



Children and Youth Planning Table Continuous Professional Learning Committee CPLC Meeting Minutes

Location: Virtual
Date: Friday, February 19th 2021
Time: 10:00am – 12:00pm

Present: Lesley Barraball (Co-Chair), Corie Schweertman (Co-Chair), Debbie Jones, Anne Coupland, Natalie Spain, Caitlin Osborne, Anna Borozynets, Tracey Stroeder, Alison Pearson, Silviu Kondan

Regrets: Kathi Smith, Kimberley Degasperis, Mandy Martins, Susan Schnarr

Agenda

AGENDA ITEM	Notes
Welcome	<p>Welcome & Co-Chair Introductions</p> <p>Corie welcomed members of the CPLC team and initiated a round of introductions. This was the first official CPLC meeting for Lesley Barraball in her new capacity as a Co-Chair and for Silviu Kondan as the new SPA with CYPT Backbone Team. The Co-Chairs made a point of actively contributing to a comfortable space in which members can share their levels and barriers to engagement. Members were asked to reflect on the following questions during their introductions:</p> <ul style="list-style-type: none">- <i>What perspective do you represent?</i>- <i>What passion do you bring?</i> <p>The team agree that it is important to continue working on building trust and bridging newer members to the work of CPLC by allowing space in the agenda for introductions with a particular focus on the questions above.</p> <p>Corie thanked Alison for all of her invaluable contributions to the CPLC throughout the last few months of transition.</p> <p>Action:</p> <ul style="list-style-type: none">➤ Co-Chairs will continue to emphasize ways for the team to develop a sense of belonging within the CPLC <p>Anti-Racism Professional Learning Opportunity</p> <p>Alison provided context to the new opportunity for the membership's continued anti-racism training. The November 18th CYPT forum included a session by <i>Evelyn Amponsah</i> called Anti-Racism 101. This training was offered in partnership with the Immigration Partnership, and approximately</p>

140 individuals between the two groups participated. It received top marks in the forum feedback for being the 'most informative', 'most inspiring', and 'most tools to use as a collective'. The Immigration Partnership is now moving forward with a part-two training from Evelyn. CPLC members were invited to share their thoughts on the opportunity and in the CYPT-Immigration Partnership collaboration.

- Silviu provided a glimpse into the CPLC training/knowledge survey which indicated strong interest from members in continuing trainings in the field of equity and anti-racism.
- CPLC members expressed their strong interest in this opportunity and in seeing how their contributions can support the continued development of anti-racism trainings. K-W Habilitation, in particular, may be interested in seeing avenues to support this initiative, potentially co-sponsoring it. Tracey will loop the team regarding this.
- It was also discussed that this training can also be an opportunity in which the CPLC team assesses their professional learning criteria.

As of date, the tentative plans are to run 8 sessions in total beginning in late March to the end of May (dates below). The sessions will be 2 hours in duration, with 20-30 minute recap with Q&As and a 1.5 hour interactive portion with case studies and questions. The facilitator will likely use breakout rooms – CPLC individuals may be interested in supporting with facilitation in these groups. Some of the key points to address will include:

- How does racism present as a risk for staff/clients.
- How to negotiate internal anti-racism goals of an organization (or individual) with external partners (e.g., funders, governments, collaboratives, vendors, etc.).
- How anti-racism changes have a positive or negative impact on belonging.
- The following dates are currently considered:
 - Week of March 22nd - leadership
 - Week of March 29th - front line
 - Week of April 5th - front line
 - Week of April 19th - leadership
 - Week of May 3rd front line
 - Week of May 10th - leadership
 - Week of May 17th - front line
 - Week of May 31st - leadership

Action:

- Silviu/Alison will update the team on the details of the training and where support is specifically needed
- The sub-group developing the professional learning criteria will look at using this as an opportunity for piloting
- Tracey will let the team know where K-W Habilitation can support this initiative

Criteria for Endorsement

Criteria for Endorsement

Tracey and Corie provided context to the development of the criteria for endorsement. This was the result of the sub-group meeting to discuss how to best draft a criteria document that aligns with the [Shared Foundations of Practice](#) as well as the valuable research and literature review available through the CYPT/CPLC. It was concluded that two documents would best make sense:

- 1) The first document will assess the proposed initiative based on its alignment with the pillars of the shared foundation of practice vis-à-vis the proposed content, alignment to the pillars and considerations of the participants' experience, and;
- 2) The second will gather participants' assessment of the training, once it has concluded. It was also imperative to include a section in the first document where the committee can review, comment and provide guidance on the proposal.

