



ASSOCIATION OF NATIVE CHILD AND FAMILY SERVICES AGENCIES OF ONTARIO

Ahnii, She:kon Everyone,

I do hope everyone is enjoying this winter weather, staying safe and keeping warm. ANCFSAO is extremely happy to offer the following training opportunities for January to March 2023.

ANCFSAO is pleased to announce our newest enhanced training for our, Becoming an Ally: Strengthening Our Allyship with Indigenous People.

ANCFSAO is very proud to announce the development of an on line version of our **Becoming an Ally Training**. This online version is designed to support the ever-growing demand within the human services sector in understanding how to provide culturally safe services to Indigenous children and families.

Background:

Designed to meet the identified need within the child welfare sector, ANCFSAO has created and successfully delivered **Becoming an Ally: Culturally Safe Child Welfare Practices** training to the child welfare sector, OACAS and MCCSS since 2019.

However, ANCFSAO received many requests from various human services agencies across the province for additional training. With funding received through the Ministry of Citizenship and Multicultural grant program, ANCFSAO has developed an enhanced 5 day **Becoming an Ally** training program to equip Ontario's human service providers with knowledge, understanding, tools and strategy to improve service provision and achieve positive outcomes for Indigenous children and families intersecting with their services.

Key Points:

Responding to crisis and atrocities experienced by Indigenous peoples through Ontario's human and social services, **Becoming an Ally: Strengthening Our Allyship with Indigenous People**, will provide opportunity to understand key concepts in colonization that have greatly contributed to the contemporary reality for Indigenous People within the Canadian State. It is through this understanding that the learner will reflect on current practice, utilize various reports that support our understanding of the impacts of first encounter between an Indigenous person and service provider per MMIWG, TRC, RCAP, UNDRIP reports. The application of a cultural safety lens by learning and understanding how colonization formulated existing conditions and ways these contributed to the extreme and disproportionate over representation and violence experienced by Indigenous girls, women, boys, men and 2SLGBTQIA people. This training provides opportunity to actionize allyship to First Nations, Inuit and Metis children, families and communities through the application of the concepts presented within our work in the human services sector.

This training will be delivered via inter-active e-modules that will develop knowledge around the history First Nations, Inuit and Metis People have with the Canadian State. These e-modules will also provide practical implementation opportunities to support the learner to develop strategies that will address historic systemic racism that often results in inequitable service provision.

This 5-day online, independent learning session will be offered from February 27 to March 3, 2023.

Please use the following Registration Link to register for this training:

[ANCFSAO BAA 5 Day Registration](#)

ANCFSAO will continue to offer their 2-day Becoming An Ally session:

Becoming an Ally – Open Enrollment

This is a 2-day training opportunity designed to enhance the understanding of key factors in First Nations, Inuit and Metis history that continue to have a contemporary impact on families and their intersection with the child welfare system. A primary focus of this training is developing an awareness of cultural safety within ourselves, our environment, and the working relationship with families through a lens of both reflexivity and decolonization. This training provides opportunity to actionize allyship to First Nations, Inuit and Metis children, families and communities through the application of the concepts presented within our work in the child welfare sector as practitioners, as an agency and as a sector

We have all been affected by colonization. This session is designed to support our own exploration as child welfare practitioners on how colonization has impacted us, how we may bring cultural safety into our work respecting the diversity that exists within each agency and from community to community. This session will be offered on **March 1-2, 2023 from 9:30 – 3:30**. Please find the registration link below should you or anyone within the agency be interested in attending this session.

Heart and Spirit Train The Trainer – Open Enrollment

This 3-day session is designed to support the successful delivery of the Heart and Spirit Program. The Heart and Spirit Program has been Ministry endorsed as a culturally safe pathway to licensing alternative care homes. This program sets a path for an agency to embark on with any potential alternative care providers that will be caring for Indigenous children. It is a pathway to understanding the potential alternative care providers capacity to care for a First Nation, Inuit or Metis child when an out of home placement is necessary. This program is foundationally based in an Indigenous way of existence within the world and the assessment of one's healing path and their ability to support an Indigenous child to continue to understand their place in the world from an Indigenous perspective. The **Train The Trainer session** for this curriculum will be offered on **February 7th to 9th from 9:30 – 3:30**.

