



# PART



Using Evidence to Promote Excellence in Child Welfare

# PART

## Annual General Report

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2022

## »» Our Purpose

PART's purpose is to promote the understanding and use of evidence-informed practice to ensure the best possible services and outcomes for children, youth and families receiving child welfare services.

## »» Our Vision

PART is a recognized international leader and collaborator in evidence-informed practice and knowledge translation to improve outcomes for children, youth and families receiving child welfare services.

## »» Our Mission

PART's mission is to increase the capacity of organizations and practitioners to utilize research to improve outcomes for children, youth, and families by:

- Identifying and translating the best level of evidence in user-friendly formats to disseminate to practitioners and agencies.
- Creating organizational and systemic learning environments in organizations, to promote critical thinking and ongoing use of evidence-informed practice and decision-making.



## »» Our Team

### STAFF:

**Sarah Head**, Ph.D. Candidate, M.Sc., Executive Director

**Auriole Fernandes**, Program Coordinator & Events Planner

**Carol Lopez-Ricote**, M.S.W., Research & Knowledge Translation Specialist

**Chantille Davis**, MSW, Research & Knowledge Translation Specialist

**Marianna Healey**, M.S.W., Research & Knowledge Translation Specialist

**Jay Zanutto**, M.A., Knowledge Translation & Resource Manager (as of 8/22)

### EXECUTIVE COMMITTEE:

**Gisèle Hébert**

Chair

**Arijana Haramincic**

Vice-Chair, Member at Large

**Rocco Gizzarelli** (Retired as of 7/22)

Treasurer, Grand River Zone

**Elaina Groves**

Treasurer, Northern Zone

**Janice Robinson**

Secretary, Grand River Zone

### BOARD OF DIRECTORS:

**Gisèle Hébert**

Chair

**Arijana Haramincic**

Vice-Chair, Member at Large

**Rocco Gizzarelli** (Retired as of 7/22)

Treasurer, Grand-River Zone

**Elaina Groves** (Treasurer as of 7/22)

Treasurer, Northern Zone

**Janice Robinson**

Secretary, Grand-River Zone

**(Vacant)**

Southwest Zone

**Vicky Lowrey** (Retired as of 6/22)

Central Zone

**Mary Beth Moellenkamp**

Central Zone

**Suzanne Elliott**

Eastern Zone

**Mark Kartusch** (Retired as of 8/22 )

Executive Leadership

**(Vacant)**

Representative

Executive Leadership

Representative



## » MESSAGE FROM THE CHAIR:

Another great year has passed at PART, I am honoured to be serving as the Chair of the Board and pleased to be an advocate for evidence-informed practice within the child welfare sector. PART has been a great addition to the child welfare sector for 14 years now, and I am excited to see how PART continues to evolve within our sector.

We would like to take this time to thank the Executive Directors and Senior Leadership of our member agencies who continue to value and encourage the use of EIP and research in practice and decision making. The past few years, our system and organizations have worked hard to manage new pressures and to adapt to this changing system. We have worked with countless organizations as they seek new ways of practice and develop more safe and equitable policies to protect children, youth, and families that we support. It is through this evidence informed practice and seeking new ways of practice that will push our system forward.

We would also like to highlight and thank all the practitioners and foster/resource workers at our member agencies who continue to support and engage with our services daily. It is very clear that the desire to offer the most effective services for the children, youth and families you support in your organizations is at the forefront of your service decisions. We are always thankful and proud to hear how EIP is being used in your practices. Please keep up the great work!

Lastly, the Board wanted to thank the PART staff- those who work tirelessly behind the scenes to help our sector progress. Thank you for working hard and being adaptable to the ever-changing child welfare field and thank you for listening to the sector's needs to ensure that research and knowledge is accessible to all levels of service across the country. We appreciate your dedication to ensuring best practices are met.

**Gisèle Hébert**  
**PART Chair**



## » MESSAGE FROM THE EXECUTIVE DIRECTOR:

We cannot believe how fast this fiscal year has gone by. We are honored to be working alongside all our member organizations in the child welfare system, and so thankful to be working in a system that values progress and growth. As you know, our organization is passionate about research and evidence-informed practice at both the individual and organizational level within the child welfare system. Each year as we reminisce about the services we offered, we are reminded how much this sector is growing as a whole and how far we have come with the integration of research and EIP into our service delivery. Whether we are working one-on-one with a new practitioner or sitting at a larger table with senior leaders across the country, we love the questions being asked about our policies and practices in this sector, and the research being brought forth as a way to strengthen our services.

