making. A youth circle is in progress of being developed with plans to formalize a future youth advisory council that is still in development. Cultural day's events are bi-annual. A KGCFs Elders advisory council has been developed and we are awaiting First Nation appointments to operationalize the committee.</p>
Hamilton Catholic	<p>The Aboriginal Youth Circles Mentorship Program for Youth was initiated 2010 for FNMI youth in care at the agency. Aboriginal Youth through this program youth have had the opportunity to learn from Indigenous leaders and Elders where Circles embrace honesty, respect, sharing, caring, kindness, courage and humility. Youth have learned about Clan systems, Creation Stories, Eagle Feather Teachings, Medicines of different directions, Dream Catchers, Scared Fire and Water, Mother Earth and Winds, Hand Drum making. Their drums were birthed at an Annual General Meeting. We will partner with Hamilton CAS for the 2016 Circles program to ensure that FNMI youth in care in Hamilton are connected to each other and have opportunity to broaden friendships in their community.</p> <p>A Family Services team visited the former residential school located in Brantford, Ontario and toured the Woodland community Centre to ensure staff aware of the history and experiences of FNMI families in Ontario.</p> <p>An Aboriginal Working Group has existed at the agency for six years. Now known as the Indigenous Resource Group. The group works to ensure FNMI issues are brought to the forefront of discussions within the agency and to management. The working group conducted a survey with staff in 2014 to determine what information they knew about working effectively to meet the needs of FNMI children and families, as well as what was needed to provide more culturally appropriate responses. The survey was used to provide recommendations to develop more appropriate services.</p>
Halton	<p>Aboriginal C&Y worker & family support worker who takes the lead in facilitating awareness of aboriginal culture. All service staff have been provided with a copy of The Other Side of the Door and intend to train over the next year.</p>
Durham	<p>DCAS has a dedicated Indigenous Team to serve the community on and off reserve. We have developed a positive relationship with Mississaugas of Scugog First Nation and their Admission Prevention Worker. We are a member of the Seven Nation protocol which is to be supported by DBCFS.</p>

Agency	Response
North Eastern Ontario	We have an Indigenous Advisory Committee comprised of Board members, external FNMI community and agency leaders, and staff. We display Indigenous artwork, artifacts, and our clients are greeted with "welcome" signage in English, French, and Oji-Cree.

Section 2: Creating Relationships

Specialized responses in place, or plans to make specialized resources available to FNMI children and families

Sixteen of thirty-three agencies responding in this area, have created an agency team responsible for services to FNMI people. The commentary from agencies indicates that some agencies are in the developmental stages while others have used this model for longer. Healing Circles and planning circles were referenced throughout the survey responses and many agencies have integrated this approach as a practice in their agencies in partnership with FNMI resource providers.

Survey Question: Does your agency have any specialized responses in place, or plans to make available FNMI children and families?

Choice	Response Percent	Response Total
Healing Circles	45.45%	15
Agency team responding to service needs for FNMI people	48.48%	16
Other	60.61%	20
Total Respondents		33

Information about agencies having a FNMI Advisory Committee or similar advisory group made up of FNMI community members

In addition to comments made earlier, this particular question resulted in agencies advising that almost 40% of the responding agencies have developed advisory groups with their FNMI communities.

Survey Question: Does your agency have a FNMI Advisory Committee or similar advisory group made of FNMI community members?

Choice	Response Percent	Response Total
Yes	36.84%	14
No	63.16%	24
Total Respondents		38

Agency sponsorship of any annual event or more frequent events to honour and celebrate FNMI communities

The response in this section describes over 40% of agencies sponsorship an annual event to honour or celebrate FNMI communities. The events range from youth awards events planned with the FNMI community, recognition of National Aboriginal Day along with participating in an annual Aboriginal Children’s Festival.

Survey Question: Does your agency sponsor any annual event or more frequent events to honour and celebrate FNMI communities?

Choice	Response Percent	Response Total
Yes	41.03%	16
No	58.97%	23
Total Respondents		39

Section 3: Supporting Restoration of Jurisdiction

Current reflection of agencies and development of an advocacy strategy to support restoration of jurisdiction

More than 50% of agencies report involvement in activities intended to support restoration of jurisdiction to FNMI communities. The activities include partnering with Indigenous agencies who are working toward designation, providing orientation and mentorship as part of planning for restoration and designation of an agency, working with Anishinaabe Nation toward child welfare law being developed as well as work underway with FNMI committees to develop a community strategy.

Survey Question: Does your agency have an advocacy strategy to support restoration of jurisdiction? For example, strategic plan information or your agency's joint planning with a pre-mandated agency toward contributing to the pre-mandated agency's successfully achieving designation?

Choice	Response Percent	Response Total
Yes	52.63%	20
No	47.37%	18
Total Respondents		38

Agencies responses focusing on protocols

The responses showed a variety of types of protocols and participants. Almost half of responding agencies have formal protocols with Bands, while fewer have protocols with local Indigenous Friendship Centres or other support agencies for FNMI. The detailed response shows the agencies with protocols which may be valuable for agencies wishing to engage in this approach based on the positive comments from agencies about the outcomes of developing protocols.

Survey Question: Has your agency developed protocols?

	Yes	No	Response Total
Bands	47.4%	52.6%	
	18	20	38
Ontario Native Women's Association	2.8%	97.2%	
	1	35	36
Indigenous and Native Friendship Centres	32.4%	67.6%	
	11	23	34
Metis Nation of Ontario	8.6%	91.4%	
	3	32	35
Inuit Tapiriit Kanatami	0.0%	100.0%	
	0	32	32
Other FNMI groups or services	47.2%	52.8%	
	17	19	36

Details about Protocols and examples of experiences from use of Protocols

Agency	Response
Simcoe Muskoka	<p>Development of planning Circles on a regular basis and use of AADR. Community partners more involved in service planning and named in court documents as providing service.</p> <p>Increase in use of family finding and alternative care arrangements through Customary Care and Kin Care/Kin Service.</p> <p>Also working with northern Indigenous child welfare agencies who have had to place children in OPRs in our jurisdiction to support culturally safe practices.</p> <p>Opportunity to review our work together - lessons learned. Increased requests for 'Duty to report' presentations.</p>

Agency	Response
Highland Shores	<p>Protocol Concerning the Delivery of Child and Family Services between The First Nations and The Children's Aid Societies - five CAS's and six first nations – 2015.</p> <p>Memorandum of Understanding between Mohawks of the Bay of Quinte and Highland Shores CAS - currently being up-dated.</p> <p>Our working relationships are primarily strong and Customary Care is the option we choose when needed. Resolution processes are identified for when needed. They are useful tools but the relationship is key.</p>
Payukotayno	<p>Protocols are developed with the Nishnawbe Police Services for all FN communities in our catchment area. We also have protocols with local school boards, Women's shelter, Public Health Unit, Ontario Provincial Police.</p> <p>Chief and Council are made aware of all Child Protection matters. Some FN communities have signed Customary Care practices (but does not include all FN in our catchment area), this is mainly due to the lack of resources in the communities such as lack of foster home placements or customary care placements. This work is on-going. We have a very positive relationship with one of the FN communities that have a Customary Care practice, this is due to the FN having a Band Rep which is vital to our organization and to the FN as we work very closely to ensure children remain in the community. All other FN in our area does not have a Band Representative.</p>
London-Middlesex	<p>We currently have "working protocols" and work very closely with Bands in our area.</p>
Brant	<p>We use FGDM and other meetings arranged through the protocols such as 'High Risk' meetings to do safety planning for children and their families and to prevent admission to care.</p>
Chatham-Kent	<p>Formal Customary Care protocol which results in there being no children from Delaware Nation are admitted into care.</p> <p>Monthly case file reviews are conducted with the two First Nations our agency works with to plan for and ensure culturally based services, if available, are utilized.</p>
Hamilton	<p>Children in care gaining greater familiarity with cultural practices; Better connection with familial and cultural roots for children in care; Greater respect and understanding for the unique needs of FNMI children; Enhanced understanding of aboriginal parenting practices and the importance of the role of the family within the FNMI communities; Beginning understanding of the impacts of intergenerational trauma.</p>

Agency	Response
Kawartha-Haliburton	<p>Formal project structure evolving to support devolution/mandate processes with DBCFS, the local pre-mandated agency whose head office is at Hiawatha First Nation, a First Nation serviced by KHCAS. There is a steering committee set up involving ED's; and an Operations Planning Committee just evolving with DOS and operations staff. The KHCAS Indigenous Strategy is developed for a two-fold purpose: Responding to the Truth and Reconciliation Commission and preparing for devolution of the local mandate.</p> <p>KHCAS has had a 20 year relationship with Curve Lake First Nation which reduces the number of children being admitted to care from the Curve Lake First Nation.</p>
Thunder Bay	<p>A joint protocol for services provided to families who identify as FNMI. There is a referral process as well as a mechanism to address any conflicts.</p> <p>Since the Memorandum and protocol we have seen a decline in the number of FNMI families provided service by our agency.</p>
Renfrew	<p>Protocol Agreement Between Algonquins of Pikwakanagan First Nation and FCS Renfrew County.</p> <p>This protocol describes the respective roles of Family and Children's Services of Renfrew County and Pikwakanagan Child Family Services, operated by the Algonquins of Pikwakanagan First Nation. Protocol available.</p> <p>The protocol has assisted in dialogue with our First Nations Community on ways to enhance our service delivery to the community.</p>
Ottawa	<p>Protocol between Ottawa IFC and other urban FNMI communities. We use the Circle of Care and collaborative problem solving to resolve issues at the case level. Monthly planning meeting with the CASO team servicing the Inuit community with OICC and TI.</p>

Agency	Response
Sudbury & Manitoulin	<p>We have protocols with various communities that outline how we work together when providing child protection services to members on-reserve and off-reserve. We have inter-jurisdictional protocols with the mandated FN agencies in our jurisdiction, and this protocol will be expanded to include the third agency upon designation next spring.</p> <p>We also have co-management agreements and secondment agreements with the pre-mandated FN agency moving towards designation in relation to staff training and preparation for designation.</p> <p>Local Bands, community workers and communities are actively involved in planning for FN children, present at all visits, and in fact, make all telephone contact with families. This has resulted in family and community placements, safety plans, and access to support.</p> <p>Families with home communities in other jurisdictions do not have the same access to their Band and community supports, so this collaboration is a bit more challenging but occurs often by phone.</p>
North Eastern Ontario	<p>Interagency service agreement was drafted in 2013 as an interim measure while the local pre-mandated agency entered into its final stages of planning for designation and mentoring. The intra-jurisdictional protocol was developed thereafter to establish the transfer of existing cases, the assignment of the new or reopened cases, the sharing or residential resources, and a dispute resolution mechanism.</p> <p>North Eastern Ontario</p> <p>Majority of open FNMI cases and CICs were transferred to the FNMI agency upon designation in May of 2015. All reopened or new cases since then are serviced by the FNMI agency. Some CICs who were in the mainstream agencies foster homes remained in those homes rather than disrupting placements. A number of wardship orders were terminated and replaced with customary care agreements.</p>
Toronto Native	<p>NCFS has a 'standing BCR's' with several 1st Nations has allowed CCA's to be entered into in an expatiated manner thereby avoiding necessity of court appearances within 5 days.</p> <p>NCFST sits on several advisory committees i.e. Aboriginal Health Strategy committee through Toronto Central LHIN.</p>
Guelph & Wellington	<p>The formal partnership of the indigenous Leaders Circle and reconciliation workgroup guide us in our work. We have no Bands in our area nor do we have a Native Friendship Centre in our area. We tried to partner with the one organization that offers indigenous services (employment service and Gladue worker).</p>
Windsor-Essex	<p>Through our Protocols we call on partners to assist in investigations and planning for children. Our working relationships have been enhanced. Unable to determine whether less admission of children in care at this point.</p>