Youth In Transition Train The Trainer

This training is specifically designed to prepare First Nations, Metis, and Inuit youth that are transitioning into independent living. Utilizing a cultural worldview, there are 7 Units- each one representing the Grandfather Teachings – to support youth in their journey through the transition to independence. An 8th Unit is also recommended for a graduation/ celebration. The training is designed to be inclusive in the learning through the making and sharing of meals, in addition to a circle environment with multiple community partners. This training focuses on our

youth being champions of their own lives with concrete information and tools to strive for a balanced wholistic life.

The **train the trainer session** for this curriculum will be offered on **February 9, 2023 from 9:30 - 3:30**. The train the trainer session is designed to support those within the agency working with youth to deliver this curriculum either as group sessions or as 1-1 sessions. Please find the registration link below should you or anyone within the agency be interested in attending this session.

Customary Care

This training session that will facilitate a deeper understanding and confidence in using customary care. It will review such elements as legislation, permanency funding guidelines, community and family-based approach to traditional customary care, and formal customary care as well as the challenges agencies face in the utilization of customary care. These elements will be delivered in the pursuit of deepening understanding and confidence to successfully utilize customary care. This session will be delivered **March 21-23, 2023 from 9:30 am to 3:30 pm**.

First Nations Indigenous Service Model (FNISM)

This is a 3-day training opportunity that was developed to guide child welfare practitioners on how to ensure the specific legal, treaty, and cultural rights of Indigenous children are met consistently and meaningfully throughout the province, no matter where the Indigenous child or youth resides. It is intended to outline critical elements to successfully engage youth, families and their communities to develop strong sustainable care plans which will enable successful outcomes for the children and youth entering the care system. The pathway to do that is through understanding the historical impact as outlined in the MMIWG Report, Truth and Reconciliation, Royal Proclamation on Aboriginal Peoples and the White Paper have outlined. Also, through an exploration of the application of the understanding of such documents. This session will be delivered **February 21st to 23rd, 2023 from 9:30 am to 3:30 pm**.

Please use the link below to register for the BAA – Open, Heart & Spirit TTT, Customary Care, YIT TTT & FNISM training sessions:

[Jan to March 2023 ANCFSAO Training Registration](#)

Training Advisory Committee Meeting

This will be our Spring session in which training representatives from all member agencies come together to discuss, update and support each other in training initiatives and opportunities within each agency. It is an opportunity to share what each agency is doing, any areas of support that they would like to see ANCFSAO support in and also hear the training developments from ANCFSAO. We will come together vis zoom on **Tuesday January 10th from 1:00 pm to 3:00 pm.** . Zoom link information has been sent to the agency identified training leads, however please let us know if that information has not been received by the appropriate person and we can send it out.

Heart and Spirit Community of Practice

This is some time for those agencies that are working within the Heart and Spirit Program at all stages to come together in a sharing circle process. It is time for agencies to share how they are doing, success or challenges and hear how other agencies are doing, brain storm together through any challenges and ask any questions. This is an opportunity to come together and support each other in the Heart and Spirit Journey. This will be taking place on **December 12, January 17, and February 14 from 1:00 – 2:30.** Zoom link information has been sent to the agency Heart and Spirit leads, however please let us know if that information has not been received by the appropriate person and we can send it out.

Prevention Worker Series- Full Training Series

The Prevention Worker Training Series' design and approach are built upon and reinforce the critical relevance of Indigenous culture, history, family systems and learning styles.

Participants are **not** required to take all modules. Early modules are not prerequisites for later modules in the training series

Module 5 – January 11-12, 2023 from 9:30-3:30

Module 6 – February 1-2, 2023 from 9:30-3:30

Module 7 – March 1-2, 2023 from 9:30-3:30

Module 8 Celebration – March 15-16, 2023 from 9:30-3:30

Module 5

In this module participants will have a comprehensive understanding of the elements required to build a sustainable cultural plan; gain a comprehensive understanding of the significance of relationship building and collaboration; develop a plan to enhance relationships with key partners; and gain information on a variety of methods to obtain cultural resource supports

Module 6

In this module participants will gain an understanding of pre-contact family and social structures; describe traditional approaches to community well-being; identify what a healthy community looks like; explain community engagement and empowerment; and summarize a variety of tools for working with community

Module 7

In this module participants will understand Indigenous planning as a culture-based, collective approach that begins with a vision; learn the process and structure of an Aboriginal logic model for developing a program plan; describe tools for planning a program including a Vision Wheel and Problem Analysis Wheel; and explain what is required to develop a funding proposal.