I wanted to say a BIG thank you to our Board of Directors for your continued guidance and support. Your dedication to ensuring best services are met throughout the child welfare landscape in Canada is commendable, and we are looking forward to our continued journey into 2022.

Thank you to PART staff Auriole, Carol, Marianna, Chantille and Jay, for working so hard to prioritize the needs of our member agencies. The amount of work that our small and mighty organization does each year is remarkable. You are all leaders of evidence-informed practice, and I am proud of our contributions to the child welfare sector.

My last BIG thank you goes to our member agencies. Our membership drives PART and EIP forward in our sector, and without your dedication to continuous learning and professional development we would not be here today. Our members remind us daily of the commitment the sector has, to improve the wellbeing of the children, youth, and the families you support. The past few years have challenged our sector to work harder, with less resources at times. We, at PART, are consistently amazed by the work you do every day and want to acknowledge how critical you have been to the lives of so many during these two difficult years. Your devotion to prioritizing the needs of the children, youth and families is inspiring. We are grateful to work beside you and will continue to serve you as best as we can with your research and EIP needs.

**Sarah Head, Ph.D. Candidate, M.Sc.**  
**Executive Director**



# >> FINANCIAL STATEMENT

## PRACTICE AND RESEARCH TOGETHER ASSOCIATION

### Statement of Operations

Year Ended March 31, 2022

	2022	2021
Revenues:		
Membership fees	\$366,500	\$366,542
Donations, interest and other	9,831	\$1,198
	<hr/>	<hr/>
	\$376,331	\$367,740
Expenses:		
Salaries and benefits	294,481	299,749
Professional and consulting Fees	19,045	17,288
Office administration	17,428	24,416
Memberships and subscriptions	12,787	14,459
Training and development	862	536
Travel	516	2,472
	<hr/>	<hr/>
	\$345,119	\$358,920
EXCESS OF REVENUES OVER EXPENSES	31,212	8,820

A complete set of the financial statements, audited by Hogg, Shain & Scheck CPAs, is available on request.



# »» LOOKING BACK at 2021/2022

## Themes of 2021/2022

Each year, with the help of Link PARTners and stakeholders, PART selects three to four themes that our resources will focus on. Based on survey results, the themes of 2021/2022 were:

1. Practice Approaches in Child Welfare
2. Children/Youth Coping and Adjustment
3. Overrepresented Populations in Child Welfare

The majority of PARTicles and Webinars published in fiscal year 2021 fell into one of these theme categories.

## Strategic Plan 2020-2023

With the help of Proforem Inc. and Courage Group International, PART finalized our Strategic Plan for 2020-2023 in 2020. PART continues to find ways to operationalize our strategic plan and are excited to continue implementing changes to our organization to better support the PART community and the children, youth and families that are supported by the child welfare system.

## Governance and Bylaws

A review of PART Bylaws took place in 2021 to ensure that the organization and Board is running as intended. Some key changes to our bylaws include:

- 1) Board governance (how the Board is run, and who can be involved)
- 2) Membership base (expanding membership opportunities)
- 3) Updating to include ways to use technology

## PARTnerships 2021/2022

We welcomed Dnaagdawenmag Binnoojiiyag Child & Family Services as members of PART this fiscal year. We are pleased to see the desire to build a strong community of evidence-informed practice within the child welfare sector continue to grow across Canada.



## National Meetings and Presentations

PART focused on learning more about Ministries and organizations across Canada that may benefit from our services. In 2021, PART presented at the Directors of Child Welfare meeting to begin learning more about the research and EIP needs of each province and territory across Canada. PART is looking forward to exploring more of these opportunities in the next fiscal year.

## Focus on Recruiting Foster Parents, Resource Families and Kinship Families to our Resources

Foster parents and kinship families are invaluable resources to our child welfare organizations and system across the country. We have received feedback that many foster parents and kinship families find our resources and services very helpful to the support they offer children, youth, and families. In 2021/2022, focused some of our services to better involve foster families, resource families and kinship families. We saw a large increase in services such as webinars with this population.

