

# SOGIE PATHWAYS GUIDE - GOVERNANCE & LEADERSHIP

Professional Development; Human Resources: Hiring Recruitment, Retention; Policy, Oversight, Planning



## GOAL

Board of Directors ensure a stated commitment to equity and addressing topics related to the 2SLGBTQ+ community, reflected in strategic plan and other organizational documents.

## DELIVERABLES

Integrate 2SLGBTQ+ content into annual board evaluations, board self-governance policies, board composition, board nomination & recruitment, and board orientation.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Board of Directors receive mandatory and ongoing training/education on equity, sexual orientation, gender identity & expression, intersectionality, anti-homophobia, anti-transphobia, and anti-oppression.

## DELIVERABLES

To engage in ongoing training that includes education on equity, anti-oppression, and information on sexual orientation, gender identity, and expression (SOGIE).

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Senior Leadership ensure policies explicitly include sexual orientation, gender identity, and gender expression.

## DELIVERABLES

Review policies to identify gaps & opportunities for sexual orientation, gender identity and expression to be included.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - GOVERNANCE & LEADERSHIP

Professional Development; Human Resources: Hiring Recruitment, Retention; Policy, Oversight, Planning



## GOAL

Practices in hiring and recruitment explicitly encourage 2SLGBTQ+ inclusion.

## DELIVERABLES

Recruitment actively targets 2SLGBTQ+ networks, communities, individuals and platforms. Interview questions and job screening assess 2SLGBTQ+ affirming practices, lived experience and community engagement knowledge, as well as understanding of SOGIE terms.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Professional development and staff training will include SOGIE content.

## DELIVERABLES

Make OACAS' SOGIE Course for child welfare professionals mandatory for all staff. Seek out additional training from community partners for staff providing services to 2SLGBTQ+ communities.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Inclusive practices will ensure that the organization retains its 2SLGBTQ+ employees, resource families, and volunteers.

## DELIVERABLES

Representation of the 2SLGBTQ+ community exists at all levels of the organization, including at leadership and decision-making positions, and committees.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

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**GOAL**

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**GOAL**

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# SOGIE PATHWAYS GUIDE - ENVIRONMENT & ORGANIZATIONAL CULTURE

Intersectionality; Evaluation and Research; Agency Forms, Language, Data; Community Partnership



## GOAL

Collect disaggregated data based on sex at birth, lived gender identity, and sexual orientation for each family/child. and input information into CPIN.

## DELIVERABLES

Development of a tool/dashboard that disaggregates SOGIE-based data on the child welfare service delivery continuum.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Regularly analyze and report on this data to identify disproportionality, changes and disparities at each decision point on the child welfare continuum, in order to help the agency target change efforts.

## DELIVERABLES

Analyze and report annually on dashboard data, informing service priorities, policies, initiatives, training, and community engagement.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Ensure staff have the knowledge and skills to gather SOGIE-based data from service users.

## DELIVERABLES

Service supervisors and frontline staff receive training on the importance of collecting identity-based data and how to use it to inform work with families. Performance on data collection is assessed via Ministry results of agency's IDBD collection. Recommendations are provided for performance improvement.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - ENVIRONMENT & ORGANIZATIONAL CULTURE

Intersectionality; Evaluation and Research; Agency Forms, Language, Data; Community Partnership



## GOAL

Ensure agency documents offer clear options for sex assigned at birth, inclusive language related to family/relationship status, diverse gender identities, and sexual orientation.

## DELIVERABLES

Full review of internal agency forms & documents to ensure inclusive language and categories are present. Ongoing review for anything new and for updating inclusive language.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Ensure that the agency incorporates 2SLGBTQ+ content and voices into research projects, program evaluation, and service feedback mechanisms.

## DELIVERABLES

Proposed and undertaken research projects, program evaluations, and service feedback mechanisms are reviewed to ensure 2SLGBTQ+ voices are captured where necessary.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Outward-facing comms will consistently incorporate 2SLGBTQ+-related images, flags, photos, and symbols, promoting the agency's support of the 2SLGBTQ+ community.

## DELIVERABLES

A full review of the agency's promotional materials, website, and social media will be conducted to ensure the inclusion of 2SLGBTQ+-related images, flags, photos, and symbols. The ongoing incorporation of these inclusive materials will be promoted by communication from the agency.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - ENVIRONMENT & ORGANIZATIONAL CULTURE

Intersectionality; Evaluation and Research; Agency Forms, Language, Data; Community Partnership



## GOAL

Physical facilities offer a welcoming and safe space for all genders. 2SLGBTQ+-related images, flags, photos, and symbols promote inclusivity.

## DELIVERABLES

Facilities have at least one, accessible, easy to find all-gender washroom. People may also use the gender-segregated washroom of their choice, which policy and signage makes clear. Hallways, waiting areas, and meeting rooms display 2SLGBTQ+-related images and symbols.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

The agency recognizes 2SLGBTQ+ Pride Day/Week/Month, Trans Day of Visibility/Trans Day of Remembrance, and other days of 2SLGBTQ+ significance.