The team was very happy with the draft proposals and provided some key areas for considerations for the sub-group:

- Consider if cost of the initiative matters and if there will be a need for a criteria to include a cost section
- Consider if there is a specific requirement for trainings to be focused on a certain age group of children and youth or there is flexibility
- Consider noting what the ultimate benefits of an organization or individual seeking to receive endorsement from CPLC is
- Consider how will the participant feedback be gathered – is it included as a poll within zoom or as a post-training survey

Tracey and Corie invited the members to provide their feedback either by email or throughout the future meetings. It was agreed that a draft procedure document would also be useful to include some of the considerations above. Silviu mentioned that it would be a great option to potentially share the documents with the DRE team in order to gather their feedback as well.

Action:

- Co-Chairs invite the sub-group to meet to discuss the considerations mentioned

Training and Learning Needs Survey Review

Training and Learning Needs Survey Review

Silviu provided an overview of the training and learning needs survey that was launched mid-December for a several weeks. The main points of considerations from the survey is that the trainings were of great quality, that respondents are interest in progressing to subsequent 'levels' for their trainings, specifically in the field of equity/anti-oppression, and that youth engagement is a major consideration for the membership. Silviu will share the PowerPoint presentation which incorporates several notes. Some more detailed information from the presentation:

- There were 54 respondents to the survey, 77% of whom are members of a voting member organization

- The vast majority of respondents either work directly with children, youth or families (38%) or work as a senior leader in an organization that serves children, youth or families (36%)
- All respondents who attended the anti-racism 101 training or the challenging systemic barriers training believe that the trainings helped advance their understanding of the various areas of Belonging (Equity, Relationships/Attachment and Feeling Valued/Heard/Included)
- Respondents were generally interested in learning more about all aspects of Belonging. The main interests are:
 - Learning the basics about equity and how to incorporate in everyday work
 - How to create environments/programs that are welcoming, inclusive, and accessible
 - How to advocate for equity and change within organizations, amongst colleagues and throughout the community
 - Identifying gaps in services for marginalized individuals and how to address those discrepancies
 - Need for current research, new approaches and local resources as it relates to attachment
 - Impact of trauma on attachment and learning about attachment through a trauma-informed lens
 - Learning how to effectively engage with children and youth, especially while working remotely
 - Learning from other organizations on how to successfully incorporate youth engagement in their decision-making
 - Learning what youth groups already exist and how to better enhance youth voice within our community
- The domains of “*Happy and respected*”, “*Healthy*” and “*Learning*” align closest to the work of respondents and are also the areas in which respondents have the greatest level of skill/knowledge. On the other hand, the domains of “*Participating*”, “*Connected to our environment*” and “*Security*” are less common domains of work and respondents generally have less skill/knowledge in these areas.
 - Very few individuals indicated not having the necessary skill/knowledge in the domain in which they work closest to.
- When considering the main approaches from the Shared Foundation of Practice, the overall responses suggest that people are interested in learning about, and work within, most of the approaches (*note that more detailed information is found within the shared PowerPoint*).
 - A note for consideration: in comparing survey results from 2015, the main areas of interest remain similar but there is a strong increase in work relating to “*use of trauma informed lens, the use decolonizing and anti-oppressive approaches and to consider an attachment lens throughout the lifespan*”.

The team agreed that the findings from the survey should continue to have an impact on the CPLC’s prioritization for the year. Silviu explained that he will note these results when appropriate in future meetings,

	<p>especially as the results from the annual survey are to be finalized over the next couple of weeks.</p> <p>Action:</p> <ul style="list-style-type: none"> ➤ Team will consider how to transform the findings from the survey into priorities or action items for the year (particular efforts in the lens of equity, anti-racism, anti-oppression and youth engagement)
<p>Summarizing the Next Steps and Next Meeting</p>	<p>Summarizing the Next Steps</p> <p>The team discussed how to best employ communication methods in between meetings and when to consider scheduling future ones. Firstly, the team discussed potential platforms (i.e. Microsoft Teams) to share documents and to maintain communication channels. Secondly, the group was considering alternatives to meeting quarterly as information-sharing was less effective with the length of space between meetings. The team also agreed that there is a strong momentum amongst the members which can hopefully continue throughout 2021. One option is to meet more regularly for shorter meetings or alternatively to continue meeting quarterly but having optional meetings in-between.</p> <p>Next Meeting</p> <p>The next meeting is scheduled for April 23rd between 10:30am-11:30am</p> <p>Action:</p> <ul style="list-style-type: none"> ➤ The Co-chairs will ensure that meetings are anchored within the work plan activities. ➤ The Co-Chairs will also consider a platform/space for document sharing and for communications. An update will be provided at the next meeting. ➤ The Co-Chairs have determined an updated plan to reflect the bi-monthly feedback discussed. The meeting dates and times are identified below: <ul style="list-style-type: none"> ▪ Friday April 23rd – 10:30am – 11:30am ▪ Friday June 25th – 10:30am- 11:30am ▪ Friday August 27th 10:30am – 11:30am ▪ Friday October 22nd 10:30am – 11:30am ➤ Please note, the original meeting schedule will be replaced with these new dates/times. ➤ All participants will receive updated calendar invitations in the coming weeks.