Agency	Response
Sarnia-Lambton	<p>They address all aspects of service and governing principles in our work together. Prevents intrusive interventions.</p> <p>Helps relationships with agency and Nation survive the political changes that can occur with elections every 2 years. Keeps focus on principles.</p>
York	<p>The Service Delivery Protocol is a comprehensive one that outlines expectations. It has been generally successful in assisting both parties develop an effective working relationship. Results seem to be Higher use of Customary Care, Development of an effective working relationship, Clear language on dispute resolution.</p>
Kina Gbezhgomi	<p>The agency has developed protocols with the member First Nations for delivery of Child Welfare jointly with the member First Nations and delivery of prevention services by the member First Nations.</p> <p>The agency has also developed protocols with UCCMM police and WUIR police and completed joint training with the police services.</p> <p>Protocols have been developed with Manitoulin Health Centre and Espanola Hospital and a joint protocol with Health Sciences North including Sudbury CAS is in development.</p> <p>A protocol has been completed with VAW- Ginevra House and Manitoulin Family Resources.</p> <p>We has also signed a joint protocol with Sudbury school boards and Sudbury CAS for JPSA for children in care.</p> <p>We also have many protocols in development - with additional sectors.</p> <p>Protocols - have assisted with enhanced communications and planning amongst agencies and supported enhanced working relationships and communications. The joint training has assisted in building relationships and understanding the respective mandates of the organizations.</p>

Actions taken by agencies, including investment of funds and resources, to support transfer of child protection jurisdiction

Activities are variable in this area. Several agencies indicated their provision of financial support for local Band staff to complete home studies for customary care (Sarnia, Renfrew, Chatham-Kent) while other agencies are engaged in partnering with agencies on a pathway toward designation. From Lessons Learned forums it has been highlighted that this partnership needs to be established jointly and involving MCYS. This is expected to ensure the requirements of MCYS are addressed as well as transition of services is happening through partnerships between agencies. The creation of Board leadership inclusive of FNMI representation in decision making and leadership through recruitment of Board representation from FNMI is reflected in a number of responses.

Survey Question: Describe actions taken by your agency - including investment of funds and resources - to support transfer of child protection jurisdiction. For example, funding to Indigenous agencies to hire staff to complete home studies; funding a systems navigator to assist FNMI families and staff.

Agency	Response
Simcoe Muskoka	Our agency is in the infancy stages of providing support. We have committed to provide mentoring and training opportunities for DBCFS. We are also awaiting further information to determine whether there will be requests for secondment.
Highland Shores	We currently have made an offer to provide funding to support a Family Service Worker for DBCFS. We have Board membership from our local Indigenous communities.
London-Middlesex	Engaged in a mentorship plan for capacity building with Mnaasged.
Chatham-Kent	CKCS has provided formal mentoring opportunities to Mnaasged staff.
Waterloo	Consultation time for a systems navigator and Elders.
Renfrew	Funding is provided to Prevention Services of Pikwakanagan to complete homestudies.
Sudbury & Manitoulin	For the past 25 we have worked closely with 3 FN child welfare agencies, with 2 currently designated and a third anticipating designation in the spring. Our partnerships have included utilizing their foster care programs for placement of FN children and youth; working side-by-side with FN organizations working towards designation. This includes significant staff resources, secondment, sharing of material, processes, systems, providing staff resources to support FN agencies, etc. We have assisted to support the restoration of child welfare services to FN communities.
Nipissing-Parry Sound	We recruit aboriginal Board members.
Stormont, Dundas & Glengarry	One of supervisor was seconded to ACFS to provide assistance as requested. Supervisors offering training and have administrative staff providing support identified as needed with Matrix system and financial training. There is a very good working relationship between our two agencies.

Agency	Response
Algoma	<p>Historic use of Nogdawindamin Alternative Care placements with significant funding associated from CAS Algoma First Nations Team in place for many years and opportunities for secondment with Nogdawindamin.</p> <p>Resources currently dedicated across the organization in planning and operationalizing co management and secondment for Nogdawindamin to become designated child welfare/wellbeing organization We are well along the path of restoring jurisdiction.</p> <p>We have been involved in the restoration of jurisdiction with Kuuwanimano who have jurisdiction in the North part of Algoma. We have working relationships with Dilico Child and Family Services who deliver services to Michipicoten First Nation in North part of our territory. We have been and are fully supporting and facilitating the capacity development of Nogdawindamin in their Designation process in keeping with the wishes of the North Shore Tribal Council and the First Nations they represent within our area.</p>
Sarnia-Lambton	<p>Sarnia funds the Walpole Island community care worker to complete all home studies for her Nation and provide ongoing service to those homes.</p> <p>Secondment of Mnaasged workers.</p> <p>Pilot of Heart and Spirit.</p> <p>Funded workers from local FNs to attend circle of security training.</p>
York	<p>The agency is heavily involved in the planning processes for DBCFS designation.</p>
Brant	<p>Actively engaged in ongoing process to assist Six Nations on securing their own mandate. Our involvement is as requested by Six Nations.</p>
Kina Gbezhgomi	<p>KGCFS is a First Nation member agency and the child welfare model including enhanced resources for prevention for the member First Nations to enhance prevention services to address child welfare needs at the First Nation level. The agency is supporting the leadership as required in advocating for enhanced funding.</p>
North Eastern Ontario	<p>We have worked closely with our FNMI pre-mandated agency to assist in building capacity, developing policies and procedures, financial department assistance, HR supports, and shared services re: information and technology. The FNMI agency is now mandated and we continue to offer IT services on a shared service contractual arrangement.</p>
Toronto	<p>Our agency transferred jurisdiction several years ago to NCFST. We do provide afterhours services to NCFST however the long term goal is to transfer that responsibility to NCFST.</p>
Durham	<p>Agency has representation on the steering committee and implementation committee for DBCFS.</p>

Section 4: Reconciliation Activities

Reconciliation activities undertaken by agencies

The response describes activities undertaken by agencies either at their initiative or in partnership with their FNMI communities. The responses following are grouped and show more than 50% of the 33 agencies responding have had meetings with Bands to talk about the impact of historical events in child welfare and their implications. Additionally, a sampling of the other activities underway, which describe a variety of efforts is included.

Survey Question: What reconciliation activities has your agency undertaken?

Choice	Response Percent	Response Total
Touchstones of Hope	24.24%	8
Community meetings about outcomes from the Truth and Reconciliation Commission	24.24%	8
Meetings with Bands to talk about history of child welfare in your area or current issues straining relationships	57.58%	19
Talking Circles	30.30%	10
Other	54.55%	18
Total Respondents		33

Examples of reconciliation focused activities described as “other”:

Agency	Response
Payukotayno	Our agency has started conducting educational presentations to share information about our services. Our work with many Bands in our area is influenced by the history and the First Nation view of our agency as one that takes children away. Most children who are apprehended and come into care have to be cared for outside of our jurisdiction due to lack of foster homes and customary care homes. We are working on "re-conciliating" our relationship with the communities by opening up homes in their communities. Some First Nations have contributed by providing existing homes to be used as foster homes. We are at various stages with this work. Meetings with Chief and Councils to address child welfare matters and working towards developing a positive working relationships and address all areas of child welfare that affect the FN. Out of the 6 communities we provide services to only one has a Band Representative. It is vital that all FN have a Band Representative. Funding is required, without funding this is not possible.
Niagara	Ongoing training, easy access to FNIM current material on our internal web site, participation in all of the above.
Algoma	Engaged First Nation communities in developing and providing training and education to CAS staff.
Kawartha-Haliburton	Engaged annual or biannual cultural awareness training with local First Nation communities. Board representatives from the First Nations; other activities pending with the roll out of the Strategy.
Ottawa	Regular meetings with the Liaison Committee. CASO engaged in a reconciliation process based on the Touchstones of Hope model in 2006/07 and has remained committed to reconciliation to this day.
Peel	Board to Board apology with PAN and discussions about their interpretation and needs about what they would need from Peel re: reconciliation.
Thunder Bay	Apology provided as part of Annual Meeting.
Guelph & Wellington	Development of a formal group to build collective vision and address specific issues for reconciliation.
Kina Gbezhgomi	Advocating for enhanced prevention funding to address cultural resources and resources for culturally appropriate programs to be developed and delivered at the First Nation.
North Eastern Ontario	Early stages of planning for reconciliation with our Indigenous Services Advisory Committee.

Examples of programs or Councils agencies engage with involving Aboriginal, Métis, Inuit Child Advocates or contributions of Elders

Agency	Response
Simcoe Muskoka	Child Welfare Advisory, Enahtig Healing Lodge, Friendship Centre programming.
Hamilton	Aboriginal Youth Circle Groups.
Niagara	Partnering with SOADI, NCNW, and Friendship centers to provide Indigenous services to our FNIM families.
Renfrew	The Anishaanabe Cultural Circle Aboriginal Community Committee Community Development through Collaboration Metis Nation of Ontario and Elders from both the Algonquins of Pikwakanagan and the Metis Nation of Ontario.
Valoris (Prescott-Russell)	We have created a community committee for mental health services in PR. AS lead agency, we have reached-out to FNIM leaders and they are represented at this table.
Frontenac, Lennox & Addington	Mohawk Family Services, aboriginal outreach woman's counsellor, programs at the MNO.
Toronto Native	NCFST welcomes Aboriginal advocates and works closely with our sister agencies when they provide such client service. NCFST utilizes several Elders in various and ongoing roles.
Guelph & Wellington	Indigenous Leaders Circle and reconciliation working group. Elders present at Circles for case planning or decision making.
Sarnia-Lambton	Elders from the local First Nations.
Kina Gbezhgomi	Cultural Wellness Committee- staff committee Elders Advisory Council- developed and not operational yet Joint Board/Chiefs meetings -quarterly UCCMM Elders Advisory Council Cultural day events In house teachings and ceremonies from Elders/traditional knowledge keepers
Hamilton Catholic	De dwa da dehs nye>s Aboriginal Health Centre Hamilton Regional Indian Centre Kiikeewanniikaan Southwest Regional Healing Lodge/Shelter
Halton	Enahtig Healing group & Eagle`s Nest.
North Eastern Ontario	Indigenous Advisory Committee.

Agency	Response
Durham	We involve Elders for training of our staff, healing with families, adoption ceremonies, and spirit name ceremonies. Externally we use aboriginal community services in Toronto, Oshawa and Barrie area.

FNMI Alternative Dispute Resolution programs

Thirty agencies described what they consider to be FNMI alternative dispute resolution programs in their agency or community. In the following the use of Circles is prevalent as a way of working together. It has been suggested that agencies may find swapping traditional meeting approaches to use of Circles, where everyone's view is heard respectfully, and bringing in Indigenous professors to teach specific sections – part of modeling behaviour for staff – team meetings for example as a way of preparing staff to be part of a Circle focusing on planning for with a family, child or youth.

