

Planning and Leading on Anti-Black Racism:
Building on the Work of Children and Youth Mental Health Agencies
Challenges and Solutions

CHALLENGE 01

Lack of consistent and strong agency leadership support.

Lack of meaningful management interest and follow-up from training.

- Find key senior allies. Designate an ABR Champion at the senior level
- Build on One Simple Thing commitment in your small group
- Focus on positive agency outcomes
- Sector/colleague senior support
- Initiate small program changes
- Suggest ABR in Staff Performance plans- extend to management
- Identify key community allies who can raise issues from outside

COVID Implications?

Resources?

CHALLENGE 02

What about other special populations?

- An integrated anti-oppression agency agenda acknowledges various vulnerable populations
- A focus on Black children and youth does not detract from a commitment to other important populations
- The deep crisis in the Black community warrants a focused intervention. It does not minimize the urgency of need of other populations
- An intersectional analysis ensures that the diverse nature and identity of the Black community is taken into account when providing culturally safe and responsive supports- gender, religion, language, ability, sexual orientation, income status, etc.
- Allyship across different groups within the agency can build a stronger more robust Anti-oppression agenda, reduce competition for scare organizational resources and build a truly integrated agenda

COVID Implications?

Resources?

CHALLENGE 03

Limited meaningful agency changes

- Develop cross-agency ABR team
- Build short term plan
- Circulate “Did you Know” key facts and figures about the target black youth population- get data from Youth\REX- to staff
- Develop lunch and learns with key Black community allies
- Designate time at staff meetings to share innovative ideas aut counselling approaches that have ABR centred

COVID Implications?

Resources?

CHALLENGE 04

Collective, shared responsibility for the ABR agenda -not just racialized staff

- ABR Performance indicators for all staff
- Fine-tune ABR Competencies to relate specifically to agency realities
- Identify senior ABR Champion (someone with agency power/influence) to encourage broader engagement and response
- Have allies seek out other allies (non-racialized)
- Invite colleagues from other agencies to share good news

COVID Implications?

Resources?