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**From:** Harvey, Brian </O=PSNL/OU=FIRST ADMINISTRATIVE GROUP/CN=RECIPIENTS/CN=BRIANHARVEY>  
**Sent:** Monday, July 30, 2012 10:16 AM  
**To:** O'Toole, Maggie  
**Subject:** FW: Labrador Service Delivery Agenda & Meeting Notes  
**Attachments:** Agenda Jan 11 & 12 (Final).doc; LSDM WG Meeting Notes Nov 7 Nov 8 Key Points (Final).doc

FYI and TRIM

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From: Mitchell, Kimberley  
Sent: 10 January 2012 14:14  
To: MacDonald, Sheree P.; Lundrigan, Wanda; Shallow, Michelle; Whelan, Jackie; 'Lyla Andrew'; 'Gaile Hall'; 'Amanda Winsor'; 'Lisa Blackmore'; 'Jodean Jefford'; 'Wendy White'; 'Jack Penashue'; 'Michelle Kinney'; 'evelyn\_winters@nunatsiavut.com'; 'CHARLES FELTHAM'; 'Melita Paul'; 'slfc@nf.aibn.com'; Harvey, Brian; 'sh8734@mun.ca'  
Subject: Labrador Service Delivery Agenda & Meeting Notes  
Importance: High

Good Afternoon---

Please find attached the Agenda for our supper meeting on January 11th and all-day meeting on January 12th.

Please print these documents for placement in the binder that you were provided at our first meeting.

As noted on the Agenda, we will be reviewing the November 7th and 8th Meeting Notes at our supper meeting tomorrow evening so please read them in advance and bring forward any corrections or additions at the meeting.

For those making presentations, please provide a copy of your presentation to me for distribution to the group to put in their binders.

During our January 12th meeting please remember to bring your binders as we will be referring to information in them.

If you have any questions, please contact me,

Thanks---

Kimberley

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Kimberley Mitchell, BSW, RSW

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**CYFS Labrador Service Delivery Model  
Working Group Meeting  
Wednesday January 11 and Thursday, January 12, 2012  
Hotel North ~ Captain's Room , 25 Loring Drive, Happy Valley-Goose Bay, Labrador**

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## AGENDA

### Wednesday

5:00 to 5:30

**(Dinner to follow)**

#### **Welcome**

**Review/Approve Meeting Notes from November 7<sup>th</sup> & 8<sup>th</sup>  
Review of Agenda**

*Chair: Sheree MacDonald*

### Thursday

8:30 – 9:30 am.

**Presentation/Discussion of Key Issues: *Children and Youth  
Care and Protection Act***

*Presenter: Michelle Shallow*

9:30 – 10:15 am.

**Presentation/Discussion of Key Issues: *Enhanced Funding  
Model***

*Presenter: Jack Penashue/John Higham*

10:15 – 10:30 am.

**Nutrition Break**

10:30 – 12:30 pm.

**Presentations/Remarks and Discussion of how the  
Labrador Inuit, Innu and Metis communities define safety and  
how this relates to the definitions of a child in need of  
protection and the risk assessment process used by CYFS?**

*Presenters/20 Minutes each:*

*Michelle Kinney- Inuit Definition;*

*Jack Penashue – Innu Definition;*

*Melita Paul – Metis Definition;*

*Michelle Shallow – Risk Assessment Process*

12:30 p.m. – 1:30 p.m.

**Lunch (Provided)**

1:30 p.m. – 4:00 pm.

(Nutrition Break included)

**Based on the Presentations and Key Issues from the Minutes  
Identify Implications for the CYFS Service Delivery Model and  
Next Steps**

*Facilitator: Sheree MacDonald*

**CYFS Labrador Service Delivery Model  
Working Group Meeting  
November 7<sup>th</sup> & 8<sup>th</sup>, 2011  
Hotel North, Captain's Room, Happy Valley-Goose Bay**

**Meeting Notes**

**Attendance:**

Department of Child, Youth and Family Services:

Sheree MacDonald: Deputy Minister CYFS, *Chair*

Kimberley Mitchell: Aboriginal Services Consultant CYFS, *Secretary*

Wanda Lundrigan, Assistant Deputy Minister CYFS

Michelle Shallow: Provincial Director of Protection and In Care CYFS

Jackie Whelan: Regional Director CYFS, Labrador

Lyla Andrew: Regional Director RHA, Innu Zone

Gaile Hall: Social Worker II RHA, Nain

Amanda Winsor: Clinical Program Manager RHA, Happy Valley-Goose Bay

Lisa Blackmore: Regional Child Care and Family Resource Program Manager RHA

Jodean Jefford: Youth Services and Community Corrections RHA

Sabina Hunter: Student, Nunatsiavut Government-Memorial University BSW program

Innu Nation:

