






Ontario Association of  
Children's Aid Societies

# One Vision One Voice Anti-Black Racism Assessment

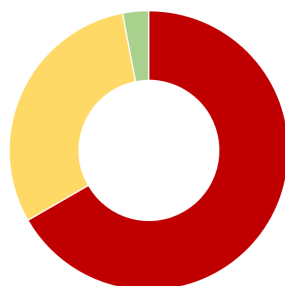
Ontario Child Welfare Sector Report Card

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

	<b>Beginning Implementation</b>	Societies have few to no structures in place to <b>challenge anti-Black racism and to support equity, anti-oppression, and anti-racism within their society's policies/plans/statements, training/education, transparency &amp; accountability, and implementation &amp; practices.</b>
	<b>Mid Implementation</b>	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.
	<b>Full Implementation</b>	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.

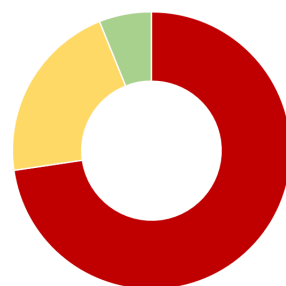
## Race Equity Practice 1: Commit to courageous leadership

■ Beginning - 22 CASs   ■ Middle - 10 CASs   ■ Full - 1 CAS



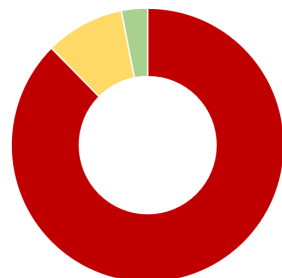
## Race Equity Practice 2: Collect and analyze data to measure racial disproportionality and disparities

■ Beginning - 24 CASs   ■ Middle - 7 CASs   ■ Full - 2 CASs



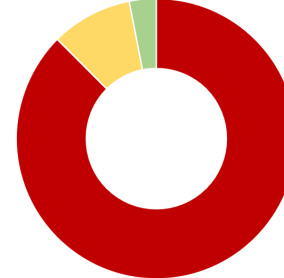
## Race Equity Practice 3: Evaluate programs and monitor performance

■ Beginning - 29 CASs   ■ Middle - 2 CASs   ■ Full - 2 CASs



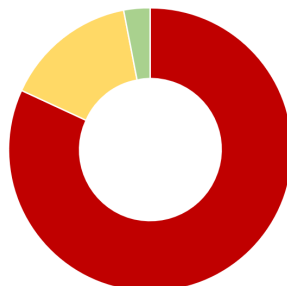
## Race Equity Practice 4: Allocate appropriate and dedicated resources

■ Beginning - 28 CASs   ■ Middle - 3 CASs   ■ Full - 2 CASs



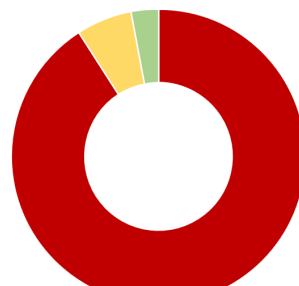
## Race Equity Practice 5: Engage African Canadian parents and communities

■ Beginning - 27 CASs   ■ Middle - 5 CASs   ■ Full - 1 CAS



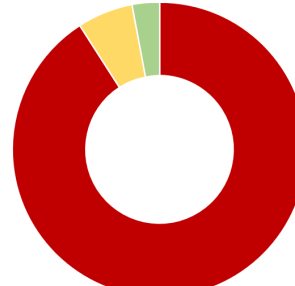
## Race Equity Practice 6: Engage and educate mandated referrers

■ Beginning - 30 CASs   ■ Middle - 2 CASs   ■ Full - 1 CAS



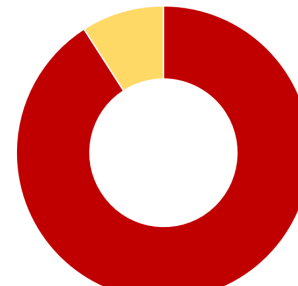
## Race Equity Practice 7: Establish effective internal complaint mechanisms

■ Beginning - 30 CASs   ■ Middle - 2 CASs   ■ Full - 1 CAS



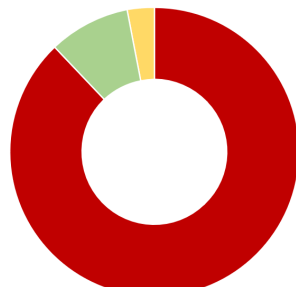
## Race Equity Practice 8: Enhance human resource management

■ Beginning - 30 CASs   ■ Middle - 3 CASs   ■ Full - 0 CASs



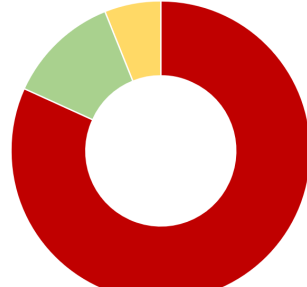
## Race Equity Practice 9: Provide daily supervision, ongoing training, and supports for staff, volunteers and caregivers

