

Ministry of Children and Family Development

MANDATE

The Ministry of Children and Family Development (MCFD) supports healthy child development by its commitment to a collaborative professional practice delivered across a range of services that strive to maximize the potential of children and youth and achieve meaningful outcomes for children, youth and families.

Ministry services are complementary and families may access a combination of services delivered through the following service lines: Early Years Services, Children and Youth with Special Needs Services, Child and Youth Mental Health Services, Child Safety, Family Support and Child in Care Services, Adoption Services and Youth Justice Services.

The Ministry of Children and Family Development will deliver these services in a respectful, compassionate, strengths-based and culturally appropriate manner to achieve meaningful outcomes for children, youth and families.

EXECUTIVE COMMITMENT TO MULTICULTURALISM

A critical focus for the ministry is working in partnership with Aboriginal communities to improve services and outcomes for Aboriginal children, youth and families. Aboriginal Services Branch and Aboriginal Policy Team supported the establishment of a process inclusive of both MCFD and Delegated Aboriginal Agency (DAA) leads, to build upon the strengths of the Aboriginal Operational and Practice Standards and Indicators (AOPSI) Redesign and develop the Aboriginal Policy & Practice Framework. An implementation plan for the Aboriginal Policy & Practice Framework is under development.



EMBRACING MULTICULTURALISM IN THE WORKPLACE

- » Staffs within the ministry speak many different languages including English, French, Farsi, Spanish, Russian, Gitksan, Thai, Tamil, Greek, Malayalam, Mandarin, Cantonese, Pilipino, Tagalog, Vietnamese, French Cantonese, German, Punjabi, Hindi, Croatian, Swahili, Patois, Urdu, Vietnamese, Hungarian, Korean, Arabic and American Sign Language.
- » Ministry staffs represent many different cultures including First Nations, Aboriginal and Métis, Asian, South Asian, Indian, Pakistani, East Asian, Thai Filipino, Francophone, Jewish, Iranian, Venezuelan, African, Spanish, Russian, Doukhobor, Indo-Canadian, Japanese, Chinese, Italian, German, English, Indian, Western and Eastern Europeans, Muslim, Persian, Latino, Ukrainian, Irish, Scottish, Canadian, South and Central American, Jamaican, Kenyan, Vietnamese and Mennonite.
- » The First Steps Early Childhood Development Refugee Settlement Project provides services to newly arrived government assisted refugee children from birth to five years old and their caregivers in the Lower Mainland, to minimize the impact of trauma and the refugee experience on a child's growth and development.

- » The ministry continues to implement the Aboriginal Equity and Inclusion Policy Lens. The Policy Lens supports the ministry's focus on improving outcomes for Aboriginal children and families and to build on the progress made towards greater inclusion of and collaboration with Aboriginal peoples. The Policy Lens is comprised of interconnected elements critical to improving outcomes for Aboriginal children, youth, families and communities.
- » A focus on permanency including adoption services this past year emphasizes culturally appropriate planning.
- » Mission Child Youth Mental Health partnered with a South-Asian organization called, 'Apney Bachey' to provide education to community partners, parents and school personnel regarding 'culturally sensitive support to helping children succeed in life'.
- » The ministry continues to support the Aboriginal Youth Internship Program with seven interns employed in various capacities from September 4, 2012 to August 31, 2013. One example of an internship activity was being a key organizer for the Provincial Guardianship Forum held in April 2014. The intern, working with others, ensured that protocols were followed, such as having an Elder open and close the forum, and inviting a former Aboriginal Child in Care to share a song with the forum participants. The intern also participated in the Aboriginal Adoption Exception Committee.

HIGHLIGHTS OF INITIATIVES

- » MCFD has implemented a three-year training plan that focuses specifically on Aboriginal Cultural Competency within the ministry. As a result of this plan:
 - Two hundred and seven MCFD staff has completed the BC Public Health Authority Indigenous Cultural Competency online training and 51 are currently enrolled.