Agency	Response
Simcoe Muskoka	Circle Facilitator and utilize BANAC for AADR. Most often there is successful resolution at the Circles and AADR isn't required.
Highland Shores	Blue Hills. We have this option available in all areas of our jurisdiction.
Payukotayno	We use the Talking Together Circles.
Oxford	Aboriginal methods offered through formal ADR services.
London-Middlesex	We use ODR.
Toronto Jewish	Group Planning Sessions which falls within the framework of case conferencing, family group decision making. We also refer family to Child Protection Mediation.
Chatham-Kent	WIFN has an FNMI ADR process that is available to WIFN families.
Waterloo	Original Dispute Resolution with all families who self identify as FNMI and who consent to this service.
Haldimand-Norfolk	Family Group Decision Making- Aboriginal ADR.
Hamilton	Six Nations Family Group Conferencing Program - ADR Aboriginal Service Provider.
Niagara	ADR worker is on site through Community Capacity funding.
Kawartha-Haliburton	Blue Hills with current planning underway to expand FNMI Circles and ADR approaches.
Renfrew	Wabana - Circle of Care.
Ottawa	Circle of Care.

Agency	Response
Sudbury & Manitoulin	FGDM and also have access to Circles through an organization in Timmins.
St. Thomas & Elgin	ADR-Link provides referrals to FNMI ADR programs (ODR).
Frontenac, Lennox & Addington	Talking Circles and other methods as identified by a Band.
Toronto Native	NCFST has a formal agreement with Aboriginal Legal Services of Toronto (ALST) to provide Aboriginal ADR services. NCFST also provides internal ADR/ODR (Original Dispute Resolution) services/Circles.
Windsor-Essex	Healing Circles through ADR.
Peel	FNMI ADR with Aboriginal Legal Services of Toronto.
Guelph & Wellington	Our partnership with Wendy Stewart is primarily funded as ADR aboriginal approaches or ODR (original dispute resolution) Experience is holding at least 2 Circles per month.
Sarnia-Lambton	Talking Circles and ODR through ADR Link.
York	Bluehills managed ADR services which includes Aboriginal Approaches capacity with facilitators from FN's. Utilize BANAC in Barrie for off reserve ADR.
Brant	FGDM two Six Nations facilitators are trained on Aboriginal alternative dispute resolution skills.
Nipissing & Parry Sound	Taking Together Circles.
Kina Gbezhgomi	Family Circles through community care conferencing- have occurred in medicine lodges in M'Chigeeng and WUIR.
Hamilton Catholic	Alternate Dispute Resolution. Members of the agency have also attended an information session regarding the use of Haudenosauuee Dispute Resolution for Aboriginal families.
North Eastern Ontario	Talking Together Circles.
Durham	Barrie Area Native Advisory Circle – ADR.

Information that each agency collects about the FNMI families, children and youth served

This question was responded to by 38 of 41 survey participants. The information is very relevant for agencies and our sector. As is evident there is a variety of information collected. The detailed information has been collated to show the groupings for agencies as they collect common or differing information.

Survey Question: What information does your agency collect about the FNMI families, children and youth served?

Choice	Response Percent	Response Total
Status	86.84%	33
Placement (culturally-matched placements)	55.26%	21
Ancestry	50.00%	19
Number of children and youth in care	92.11%	35
Number of families served	71.05%	27
Reasons for service	65.79%	25
Other	13.16%	5
Total Respondents		38

The following is the detailed information which may be of value as agencies consider their data collection and provincial development

Agency	Response
Kina Gbezhgomi	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status Record of sprit name, clan, colours, ceremonies attended.

Agency	Response
Simcoe Muskoka	Ancestry, Number of children and youth in care, Number of families served, Reasons for service, Status
Payukotayno	Ancestry, Number of children and youth in care, Number of families served, Reasons for service, Status
London-Middlesex	Ancestry, Number of children and youth in care, number of families served, placement (culturally match placements, reasons for service, status
Niagara	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Ottawa	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Sudbury & Manitoulin	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Status
Toronto Native	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Peel	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Algoma	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Sarnia-Lambton	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
York	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Brant	Ancestry, Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Durham	Ancestry, number of children and youth in care, number of families served, Placement (culturally-matched placements), Status
Windsor-Essex	Ancestry, Number of children and youth in care, Number of families served, Reasons for service, Status

Agency	Response
Guelph & Wellington	Ancestry, Number of children and youth in care, Placement (culturally-matched placements)
Hamilton	Ancestry, Number of children and youth in care, Status
Renfrew	Ancestry, Number of children and youth in care, Number of families served, Status
Nipissing & Parry Sound	Number of children and youth in care, Number of families served, Placement (culturally-matched placements), Reasons for service, Status
Toronto	Band affiliation, Status
Haldimand-Norfolk	Number of children and youth in care, Placement culturally-matched placements, Status
Valoris (Prescott-Russell)	Number of children and youth in care, Placement (culturally-matched placements), Status
Toronto Catholic	Number of children and youth in care, number of families served, reasons for service, status
North Eastern Ontario	Number of children and youth in care, number of families served, reasons for service
Thunder Bay	Number of children and youth in care, Reasons for service, Status
Bruce Grey	Number of children and youth in care, Number of families served, Reasons for service, Status
St. Thomas & Elgin	Number of children and youth in care, Status
Highland Shores	Number of children and youth in care, Status
Frontenac, Lennox & Addington	Number of children and youth in care

Agency current activities toward creating data collection systems in keeping with the Ontario Human Rights Commission request

The following reflects that 97.3% of agencies are actively working toward changing their data collection in response to the request from the OHRC.

Survey Question: Is your agency creating systems in keeping with the Ontario Human Rights Commission request?

Choice	Response Percent	Response Total
Yes	97.37%	37
No	2.63%	1
Total Respondents		38

Section 5: Public Education

Agency undertaking of public education activities

Responses in this area show limited public education activities and is consistent with response to the December 2015 survey results.

Survey Question: Has your agency undertaken any public education activities?

Choice	Response Percent	Response Total
Yes	23.08%	9
No	76.92%	30
Total Respondents		39

Examples of Public Education Activities

Agency	Response
Simcoe Muskoka	Health fairs in the Indigenous community as well as presentations to non-Indigenous service providers, OPR operators and foster parent association.
Payukotayno	Annual presentations to the Schools on duty to report. Our agency has started doing community presentations to the First Nation communities about our agency and services.
Waterloo	Presentation at ANESCO.

Agency	Response
Toronto Native	NCFST is an active participant i.e. Information Tables at the majority of Aboriginal events in the Toronto community.
Bruce Grey	Funding to a local First Nation historian with respect to History of Local First nations.
Sarnia-Lambton	Our Dreams Matter too walk.
Brant	They have been with local service providers and the First Nations communities.
Nipissing & Parry Sound	we are participants in a local Urban Aboriginal Response team with the Friendship Centre and participate with community partners in sharing information and awareness.
Kina Gbezhgomi	Cultural day events- bi-annual include teachings, ceremonies, youth activities that promote positive cultural identity through teachings of ceremonies, ceremonies, history and language.

Agency experience in undertaking any public education planning with other provincial or federal ministries?

As with the previous question, experience in this area is limited. The need for collaboration is evident as a systemic response is required to ensure change.

Survey Question: Has your agency undertaken any public education planning with other provincial or federal ministries? For example, working with Ministry of Education to change the curriculum content and recognize the history of FNMI people, and / or the effects of colonization and residential schools.

Choice	Response Percent	Response Total
Yes	7.89%	3
No	92.11%	35
Total Respondents		38

Examples of Collaboration

Agency	Yes/No	Response
London-Middlesex	Yes	We had one meeting with our local College. Representatives from our aboriginal community were also present. We determined at this first meeting that CAS did not have a role and the College would continue to work with the Native community toward ensuing appropriate content.
Toronto Native	Yes	NCFST's Executive Director is extremely active with all levels of government in this regard.
Sarnia-Lambton	Yes	Heart and spirit. Participation on Aboriginal Advisory Committee OACAS.

Additional information from agencies responding to the survey related to their capacity development

Agency	Response
Niagara	Current proposals for service and service sites are being discussed with other FNIM in the region. Considerations are being given to the establishment of an Aboriginal protection and children service team.
Renfrew	Parents Anonymous is a new initiative being undertaken. In collaboration with Algonquins of Pikwakanagan First Nations, we are committed to moving ahead this evidence based strengthening program where parents, children and youth build their resiliency and improve family functioning.
Windsor-Essex	Targeted foster care recruitment. Our recruiter meets with community groups facilitated by Can Am too discuss fostering.
Sarnia-Lambton	We actively recruit indigenous candidates for all positions.
Brant	Two of our First Nations workers who went to Attawapiskat for the second time (in the crisis originally with the E.D. and now doing a series of workshops and supporting EMAT) have been asked by both schools to return in the Fall for another week. The agency volunteered to assist and was gratified that the community and Payukotayno took up our offers.

Agency	Response
Kina Gbezhgomi	<p>Holistic healing services and culturally appropriate services are not directly funded through the Child Welfare funding model and should be central to the funding model for agencies serving First Nations.</p> <p>Prevention funding available to First Nations has been status quo for over 20 years and requires enhanced investments to ensure that First Nations can deliver community developed and delivered culturally appropriate services to address the historical impacts of trauma and oppression.</p>
Hamilton Catholic	<p>Our Anti-oppressive Practice Action Plan is framed upon creating an inclusive agency, and utilizes the Aboriginal Human Resources Council's Inclusion Continuum to measure our progress and development towards organizational change.</p>

2. Indigenous Child Welfare Data in Ontario

In 2015 Truth and Reconciliation Commission of Canada released their calls to action in response to the legacy of residential schools in Canada. Among the calls to action was a call to the federal government:

in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.³

Any call for improved data must also be understood within the historical context of Indigenous people and Research. In 1999 the *Report of the Royal Commission on Aboriginal Peoples* stated that First Nations people have historically been the subject of research and data collection, rather than full and informed participants and leaders, often in ways that do not benefit the communities.

In the past, Aboriginal people have not been consulted about what information should be collected, who should gather that information, who should maintain it, and who should have access to it. The information gathered may or may not have been relevant to the questions, priorities and concerns of Aboriginal peoples. Because data gathering has frequently been imposed by outside authorities, it has met with resistance in many quarters.

This chapter illustrates some of the data that is collected about Indigenous children in Ontario being served by non-Indigenous agencies. The data listed below is both incomplete and does not meet the needs of our Indigenous partners. In an effort to support the calls to action from the Truth and Reconciliation Commission while acknowledging the problematic historical relationship between Indigenous communities and researchers, OACAS has committed to implementing the OCAP principles in our research and data collection.

OACAS plans to work with Indigenous leaders and communities in Ontario to ensure that non-Indigenous agencies collect data that meet the needs of their communities and supports the ongoing efforts for restoration of jurisdiction. OACAS is also working with the Association of Native Child and Family Service Association of Ontario (ANCFSAO) and Indigenous agencies to develop three Aboriginal specific performance indicators.

Data Collection Challenges and Opportunities

There are known challenges with data collection about the children and families served by child welfare agencies in Ontario. These include:

Not collecting the right data

In Ontario, there has never been a comprehensive review of what data child welfare data is required to properly measure the outcomes for children and youth, and the value of the services agencies provide to families. For all children this includes a lack of data on how children fare after they leave care (graduation rates, labour force participation). For Indigenous children specifically, this data may include questions about connection with communities, tracking the placement of children in Indigenous homes, and ongoing research about and strategies for addressing disproportional representation.

³ http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf

Differing Data Definitions

Agencies often have not standardized how they collect data across agencies, or even what data they collect.

For example, in the Child Welfare Service Survey agencies were asked whether they “track Aboriginal children in care by status number.” Of the 33 agencies that responded to the survey, 12 agencies reported that they do not track aboriginal children by status number, only 8 of these agencies provided their data. OACAS will continue to work with agencies to help them better collect this data in support of the Truth and Reconciliation initiatives. Likewise, agencies may track a child as “Aboriginal”, or they may be more specific and track if a child is “First Nations, Inuit or Metis.” No information exists on how agencies track band membership, community affiliation and other relevant pieces of data (or if they do at all).