Grand Chief Joseph Riche

Sheshatshiu Innu First Nation:

Jack Penashue: Director, Social Health Department

Department of Health and Social Development, Nunatsiavut Government:

Michelle Kinney: Deputy Minister

Evelyn Winters: Community Healing Coordinator

Charles Feltham

NunatuKavut:

Melita Paul: NunatuKavut Community Health Worker, Charlottetown

Departmental Partner representative: Department of Intergovernmental and Aboriginal Affairs Secretariat:

Brian Harvey: Director, Policy & Planning, Aboriginal Affairs

Regrets:

Susie Penney: Co-ordinator, Southern Labrador Family Centres, Inc. Mary's Harbour

### Group Members' Key Points

#### Day 1

##### Opening Remarks:

- CYFS is more than Protective Intervention; need to ensure we are considering all program areas including Adoption, Community Youth Corrections, Child Care Services and Family Resource Programs.
- Labrador Service Delivery Model: Forum for hope, change and developing trust.
- Service approach needs to focus on the collective vs. individual.
- Need to have a planned process for better outcomes and authority to change the system.
- Culturally appropriate placements for Aboriginal children are important to their identity formation, language retention and cultural knowledge and experience (ways of knowing & being).
- The challenge is assessing the risk and supports required to reduce risk within the context of aboriginal communities.

##### Understanding Our Purpose:

- Terms of Reference point to a two phased process: The first phase focuses on organization structure (e.g. location of staff, types of staff and training) to support recruitment and retention and better service delivery. The second phase will deal with policy issues (e.g. family and foster care supports).
- There are some issues, such as the need for a new computerized system, that are provincial in nature and strategies are underway in these areas.
- Have to ensure there is no difference between the legislation and standards applied in Labrador then the rest of the province but need to identify the flexibility and adaptation required within the Labrador and Aboriginal context in program delivery.
- Issues and options will be identified as part of an action plan and brought forward to the department for discussion with the Steering Committee.
- Will plan on two levels: what is possible within current resources and what do we need to further improve delivery.

### **Clarifying the Current and Historical Context in Labrador and for Aboriginal Communities:**

- History: Historically there has been forced and rapid assimilation by missionaries and governments which resulted in discrimination and disempowerment as well as significant trauma for many Aboriginal people. There is awareness of the current incapacity within communities to effect positive change which creates anger, shame and guilt. Placement outside of community and culture has isolated children from their language, culture (i.e. traditional food) and identity formation. Visual Resources provided by Nunatsiavut: *The Courage to Remember: Stories of Our Labrador Residential School Experience* (DVD) and *Contact: Assimilation, Colonization, Exploitation... Things Brought, Things Taken Away* (Quilt).
- Importance of Culture: Inuit culture values collective society, ancestors and extended family. Elders, older parents and community members commit to the child and provide support; naming children provides a foundation for respect within the collective.
- Rights and Benefits: Knowledge of and access to Aboriginal rights, benefits and inheritance need to be identified and maintained for children in the care of CYFS which involves registration or membership. Labrador Metis families do not have access to the same social program resources as Inuit and Innu despite experiencing effects of colonization.
- Best Interest of Child: Need to define the application of risk (risk assessment) to Aboriginal families; a risk factor is being born into some families and communities. How is best interests applied for a child in a collective society: short term safety interventions may be needed but planning must be holistic and lifelong. Cost-benefit analysis of current placement practice needed to redirect monies to support families/foster families in community. Some practices that support Aboriginal children and families:
  - Parenting Programs & Services: Effective parenting essential to community development
  - Child Protection Committee: Family and service providers
  - Community Service Workers
  - Family Group Conferencing (Decision Making): already done on an informal basis, provides genealogical information.
  - Planning for children on a CYFS caseload that captures genealogy and community connections and includes a specific focus on maintaining culture and community connections.

**Day 2 Discussion Document:****Issue 1****Recruitment and Retention:**

- Retention is the key issue, not recruitment.
- Social workers feel unprepared and unsupported.
- Orientation/training issues include the need for cultural sensitivity, awareness and knowledge as well as trauma training. Interagency cooperation is needed to orient social workers to isolation, challenges and community. Development of further local capacity would also help in this area; e.g. Nunatsiavut BSW Program.
- On-call issues include staff having to be accessible at all times and respond to after hours calls when not on-call with little/no support.
- Infrastructure issues include housing and work environment/space.
- Travel issues include using personal time for work travel often with weather delays and time involved in making flight arrangements for themselves and others as well as limited opportunity to leave the community for vacation or educational opportunities.
- Communication issues include the need to enhance communication between supervisors & staff as well as with other colleagues as this is an important support. Need to explore non-conventional ways of communicating such as teleconferencing.
- Clinical support and mentoring issues need to be formalized through internal management structure (i.e. Supervisor, Zone Manager and Provincial Office) but may also include an identified colleague who has the experience, ability and time.
- Workload issues include the need for more resources and a Mobile Response Team to assist with vacancies including sick leave
- Complex accountabilities require support from regional/provincial office in liaison with Innu and Inuit leadership in communities.