## Research Projects

In 2021, PART was involved on several calls/round tables with different departments and projects out of the University of Windsor and McMaster University.

**Worker Experiences:** In 2021 we heard from multiple Senior Leaders within the sector that worker engagement, motivation and satisfaction has been an area of interest to learn more about in the research. We are currently engaged in a project with University of Windsor to explore multiple variables related to practitioners, to improve organizational and service outcomes.

**Parenting and Cannabis Use:** PART was asked to join two virtual stakeholder dialogues, bringing the Child Welfare Research lens to the McMaster Health Forum regarding upcoming projects on parenting and cannabis use. PART supported the development of an evidence brief that will be utilized across the province.

**JoyPOP:** PART is supporting several researchers from McMaster complete and submit a PHAC grant for work with the JoyPop app. This project includes both the voices of youth transitioning from care and former youth-in care. This project is a joint project with Child Welfare PAC and Youth in Care Canada. PART has also been involved in the dissemination of project results.

**Child Welfare PAC and CAFDN:** In 2021, PART supported a cross Canada literature scan of long-term outcomes of children and youth in care. As a country, at the provincial and territorial level, we need to do a better job at collecting standardized short and long-term





outcomes of children, youth and families utilizing services. This project highlighted gaps in our knowledge base.

## Community of Practice Meetings

PART held two community of Practice meetings in October 2021 with Link PARTners from our membership. This meeting highlighted new resources and upcoming events at PART, as well as introduced our Themes for 2022. PART staff lead participants through a discussion on Critically Appraising Research and highlighted some new research that has been done in the field (as well as how to use this research in practice). PART staff also did a presentation on Implementing PART at each agency, with some discussion around “Tips and Tricks” to better implement PART/EIP/Research at the organization, supervisory, and individual level (examples below for your reference).

<p><b>Organizational Strategies</b></p>  <p>Organizational strategies are aimed to bring awareness to PART and the importance of EIP at the organizational level. These strategies prepare the organization for a shift in their learning culture.</p>	<ul style="list-style-type: none"> <li>○ Form EIP Committee/Coalition</li> <li>○ Email Welcome Letter/Registration to all practitioners</li> <li>○ Disseminate Orientation Packages to all practitioners</li> <li>○ Disseminate Orientation Package to all foster caregivers</li> <li>○ Explicitly Include EIP in Organizational Mission/Vision, and Strategic Planning</li> <li>○ Intranet Promotion</li> <li>○ Create EIP Committee</li> <li>○ Announcements at Staff Meetings</li> <li>○ Embed Research Use into Organizational and Team Procedures/Practices             <ul style="list-style-type: none"> <li>○ Case conferences</li> <li>○ Professional Development and Learning Days</li> <li>○ Lunch and Learns</li> </ul> </li> </ul>	
	<p><b>Supervisor Strategies</b></p>  <p>Research has continuously highlighted the importance of Supervisors in the research use and EIP at an organization. It is important that supervisors buy into the use of EIP, as well as encourage colleagues to utilize PART, research and EIP in practice. Supervisors do not have to be experts in the area; however, they must be an advocate for research/EIP use</p>	<ul style="list-style-type: none"> <li>○ Introduction to PART Presentation for Supervisors</li> <li>○ Supervisor Email List to PART or to Link PARTner</li> <li>○ Embed Research Use and discussion of Professional Development and Learning at supervision meetings</li> <li>○ Embed into supervisory training programs             <ul style="list-style-type: none"> <li>○ Ensure supervisors engage with research/PART</li> </ul> </li> <li>○ Encourage Supervisors to create their own Team Strategies             <ul style="list-style-type: none"> <li>○ Example: watch a webinar with your team, ask a member of your team to bring a journal article to a team meeting, encourage the team to refer to research during complex cases “what does the research say about that?”</li> </ul> </li> </ul>
<p><b>Individual Strategies</b></p>  <p>At the individual level, you will see a large range of comfort and acceptance of research use and EIP. Below are some strategies to help the individual practitioner become more familiar and comfortable turning to PART, research and EIP during case decisions.</p>	<ul style="list-style-type: none"> <li>○ Plan a Practitioner Introduction Webinar to PART and EIP with PART Staff</li> <li>○ Plan and run a “lunch and learn” to watch a webinar as an agency (either live or archived)</li> <li>○ Use PART resources as continuous learning opportunities if you are RSW</li> <li>○ Block off 1 hour a week in your calendar at “Research Hours” where you scan current literature in the E-library or set weekly reminders in your calendar to visit the PART website and read a new PARTicle.</li> <li>○ Share articles that you find interesting with colleagues</li> <li>○ Attend webinars of interest (live and archived)</li> <li>○ Complete an EIP Map with information from a case of yours.</li> <li>○ Use the Ask a Researcher Resource to have PART Staff collate research for you on a specific topic.</li> </ul>	