■ Beginning - 29 CASs   ■ Middle - 1 CAS   ■ Full - 3 CASs



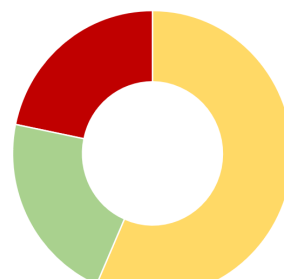
## Race Equity Practice 10: Establish collaborations and partnerships

■ Beginning - 27 CASs   ■ Middle - 2 CASs   ■ Full - 4 CASs



## Race Equity Practice 11: Strengthen the ability of caregivers to support African Canadian children and youth

■ Beginning - 5 CASs   ■ Middle - 13 CASs   ■ Full - 5 CASs

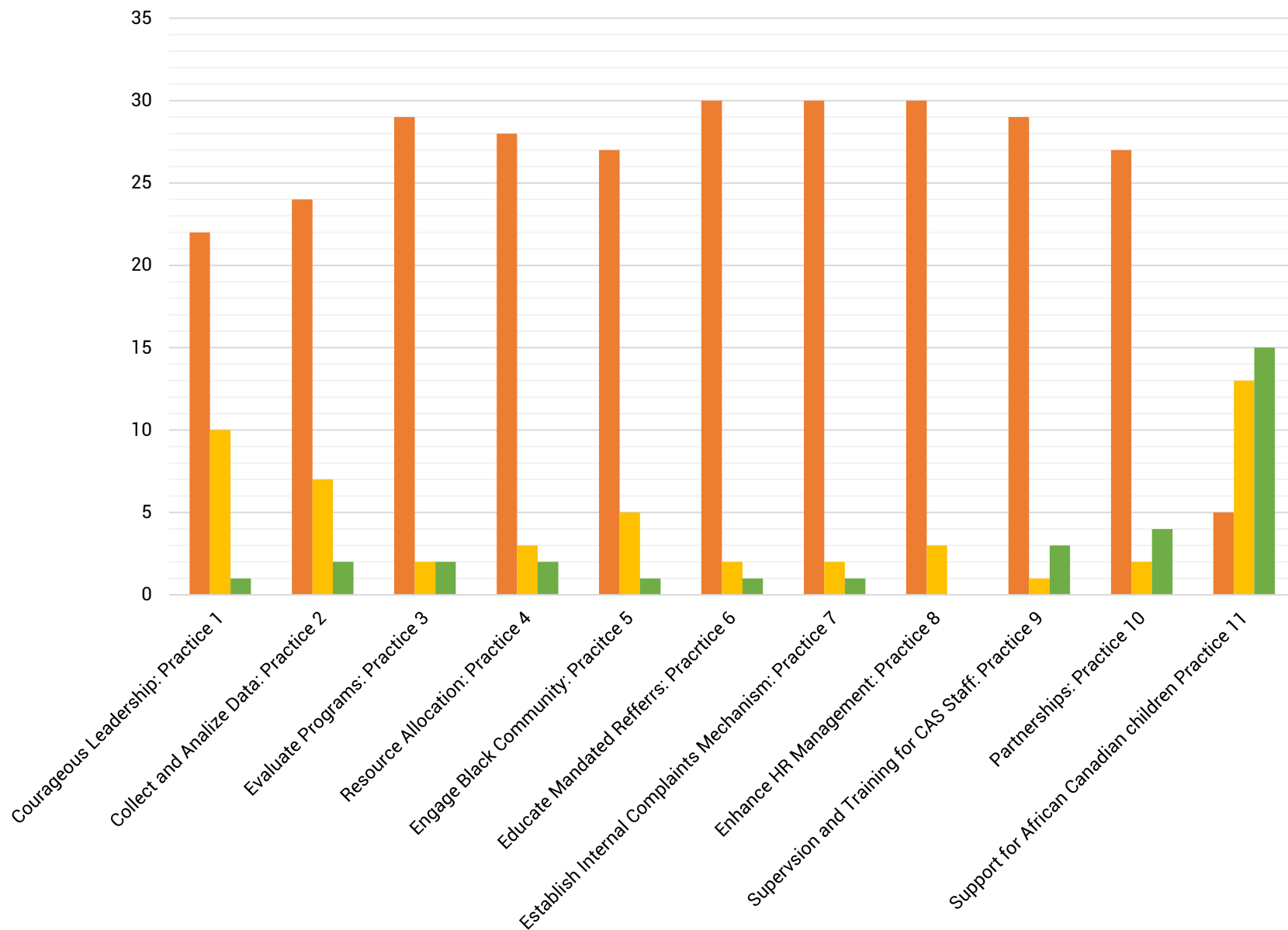




# Provincial Anti-Black Racism Report Card by One Vision One Voice Race Equity Practice

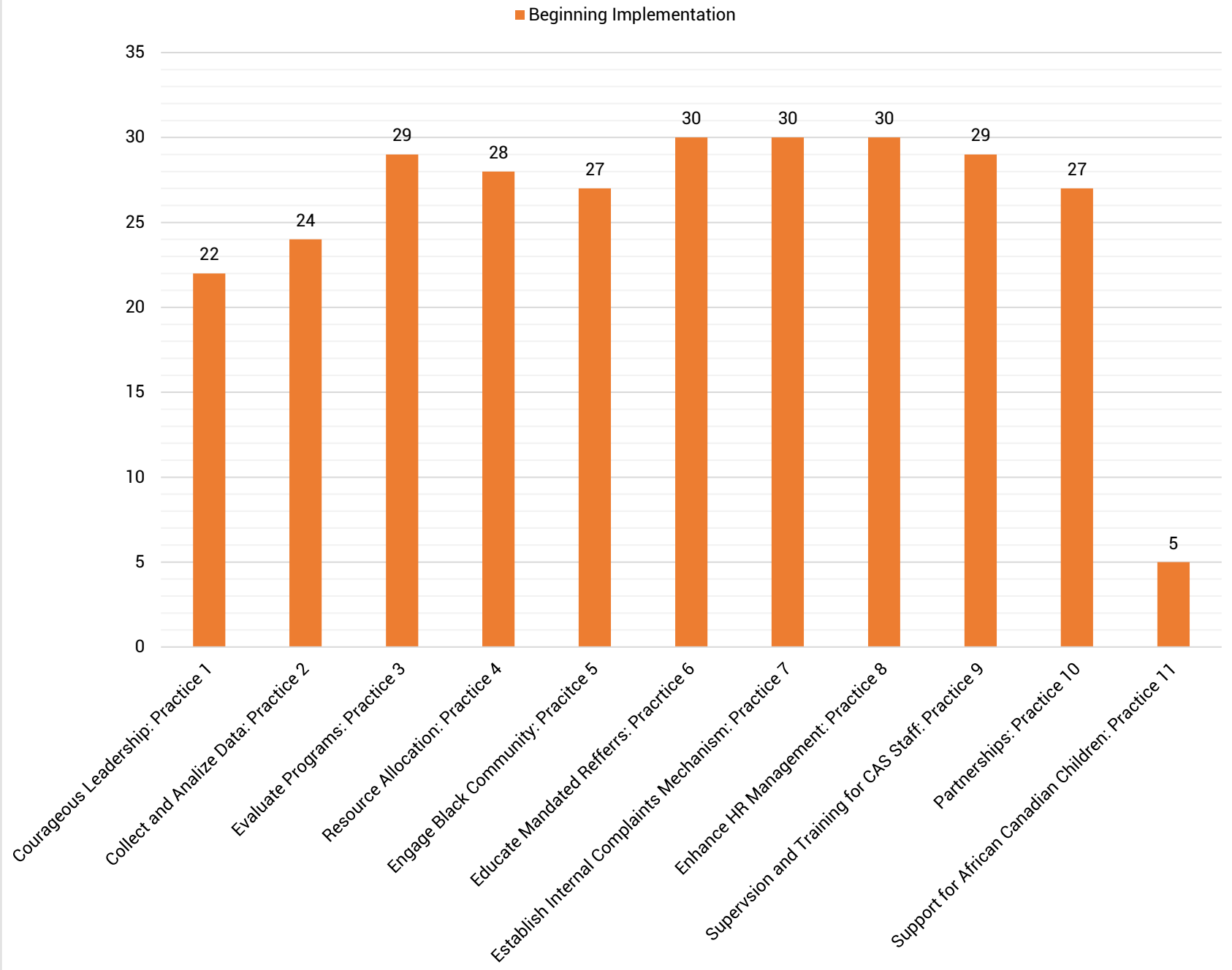
33 Societies Reporting

Beginning Implementation    Mid-implementation    Full Implementation



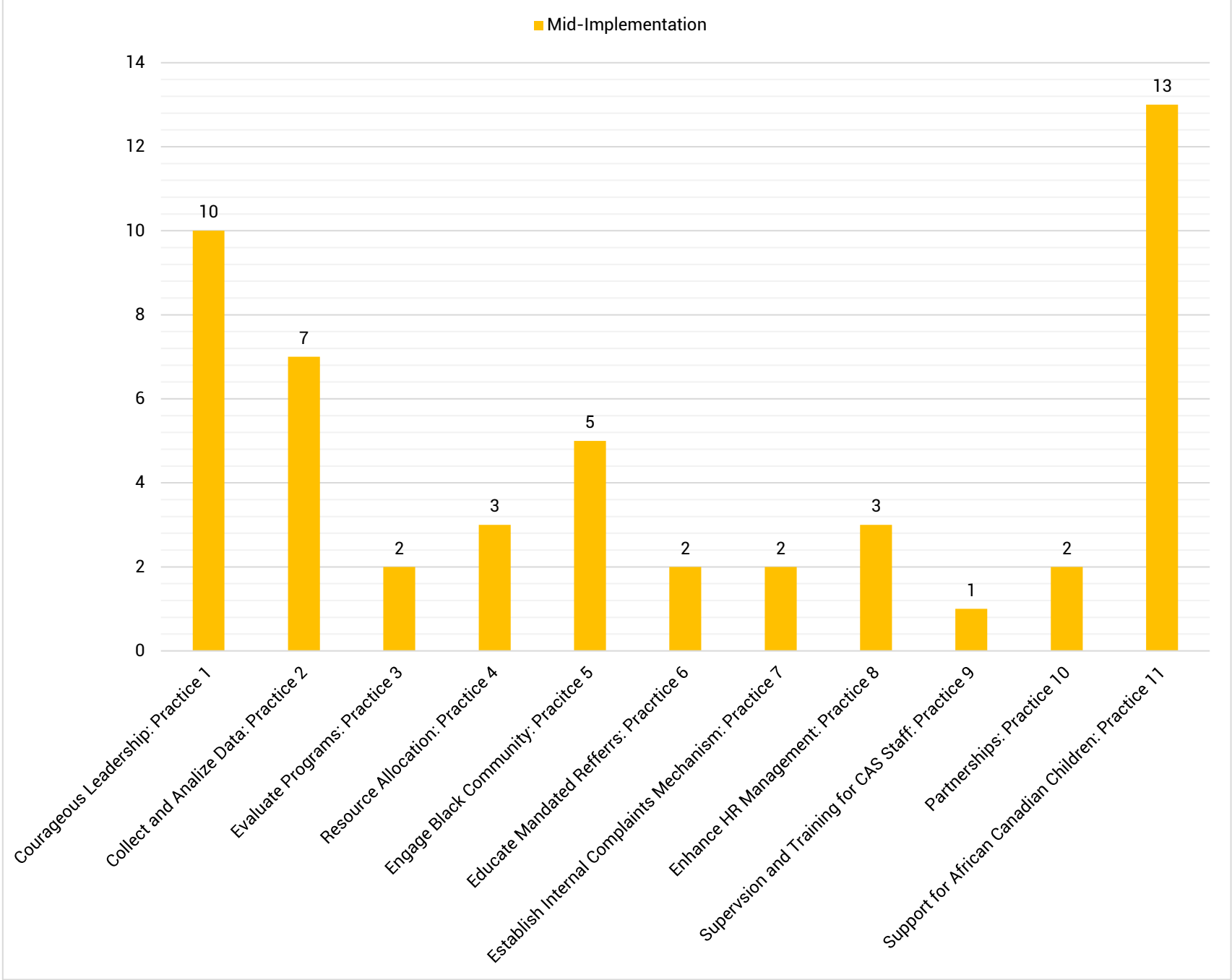


