

One Vision One Voice Needs Assessment

Grading Methodology

CATEGORIZATION OF QUESTIONS

All One Vision One Voice (OVOV) needs assessment questions are categorized into the following 4 categories:

- Policies/Plans/Statements (Weighted Score = 1);
- Training/Education (Weighted Score = 2);
- Transparency & Accountability (Weighted Score = 3);
- Implementation & Practice (Weighted Score = 3);

The Policies/Plans/Statements category represents the inclusion of written agency-positions in various agency-specific policies, plans, and statements that challenge anti-Black racism and support equity, anti-oppression, and anti-racism.

The Training/Education category includes various types of education and training that CAS agencies provide to the Board and all management and/or non-management staff that challenge anti-Black racism and support equity, anti-oppression, and anti-racism.

The Transparency & Accountability category represents the everyday child welfare work actions that demonstrate the CAS agencies' honesty and openness with the public, African Canadian communities, child welfare staff, and volunteers about their agency's responsibility for their participation in systemic anti-Black racism and colonialism towards African Canadian families, youth and children and the actions that are being taken to eliminate these issues.

The Implementation & Practice category represents the performance of everyday child welfare work actions that challenge anti-Black racism and support equity, anti-oppression, and anti-racism and lead to the elimination of African Canadian disproportionality and disparities in the child welfare system.

GRADING CRITERIA

Each category is assigned a weighted score ranging from 1 to 3 with 1 being the lowest score to 3 being the highest score. The following scores represent the level of action taken in the work towards eliminating anti-Black racism in various areas of everyday child welfare work:

- A weighted score of 0 indicates that there is no action being taken to challenge anti-Black racism and support equity, anti-oppression, and anti-racism.
- A weighted score of 1 demonstrates that there is written work completed, but no action being taken to challenge anti-Black racism and support equity, anti-oppression, and anti-racism.

- A weighted score of 2 shows that there are training, and education actions taken to challenge anti-Black racism and support equity, anti-oppression, and anti-racism.
- A weighted score of 3 indicates that there are outward, diverse and performative actions being taken to challenge anti-Black racism and support equity, anti-oppression, and anti-racism.

The scores are calculated into percentages which fall into 1 of 3 stages of implementation depending on the percentage received in each Race Equity Practice category and the percentage received in the overall implementation level. Beginning, mid and full implementation levels are used to indicate the level of agency readiness and capacity to implement the 11 Race Equity Practices and to identify your area(s) for improvement and opportunities for growth.

- Beginning Implementation is a percentage grade between 0 – 40 %.
- Mid-implementation is a percentage grade between 41 – 70%.
- Full Implementation is a percentage grade between 71 – 100%.

Beginning Implementation means that you are at the beginning stage or have not begun the work of challenging anti-Black racism and supporting equity, anti-oppression, and anti-racism within your agency's policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice.

Mid-implementation means that you have been making some progress in engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within your agency's policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice.

Full Implementation means that you have made significant progress in engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within your agency's policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice. It is important to note that receiving a rating of 'Full Implementation' does not mean that you have completed all of the work in the graded category. It means that your agency is on the right path to completing all necessary work within the category. To reach absolute 'Full Implementation' means that you have scored 100% in one or more categories and/or in the overall Race Equity Practice(s).

ANALYSIS OF GRADED LEVELS OF IMPLEMENTATION

It is critical to examine your graded level of implementation in separate Race Equity Practices and in the categories within each Race Equity Practice in relation to the full context of all of your graded levels in all Race Equity Practices. For example, in the provincial needs assessment report card, most agencies are graded at the beginning level of implementation for Race Equity Practices 1 – 10. However, in Race Equity Practice 11, there are 15 agencies that have been graded at full implementation levels. The cause(s) of any disparities in your results need to be analyzed carefully for other variables that may cause such outliers. Please use the following considerations in your critical analysis:

- 1) Examine the quality of your agency's anti-Black racism, equity, anti-oppression, and anti-racism training;

- 2) Examine whether there are issues with the transfer of training information on anti-Black racism, equity and anti-oppression to child welfare practice in all management and non-management child welfare work;
- 3) Think about what Race Equity Practices are prerequisite or need to occur simultaneously before other Race Equity Practices can occur. For example, it is a reasonable expectation that the Mid to Full Implementation level of Race Equity Practices 1, 5, 9, and 10 listed below should occur as a prerequisite or occur simultaneously with the Full Implementation level of Race Equity Practice 11: 'Strengthen the Ability of Caregivers to Support African Canadian Children and Youth':
 - a. Race Equity Practice 1: 'Commitment to Courageous Leadership';
 - b. Race Equity Practice 5: Engage African Canadian Parents and Communities;
 - c. Race Equity Practice 9: 'Provide Daily Supervision, Ongoing Training, and Supports for Staff, Volunteers and Caregivers' and;
 - d. Race Equity Practice 10: 'Establish Collaborations and Partnerships with Community'.

In addition, if your agency currently has disparities and disproportionality of African Canadian families, youth and children in child welfare involvement children and/or an overrepresentation of African Canadian children and youth in out of home care, it does not make sense for you to have a grade of Full Implementation in Race Equity Practice 11, while you are graded at the Beginning Implementation level of the above-noted Race Equity Practices. If this type of discrepancy has occurred, please examine the ways in which your agency has been participating in anti-Black racism and colonialism before you begin to make any corrective changes.

- 4) Examine the context of systemic anti-Black racism and colonialism in the Ontario child welfare system and engage in an honest and open assessment of your agency's participation in these institutional oppressions. As a starting point, please review the OVOV Changing the Ontario Child Welfare System to Better Serve African Canadians: Practice Framework Part 1: Research Report. You can refer to the OVOV needs assessment questions and the OVOV Changing the Ontario Child Welfare System to Better Serve African Canadians: Practice Framework Part 2: Race Equity Practices for suggested areas of practice to scrutinize in your investigation.