Difficulties Collecting Identity Based Data

In June of 2016 the Ontario Human Rights Commission (OHRC) asked all agencies to submit a report on the data they collect disaggregated by aspects of the Ontario Human Rights Code. This data request illustrated many of the challenges facing agencies when collecting identity based data. These problems are reflected in the collection of indigenous data. Among many other issues outside the scope of this report are two that are particularly salient to Indigenous child welfare data. First is the issue of non-disclosure. A person interacting with a Children’s Aid Society may choose not to disclose their racial identity. Because of the uneven power imbalance that has existed historically between Children’s Aid Societies and Indigenous families, some families may decline to identify themselves as Indigenous. They are understandably concerned that such self-identification may lead to more intervention in their family. Second, many front line workers have not received the training that enables them to have discussions with clients about identity in a way that feels safe for the family. A worker may “guess” a child’s racial identity or choose not to record any information at all.

Caveats About This Data

The information in the previous paragraphs provides some important context for the data provided below and what steps need to be taken to improve this data. The data below is missing data from 13 of OACAS’ member agencies, and does not include data from any Indigenous agencies. The real number of Aboriginal children in care is much higher than the number reported below. As such, please treat this data as a sample population only and interpret and share this data with caution and include all listed footnotes.

Key Findings

The total reported number of Aboriginal children in care on March 31, 2015 for 29 agencies was 1,205. Of these:

- 573 had or were entitled to a status number
- 374 were not entitled to a status number
- for 258 children and youth the status number was not tracked

Of the children reported, the number of Aboriginal children in care by age was:

- 0–5 years: 312 (25.9%)
- 6–12 years: 285 (23.7%)
- 13–15 years: 177 (14.7%)
- 16–18 years: 277 (22.9%)
- 19–21+ years: 154 (12.7%)

*Note: The information below will be contextualized in an edit next week.

In 2011, 3% of Aboriginal children aged 14 and younger were in foster care; at 4%, the percentage was highest for Inuit children. Moreover, of all Ontario children in foster care in 2011, just over a quarter (27%) were Aboriginal children, the majority of whom (91%) were First Nations children.

3. Resource Literature

Resource Literature used in Child Welfare Pathway to Authorization Curriculums

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4. Further Reading

Voices for Change: Aboriginal Child Welfare in Alberta – A Special Report from the Office of the Child and Youth Advocate Alberta

Summary of Report

This report is a result from a year of research involving stakeholders in Alberta's child welfare sector, including children, youth, families, caregivers. The Office of the Child and Youth Advocate Alberta provides the reader with a set of recommendations that fall under the following themes:

- Legislation, Governance, and Jurisdiction
- Resources, Capacity, and Access
- Program and Service Delivery
- Outcomes and Accountability

The goal of each recommendation is to enhance Indigenous child welfare practices and improve outcomes for these families and communities. Although this report concerns Alberta specifically, statistics are comparable to Ontario and the issues that Indigenous people are experiencing in Alberta are similar to that of our province. The section on "What Did We Hear" provides the reader an opportunity to read what many stakeholders experience while involved with the child welfare system, this information is important moving forward on the path to reconciliation. It is critical that child welfare workers understand Indigenous values and what things need to change moving forward to help improve outcomes for families.

[Link to full report](#)

Aboriginal Victimization in Canada: A Summary of the Literature by Katie Scrim

Summary of Article

This article is a precursor to the report "A Review of Research on Criminal Victimization and First Nations, Métis and Inuit Peoples 1990 to 2008". It discusses a literature review of the criminal victimization of Indigenous peoples living in Canada, including a discussion of social and demographic factors that are seen to influence rates of victimization. This article does the following:

- Provides statistics that illustrate the inequities that have resulted from intergenerational traumas and societal colonialist mentalities.
- Disproportionate amount of Indigenous women who are faced with higher rates of violent victimization as compared to non-Indigenous women.
- Discusses the victimization of Indigenous youth and how it may lead to either future victimization or with criminal activity.

This article is an important glimpse at the vulnerability Indigenous people sometimes face in Canadian society. It provides the reader the opportunity to compare statistics to non-Indigenous counterparts and hopefully will inform the inequities that Indigenous children, youth and families experience.

[Link to full article](#)

Strategy to End Human Trafficking – Overview of Initiatives

Summary of News Release Backgrounder

“The creation of a human trafficking strategy for Ontario was a commitment within *Walking Together: Ontario’s Long-Term Strategy to End Violence against Indigenous Women*. Indigenous leaders have reinforced the importance of supporting distinct, culturally relevant services and supports which are designed, developed, and delivered jointly with Indigenous partners. The strategy will support:

- Engagement with Indigenous partners as they identify key issues for future policy development specific to the needs of their communities;
- An Indigenous-led Initiatives Fund that will help to develop Indigenous-specific community services and supports;
- Indigenous-focused measures to increase awareness and support prevention; and
- The establishment of Indigenous-specific Human Trafficking Liaisons who will assist in providing targeted service-planning and delivery supports to Indigenous agencies/communities, as well as assisting non-Indigenous agencies seeking to provide culturally appropriate services to Indigenous survivors.”

[Link to full document](#)

Aboriginal Children in Care: Report to Canada’s Premiers, Prepared by Aboriginal Children in Care Working Group

Summary of Report

This is a report by the Aboriginal Children in Care Working Group, whose members include Premier appointed Ministers from across the Canada. The purpose is to provide samples of existing services and programs that prove to reduce the number of Indigenous children and youth in child welfare system as well as improve outcomes for these children and their families. This document looks at the following:

- Best practices that surround the themes of root causes of abuse and neglect, prevention and early intervention and how to best support the capacities of the child welfare sector.

It is important to note that this report does not substantiate the one-size-fits-all resolution to overrepresentation of Indigenous children and youth involved in the child welfare system. It does take the position that successful programs and services are coordinated, culturally appropriate and responsive and prevention focused.

[Link to full report](#)

Promising Practices in First Nations Child Welfare Management and Governance: Kuuwanimano Means “Keeping Our Own” – Practicing from a Perspective of Strength, Prepared by Hardisty, Martin, Murray and Ramdatt

Summary of Report

This is a profile on the agency Kuuwanimano, it discusses the following information, which may be relevant when wanting to learn more about best practices when working with Indigenous families and their communities.

- Philosophy of practice
- Governance and management
- Conditions for success
- Indicators of success

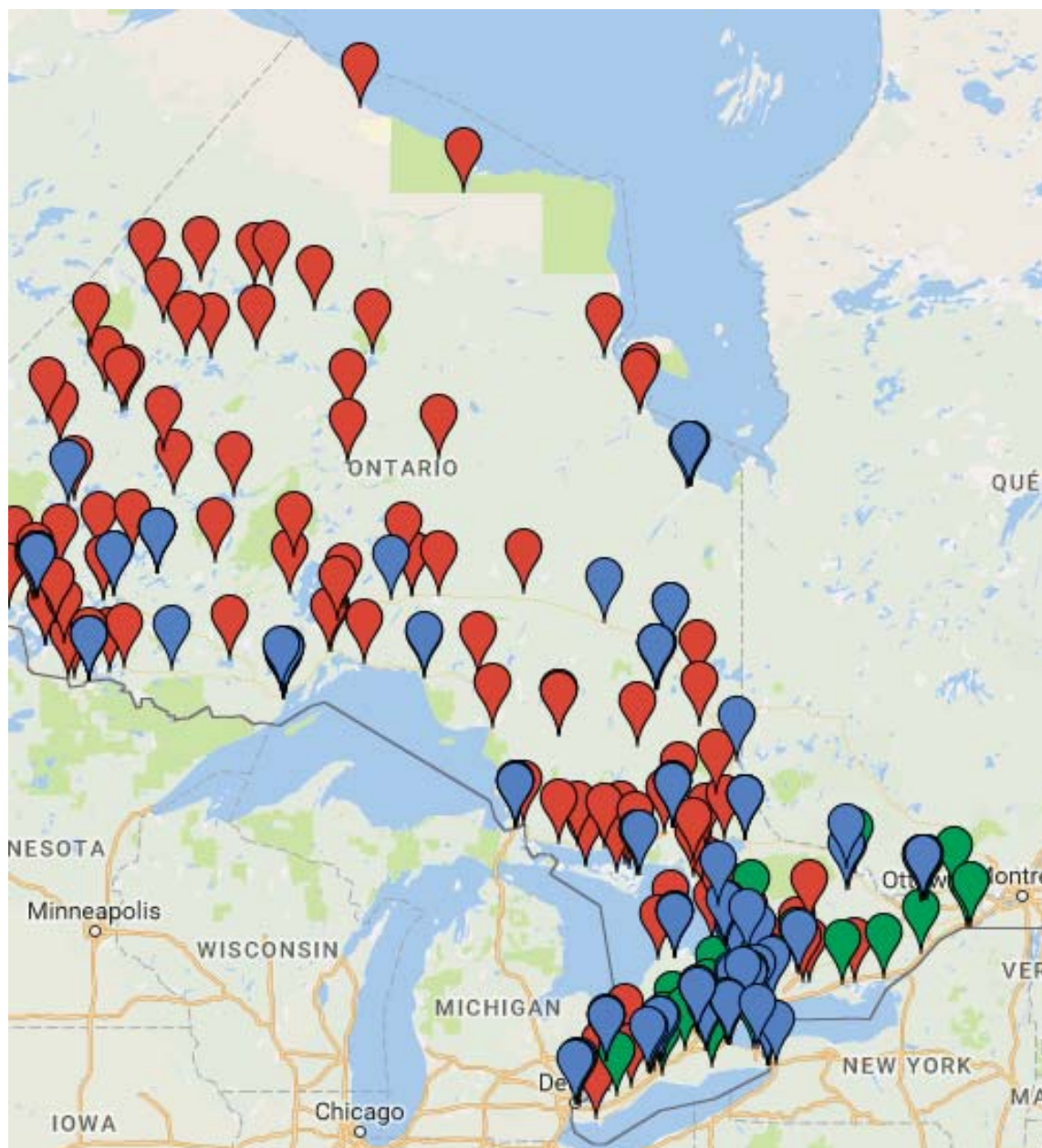
[Link to full report](#)

5. Resource Map and Band Contact Information

Map of Cultural Resources in Ontario

Below is a snapshot of the First Nation communities (red pins), Indigenous Services resources (blue pins) and CAS' (green pins) in the province. The full interactive map, including detailed information for each Indigenous Service resource can be found on the OACAS Members Site at the link provided below.