**Issue 2****Organization of CYFS Services:**

- Retaining Connections: Inuit and Innu Zones to retain custody of children wherever they are placed
- Foster Home Development: Need to review current assessment process (e.g. criminal records checks) to reduce barriers to foster home recruitment; provide dedicated worker/resources to promote and process recruitment of aboriginal foster parents and provide support; introduce orientation for foster parents who care for Aboriginal children outside of Zone (i.e. Roddickton) and address housing shortage and renovation needs for those who wish to foster.
- Community Service Worker role and authority within CYFS needs to be better defined and they should be included in training with SWers.
- Services for parents which are proactive prevention services are needed and financial resources are required to support natural parents to reduce foster care. Process should include Family Group Conferencing.

**Issue 3****Data Collection and Information Management:**

- Identifiers for aboriginal children: to facilitate access to benefits and services specifically for aboriginal members as well as cultural sensitive in practice and services including placement planning
- Improved data format which clearly outlines whether collecting data by child, by family, by program activity and tracks identified indicators for children including outcome indicators requiring input/information from community members.
- Sharing of Information: Formalized process with Aboriginal governments/organizations regarding children on caseload and in-care for the purposes of facilitating their role in advocacy, support and service delivery.

**Issue 4****Policy Issues**

- In-Care Respite and Child Care:
  - How many children can a babysitter or respite provider care for? With respect to family child care providers who are also foster parents there is policy conflict in terms of the number of children under 12 years old who can be cared for.
  - Providers often choose to offer child care over foster care due to financial benefits; how should respite and babysitters be fairly compensated?
  - Alternatives to traditional respite needed include camping/group home activities and self managed respite package (i.e. bank of hours).
- Foster Care:
  - Wage loss policy needed for foster parent when supporting a foster child.
  - Childcare support policy needed for foster parents' children.
- Family Resource Programs:
  - Underutilized; what should be their role in supporting child protection; e.g. providing programs to parents.
- Poverty:
  - Who is responsible for providing additional food to families in need? HRLE? Cost of living is higher on the coast: food subsidy is not high enough.

**Issue 5****Service Coordination:**

- Court timeframes and processes are an issue
- Need to identify services available through aboriginal governments and agreements with INAC and Health Canada as well as other services available to support children and families in aboriginal communities (for example for addictions) and ensure these are accessed to fullest extent possible by CYFS for its clients.

**Closing Comments:**

- Department is committed to designing a model which takes into account unique nature of Labrador and Aboriginal communities and the fact that representatives from the various stakeholder groups are here to participate reflects their commitment to this initiative and its importance.
- Need to determine how to engage Elder in this process and communities as they will be key to meaningful change in the protection of children.
- Inclusion of Nunatsiavut BSW students in future meetings is recommended.
- MOU needs to be formalized for information sharing with the Innu, Inuit and Metis.
- Defining safety/risk within the current aboriginal community context is important and parents have to be the primary focus in creating the conditions required for a child to be safe.

**Items for discussion at next meeting:****Item 1:**

***Action: Kimberley to draft summary of key points in minutes for the meeting to be provided to Working Group Members Item 1:***

**Item2:**

Benefits for Innu and Inuit Children:

- a) What benefits are available for First Nations, Inuit and Metis children?
- b) What is the registration process to receive these benefits and how will this be undertaken for children in-care?
- c) What is a reasonable process for sharing information with Aboriginal governments/organizations on children on CYFS caseloads and what supports/services can they provide?
- d) Further discussion of specific application of Jordon's Principle required.

***Action: Kimberley Mitchell to commence development of an MOU for information sharing with Aboriginal governments/organizations to facilitate access to benefits to be reviewed at the next meeting.***

**Item 3:**

In the context of "the best interests of the child or youth", define how Innu, Inuit and Metis communities define safety/risk. May be helpful to consider: Provincial Aboriginal Health Policy Framework (Dept. of HCS) and the report "IT TAKES A COMMUNITY TO RAISE A CHILD" (Sheshatshiu Innu First Nation).

***Action: Jack Penashue, Michelle Kinney & Melita Paul to present on this at the next meeting.***

**Item 4:**

***Action: Michelle Shallow to present on Children and Youth Care and Protection Act***

**Item 5:**

***Action: Jack Penashue to present on Enhanced Funding Model.***

