

# STRATEGIC PLAN 2023

The York Region Children's Aid Society strives to ensure the well-being of children, youth, and families by providing and advocating for equitable service delivery and outcomes for all in the region of York, while fostering an inclusive workplace culture.

Our strategic plan is built upon a foundation of the principles of Inclusion, Diversity, Equity, and Accessibility/Anti-Racism, and is aligned with the Truth and Reconciliation commitments to restore jurisdiction to First Nations, Métis, and Inuit communities. These tenets are embedded in the entire strategic plan, while also appearing in specific goals.

Progress in our strategic plan will be marked by increased well-being of all and a reduction in disproportionality and disparity experienced by First Nations, Métis, Inuit people, African Canadian people, and equity deserving communities.

## STRATEGIC DIRECTIONS & GOALS

### Children, Youth, Families and Communities

- Ensure equitable outcomes for the children, youth, and families we serve.
- Build connections and pathways to ensure a circle of care for children, youth, and families.
- Update our service models and programs to be culturally relevant to the diverse communities we serve, while working alongside community organizations to integrate services and programs directly into communities.

### Partnerships and the Service System

- Leading change for equitable community resources.
- Partner with community organizations and service providers to address common goals to support families.
- Collaborate with Indigenous service providers and Indigenous communities for guidance on the best way to serve Indigenous children, youth and families.
- Build respectful and effective relationships with equity deserving communities.
- Increase community awareness of the CAS role and programs and increase confidence and trust of CAS.

### Agency Development

- Ensure that staff have supports, knowledge, skills and tools to flourish in their roles and to provide equitable service to diverse communities.
- Diversify hiring and include lived experience.
- Strengthen and support data capacity and value for evidence-informed decision making.

### VISION

Every child and youth has a healthy future in a caring family, in supportive communities.

### MISSION

YRCAS collaborates with communities to provide and advance equitable and accessible supports to ensure the well-being of the diverse children, youth, and families of York Region.

### GUIDING VALUES

Accountable

Collaborative

Compassionate

Equitable

Innovative

Proactive



York Region  
Children's Aid Society  
Société d'aide à l'enfance  
de la région de York