<https://oacas.sharepoint.com/aboriginal-services/first-nations-communities-agencies>



Ontario First Nation Band Contact Information

First Nation	Address	Contact Information
A		
Aamjiwnaang First Nation (Sarnia) Tribal Council: Southern First Nations Secretariat	978 Tashmoo Avenue Sarnia, ON N7T 7H5	Ph: (519) 336-8410 Fax: (519) 336-0382
Alderville First Nation Tribal Council: Ogemawahj Tribal Council	11696 Second Line, P.O Box 46 Roseneath, ON K0K 2X0	<i>Social Services Dept.</i> (905) 352-2112 ext. 207 <i>Child Care Prevention Coordinator</i> (905) 352-3765 ext. 208 Fax: (905) 352-3242
Algonquins of Pikwakanagan First Nation Tribal Council: N/A	<i>Pikwakanagan Child & Family Services</i> 1467 Misomis Inamo Pikwakanagan, ON K0J 1X0	Ph: (613) 625-2173 Fax: (613) 625-2294 E: reception.prev@pikwanagan.ca
Animakee Wa Zhing # 37 (Northwest Angle No. 37) Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.	P.O. Box 267 Sioux Narrows, ON P0X 1N0	Ph: (807) 226-5353 Fax: (807) 226-1164
Animbiigoo Zaagi'igan Anishinabek (Lake Nipigon Ojibway) Tribal Council: Nokiwin Tribal Council	204 Main Street P.O. Box 120 Beardmore, ON P0T 1G0	<i>Health and Social Services.</i> (807) 875-2785 ext. 222
Anishinaabeg of Naongashiing (Big Island) Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.	P.O. Box 335 Morson, ON P0W 1J0	Ph: (807) 488-5602 Toll Free: 1-888-238-0102 Fax: (807) 488-5492

First Nation	Address	Contact Information
Aroland First Nation Tribal Council: Matawa First Nations Management	P.O. Box 10 Aroland, ON POT 1B0	Ph: (807) 329-5970 Fax: (807) 329-5750
Atikameksheng Anishnawbek (Whitefish Lake) Tribal Council: Mamaweswen, The North Shore Tribal Council Secretariat	25 Reserve Road Naughton, ON POM 2M0	Ph: (705) 692-3651 Fax: (705) 692-5010
Attawapiskat First Nation Tribal Council: Mushkegowuk Council	P.O. Box 248 Attawapiskat, ON POL 1A0	Ph: (705) 997-2166 Fax: (705) 997-2116
Aundeck Omni Kaning First Nation Tribal Council: United Chiefs & Councils of Mnidoo Mnising	R.R. #1, P.O. Box 21, 13 Hill Street Little Current, ON POP 1K0	Ph: (705) 368-2228 Fax: (705) 368-3568
B		
Batchewana First Nation Tribal Council: Mamaweswen, The North Shore Tribal Council Secretariat	236 Frontenac Street, Rankin Reserve 15D Sault Ste. Marie, ON P6A 6Z1	Ph: (705) 759-0914 Toll Free: 1-877-236-2632 Fax: (705) 759-9171
Bearskin Lake First Nation Tribal Council: Keewaytinook Okimakanak/ Northern Chiefs Council	P.O. Box 25 Bearskin Lake, ON POC 1E0	Ph: (807) 363-2518 Fax: (807) 363-1066
Beausoleil First Nation (Christian Island) Tribal Council: Ogemawahj Tribal Council	11 O'Gemaa Miikaan Christian Island, ON L9M 0A9	Ph: (705) 247-2051 Fax: (705) 247-2239

First Nation	Address	Contact Information
Beaverhouse First Nation Tribal Council: Wabun Tribal Council	26 Station Road North, P.O. Box 1022 Kirkland Lake, ON P2N 3L1	Ph: (705) 567-2022 Fax: (705) 567-1143
Big Grassy River First Nation Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.	410 Anishinabe Way, P.O. Box 414 Morson, ON P0W 1J0	Ph: (807) 488-5614 (807) 488-5615 (807) 488-5904 (807) 488-5661 (807) 488-5393 (807) 488-5563 Toll free: 1-800-361-7228 Fax: (807) 488-5533
Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay) Tribal Council: Nokiwin Tribal Council	501 Spirit Bay Road MacDiarmid, ON P0T 2B0	Ph: (807) 885-3401 Fax: (807) 885-1218
Bingwi Neyaashi Anishinaabek (Sand Point) Tribal Council: Nokiwin Tribal Council	146 Court Street South Thunder Bay, ON P7B 2X6	Ph: (807) 623-2724 Fax: (807) 623-2764
Bkekwanong Territory (Walpole Island) Tribal Council: N/A	150 Tecumseh Rd. Walpole Island, ON N8A 4K9	<i>Child & Youth Services</i> Ph: (519) 627-6072 Fax: (519) 627-6074 <i>Children's Services Unit</i> Ph: (519) 627-2263 Fax: (519) 627-2264 <i>Social Services Coordinator</i> Ph: (519) 627-6072 Ph: (519) 627-3907 Fax: (519) 627-3909
Brunswick House First Nation Tribal Council: Wabun Tribal Council	P.O. Box 1178 Chapleau, ON P0M 1K0	<i>Administration Office</i> Toll Free: 1-800-663-1285 Ph: (705) 864-0174 Fax: (705) 864-1960

First Nation	Address	Contact Information
C		
Caldwell First Nation Tribal Council: Southern First Nations Secretariat	14 Orange Street Leamington, ON N8H 1P5	Ph: (519) 322-1766 Fax: (519) 322-1533
Cat Lake First Nation Tribal Council: Windigo First Nations Council	122 Back Road West, P.O. Box 81 Cat Lake, ON POV 1J0	Ph: (807) 347-2100 Fax: (807) 347-2116
Chapleau Cree First Nation Tribal Council: Mushkegowuk Council	P.O. Box 400 Chapleau, ON P0M 1K0	Ph: (705) 864-0784 Fax: (705) 864-1760
Chapleau Ojibwe First Nation Tribal Council: Waban Tribal Council	P.O. Box 279 Chapleau, ON P0M 1K0	Ph: (705) 864-2910 Fax: (705) 864-2911
Chippewas of Georgina Island Tribal Council: Ogemawahj Tribal Council	R.R. #2 Box N-13 Sutton West, ON LOE 1R0	<i>Child and Family Services</i> Ph: (705) 437-1337 ext. 4223 Ph: (905) 960-9133 Fax: ((705) 437-4597
Chippewas of Kettle & Stony Point Tribal Council: Southern First Nations Secretariat	9156 Tecumseh Lane Kettle & Stony Point First Nation, ON NON 1J1	<i>Mnaasged Child and Family Services</i> Ph: (519) 786-6680 Fax: (519) 786-6668
Chippewas of Rama First Nation Tribal Council: Ogemawahj Tribal Council	5884 Rama Road, Suite 200 Rama, ON L3V 6H6	Ph: (705) 325-3611 Toll Free 1-866-854-2121 Fax: (705) 325-0879 <i>Social Services Manager</i> Cell: (705) 238-2936
Chippewas of Nawash Unceded First Nation (Cape Croker) Tribal Council: N/A	<i>Chippewas of Nawash Native Child Welfare Building</i> #23 Lighthouse Road Neyaashiinigmiing, ON NOH 2T0	<i>Native Child Welfare Program</i> Ph: (519) 534-3818 Fax: (519) 534-4932 E: supervisor@ncw@gbtel.ca
Chippewas of Saugeen Tribal Council: N/A	6493 Highway 21 R.R. #1 Southampton, ON NOH 2L0	<i>Anishnabek Child and Youth Prevention Services</i> Ph: (519) 797-5000

First Nation	Address	Contact Information
Chippewas of the Thames First Nation Tribal Council: Southern First Nations Secretariat	320 Chippewa Road R.R. #1 Muncey, ON NOL 1Y0	Ph: (519) 289-5555 Fax: (519) 289-2230
Constance Lake First Nation Tribal Council: Matawa First Nations Management	P.O Box 4000 Constance Lake, ON POL 1B0	Ph: (705) 463-4511 Fax: (705) 463-2222
Couchiching First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	RMB 2027, R.R. #2 Fort Frances, ON P9A 3M3	Ph: (807) 274-3228 Fax: (807) 274-6458
Curve Lake First Nation Tribal Council: N/A	22 Winookeeda Road Curve Lake, ON KOL 1R0	Ph: (705) 657-8045 Fax: (706) 657-8708
D		
Deer Lake First Nation Tribal Council: Keewaytinook Okimakanak/Northern Chiefs Council	P.O. Box 39 Deer Lake, ON POV 1N0	Ph: (807) 775-2141 Ph: (807) 775-2100 Fax: (807) 775-2220
Delaware Nation (Moravian of the Thames) Tribal Council: Southern First Nations Secretariat	14760 School House Line, R.R. #3 Thamesville, ON NOP 2K0	Ph: (519) 692-3936 Fax: (519) 692-5522
Dokis First Nation Tribal Council: Waabnoong Bemjiwang Association of First Nations	940-A Main Street Dokis First Nation, ON POM 2N1	<i>Native Child Welfare Prevention Worker</i> Ph: (705) 763-2061 Fax: (705) 763-2087
E		
Eabametoong First Nation Tribal Council: Matawa First Nation Management	P.O. Box 298 Eabamet Lake, ON POT 1L0	Ph: (807) 242-7221 Fax: (807) 242-1440

First Nation	Address	Contact Information
Eagle Lake First Nation Tribal Council: N/A	P.O. Box 1001 Migisi Sahgaigan, ON P0V 3H0	Ph: (807) 755-5526 Fax: (807) 755-5696
F		
Flying Post First Nation Tribal Council: N/A	33 First Street, P.O. Box 1027 Nipigon, ON P0T 2J0	Ph: (807) 887-3071 Toll free: 1-800-987-3708 Fax: (807) 887-1138
Fort Albany First Nation Tribal Council: N/A	P.O Box 1 Fort Albany, ON POL 1H0	Ph: (705) 278-1044 Fax: (705) 278-1193
Fort Severn First Nation Tribal Council: N/A	P.O Box 149 Fort Severn, ON P0V 1W0	Ph: (807) 478-2572 Fax: (807) 478-1103
Fort William First Nation Tribal Council: N/A	90 Anemki Drive Suite 200 Fort William First Nation, ON P7J 1L3	Ph: (807) 623-9543 Toll Free: 1-866-892-8687 Fax: (807) 623-5190
G		
Garden River First Nation Tribal Council: N/A	7 Shingwauk Street Garden River, ON P6A 6Z8	Ph: (705) 946-6300 Fax: (705) 945-1415
Ginoogaming First Nation Tribal Council: Matawa First Nation Management	P.O. Box 89, 101 Poplar Crescent Long Lac, ON P0T 2A0	Ph: (807) 876-2242 Fax: (807) 876-2495
Grassy Narrows First Nation Tribal Council: N/A	General Delivery Grassy Narrows, ON POX 1B0	Ph: (807) 925-2201 Fax: (807) 925-2649
H		
Hiawatha First Nation Tribal Council: N/A	123 Paudash Street, R.R. #2 Keene, ON K0L 2G0	Ph: (705) 295-4421 Fax: (705) 295-4424

First Nation	Address	Contact Information
Henvey Inlet First Nation Tribal Council: Waabnoong Bemjiwang Association of First Nations	295 Pickerel River Road Pickerel, ON P0G 1J0	Ph: (705) 857-2331 Fax: (705) 857-3021
I		
Iskatewizaagegan No. 39 Independent First Nation Tribal Council: Bimose Tribal Council	P.O. Box 1 Kejeck Post Office Shoal Lake, ON P0X 1E0	Ph: (807) 733-2560 Fax: (807) 733-3106
K		
Kasabonika Lake First Nation Tribal Council: Shibogama First Nations Council	Kasabonika Lake First Nation General Delivery Kasabonika Lake, ON P0V 1Y0	<i>Family Support Worker</i> Ph: (807) 535-2547 ext. 234 Fax: (807) 535-1152 E: info@kasabonikafirstnation.com
Kashechewan First Nation (independent but part of Fort Albany First Nation) Tribal Council: Mushkegowuk Council	13B Riverside Drive, P.O. Box 240 Kashechewan, ON P0L 1S0	Ph: (705) 275-4440 Fax: (705) 275-1023
Keewaywin First Nation Tribal Council: Keewaytinook Okimakanak/Northern Chief's Council	P.O. Box 90 Keewaywin First Nation, ON P0V 3G0	Ph: (807) 771-1053 Toll free: 1-866-437-9505 Fax: (807) 771-1210
Kiashke Zaaging Anishinaabek (Gull Bay) Tribal Council: Nokiwin Tribal Council	1186 Memorial Avenue P.O. Box 29100 McIntyre Centre, Thunder Bay, ON P7B 6P9	Ph: (807) 982-0006 Fax: (807) 982-0009
Kingfisher Lake First Nation Tribal Council: Shibogama First Nations Council	P.O. Box 57 Kingfisher Lake, ON P0V 1Z0	Ph: (807) 532-2067 Fax: (807) 532-2063