## NEW AT PART: Resources

### Conference 2021: Children and Families First: Engaging the Voices of Children & Families in Child Welfare Research and Service Provision

This one-day conference highlighted recent child welfare research that has included the voices of children, youth, and families involved with the child welfare system. A specific focus was placed on populations whose voices have often been excluded from the literature. Speakers included:

1. Presenter: Marko Barrek-Tinaz (Past Youth in Care)
2. Presenter: Dr. June Paul  
*Title: Experiences and perceptions of support, health, and wellbeing among transgender and nonbinary former foster youth of color*
3. Presenters: Suzanne Robertson, MSW and Carey Sinclair (Knowledge Keeper)  
*Title: Indigenous mother's experiences of power and control in child welfare: Families being heard*
4. Presenters: Charlotte Akuoko-Barfi, Dr. Tearney McDermott, Dr. Henry Parada  
*Title: We Were in White Homes as Black Children*
5. Presenters: Dr. Daniel Keyser and Dr. Haksoon Ahn  
*Title: African American Parents' Voices in Early Childhood Mental Health and Child Welfare*
6. Large Group Discussion: *Engaging Voices of Children, Youth and Families in your Work*

We had over 150 practitioners from across the country participate in this conference and would like to thank all our membership agencies for promoting the conference at your organizations.

### Ask a Researcher-Archived

Our Ask a Researcher resource enables child welfare practitioners to request support from PART staff to interpret research findings, interpret literature and ask about specific areas of practice in the current literature. In 2021, created a space to highlight Ask a Researcher questions that have been asked by colleagues within our membership. The Archived - Ask a Researcher page highlights questions that your colleagues throughout Canada have asked PART and allows all of our members to read through these questions and better understand the topic pertaining to child welfare research. Please see our website for examples.

### Rapid Reports/Research Reviews

Based on suggestions from the membership, PART began to publish Rapid Report (or Research Reviews). This resource includes written reports that may not have a large enough literature base for a full PARTicle. These reviews are similar to PARTicles (in the fact they are answering research questions), however, they will be shorter, and more practice based. Please see our website for Research Reviews.



## Published PARTicles/Reports and Webinars in 2021/2022

### PARTicles/Reports

Month	Title of PARTicle
April 2021	Child & Youth Anxiety: Associated Factors and Interventions
May 2021	Youth Aging Out-of-out-of-home Care (OOHC) Educational Outcomes Post Secondary Experiences
June 2021	Racial Trauma: Supporting Black Children, Youth and Families
July 2021	Family Group Decision Making (FGDM): A Child Welfare Practice Model
August 2021	Research Report for Kin Week: Racial Equity and Strengths-based Practice
September 2021	Transitioning Out of Care
October 2021	Child Sexual Abuse (CSA)
November 2021	Black Boys Across the African Diaspora: Child Welfare Considerations and Practice Implications
January 2022	Vicarious Traumatization in Child Welfare: Part 1
February 2022	Vicarious Traumatization in Child Welfare: Part 2
March 2022	Child and Youth Identity Development in the Child Welfare Context