Module 8

This module will enhance participants' understanding of what facilitation is; introduce participants to the role of a facilitator in leading a group through a process; explain how to facilitate a group including planning before and leading throughout a session; and describe elements of a Sharing Circle and how to properly lead one

Please note there is a separate registration form for the Prevention Worker Series. Please follow the link here:

[Fall 2022 ANCFSAO Training Registration Prevention Worker Series](#)

Indigenous Pathways to Authorization (IAW) Series

In support of our movement forward in providing quality services to our Indigenous children and families ANCFSAO is proud to offer the Indigenous Pathways to Authorization training program. This program was developed with an Indigenous worldview at the foundation of every concept and delivery method. The Indigenous Pathways to Authorization Program supports the standardization of the knowledge and delivery method conducive to Indigenous ways of relating and existing in the world as it relates to the successful delivery of child and family wellbeing services. The training is designed to develop and inspire workers who are prepared, confident, competent, and stable to provide services in a manner consistent with our member agencies' mandate, mission, vision, values, and service philosophies. The curriculum has eight (8) units and is constructed as a collaborative learning process for participants, supervisors, trainers, Elders/Knowledge Keepers, agency resources and community partners. The Indigenous Pathways to Authorization program is a step on the path towards restoration, reclamation, and reconciliation for Indigenous children, youth, families and communities that have been and are in contact with the Child Welfare system.

Unit 1 Part One: Orientation to Indigenous Child Welfare

(5 days) Orientation(s) specific to agency service models, policies, procedures, various roles, structures/constructs of reporting and requirements, privileged listening, ANCFSAO introduction. By the end of this Unit, new workers should have a very good understanding of the agency, the mandate and where to access information related to the roles and functions of their position and those of their co-workers. The Unit includes, pre-course reading, activities built in, homework assignments, opportunities to journal and reflect on learning and practical components along with an assessment of interactions, application of knowledge and commitment to learning. Skills focused on include active listening and reflective feedback. **This Unit was completed in October 2022 – if you/your agency has participants that have not completed Unit 1 Part 1**, please contact us at ANCFSAOTrainingDepartment@ancfsao.ca and we will work with you to ensure you have all of the content to be successful in this program.

Unit 1 Part Two: Ka'nikonri:io/ Mino-Bimaadiziwin

(2 days) Introducing to concepts of Ka'nikonri:io, 'living with a good mind' using storytelling, practical contemporary methods, and practice opportunities. Introduction to Mino-Bimaadiziwin, and concepts of "the good life", practicality and applicability to the work and self-care methods. By the end of this Unit, the participants will have gained an understanding of both Ka'nikonri:io/ Mino-Bimaadiziwin (Good

mind/ good life). These teachings will be helpful to focus the participants on how to maintain self-care through the utilization of wholistic practices, regardless of their belief systems. The measurement of the success will be based on observations of behaviours, interactions with others and demonstration of self-love. **January 10-11, 2023 from 9:30-3:30, with required assessment meeting on January 12th 9:30-3:30pm.**

PEACE/LOVE/RESPECT

We are relational people and by demonstrating our cultural values we understand the linkages between our histories to build our family engagement strategies which are necessary to support healing and changes within the family systems.

Unit 2: Historical Impacts on the family system

(2 days) An Introduction to historical impacts of Intergenerational trauma, prevention efforts of a wholistic family and community system and an appreciation for resiliency based on love and respect. By the end of this Unit, participants will have a better understanding of the relationship of the federal legislation and its global applicability. They will also gain historical context of family functioning and the impacts/ correlation which trauma, intergenerational trauma and colonization have had on family functioning. **January 17-18, 2023 from 9:30-3:30, with required assessment meeting on January 19th 9:30-3:30pm.**

POWER/COURAGE/WISDOM

Recognizing the intrinsic power within and understanding how our personal belief systems, values, customs, and traditions contribute to our awareness and compassion towards others. With an ability to self-reflect, seek forgiveness for our mistakes and be open to learning from the people we work with.