First Nation	Address	Contact Information
Kithenuhmaykoosib Innuuwug (Big Trout Lake) Tribal Council: Independent First Nations Alliance	P.O. Box 329 Big Trout Lake, ON P0C 1G0	Ph: (807) 537-2263 Ph: (807) 573-1183 Fax: (807) 537-2574
Koocheching First Nation (non-status) Tribal Council: Windigo First Nations Council	P.O. Box 32 Sandy Lake, ON P0V 1V0	Ph: (807) 774-1576 Fax: (807) 727-3133
L		
Lac Des Mille Lacs First Nation Tribal Council: Bimose Tribal Council	328-1100 Memorial Avenue Thunder Bay, ON P7B 4A3	Ph: (807) 622-9835 Fax: (807) 622-9866
Lac La Croix First Nation Tribal Council: Pwi-Di-Goo- Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 640 Fort Frances, ON P9A 3M9	Ph: (807) 485-2431 Fax: (807) 485-2583
Lac Seul First Nation Tribal Council: Independent First Nations Alliance	P.O. Box 100 Hudson, ON P0V 1X0	Ph: (807) 582-3211 Fax: (807) 582-3493
Long Lake #58 First Nation Tribal Council: Matawa First Nations Management	P.O. Box 609 Long Lac, ON P0T 2A0	Ph: (807) 876-2292 Fax: (807) 876-2757
M		
Magnetawan First Nation Tribal Council: Waabnoong Bemjiwang Association of First Nations	10 Hwy 529 Britt, ON P0G 1A0	Ph: (705) 383-2477 Fax: (705) 383-2566
Marten Falls First Nation Tribal Council: Matawa First Nations Management	General Delivery Ogoki Post, ON P0T 2L0	Ph: (807) 349-2509 Fax: (807) 349-2511

First Nation	Address	Contact Information
Matachewan First Nation Tribal Council: Wabun Tribal Council	P.O. Box 160 Matachewan, ON POK 1M0	Ph: (705) 565-2230 Toll Free: 1-866-781-4189 Fax: (705) 565-2585 <i>Family Supports</i> Ph: (705) 565-2230 ext. 231 Ph: (705) 565-2394 E: familysupports@matachewanfir.stnation.com
Mattagami First Nation Tribal Council: Wabun Tribal Council	P.O. Box 99 Gogama, ON POM 1W0	Ph: (705) 894-2072 Fax: (705) 894-2887
MacDowell Lake First Nation Tribal Council: Keewaytinook Okimakanak: Northern Chiefs Council	P.O. Box 321 Red Lake, ON POV 2M0	Ph: (807) 735-1381 ext. 1308 Toll free: 1-800-387-3740 Fax: (807) 735-1381
M'Chigeeng First Nation (West Bay) Tribal Council: United Chiefs & Councils of Manitoulin Island	P.O. Box 333, 53 Hwy 551 M'Chigeeng, ON POP 1G0	Ph: (705) 377-5362 Fax: (705) 377-4980 <i>Family Resource Department</i> Family Support Worker – Ph: (705) 377-4636
Michipicoten First Nation Tribal Council: N/A	107 Hiawatha Drive P.O. Box 1, Site 8, RR #1 Wawa, ON POS 1K0	Ph: (705) 856-1993 Toll free: 1-888-303-7723 Fax: (705) 856-1642
Mishkeegogamang First Nation Tribal Council: N/A	1 First Nation Street Mishkeegogamang, ON POX 2H0	Ph: (807) 928-2414 Toll free: 1-877-528-2414 Fax: (807) 928-2077
Missanabie Cree First Nation Tribal Council: Mushkegowuk Council	174B Hwy. 17E, Bell's Point Garden River, ON P6A 6Z1	Ph: (705) 254-2702 Fax: (705) 254-3292
Mississauga #8 First Nation Tribal Council: North Shore Tribal Council	64 Park Road, P.O. Box 1299 Blind River, ON P0R 1B0	Ph: (705) 356-1621 Toll Free: 1-877-356-1621 Fax: (705) 356-1740
Mississaugas of the New Credit First Nation Tribal Council: N/A	2789 Mississauga Road RR 6 Hagersville, ON NOA 1H0	Ph: (905) 768-1133 Fax: (905) 768-1225

First Nation	Address	Contact Information
Mississaugas of Scugog Island Tribal Council: Ogemawahj Tribal Council	Health & Resource Centre 22600 Island Road Port Perry, ON L9L 1B6	Ph: (905) 985-1826 Toll Free: 1-877-688-0988 Fax: (905) 985-7958 <i>Child/Youth Welfare Prevention Worker</i> Ph: (905) 985-1826 ext. 228
Mitaanjigaming (Stanjikoming) First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 609 Fort Frances, ON P9A 3M9	Ph: (807) 274-2188 Fax: (807) 274-4774 <i>Customary Care Program</i> Ph: (807) 274-8597
McCreebec Council of the Cree Nation Tribal Council: N/A	McCreebec Council of the Cree Nation P.O. Box 4 Moose Factory, ON P0L 1W0	Ph: (705) 658-4769 Fax: (705) 658-4487
Mohawks of Akwesasne Tribal Council: N/A	P.O. Box 579 Cornwall, ON K6H 5T3	Ph: (613) 575-2341 Fax: (613) 575-1154
Mohawks of the Bay of Quinte Tribal Council: N/A	24 Meadow Drive Tyendinaga Mohawk Territory K0K 1X0	<i>Mohawk Family Services</i> Ph: (613) 396-3424 ext. 106, 115
Moose Cree First Nation Tribal Council: Mushkegowuk Council	22 Jonathan Cheechoo Drive P.O. Box 190 Moose Factory, ON P0L 1W0	Ph: (705) 658-4619 Fax: (705) 658-4734
Moose Deer Point First Nation Tribal Council: Ogemawahj Tribal Council	3719 Twelve Mile Bay Road P.O. Box 119 Mactier, ON P0C 1H0	Ph: (705) 375-5209 Fax: (705) 375-0532
Munsee-Delaware Nation Tribal Council: Southern First Nations Secretariat	R.R. #1, 289 Jubilee Road Muncey, ON N0L 1Y0	Ph: (519) 289-5396 Fax: (519) 289-5156
Muskrat Dam First Nation Tribal Council: Independent First Nations Alliance	P.O. Box 140 Muskrat Dam, ON P0V 3B0	Ph: (807) 471-2573 Ph: (807) 471-2574 Fax: (807) 471-2540

First Nation	Address	Contact Information
N		
Naicatchewenin First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 15, R.R. #1 Devlin, ON POW 1C0	Ph: (807) 486-3407 Fax: (807) 486-3704
Namaygoosisagagun First Nation Tribal Council:	684 City Road, Unit 16 Thunder Bay, ON P7J 1K3	Ph: (807) 626-1780 Fax: (807) 626-8126
Naotkamegwanning First Nation (Whitefish Bay) Tribal Council: N/A	1800 Pawitik Street Pawitik, ON P0X 1L0	Ph: (807) 226-5654 Fax: (807) 226-5389
Neskantaga First Nation (Landsdowne House) Tribal Council: Matawa First Nations Management	P.O. Box 105 Landsdowne House, ON P0T 1Z0	Ph: (807) 479-2570 Fax: (807) 479-2505
Nibinamik First Nation Tribal Council: Matawa First Nations Management	General Delivery Summer Beaver, ON P0T 3B0	Ph: (807) 593-2131 Fax: (807) 593-2270
Nigigoonsiminikaaning First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 68 Fort Frances, ON P9A 3M5	<i>Band Office:</i> Ph: (807) 481-2536 Fax: (807) 481-2511 <i>Council Office:</i> Ph: (807) 481-2508 <i>Support Services:</i> Ph: (807) 481-1110
Nipissing First Nation Tribal Council: Waabnoong Bemjiwang Association of First Nations	<i>Native Child Welfare Office</i> 36 Semo Road Garden Village, ON P2B 3K2	<i>Native Child Welfare Office</i> Ph: (705) 753-2691 Fax: (705) 753-2527

First Nation	Address	Contact Information
<p>North Caribou Lake First Nation (Weagamow or Round Lake)</p> <p>Tribal Council: Windigo First Nations Council</p>	<p>General Delivery Weagamow Lake, ON P0X 2Y0</p>	<p>Ph: (807) 469-5191 Fax: (807) 469-1315</p>
<p>North Spirit Lake First Nation</p> <p>Tribal Council: Keewaytinook Okimakanak/Northern Chiefs Council</p>	<p>General Delivery North Spirit Lake, ON P0V 2G0</p>	<p>Ph: (807) 776-0021 Fax: (807) 776-0026</p>
<p>Northwest Angle No. 33 First Nation</p> <p>Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.</p>	<p>P.O. Box 1490 Kenora, ON PN9 3X7</p>	<p>Ph: (807) 226-2858 Fax: (807) 226-2860</p>
O		
<p>Obashkaandagaang (Washagamis Bay)</p> <p>Tribal Council: N/A</p>	<p>P.O. Box 625 Keewatin, ON P0X 1C0</p>	<p>Ph: (807) 543-2532 Fax: (807) 543-2963</p>
<p>Ochiichagwe'Babigo'ining Nation (Dalles)</p> <p>Tribal Council: Bimose Tribal Council</p>	<p>22 Band Office Road Dalles, ON P9N 0J2</p>	<p>Ph: (807) 548-5876 Fax: (807) 548-2337</p>
<p>Ojibways of Onigaming First Nation</p> <p>Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.</p>	<p>P.O. Box 160, 68 Ballpark Road Nestor Falls, ON P0X 1K0</p>	<p>Ph: (807) 484-2162 Fax: (807) 484-2737</p>
<p>Ojibways of Pic River (Heron Bay)</p> <p>Tribal Council: N/A</p>	<p>78 Pic River Road, P.O. Box 193 Heron Bay, ON P0T 1R0</p>	<p>Ph: (807) 229-1749 Fax: (807) 229-1944</p>

First Nation	Address	Contact Information
Oneida Nation of the Thames Tribal Council: Southern First Nations Secretariat	<i>Band Representative Department</i> Oneida Health Centre 2213 Elm Ave Southwold, ON N0L 2G0	<i>Band Representative Department</i> Ph: (519) 652-0500 Fax: (519) 652-0504
P		
Pays Plat First Nation Tribal Council: N/A	10 Central Place Pays Plat, ON POT 3C0	Ph: (807) 824-2541 Fax: (807) 824-2206
Pic Mobert First Nation Tribal Council: Nokiiwin Tribal Council Inc.	P.O. Box 717 Mobert, ON P0M 2J0	Ph: (807) 822-2134 Fax: (807) 822-2850
Pikangikum First Nation Tribal Council: Independent First Nations Alliance	P.O. Box 323 Pikangikum, ON P0V 1L0	Ph: (807) 773-5578 Fax: (807) 773-5536
Poplar Hill First Nation Tribal Council: Keewaytinook Okimakanak/Northern Chiefs Council	P.O. Box 1 Poplar Hill, ON P0V 3E0	Ph: (807) 772-8838 Fax: (807) 772-8876
R		
Rainy River First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 450 EMO, ON P0W 1E0	Ph: (807) 482-2479 Fax: (807) 482-2603
Red Rock Indian Band (Lake Helen) Tribal Council: N/A	P.O. Box 1030 Nipigon, ON P0T 2J0	Ph: (807) 887-2510 Fax: (807) 887-3446

