One Vision One Voice
Anti-Black Racism Assessment

Ontario Child Welfare Sector Report Card
The Ontario Child Welfare Sector Anti-Black Racism Provincial Report Card

Societies have few to no structures in place to challenge anti-Black racism and to support equity, anti-oppression, and anti-racism within their society’s policies/plans/statements, training/education, transparency & accountability, and implementation & practices.

Societies have made some progress engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within a society’s policies/plans/statements, training/education, transparency & accountability, and implementation & practice. For example, you have established an African Canadian staff affinity group.

Societies have made significant progress engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within a society’s policies/plans/statements, training/education, transparency & accountability, and implementation & practice.

Race Equity Practice 1: Commit to courageous leadership
- Beginning: 22 CASs
- Mid: 10 CASs
- Full: 1 CAS

Race Equity Practice 2: Collect and analyze data to measure racial disproportionality and disparities
- Beginning: 24 CASs
- Mid: 7 CASs
- Full: 2 CASs

Race Equity Practice 3: Evaluate programs and monitor performance
- Beginning: 29 CASs
- Mid: 2 CASs
- Full: 2 CASs

Race Equity Practice 4: Allocate appropriate and dedicated resources
- Beginning: 28 CASs
- Mid: 3 CASs
- Full: 2 CASs

Race Equity Practice 5: Engage African Canadian parents and communities
- Beginning: 27 CASs
- Mid: 5 CASs
- Full: 1 CAS

Race Equity Practice 6: Engage and educate mandated referrers
- Beginning: 30 CASs
- Mid: 2 CASs
- Full: 1 CAS

Race Equity Practice 7: Establish effective internal complaint mechanisms
- Beginning: 30 CASs
- Mid: 2 CASs
- Full: 1 CAS

Race Equity Practice 8: Enhance human resource management
- Beginning: 30 CASs
- Mid: 3 CASs
- Full: 0 CASs

Race Equity Practice 9: Provide daily supervision, ongoing training, and supports for staff, volunteers and caregivers
- Beginning: 29 CASs
- Mid: 1 CAS
- Full: 3 CASs

Race Equity Practice 10: Establish collaborations and partnerships
- Beginning: 27 CASs
- Mid: 2 CASs
- Full: 4 CASs

Race Equity Practice 11: Strengthen the ability of caregivers to support African Canadian children and youth
- Beginning: 5 CASs
- Mid: 13 CASs
- Full: 5 CASs
Number of Children's Aid Societies at Beginning Implementation By Race Equity Practice

- Courageous Leadership Practice 1: 22
- Collect and Analyze Data Practice 2: 24
- Evaluate Programs Practice 3: 29
- Resource Allocation Practice 4: 28
- Engage Black Community Practice 5: 27
- Educate Mandated Referrers Practice 6: 30
- Enhance HR Management Practice 7: 30
- Practice 8: 30
- Partnerships Practice 9: 29
- Support for African Canadian Children Practice 10: 27
- Practice 11: 5
Number of Children's Aid Societies at Mid-Implementation by Race Equity Practice

- Courageous Leadership, Practice 1: 10
- Evaluate Programs, Practice 2: 7
- Engage Black Community, Practice 3: 2
- Educate Mandated Referrers, Practice 4: 3
- Establish Internal Complaints Mechanism, Practice 5: 5
- Enhance HR Management, Practice 6: 2
- Supervision and Training for CAS Staff, Practice 7: 2
- Support for African Canadian Children, Practice 8: 3
- Partnerships, Practice 9: 1
- Practice 10: 2
- Practice 11: 13
Number of Children's Aid Societies at Full-Implementation by Race Equity Practice

- Full Implementation

- Courageous Leadership: Practice 1
- Evaluate Programs: Practice 2
- Resource Allocation: Practice 3
- Engage Black Community: Practice 4
- Educate Mandated Referers: Practice 5
- Establish Internal Complaints Mechanism: Practice 6
- Enhance HR Management: Practice 7
- Supervision and Training for CAS Staff: Practice 8
- Partnerships: Practice 9
- Support for African Canadian Children: Practice 10
- Practice 11

The diagram shows the number of children's aid societies at full-implementation by race equity practice.