



A HEALING PATH

We care, about children, youth and families, our community and our people.

- Anti-Black Racism
- Anti-Asian Racism
- Truth and Reconciliation
- 2SLGBTQ+ Series
- Immigration
- Mental Health & Diverse Abilities/Disabilities
- Caring for Yourself & Others
- Days of Significance

August 2020 & Ongoing

Chai and Chats

Regularly scheduled learning opportunities focused on DEI topics and community services. They are for all staff, students and volunteers. Each session includes a theme or diverse guest speaker.



50-70+

Average number of staff who participate in Chai and Chats.

May 2020 & Ongoing

One Vision One Voice Principles

Integration of OVOV principles throughout service processes. Informed by research and practice. Education and training opportunities are provided for all staff.



Operational Review

A detailed look at complex challenges and a need for transformation and healing.



September 2020

October 2020 & Ongoing

10+

Number of current Employee Resource Groups



Formalization of Employee Resource Groups

Established as a part of fostering an inclusive workplace.

Equity in Child Welfare Training

Required for all staff and all new hires at the agency, centering DEI principles in service and corporate practice.



March 2021 & Ongoing

Establishment of DEI Department

To provide oversight and operationalize the integration of DEI in policies, practices, processes, and in service delivery.



July 2021

Hiring a New CEO

Inclusive and thorough process to interview and hire a new Chief Executive Officer.



October 2021

October 2021 - 2023 & Ongoing

30

Open Staff Forums since December 2022



Open Forums & "All Staff" Meetings

Scheduled based on staff feedback. A new "All Staff" agenda planning committee was established and a meeting revitalization plan is underway.

Healing & Transformation Report

A comprehensive report that lists recommendations from both staff and consultants. The Report Workplan lists the agency's progress (actions & activities to date) on each recommendation.



November 2021-2023 & Ongoing

Available for staff review on an ongoing basis on the Intranet.

April 2022 & Ongoing

140+

Staff Participated and Attended the 2023 Wellness Day and Staff, Volunteer and, Foster Parent Appreciation Day



Enhanced Wellness Initiatives

Wellness Calendar, Staff Socials, Homewood Health Sessions, Work Perks, LIFT sessions, Health & Wellness Resource Database, Quarterly Therapy Dogs Visits.

Success Maps

A new template created to facilitate goal setting and provide space for ongoing feedback and evaluation.



November 2022 & Ongoing

Directors: 100% Complete
Managers: 100% Complete
Supervisors: 93% Complete
All staff: 75% Complete

January 2023 & Ongoing

25+

Articles included in each issue of "The Buzz"

New! CYFW and Dept of People & Culture sections



New Communications Initiatives

Established internal staff newsletter "The Buzz" with an average of 25 articles per issue. External newsletter "The Pulse" is sent to all staff and external community quarterly.

Policy Tech

An inclusive approach to policy implementation. The new Policy Tech program streamlines the review, tracking and storage of agency policies.



February 2023 & Ongoing

- AODA Compliant
- First and Second Read Process
- Policy Attestation

April 2023 & Ongoing

- Includes timelines for
- Training
 - Programs
 - Reporting



Staff Impact List

An initiative tracker that visualizes how each initiative is mapped across several months of the fiscal year. Available on the Project Oversight Steering Committee Teams Channel.

Signs of Safety Implementation

The implementation strategy included; Information Sessions, Hiring a Training Lead, All Staff Training, Advanced Training, and, a Launch Event.



September 2023 & Ongoing

100+

Staff Participated in the Launch Event Celebration

ORGANIZATIONAL GAINS IN 2023



2023

Learning & Development Gains

- FEBRUARY Inclusive Call for Participation process for committees, projects and learning and development opportunities.
- SEPTEMBER Learning and Development Calendar Launched
- NOVEMBER Learning and Development Committee Established



2023

APRIL

Trauma & Depression Care

Enhanced counselling services for depression and anxiety, and, trauma care. The Program uses Cognitive Behavioural Therapy, Dialectical Behavioral Therapy, resilience training, and innovations like Mindfulness and Metta Trauma Therapy.



2023

JUNE

Collective Agreement Ratified between OPSEU Local 304 & YRCAS

The new Collective Agreement demonstrates the amicable relationship between the agency and our union partners.

3 The number of business days it took to reach an agreement.



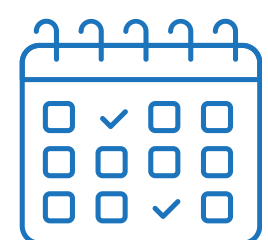
2023

Q2

Time to Fill Rate

The Department of People & Culture reports an average time-to-fill rate of between (31) to (40) business days or (6) weeks to complete a recruitment initiative.

This is less time than The Human Resources Professional Association (HRPA), who highlights that a benchmark industry standard is approximately (42) to (62) business days or (8) to (12) weeks to complete a recruitment initiative .



2023

MARCH & ONGOING

Community Events & Collaboration

- TEAMING UP for Children, Youth & Families in York Region
- 130+ Service staff in attendance
 - 30+ Community Partner Organizations Represented
 - Planning Collaboration with:



Imaginizing Resilience
Child & Family Services

JF&CS
JEWISH FAMILY AND CHILD
SERVICE OF GREATER TORONTO

50+

Meetings with local organizations in York Region to discuss strategies for collaboration in 2023.



2023

New Department of Equity, Innovation and Community Engagement Established

Inclusive process to define and create the new department including DEI, Communications, Advocacy and Community Relations.