### Webinars

Date of Webinar	Title of Presentation
April 15, 2021	How are Male Youth Faring in Care, Especially Racialized Male Youth?
April 27, 2021	Start with PART
May 4, 2021	Screening for Economic Hardship for Child Welfare-involved Families During the COVID-19 Pandemic: A Rapid Partnership Response
May 25, 2021	Exploring Support for LGBTQ Youth Transitioning from Foster Care to Emerging Adulthood
June 8, 2021	Racial Disparities in Child Welfare in Ontario (Canada) and Training on Ethnocultural Diversity: An Innovative Mixed-methods Study
June 15, 2021	Inclusive Foster Care: How Foster Parents Support Cultural and Relational Connections for Indigenous Children
June 8, 2021	Racial Disparities in Child Welfare in Ontario (Canada) and Training on Ethnocultural Diversity: An Innovative Mixed-methods Study
June 15, 2021	Inclusive Foster Care: How Foster Parents Support Cultural and Relational Connections for Indigenous Children



September 14, 2021	Technology for Youth Mental Health
September 28, 2021	The SafeCare® Parenting Program: What is it? Does it work? Can it be helpful in my agency?
October 12, 2021	Disparities in Reunification across the United States: The Role of Systemic Maltreatment
October 26, 2021	Important Factors for Evidence-Based Implementation in Child Welfare Settings
November 5, 2021	We Were in White Homes as Black Children
November 5, 2021	PART - Engaging Voices of Children, Youth and Families in your Work
November 5, 2021	Introduction to the Day by Former Youth in Care: Marko Berrak-Tinaz
November 5, 2021	Indigenous Mother's Experiences of Power and Control in Child Welfare: Families Being Heard
November 5, 2021	Experiences and Perceptions of Support, Health, and Wellbeing among Transgender and Nonbinary Former Foster Youth of Color
November 5, 2021	African American Parents' Voices in Early Childhood Mental Health and Child Welfare
November 9, 2021	Collecting Mental Health Data from Child Welfare Involved Youth During Covid: Lesson Learned
November 23, 2021	Informal Mentoring among Foster Youth Entering Higher Education
December 9, 2021	Applying Maslow's Hierarchy of Needs to LGBT Foster Youth: Practice Implications for Child Welfare Professionals and those Working in Rural Settings
January 11, 2022	The Role of Organizational Culture: Connecting Learning and Risk Tolerance
January 25, 2022	Supervisor Support and Emotional Labor in the Context of Client Aggression
February 8, 2022	Socio-Ecological Predictors of Resilience in Youth with a History of Maltreatment
February 22, 2022	Comparing Outcomes of Children and Youth with Fetal Alcohol Spectrum Disorder (FASD) in the Child Welfare System to those in Other Living Situations in Canada: Results from the Canadian National FASD
March 15, 2022	Supporting Mental Health of Youth in Foster Care: Parental Monitoring and Positive Foster Caregiver Relationships
March 22, 2022	Examining Cross-Cultural Child Welfare Practice Through Simulation-Based Education

All these Resources can be found in our archives on the website at [www.partcanada.org](http://www.partcanada.org).



# MOVING FORWARD into 2022/2023

## Focus on Working with Members

PART is looking forward to agency visits in 2022/2023, as these have been halted in the past two years due to COVID. PART will be going on small trips to do in-person presentations and network with potential new members. PART will also focus on position-specific meetings and presentations (ex. Foster/Resource Workers, Students, Supervisors).

## Focus on System Collaboration

Families involved with the child welfare system often also are engaged with other public agencies and supports. Collaboration between and among agencies improves service delivery and the experiences of children and families who deal with multiple organizations to address child welfare and safety needs. Interagency collaborations are not only critical in the delivery of services, but also are key to ensuring the sustainable success of the children and families they serve. In 2022/2023, PART is committed to not only continuing to expand across child welfare agencies across Canada, but also with other systems that intertwine with child welfare.

## Focus on Resources and Products

PART will explore which products, resources and services that we offer are most beneficial to the members we support. PART will continue to adapt our resources to better support the ever-changing field of child welfare, and work to better understand other resources that our members may need. Please continue to inform PART staff about the ways in which practitioners and resource workers at your agencies prefer to learn and what you may find beneficial at your organization.