First Nation	Address	Contact Information
S		
Sachigo Lake First Nation Tribal Council: Windigo First Nations Council	P.O. Box 51 Sachigo Lake, ON P0V 2P0	Ph: (807) 595-2577 Fax: (807) 595 1119
Sagamok Anishnawbek First Nation Tribal Council: Mamaweswen, The North Shore Tribal Council Secretariat	4007 Espaneil Street P.O. Box 610 Massey, ON P0P 1P0	Ph: (705) 865-2421 Fax: (705) 865-3307
Sandy Lake First Nation Tribal Council: N/A	P.O. Box 12 Sandy Lake, ON P0V 1V0	Ph: (807) 774-3421 Ph: (807) 774-5121 Fax: (807) 774-1040
Saugeen First Nation (Savant Lake) Tribal Council: N/a	General Delivery Savant Lake, ON P0V 2S0	Ph: (807) 928-2824 Fax: (807) 928-2710
Seine River First Nation Tribal Council: Pwi-Di-Goo-Zing Ne-Yaa-Zhing Advisory Services	P.O. Box 124 Mine Centre, ON P0W 1H0	Ph: (807) 599-2224 Fax: (807) 599-2865
Serpent River First Nation Tribal Council: Mamaweswen, The North Shore Tribal Council Secretariat	195 Village Road Cutler, ON P0P 1B0	Ph: (705) 844-2418 Fax: (705) 844-2757
Shawanaga First Nation Tribal Council: N/A	2 Village Road, R.R. #1 Nobel, ON P0G 1G0	Ph: (705) 366-2526 Ph: (705) 366-2576 Fax: (705) 366-2740
Sheguiandah First Nation Tribal Council: United Chiefs & Councils of Mnidoo Mnising	142 Ogemah Miikan, P.O. Box 101 Sheguiandah, ON P0P 1W0	Ph: (705) 368-2781 Fax: (705) 368-3697

First Nation	Address	Contact Information
Sheshegwaning First Nation Tribal Council: United Chiefs & Councils of Mnídoo Mnísing	P.O. Box 1 Sheshegwaning, ON P0P 1X0	Ph: (705) 283-3292 Fax: (705) 283-3481
Shoal Lake No. 40 First Nation Tribal Council: Bimose Tribal Council	P.O. Box 6 Kejick, ON P0X 1E0	Ph: (807) 733-2315 Fax: (807) 733-3115
Six Nations of the Grand River Territory Tribal Council: N/A	P.O. Box 5000 Ohsweken, ON N0A 1M0	<i>Child & Family Services</i> Ph: (519) 445-0230 Fax: (519) 445-0249
Slate Falls First Nation Tribal Council: Windigo First Nations Council	48 Lakeview Drive Slate Falls, ON P0V 2C0	Ph: (807) 737-5700 Fax: (888) 431-5617
T		
Taykwa Tagamou (New Post) Tribal Council: Mushkegowuk Council	R.R. #2, P.O. Box 3310 Cochrane, ON P0L 1C0	Ph: (705) 272-5766 Fax: (705) 272-5785
Temagami First Nation, Bear Island Tribal Council: N/A	General Delivery Bear Island, ON P0H 1C0	<i>Band Administration</i> Ph: (705) 237-8943 Toll free: 1-888-737-9884 Fax: (705) 237-8959 <i>Tilli Missabie Family Centre</i> Ph: (705) 237-8698 Fax: (705) 237-8934
Thessalon First Nation Tribal Council: Mamaweswen, The North Shore Tribal Council Secretariat	40 Sugarbush Road, R.R. #2 Thessalon, ON P0R 1L0	Ph: (705) 842-2323 Fax: (705) 842-2332

First Nation	Address	Contact Information
W		
Wabaseemoong First Nation Tribal Council: Bimose Tribal Council	General Delivery White Dog, ON P0X 1P0	Ph: (807) 927-2000 ext. 251 or 252 Fax: (807) 927-2071
Wabauskang First Nation Tribal Council: Bimose Tribal Council	P.O. Box 339 Ear Falls, ON P0V 1T0	Ph: (807) 529-3174 Fax: (807) 529-3007
Wabigoon Lake First Nation Tribal Council: Bimose Tribal Council	Site 115, R.R. #1, P.O. Box 300 Dryden, ON P8N 2Y4	Ph: (807) 938-6684 Fax: (807) 938-1166
Wahgoshig First Nation Tribal Council: N/A	P.O. Box 629 Matheson, ON P0K 1N0	Ph: (705) 273-2055 Fax: (705) 273-2900
Wahnapitae First Nation Tribal Council: Waabnoong Bemjiwang Association of First Nation	259 Taighwenni Trail Road Capreol, ON M0N 1H0	Ph: (705) 858-0610 Fax: (705) 858-5570
Wahta Mohawk, (Mohawks of Gibson) Tribal Council: N/A	2664 Muskoka Road, P.O. Box 260 Bala, ON P0C 1A0	Ph: (705) 762-2354 Fax: (705) 762-2376
Wapekeka First Nation Tribal Council: Shibogama First Nation Council	P.O. Box 2 Angling Lake, ON P0V 1B0	Ph: (807) 537-2315 Fax: (807) 537-2336
Wasauksing First Nation (Parry Island) Tribal Council: Waabnoong Bemjiwang Association of First Nations	1508 Lane G, P.O. Box 250 Geewadin Road Parry Sound, ON P2A 2X4	Ph: (705) 746-2531 Fax: (705) 746-5984

First Nation	Address	Contact Information
<p>Wauzhushk Onigum First Nation (Rat Portage)</p> <p>Tribal Council: Anishinaabeg of Kabapikotawangag Resource Council Inc.</p>	<p>P.O. Box 1850 Kenora, ON P9N 2X8</p>	<p>Ph: (807) 548-5868 Fax: (807) 548-6186</p>
<p>Wawakapewin First Nation</p> <p>Tribal Council: Shibogama First Nations Council</p>	<p>P.O. Box. 477 Sioux Lookout, ON P8T 1A8</p>	<p>Ph: (807) 737-2662 Toll free: 1-866-877-6057 Fax: (807) 737-4226</p>
<p>Webequie First Nation</p> <p>Tribal Council: Matawa First Nations Management</p>	<p>P.O. Box 268 Webequie, ON POT 2A0</p>	<p>Ph: (807) 353-6531 Fax: (807) 353-1218</p>
<p>Weenusk First Nation (Peawanuk)</p> <p>Tribal Council: N/A</p>	<p>P.O. Box 1 Peawanuk, ON POL 2H0</p>	<p>Ph: (705) 473-2554 Fax: (705) 473-2503</p>
<p>Whitefish River First Nation</p> <p>Tribal Council: United Chiefs & Council of Mnidoo Mnising</p>	<p>P.O. Box A, 46 Bay of Islands Rd. Birch Island, ON POP 1A0</p>	<p>Ph: (705) 285-4335 Fax: (705) 285-4532</p>
<p>Whitesand First Nation</p> <p>Tribal Council: Independent First Nations Alliance</p>	<p>P.O. Box 68 Armstrong, ON POT 1A0</p>	<p>Ph: (807) 583-2177 Fax: (807) 583-2170</p>
<p>Whitewater Lake First Nation</p> <p>Tribal Council: N/A</p>	<p>1100 Victoria Ave. Thunder Bay, ON P7B 4A3</p>	<p>Ph: (807) 622-8713 Fax: (807) 577-5438</p>
<p>Wikwemikong Unceded Indian Reserve</p> <p>Tribal Council: N/A</p>	<p><i>Kina Gbezhgomi – Child and Family Services</i></p> <p>98 Pottawatomi Ave. Wikwemikong, ON POP 2J0</p>	<p><i>Kina Gbezhgomi – Child and Family Services</i></p> <p>Ph: (705) 859-1010 After Hours Ph: (705) 859-2100 Toll free: 1-877-379-1010 Fax: (705) 850-1621</p>

First Nation	Address	Contact Information
Wunnumin Lake First Nation Tribal Council: Shibogama First Nations Council	P.O. Box 105 Wunnumin Lake, ON P0V 2Z0	Ph: (807) 442-2559 Fax: (807) 442-2627
Z		
Zhiibaahaasing First Nation (Cockburn) Tribal Council: United Chiefs & Councils of Mnidoo Mnising	35 Sagaon Zhiibaahaasing, ON POP 1X0	Ph: (705) 283-3963 Fax: (705) 283-3964

6. Sharing a Good Heart: OACAS Reconciliation Framework

Preamble to Reconciliation Framework

In the fall of 2011, the Ontario Association of Children's Aid Societies (OACAS) developed an Aboriginal Services Advisory Committee composed of the Executive Directors of the five Aboriginal child welfare agencies belonging to OACAS, along with five Executive Directors of non-Aboriginal agencies serving large numbers of Aboriginal/First Nations, Métis, and Inuit (FNMI) children and families and representatives of the Association of Native Child and Family Services Agencies of Ontario (ANCFSAO). By 2013, the six pre-mandated agencies became Associate Members and also joined this group. Through several meetings of this Committee, a consensus emerged around the need for acknowledgement of the horrific history of child welfare and Aboriginal/FNMI children and families, and eventually for reconciliation between Aboriginal/FNMI communities and the child welfare sector.

In early 2013 the Aboriginal Services Advisory Committee commenced the development of a "Reconciliation framework" for consideration by OACAS and its member societies, also commonly known as Children's Aid Societies (CASs).

A consultative process with OACAS staff and members of its Aboriginal Advisory Committee resulted in the development of a "think piece" to guide consultation and dialogue sessions with several CASs and those involved in related issues. In addition, a number of focus groups about reconciliation were conducted in all six zones. From this feedback, a series of options was developed, some of which incorporated current CAS practice, while others were suggestions from group participants. These options are grouped into the following five categories:

1. Welcoming Aboriginal Culture
2. Creating Relationships
3. Supporting Restoration
4. Reconciliation
5. Public Education

How these options are applied or implemented is dependent on the state of the relationship between the parties. This framework provides some questions for consideration to support CASs in dialoguing about where they are in terms of their relationship with the Aboriginal/FNMI communities they work with. As you embark on this work, appreciate that this is not an easy journey: Reconciliation will require empathy, courage, and creativity on everyone's part.

The next few years will see tremendous movement and change with respect to the provision of services to First Nations, Métis, and Inuit (FNMI) families and their children. It is through this lens that these relationships will have to be considered as this Reconciliation framework is rolled out.

[Link to full framework](#)

Appendices

i. Emerging Practices and Actions Toward Reconciliation Survey

<u>Contact Information</u>		
Please verify the following information:		
*First Name:	<input type="text"/>	
*Last Name:	<input type="text"/>	
*Email Address:	<input type="text"/>	
<i>All fields with an asterisk (*) are required.</i>		

Demographic Information

*1. 1. Name of Agency(*Required)

Select one.

