

THE FEDERATION'S 2018 SOCIAL POLICY FORUM

CREATING STRONG & SUSTAINABLE
COMMUNITY SOCIAL SERVICES

FEBRUARY 8–9, 2018

VICTORIA MARRIOTT INNER HARBOUR
728 Humboldt St. Victoria, BC



THE FEDERATION
of COMMUNITY SOCIAL SERVICES *of* BC

Altogether better.

IMPROVING SERVICE DELIVERY

The BC government has made a promise to ensure that all British Columbians have access to the services they need. And since the majority of social services in BC are provided by community-based organizations, realizing this commitment requires paying attention to the issues facing the community social services sector and acting on the opportunities to strengthen the sector.

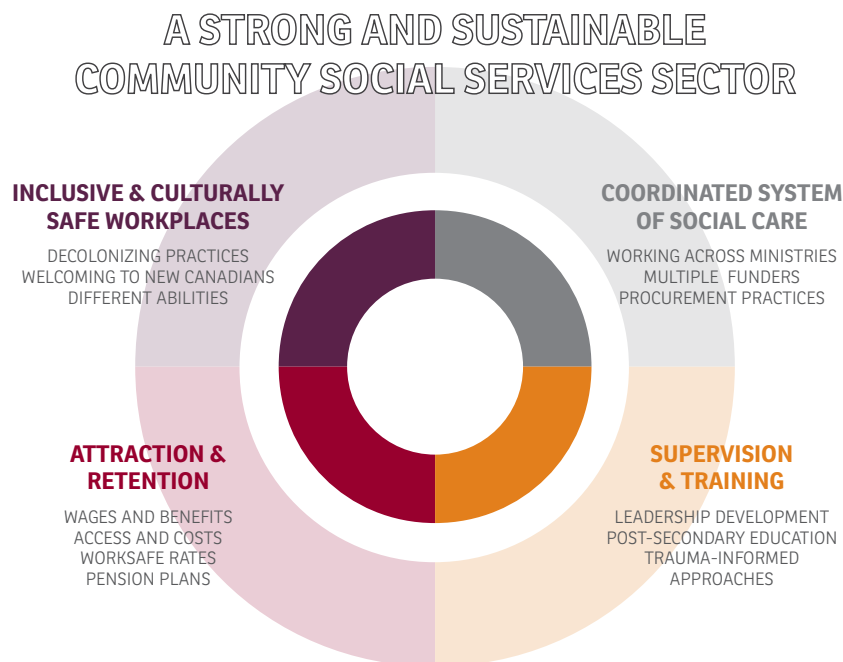
The Federation believes that the sustainability and capacity of British Columbia's community social services sector are informed by four key factors:

- Inclusive and culturally safe workplaces
- Attraction and retention
- Supervision and training
- A coordinated system of social care

As such, we have designed this conference to bring people together, to model collaborative approaches to problem-solving, and to facilitate learning, dialogue, and action.

DAY ONE of the conference will focus on learning and information. Guest speakers and experts will present on topics such as leadership, compensation, policy development, and community planning before Q&A sessions and networking opportunities.

DAY TWO will empower participants to translate that learning into action. Working sessions (hosted by graduates of The Federation's Leadership 2020 program) will use participatory, collaborative methods to engage participants in creating action plans to address the key issues identified earlier in the conference.



PRESENTATIONS

Building a Decent Work Movement in the Nonprofit Sector by Cathy Taylor

The Ontario Nonprofit Network (ONN) has a vision for decent work in the nonprofit sector: "the public benefit nonprofit sector is a champion for decent work and leads by example with a well-supported, healthy and vibrant workforce that plays a vital role in the social and economic development of our communities." Since adopting this vision in 2015, ONN has embarked on a journey to build a decent work movement.

Mission-driven organizations, like community and social services agencies, are focused on supporting their clients. But an organization's focus on clients can often be at the expense of the well-being of staff. The ONN's movement-building work is helping organizations understand that they will improve outcomes for clients, their community and their organization when they offer decent work to their employees. And that decent work is possible everywhere from small, volunteer-run groups to large unionized workplaces.

Cathy will tell the story of the Ontario Nonprofit Network's journey focusing on creating an enabling environment for Ontario's one million nonprofit workers, sharing lessons learned, pitfalls and successes along the way.