## Themes of 2022/2023

With the help of Link PARTners and stakeholders, PART selects three to four themes that our resources will focus on each year. Based on survey results, the themes of 2022/2023 will be:

1. Indigenous Research and Methodologies
2. Cross-system Collaboration
3. Program Development and Program Evaluation
4. Socioeconomic Status and the Intersection with Child Welfare

The majority of PARTicles and Webinars published in fiscal year 2022/2023 will fall into one of these theme categories. If new and exciting research is published outside of these areas, OR we receive feedback from the child welfare sector that a new topic would be of interest to practitioners, PART will make exceptions.



## Focus on Indigenous Ways of Knowing and Research

Historically research in many fields, including child welfare research, has failed to engage Indigenous peoples and organizations as primary stakeholders and beneficiaries to evidence from the research. Until recently, Indigenous community perspectives on research priorities, project development, and results were often ignored or marginal. In some cases, research proceeded without informed consent, results were interpreted with minimal context, and findings have often depicted Indigenous communities in a more deficit-based ways as opposed to strength based ways. This upcoming fiscal year, PART will continue to challenge colonial methods of research when it comes to the experiences and voices of Indigenous children, youth and families in research.

PART will also begin to highlight and explore similarities between Indigenous Research Methodologies and Evidence-informed Practice. Ways of knowing or learning that are outside of colonial approaches to science have often been regarded as ideological or inconclusive because methodologies do not fit within the positivist paradigm. PART will challenge the cognitive imperialism in institutions that has privileged Eurocentric or colonial methods above other types of knowledge acquisition.

## Focus on PART’s Commitment to Reconciliation

PART continues to identify ways to actively contribute to bringing Indigenous truths in Child Welfare Research and Practice.

PART as a platform to:	Action
help inform the child welfare sector about research in the field	Highlight research being done by Indigenous Scholars and organizations
ask questions, challenge status quo, and critically think about research and practice	Identify bias or impact of systemic racism in published research
share all types of knowledge	Acknowledge and promote the legitimacy of Indigenous methodologies
elevate voices	Use our platform to amplify voices representing marginalized communities, even if they challenge our own views





# MEMBER AGENCIES & LINK PARTNERS

## ONTARIO:

1. Children's Aid Society of Algoma – Krista Budau
2. Chatham-Kent Children's Services – Lori Weber & Ashley Parker
3. Family and Children's Services of Frontenac, Lennox, and Addington – Kaitlyn Green
4. Bruce Grey Child & Family Services – Cheryl Grant
5. Children's Aid Society of Haldimand and Norfolk – Kim Burns
6. Halton Children's Aid Society – Donna Miles
7. Catholic Children's Aid Society of Hamilton – Sabrina Palumbo
8. Highland Shores Children's Aid – Carrie West
9. Huron-Perth Children's Aid Society – Kendra Baker
10. Kunuwanimano Child & Family Services – Dawn Graham
11. Dnaagdawenmag Binnoojiiyag Child & Family Services – Chris Grol
12. Family & Children's Services of Lanark, Leeds & Grenville – Vickie Holmes, Tammy Green & Kitty Wittkie
13. Children's Aid Society of London & Middlesex – Colleen Innes
14. Valoris for Children & Adults of Prescott-Russell – Madeleine Lalonde & Sylvie Duchesne
15. Family & Children's Services Niagara – Sarah Milmine
16. Children's Aid Society of the Districts of Nipissing and Parry – Erin Truswell
17. Ontario Association of Children's Aid Societies – Emily Burns
18. Peel Children's Aid Society – Helen Doulos & Dylan Alton
19. Family and Children's Services County of Renfrew, City of Pembroke – Beckie Kenrick
20. Children's Aid Society of the Districts of Sudbury and Manitoulin – Julie Moore & Jennifer deHaan
21. North-Eastern Ontario Family & Children's Services – Tina Kerr-Hardy
22. Catholic Children's Aid Society of Toronto – Kate Schumaker & Tanya Morton

## MANITOBA:

23. Winnipeg Child and Family Services – Debbie Besant
24. General Authority of Manitoba – Del Bruneau

## NUNAVUT

25. Government of Nunavut – Soneni Burombo & Ronna Mariano

## BRITISH COLUMBIA:

26. Government of British Columbia – Alaina Hawken & Robin Mueller

## NORTHWEST TERRITORIES:

27. Government of Northwest Territories – Kailee Smith & Susan Fitzky





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