<input type="radio"/>	Akwesasne
<input type="radio"/>	Algoma
<input type="radio"/>	Brant
<input type="radio"/>	Bruce Grey
<input type="radio"/>	Chatham-Kent
<input type="radio"/>	Dufferin
<input type="radio"/>	Durham
<input type="radio"/>	Frontenac, Lennox & Addington
<input type="radio"/>	Guelph & Wellington
<input type="radio"/>	Haldimand-Norfolk
<input type="radio"/>	Halton
<input type="radio"/>	Hamilton
<input type="radio"/>	Hamilton Catholic
<input type="radio"/>	Highland Shores
<input type="radio"/>	Huron-Perth
<input type="radio"/>	Kawartha-Haliburton
<input type="radio"/>	Kenora-Rainy River

<input type="radio"/>	Kina Gbezhgomi
<input type="radio"/>	Kunuwanimano
<input type="radio"/>	Lanark, Leeds & Grenville
<input type="radio"/>	London-Middlesex
<input type="radio"/>	Niagara
<input type="radio"/>	Nipissing & Parry Sound
<input type="radio"/>	North Eastern Ontario
<input type="radio"/>	Ottawa
<input type="radio"/>	Oxford
<input type="radio"/>	Payukotayno
<input type="radio"/>	Peel
<input type="radio"/>	Renfrew
<input type="radio"/>	Sarnia-Lambton
<input type="radio"/>	Simcoe Muskoka
<input type="radio"/>	St. Thomas & Elgin
<input type="radio"/>	Stormont, Dundas & Glengarry
<input type="radio"/>	Sudbury & Manitoulin
<input type="radio"/>	Thunder Bay
<input type="radio"/>	Tikinagan

<input type="radio"/>	Toronto
<input type="radio"/>	Toronto Catholic
<input type="radio"/>	Toronto Jewish
<input type="radio"/>	Toronto Native
<input type="radio"/>	Valoris (Prescott-Russell)
<input type="radio"/>	Waterloo
<input type="radio"/>	Windsor-Essex
<input type="radio"/>	York

*2. Person(s) responsible for leadership of Indigenous programming: (*Required)

--

Welcoming Aboriginal Culture

3. Does your agency staff receive professional development (e.g., training), focusing on First Nations, Métis, and Inuit (FNMI) cultures and histories from the following?

Select one per row.

	Yes	No
Internal (if yes, list trainings provided)	<input type="radio"/>	<input type="radio"/>
OACAS (if yes, list trainings provided)	<input type="radio"/>	<input type="radio"/>
External facilitators (if yes, identify organizations and facilitators)	<input type="radio"/>	<input type="radio"/>
Other (if yes, identify other professional development)	<input type="radio"/>	<input type="radio"/>
Comments		
Internal (if yes, list trainings provided):	<input type="text"/>	
OACAS (if yes, list trainings provided):	<input type="text"/>	
External facilitators (if yes, identify organizations and facilitators):	<input type="text"/>	
Other (if yes, identify other professional development):	<input type="text"/>	

4. Who is offered the training? Is the training mandatory for any of these staff you have identified as being in need of this training for their position? (If you choose "Other," please specify in the comments column.)

Select one per row.

	<i>Mandatory</i>	<i>Not Mandatory</i>
All staff	<input type="radio"/>	<input type="radio"/>
All service staff	<input type="radio"/>	<input type="radio"/>
Limited groups	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>
Comments		
All staff:	<input style="width: 100%;" type="text"/>	
All service staff:	<input style="width: 100%;" type="text"/>	
Limited groups:	<input style="width: 100%;" type="text"/>	
Other:	<input style="width: 100%;" type="text"/>	

5. When does the training happen in the learning cycle for staff?	
<i>Select all that apply.</i>	
<input type="checkbox"/>	Prior to hiring
<input type="checkbox"/>	Prior to authorization
<input type="checkbox"/>	Part of agency annual training with staff
<input type="checkbox"/>	Other, please specify: <input type="text"/>

6. What competencies do you expect staff to have after completing FNMI culture and history professional development?	
<i>Select all that apply.</i>	
<input type="checkbox"/>	Demonstrate an awareness of the culture
<input type="checkbox"/>	Knowledge and understanding of the history and current impact on present day
<input type="checkbox"/>	CFSA legislation as it applies to Indigenous children, families, communities, Bands
<input type="checkbox"/>	Other: <input type="text"/>

7. Does your agency have partnerships with FNMI communities in agency events or other initiatives?		
<i>Select one per row.</i>		
	Yes	No
Informal partnerships	<input type="radio"/>	<input type="radio"/>
Formal partnerships	<input type="radio"/>	<input type="radio"/>
Comments		
Informal partnerships:	<input type="text"/>	
Formal partnerships:	<input type="text"/>	

8. Does your agency:		
<i>Select one per row.</i>		
	Yes	No
Offer support or cultural programming?	<input type="radio"/>	<input type="radio"/>
Involve FNMI youth in care in planning or advisory groups?	<input type="radio"/>	<input type="radio"/>
Comments		
Offer support or cultural programming?:	<input type="text"/>	
Involve FNMI youth in care in planning or advisory groups?:	<input type="text"/>	

8.1 Please provide the contact person's name and phone number for any youth councils that involve FNMI (Both those you have in place and those you are planning).

Name 1:	<input type="text"/>
Phone Number 1:	<input type="text"/>
Name 2:	<input type="text"/>
Phone Number 2:	<input type="text"/>

9. Please provide additional information on this section: Welcoming Aboriginal Culture.

<input type="text"/>
<input type="text"/>
<input type="text"/>
<input type="text"/>
<input type="text"/>

Creating Relationships

10. Does your agency have any specialized responses in place, or plans to make available to FNMI children and families?

Select all that apply.

- Healing Circles
- Agency team responding to service needs for FNMI people
- Other, please specify:

11. What services do you provide for youth that are aligned with their culture?

Select all that apply.

- Any access to Elders
- Access to services at the Indigenous Friendship Centre
- Youth in Care Council
- Exclusive use of customary care for Indigenous youth needing placements
- Other, please describe:

12. Does your agency have a FNMI Advisory Committee or similar advisory group made up of FNMI community members?		
<i>Select one.</i>		
<input type="radio"/>	Yes	(Answer question number 12.1.)
<input type="radio"/>	No	

12.1 If yes, please describe.		
<hr/>		
<hr/>		
<hr/>		
<hr/>		
<hr/>		

13. Does your agency sponsor any annual event or more frequent events to honour and celebrate FNMI communities?		
<i>Select one.</i>		
<input type="radio"/>	Yes	(Answer question number 13.1.)
<input type="radio"/>	No	

13.1 If yes, please describe.

Supporting Restoration of Jurisdiction

14. Does your agency have an advocacy strategy to support restoration of jurisdiction? For example, strategic plan information or your agency's joint planning with a pre-mandated agency toward contributing to the pre-mandated agency's successfully achieving designation.

<input type="radio"/>	Yes	(Answer question number 14.1.)
<input type="radio"/>	No	

14.1 If yes, please describe.

15. Has your agency developed protocols with:

Select one per row.

	Yes	No
Bands	<input type="radio"/>	<input type="radio"/>
Ontario Native Women's Association	<input type="radio"/>	<input type="radio"/>
Indigenous and Native Friendship Centres	<input type="radio"/>	<input type="radio"/>
Metis Nation of Ontario	<input type="radio"/>	<input type="radio"/>
Inuit Tapiriit Kanatami	<input type="radio"/>	<input type="radio"/>
Other FNMI groups or services	<input type="radio"/>	<input type="radio"/>
Comments		
Bands:	<input type="text"/>	
Ontario Native Women's Association:	<input type="text"/>	
Indigenous and Native Friendship Centres:	<input type="text"/>	
Metis Nation of Ontario:	<input type="text"/>	
Inuit Tapiriit Kanatami:	<input type="text"/>	
Other FNMI groups or services:	<input type="text"/>	

15.1 Please provide additional details on the protocols above.

16. Describe some of the experiences that have occurred as a result of these protocols, if any. For example, children are not admitted to care as the protocol ensures a planning meeting or circle is held to find culturally appropriate and safe alternatives.

17. Describe actions taken by your agency - including investment of funds and resources - to support transfer of child protection jurisdiction. For example, funding to Indigenous agencies to hire staff to complete home studies; funding a systems navigator to assist FNMI families and staff.

Reconciliation Activities

18. What reconciliation activities has your agency undertaken?

Select all that apply.

- Touchstones of Hope
- Community meetings about outcomes from the Truth and Reconciliation Commission
- Meetings with Bands to talk about history of child welfare in your area or current issues straining relationships
- Talking Circles
- Other, please specify:

18.1 If yes, please describe your reconciliation activities.

19. Describe programs or Councils your agency uses that involve Aboriginal, Metis, Inuit Child Advocates or contributions of Elders.

20. Describe any FNMI Alternative Dispute Resolution programs.

21. What information does your agency collect about the FNMI families, children and youth served?

Select all that apply.

<input type="checkbox"/>	Status
<input type="checkbox"/>	Placement (culturally-matched placements)
<input type="checkbox"/>	Ancestry
<input type="checkbox"/>	Number of children and youth in care
<input type="checkbox"/>	Number of families served
<input type="checkbox"/>	Reasons for service
<input type="checkbox"/>	Other, please specify: <input type="text"/>

22. Is your agency creating systems in keeping with the Ontario Human Rights Commission request?

Select one.

<input type="radio"/>	Yes	(Answer question number 22.1.)
<input type="radio"/>	No	

22.1 If yes, please describe.

Public Education

23. Has your agency undertaken any public education activities?

Select one.

<input type="radio"/>	Yes	(Answer question number 23.1.)
<input type="radio"/>	No	

23.1 If yes, please describe. Indicate how these public education activities are planned. For example, as a joint initiative with service providers and the local community.

24. Has your agency undertaken any public education planning with other provincial or federal ministries? For example, working with Ministry of Education to change the curriculum content and recognize the history of FNMI people, and / or the effects of colonization and residential schools.

Select one.

<input type="radio"/>	Yes	(Answer question number 24.1.)
<input type="radio"/>	No	

24.1 If yes, please describe.

Additional Comments

25. Describe any additional information you would like to add. Your comments about this survey are also welcome.

ii. Resources used by agencies

Note: The following information has been adopted directly from the Survey data

External Facilitators – cultural training for staff	Details
Cyndie Baskin, Ryerson Univ.	Cultural awareness and Safe practices through partnerships with the Indigenous community service pro
Kelly Brownbill	ANCFSAO Conference Cultural Competency training;
Darren Thomas; David Hasbury; Wendy Stewart; Ela Smith	Team visits to former Brantford Residential School
Marsha Reany	Personal Reflections on 60's Scoop
Landy Anderson	Understanding Aboriginal Parenting
Adit Sommer-Waisglass	Part 10, Customary Care training
Culture as Treatment (Wabano), Ottawa Inuit Day (OICC), Blanket Exercise (Kairos)	
Engage community elders provide a variety of culturally based teachings to staff	
Shannon Crate	Georgina Island
Suzanne Smoke	Indigenous cultural coordinator
Chippewas of Nawash Cultural Learning event, M'wikwedong Cultural Center Indigenous 101	
Darren Thomas (Laurier, Six nations)	
Wendy Stewart (Indigenous leader)	
Ron George - Kettle and Stony Point First Nation	
Donna Day - Walpole Island FN	
George Couchie, NAN legal services	
David Jones, Turtle Concepts	
Culturally restorative practices training- Estelle Simard	
Ontario Federation of Indigenous Friendship Centre – Cultural Competency Training	

iii. Touchstones of Hope for Indigenous Children, Youth, and Families by Blackstock, Cross, George, Brown, and Formsma

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