## DELIVERABLES

Agency recognizes key dates of significance to the 2SLGBTQ+ community in agency-wide e-mails and/or social media posts. Agency celebrates Pride Month annually with dedicated educations and events. Agency participates in community Pride events.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Agency staff who identify as part of the 2SLGBTQ+ community will feel welcome, supported, and safe.

## DELIVERABLES

Create an 2SLGBTQ+ Employee Resource Group with the purpose of bringing queer-identified staff together to build connections, networks, and discuss their lived experiences. Make staff aware of OACAS' SOGIE Sector Staff group and provide space for quarterly meetings.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - ENVIRONMENT & ORGANIZATIONAL CULTURE

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## GOAL

Develop strategic agency and sector-wide partnerships to ensure services are equitable and meet the needs of 2SLGBTQ+ communities.

## DELIVERABLES

Agency participates in the OACAS provincial 2SLGBTQ+ committee. Agency participates in local and regional 2SLGBTQ+ committees to develop partnerships which include Indigenous, culturally specific and faith specific organizations.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

## GOAL

## DELIVERABLES

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# SOGIE PATHWAYS GUIDE - SERVICE DELIVERY & PRACTICE

Intake, Assessment; Family Services; Children's Services; Resources; Legal Services



## GOAL

Service delivery at the Intake and Assessment level will be open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth & families.

## DELIVERABLES

Rejection/ambivalence around a child or youth's gender identity, sexual orientation, or expression are assessed at the intake level. Policies and practices are developed for interpreting and coding risk/harm related to heterosexism and cissexism in the Eligibility Spectrum to ensure a child's safety. Family acceptance of a child/youth's SOGIE identities is factored into safety and risk assessments.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Service delivery at the Family Services level will be open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth, and families.

## DELIVERABLES

Agency to establish partnerships with culturally/faith relevant services which support diverse gender and/or sexual identities and expression. Agency to establish partnerships with services which support families with education & counseling, especially related to concerns and feelings related to a child's gender/sexual identity, as well as confusion, anger, or anxiety around 2SLGBTQ+ topics. Service planning incorporates explicit goals to support affirming the gender identity and/or sexuality of queer youth.

## LEADS/TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - SERVICE DELIVERY & PRACTICE

Intake, Assessment; Family Services; Children's Services; Resources; Legal Services



## GOAL

Service delivery at the Children's Services level is open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth, and families.

## DELIVERABLES

Services proactively offer support for social/legal/medical transition for trans & gender diverse children & youth. Agency develops an affirming peer support group for many ages or builds relationship with community partner that offers this service.

## LEADS/ TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Service delivery at the Residential Services level is open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth, and families.

## DELIVERABLES

Agency to assess/evaluate 2SLGBTQ+-affirming practice skills in performance reviews of resource homes. Recruitment strategy of resource homes targets diverse 2SLGBTQ+ and affirming providers, especially Indigenous, intersectional, and trans identities.

## LEADS/ TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Service delivery at the Foster, Kin and Adoption level is open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth and families.

## DELIVERABLES

Foster/kin/adoptive homes complete OACAS' 'Supporting 2SLGBTQ+ Youth in Out-of-Home Care' course to support 2SLGBTQ+-affirming caregiving skills. Gender and sexual diversity are valued when recruiting for prospective resource homes.

## LEADS/ TIMELINES

## PATHWAYS TO BEST OUTCOMES

# SOGIE PATHWAYS GUIDE - SERVICE DELIVERY & PRACTICE

Intake, Assessment; Family Services; Children's Services; Resources; Legal Services



## GOAL

Service delivery at the Placement level will be open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth, and families.

## DELIVERABLES

Processes are developed for initiating safety plans for 2SLGBTQ+ youth who fear coming out to a family. Placements are reviewed to ensure 2SLGBTQ+ children/youth have access to gender inclusive or single-stall washrooms, shower/change areas, single room assignments or roommate matching that feels comfortable. Placement criteria is based on the child's preference and stated gender identity, rather than sex assigned at birth. Resource providers to take OACAS' 'Supporting 2SLGBTQ+ Youth in Out-of-Home Care' course. After-hours Lists include inclusive language directly from a SOGIE lens, and 2LGBTQ+ affirming placements.

## LEADS/ TIMELINES

## PATHWAYS TO BEST OUTCOMES



## GOAL

Service delivery at the Legal Services level will be open, inclusive, safe, and affirming for 2SLGBTQ+ children, youth, and families.

## DELIVERABLES

Agency develops policy/process to ensure chosen names and pronouns of trans and/or gender diverse individuals are being reflected in legal documentation in a way that is safe and affirming. Agency develops policy/process for Requests for Access to Information/Disclosure which pertain to 2SLGBTQ+ individuals, ensuring consent around disclosure of SOGIE is captured.

## LEADS/ TIMELINES

## PATHWAYS TO BEST OUTCOMES

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