Unit 3: Life Pathways- Stages of Life and the Traditional Ways of Caring for Children and Youth

(3 days) Historical practices of traditional care for children and youth, healing and knowledge, a discussion on a needs-based approach and differences between Urban Indigenous needs, Northern Indigenous Needs and Southern Indigenous Needs. A deeper insight into Indigenous World Views. The learning outcomes will be identified in various sections of the material content and will be utilized in the participants self-assessments to ensure they have a grasp on what we hope they take away from the materials. Applying wisdom, allows for the open mindedness of releasing colonized views on what child rearing is and broadening the perspectives beyond the nuclear family. **January 23-25, 2023 from 9:30 – 3:30, with required assessment meeting on January 26th – 9:30-3:30pm.**

RIGHTEOUSNESS/ TRUTH/HUMILITY/HONESTY

Having an ability to recognize the connection of culture, land, language and embracing the gifts by recognizing and acknowledging the historical wrongs and creating a safer environment to enrich lives through cultural safety, awareness, and enhancement.

Unit 4: Cultural Restoration, Reclamation, and Reconciliation

(3 days) Understanding the necessity of reconciliation, TRC, MMIWG report, RCAP report, White paper, concepts from Becoming an Ally, and culturally restorative practices to overcome colonization impacts and how they intersect with contemporary Child Welfare practices- i.e., millennium scoop, birth alerts. By the end of this Unit, participants will gain further insight into how to apply cultural values and Indigenous perspective to encourage change within the delivery of the child welfare system. They will understand the necessity of embracing our past to move forward and change the future trajectories of the children, youth, families, and communities. **February 7 to 9, 2023 from 9:30 – 3:30pm, with required assessment meeting on February 14th 9:30-3:30pm**

TRUTH/HUMILITY/RESPECT

Unit 5: Engagement with Families

(5 days) Focusing on trauma informed care and practice skills using a variety of methodologies and understandings, with emphasis on the various Indigenous Trauma Models, empowerment concepts, and a deeper look into family engagement strategies, caring circles, collaborative responses to family engagement, strengths-based approaches, circle etiquette and roles and responsibilities in the family planning, and admission prevention strategies. **February 21 to 24, 2023 from 9:30-3:30pm, with required assessment meeting on February 28th 9:30-3:30pm.**

LOVE/RESPECT

Unit 6: Interventions: With Culture, Language and Connections

(5 days) Applying traditional and contemporary approaches to the care of children, youth, and families through application of traditions, customs, values. Understanding how to apply an Integrated Case Management Approach- utilizing Community Response Models a deeper level of applying traditional and contemporary Circles/Conferencing, Early intervention strategies. **March 6 to 10, 2023 from 9:30 – 3:30pm, with required assessment meeting on March 13th 9:30-3:30pm.**

COURAGE/WISDOM

Unit 7: Child and Family Safety

(5 days) A deeper insight into Indigenous World Views, Family Reunification Processes, Support Strategies Understanding the differences between Urban, Northern and Southern Indigenous Responses By the end of this Unit workers will have a better understanding of how to use the tools developed in the provincial system and apply Indigenous views and practices to those assessments. **March 27 to 31, 2023 from 9:30-3:30pm, with required assessment meeting on April 4th 9:30-3:30pm.**

TRUTH/HUMILITY/HONESTY

Unit 8: Grandfather gifts(teachings)/ The Great Law

(3 days) This Unit is developed to recognize the success of the learners and accomplishments and celebrate the completion of the IAW program. **April 18 to 20, 2023 from 9:30-3:30pm, with required assessment meeting on April 25th 9:30-3:30pm.**

Please note that this training opportunity does have a separate registration link. Please use the link below to register:

[Jan to April 2023 ANCFSAO IAW Series](#)

Should you have any questions about the information above please feel free to reach out and we will be happy to support you and your agency any way we can. On behalf of the ANCFSAO Training Department we would like to wish you a wonderful rest of your day.

Miigwetch Nia:wen
ANCFSAO Training Department