## Number of Children's Aid Societies at Beginning Implementation By Race Equity Practice

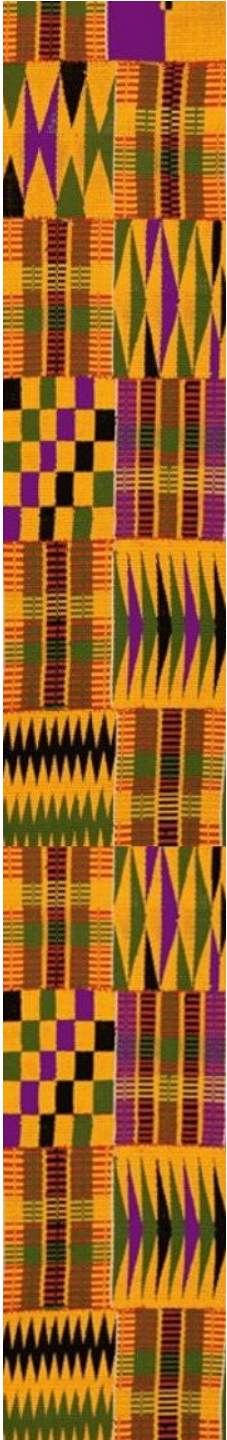




Number of Children's Aid Societies at Mid-Implementation by Race Equity Practice







## Number of Children's Aid Societies at Full-Implementation by Race Equity Practice

■ Full Implementation