Thursday, February 8th — 11:00 AM to 12:30 PM

Towards Culturally Safer Workplaces: A Call to Action by Wedlidi Speck & Jennifer Charlesworth

Research and on-the-ground inquiry suggests that the experience of being "culturally safe" lifts people up and creates opportunities for healing and growth. But this is far easier to say than do and be. How might we create workplaces that inspire and support cultural safety for Indigenous people being served by and working within our organizations?

Wedlidi and Jennifer have been exploring this question with elders, knowledge keepers, community members, practitioners and researchers in diverse sectors. In this presentation, they will share some of their on-the-ground learnings, a working definition and vision for cultural safety, and questions for organizational self-assessment. Participants will be invited to reflect on their current organizational practices and ways of knowing and being, and identify opportunities to nurture culturally aware and safer workplaces.

Thursday, February 8th — 1:30 PM to 3:00 PM

PRESENTATIONS

Intercultural Essentials for a Socially Sustainable Workplace by Alden Habacon

This interactive seminar provides a frank conversation about the complex difficulty of being part of a more diverse and inclusive social services provider—the intercultural afterthought—and the emergent challenges faced by workplaces that aspire to reflect British Columbia’s super-diverse communities.

In racing to keep up with changing demographics, social services throughout North America have experienced the often unexpected, and sometimes harsh, strain of cross-cultural interactions with clients and culturally-different colleagues. This session examines how a clearer path to embedding inclusion and addressing myths about diversity at work can lead to more dynamic interaction between culturally-different colleagues and greater intercultural understanding.

The session will also cover: Being cognisant of one’s intent vs impact; The correlation between intercultural capacity and workplace inclusion; The impact of cultural differences (cultural bias); An introduction to intercultural fluency—a framework of intercultural skills development; Whose responsibility is it to adapt?; Overcoming the fear of saying the wrong thing.

Thursday, February 8th — 3:30 PM to 5:00 PM

SPEAKERS



Cathy Taylor

Cathy has been a member of the ONN team since June 2012. Throughout her 20 years working in the nonprofit sector, including as the founding Executive Director of the Volunteer Centre of Guelph/Wellington, she has been passionate about collaboration and leadership in the sector.

Cathy works with sector colleagues from across Ontario and Canada, as well as private sector and government officials, to create an enabling policy environment for nonprofit organizations. Cathy’s roots are in the environmental movement and she has been active in municipal politics. She holds a degree in political studies and history from Queen’s University, and attended the Maytree-York University Executive Directors Leadership program. Outside of work, she enjoys time with her family and her garden in Erin, Ontario.

SPEAKERS



Jennifer Charlesworth

Jennifer has worked in the health and human services field for four decades and has held over 15 roles in non-profit, government, academic, philanthropic, and private practice. She co-created the Leadership 2020 program while Executive Director of The Federation and has served as the lead facilitator ever since. Jennifer leads Options Consulting, working within the social and health sectors to support leadership development, strategic development, and social innovation. She is also the Organizational Change lead for InWithForward, a social research and development start-up, and an award-winning teacher and author. Jennifer has a Ph.D. in Child and Youth Care and a Global MBA.



Wedlidi Speck

Wedlidi is a member of the Namgis First Nation of the Kwakwaka'wakw cultural group with cultural connection to the Nuuchanulth and Island K'omoks. He brings extensive cross-cultural training experience, leadership and holds to a strong spirit of collaboration & inclusion in his community work and projects. For more than 18 years, Wedlidi served the John Howard Society as an Aboriginal therapist working with youth and family. He has held the role of Executive Director for the Kwakiutl District Council and Wachiay Friendship Centre. Wedlidi is currently MCFD's Director of Aboriginal Recruitment and Cultural Safety providing cultural oversight for the Ministry.



Alden Habacon

Alden Habacon is an accomplished diversity and inclusion strategist with over ten years of experience in leading the development, implementation and staff engagement of strategy towards diversity and inclusion, organizational culture change, interculturalism and social sustainability. He is a sought-after speaker, diversity consultant and intercultural trainer and facilitator, providing innovative perspectives and tools for managing complex intercultural issues and achieving socially sustainable communities and workplaces.

He is currently the Senior Advisor, Intercultural Understanding for the University of British Columbia, having recently completed a five-year appointment as Director, Intercultural Understanding Strategy Development. Prior to UBC, Alden led the development and implementation of CBC's national diversity strategy, as the Manager of Diversity Initiatives for CBC Television.

