



GUIDING PRINCIPLES

child-centered • family-focused • community-rooted



EQUITABLE SERVICES

- Anti-racist, anti-oppressive principles guide all that we do
- We work collaboratively with community to address issues of disproportionality and disparity in services and outcomes
- We actively work to eliminate systemic barriers and provide accommodations based on respecting the dignity of every person regardless of their identities
- We understand that the work of equity is the responsibility of everyone in all positions in the organization



POWER WITH

- We work to identify, understand and address the dynamics of privilege, power, oppression and dominant identities that can lead to the oppression of equity seeking individuals, families and groups that we work with
- We strive to be non-hierarchical, cooperative, collaborative, and relational in our use of both mandated power and the power embodied in our personal identities which are privileged



RECOGNIZE STRENGTHS

- We believe in the family unit in all its rich and complex diversity
- We work with families to build their capacity, and where needed, enhance the involvement of extended families and communities to support children, youth and the family
- We believe all families have strengths and resources
- We use a wholistic perspective to identify all aspects of safety and well-being within family units and their circle of support
- We believe that people can make changes
- We trust that caregivers are doing the best they can within their given resources and circumstances
- We acknowledge the right and respect the ability of children, youth, families, kin, and communities to keep children safe and meet their needs



THINK CRITICALLY

- We employ critical thinking and consider all available information as well as what we are unaware of and need to know towards being fair, unbiased and just
- We strive to eliminate assumptions from our practice
- We work to provide timely, robust and on-going assessments, maintain a position of continual curiosity, continually assessing our impact on family outcomes to ensure they are equitable



COLLABORATIVE & SUPPORTIVE RELATIONSHIPS

- We foster helpful working relationships and partnerships between internal colleagues, professionals, peers and families
- We engage partners and family as resources
- We fully consider the perspectives of others, see respectful disagreement as healthy, and see the different perspectives as an opportunity to build the best plan
- We develop family and/or community driven solutions that enhance resiliency and build capacity
- We practice good communication and planning between departments and staff involved in a case
- We nurture a friendly workplace



CULTURAL SAFETY & INCLUSION

- We are inclusive of the constellation of all human identities
- We welcome community involvement towards ensuring cultural safety
- We are committed to maintaining the natural connections that children and families have to their culture, community and extended family
- We believe in keeping children and youth in their community, circle of support and geographic location when an alternative place of safety is required



LISTEN TO THEIR VOICES & RESPECT THEIR RIGHTS

- We advocate for the child's voice and best interest based on Katelynn's Principle of placing children at the centre of decisions affecting them
- We listen to the child's experience and centre it in our work with them
- We assess the child's voice and views based on their age of maturity and understanding
- We believe children have a right to know their story and to have relationships with their family
- We follow Jordan's Principle and provide service first to Indigenous children
- We listen to the voice of the child's family and community towards cultural safety and belonging
- We acknowledge and support the legislated rights of Indigenous and Francophone children, youth and families

safe
kids

healthy
families

strong
communities