

June 26, 2020

Sudbury and Manitoulin Children's Aid Society Commitment to Equity and Inclusion

The Sudbury and Manitoulin CAS recognizes our ongoing responsibility to equitable and inclusive practice with Black and Indigenous people and communities and all equity seeking groups. We acknowledge the overrepresentation that child welfare continues to have in the lives of Black and Indigenous families. We are accountable to these communities to actively work to implement changes to transform our agency so that everyone receives equitable service. We acknowledge that our commitment and our words alone are not enough and recognize there is work to be done.

As a child welfare agency we interact on a daily basis with families when they are at their most vulnerable and our involvement can have a tremendous impact on individuals and the family as a whole. We are mindful that it is our responsibility to ensure that all of our staff have an awareness of their own positionalities in relation to the diverse families we encounter. Systems are only as good as the people who hold the beliefs that they represent. It is up to us to shift our understanding and to reimagine the systems that are currently in place and transform them into systems that are equitable to all of those that we encounter.

We value our partnership with local Indigenous Child Welfare Agencies and have successfully transferred service of Indigenous children and families to these agencies.

In 2012, The Children's Aid Society for the Districts of Sudbury and Manitoulin began its journey with the formation of an Anti-Oppression Practice Committee with the goal of providing equitable services to children and families. Our agency engaged with all staff in the development of Agency values and behaviours that we continue to work toward embedding in all aspects of our work with each other, service providers and most importantly to those we serve.

We continue to recognize the task ahead of us is one that will be ongoing. Meaningful change starts with humility; we do not have all the answers, but we are committed to learning from one another, listening to our community, taking accountability for our mistakes and correcting them moving forward. We affirm our commitment to keep equity at the centre of our work, our conversations, our learning, and within ourselves as individuals. The Sudbury and Manitoulin CAS will lead in these commitments by ensuring that all staff participate in facilitated learning in relation to racism, white privilege and Equity and Inclusive practices.

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When we are armed with the knowledge of what it means to be anti-racist and take up the task of this work, we are able to kindly challenge each other when we get it wrong and take accountability for our mistakes and move forward with integrity to create an agency and a community that is respectful and inclusive of all the individuals that exist within. We are hopeful for this future and the changes that we can make and hope that as a community we can walk this path together.

Sincerely,



Miranda Maunsell
Chair of the Anti-Oppression Practice Committee



Elaina Groves
Chief Executive Officer