FACILITATORS

Our hosts and facilitators for **DAY TWO** of the Social Policy Forum are Jennifer Charlesworth, Wedlidi Speck Jaime Morais, Sukie Thindal, Alexandra Anderson, Holly Anderson, and Rhonda Shears. Jennifer is the lead facilitator for The Federation's Leadership 2020 program, Wedlidi has been co-facilitator of the program's Indigenous Focus cohorts and Jaime, Sukie, Alexandra, Holly, and Rhonda are all Leadership 2020 graduates. Learn more at <https://fcssbc.ca/leadership-2020>

Jaime Morais - Aboriginal Recruitment & Cultural Safety Planner, MCFD

Jaime Morais comes from a place where the rivers meet. Being of French-Métis, Irish and Austrian heritage, her life-long journey towards reconciliation began from within, and she has sought to understand how those different rivers meet and influence each other. She has worked for MCFD for 15 years, learned a great deal from the children, youth, families and communities who she served and brings those teachings to her current role where she strives to do good work in a good way.

Sukie Thindal - Program Manager, Mental Health, Options Community Services

Sukie has worked in the community mental health sector for 28 years. She is a passionate advocate for those with lived experience and loves to see the people that she works with reach their full potential. Sukie currently works at Options Community Services, holds a BA in sociology and anthropology from SFU and is a graduate of the Leadership 2020 program. Sukie loves to travel, cook and is an avid Bruce Springsteen fan.

Rhonda Shears - Director of Practice, Kootenay SDA, MCFD

Rhonda has worked for the Ministry for 22 years as a front-line child protection social worker, a Team Leader, and currently as a Director with the Provincial Practice Branch. Rhonda was nominated for a Premier's Award in 2014 in recognition of the work she has done in community development, service coordination, and collaborative practice. She is an experienced facilitator who has delivered workshops and learning events for both MCFD staff and community partners.

Alexandra Anderson - Manager of Outreach Services, Sea To Sky Community Services

Alex was born and raised in North Vancouver on the traditional and unceded territory of the Squamish First Nation. Alex has worked in the Community Service sector in many different roles, but has always been drawn to working with children, youth and families. Alex has a passion for connecting community to foster growth and change, and to always be looking for new ways to do things.

Holly Anderson - Guardianship Manager, Vancouver Aboriginal Child & Family Services Society

Holly Anderson is the Guardianship Manager at Vancouver Aboriginal Child and Family Services Society. She is a Métis woman from Manitoba who has worked in Urban Aboriginal Child Welfare for over 11 years.

TRADITIONAL TERRITORIES

The Federation's 2018 Social Policy Forum is taking place on the traditional and unceded territories of the Lkwungen (Songhees), Xwsepsum (Esquimalt), and WSÁNEĆ (Saanich) Nations.

The Songhees First Nation has approximately 630 members, of whom 400 live on the 60-hectare Songhees Reserve #1A located adjacent to the Township of Esquimalt and the Town of View Royal. The community is comprised of five main families and several smaller families. Administration and Governance is under the authority of an elected Chief and Council.

The Esquimalt Nation is a small nation with approximately 150 members living on reserve and another 100 living off reserve. Off-reserve members live in Victoria, in other parts of Vancouver Island and BC, Alberta, and in a number of communities in Washington State.

The WSÁNEĆ or Saanich are indigenous nations from the north coast of the Gulf and San Juan Islands, southern Vancouver Island, and the southern edge of the Lower Mainland in BC. Five bands constitute the Saanich Nation: Tsawout, Tsartlip, Tseycum, Malahat, and Pauquachin.

If you are exploring the area, check out the Signs of Lekwungen Walkway, created in 2008. The Signs of Lekwungen consist of seven unique site markers that designate culturally significant sites to the Songhees and Esquimalt Nations along the Victoria Inner Harbour and surrounding areas.

The markers are bronze castings of original cedar carvings that were conceptualized and carved by Coast Salish artist and master carver, Butch Dick.



Put your voice into action! Join the conversation! #FedSPF

FEDERATION CHAMPIONS

Federation Champions are member organizations that have provided financial assistance to help keep our events affordable for the majority of our small- and medium-sized members. Thanks to the organizations below for making sure our Federation continues to be *Altogether better*.



RECEPTION SPONSOR



Many thanks to Megson Fitzpatrick Insurance, our partner in the Federation General Insurance Program, for their continued support and for hosting our February networking reception on Thursday evening.

EVENT EXHIBITORS



SAVE THE DATES

Current & Emerging Issues Conference + AGM 2018

June 21–22, 2018 · The Penticton Lakeside Resort, Penticton, BC

Professional Development Conference + Members General Meeting 2018

October 16–18, 2018 · Pacific Gateway Hotel, Richmond, BC