- Forty-five staff are piloting a new Social Worker Indigenous Cultural Competency module, with an expectation that 200 additional staff will complete the program this fiscal (2014/15).
 - Two hundred and six staff across 15 Local Service Areas have participated in the experiential training, 'Building Bridges through Understanding the Village'. This training helps participants understand traditional Aboriginal ways and values. Eighty-two staff are enrolled to attend this training in May 2014.
 - Leadership 2020 Indigenous focus has 35 participants from MCFD, DAA & Friendship Centres. The program supports emergent and legacy leaders from DAA's, Aboriginal Friendship Centres and MCFD to develop their leadership strengths and capacities, build strong relationships and contribute to our agencies and communities.
- » All staff learning and development curriculum incorporates a multicultural perspective.
 - » Cultural mentorship and coaching has enabled partnership development in three communities that involved 75 First Nations community leaders and elders.
 - » The majority of Service Delivery Areas had partnership committees in place through Joint Advisory Councils established through Delegation Enabling Agreements with Delegated Aboriginal Agencies.
 - » The Early Years Policy Team had been working with government partners to increase the Francophone Early Years profile in the sector. Potential work may include engaging with Francophone early year's stakeholders, posting a link to the Francophone Association on the ministry website, and translation of the Early Years Strategy and other early years-related documents into French.

- » The most recent initiative of the Early Childhood Development (ECD) Evaluation project is the ECD Parent Survey, an evaluation tool that measures outcomes for parent education and parent support programs. The ECD Parent Survey is available online and in hard copy in ten different languages, including Arabic, Chinese (simple and traditional), English, French, Korean, Persian, Punjabi, Spanish and Vietnamese.
- » The ministry has partnered with the Early Childhood Educators (ECE) of BC to offer a new round of the ECE Bursary program, with priority being placed on Aboriginal students, students attending an ECE program with an Aboriginal focus, and/or students completing their Infant Toddler designations.
- » The Child Care Map allows parents to search for ministry-funded licensed child care facilities in their community that best meets their needs, and is offered in multiple languages (French, Spanish, Cantonese, Mandarin and Punjabi).
- » MCFD participated in an ACT (Autism Community Training) event for the South Asian community in Surrey. ACT is an information and referral service that supports individuals with Autism Spectrum Disorder and their families across British Columbia.
- » Abbotsford Child and Youth Mental Health supports individual, family and group therapy sessions in Punjabi; offers a range of mental health services in Spanish; was able to offer psychiatric services in Arabic to a refugee family from Sudan; participates in the Multicultural Wellness Fair; and hands out information about mental health in Punjabi, Spanish, Mandarin and other languages.
- » An Indo-Canadian social worker, who speaks Punjabi, is a member of an integrated domestic violence unit with the Abbotsford Police Department and Victim's Services. This provides a multicultural approach while building partnerships within the community and was implemented to specifically address the unique needs of the Indo-Canadian community.
- » In March 2014, Mission Child and Youth Mental Health started collecting ethnicity information at the time of the CYMH intake, using the same language provincially, in order to collect more reliable and accurate statistics to improve service planning. Staff also participated in Early Psychosis Intervention Training with a specific focus on understanding diversity.
- » In the Vancouver/Richmond Service Delivery Area, Positive Parenting Across Cultures is a project started in 2008 aimed at supporting and strengthening B.C. immigrant and refugee families. Working in partnership with local community agencies and school districts, a DVD was launched in 2011 in the Asian languages, followed by a release in May 2014 in the South Asian languages of Punjabi, Urdu, Hindi, and Farsi. A DVD in the Spanish language is scheduled to be released in June 2014.
- » Child Care Subsidy and Autism Funding Branch contracts with Provincial Language Services for translation services of more than one hundred and fifty languages.
- » The Community Poverty Reduction Strategies, a joint partnership between MCFD and the Union of BC municipalities, ensures that a cultural lens is applied to the work it does to better understand the experience of families from diverse backgrounds who are living in poverty.
- » The Surrey East Service Delivery Area works in partnership with other organizations to support the First Steps refugee trauma support project, and provides collaborative practice brochures in eight different languages.