

FRAMEWORK FOR DEVELOPMENT, MONITORING AND EVALUATION OF SIX NATIONS SOCIAL SERVICE PROGRAMS

**The framework Social Services policy adopted by Council in 1994, with
minor revisions (to be discussed) following discussion with and input from
the Designation Committee
October 21, 2012**

Six Nations of the Grand River Territory
Framework for the Development, Monitoring and Evaluation of Six Nations Social
Service Programs

Values

The following section sets out the Haudenosaunee culture-based values upon which Six Nations' social services are developed, operated, monitored and evaluated.

- **harmony** - in our relationships with the earth, with each other, with the collective as a whole - is fostered in all dimensions of support work with community members;
- **equality** - of individuals and families is respected;
- **respect** - for each other, for traditions, for our elders, for the earth;
- consistently encourage and display **generosity, sharing, caring and reciprocity** in all relationships;
- **community and family** – clear and practical recognition of their central place;
- direct attention to the fullest possible development of each **individual**;
- **children** - be given due priority in the allocation of resources and the provision of support;
- **non-judgmental, non-punitive, cooperative** approaches to decision making that focus on **prevention** and **healing** through **collective consensus-building** be established.

Principles

The Values listed above are expressed in the following social service principles.

All program planning, design, policy development and subsequent operations shall adhere to these principles.

Any negotiations with external governments that are required to secure required funding to implement and operate social service programs will have the objective of maximizing recognition and acceptance of these principles, identifying required exemptions from inconsistent elements of applicable legislation and minimizing any modifications required to secure external designation and funding

1. The strength and well-being of our Nation rests in the strength and well-being of each of us individually, in extended families and clans, and in the strength and quality of our relationships with each other and with Mother Earth.
2. The first and fundamental obligation and resource for the nurturance, and protection of our children and for the provision of emotional, mental and material support and healing to adults and the elderly rests with and in each family - both immediate and extended, and clan.
3. When the need for support, assistance and healing exceeds the capacity of immediate, extended family members and clan, our community as a whole has an obligation to provide support through a range of Social Services relevant to identified community needs.
4. Social Services provided are *community specific*:
 - designed and delivered in a manner that addresses local needs;
 - fully consistent with and reinforce our culture-based values and our informal patterns of community sharing, caring, healing and cooperation;
 - incorporate traditional Haudenosaunee teachings and practices;
 - draw both guidance and practical assistance from those holding traditional and contemporary support obligations, and
 - reflect concern for the impact of present decisions on future generations.
5. Social Services are, in particular, provided in an *integrated, wholistic and family-focused manner*, the objectives of which are
 - *to help prevent the development of problems* whenever possible, and when problems have developed,
 - *to heal and to strengthen* individuals, families and the informal and the traditional systems of reciprocal support; and
 - to avoid the creation of dependency on the services provided.

6. Social Services are provided in a manner that is *least-intrusive, non-judgmental, non-adversarial and respectful* of the individual and family in need.
7. Social Services are provided by a *well-trained staff*, capable of assisting in a manner that is consistent with, works with and strengthens the informal and traditional patterns of community sharing, caring, healing and cooperation.
8. Social Services are *community determined* - designed and developed within the community by and in consultation with our members.
9. Social Services are *community based* - managed and delivered within the community.
10. Social Services are *community controlled* – i.e. provided under the authority and sanction of our government and fully accountable to our members.
11. The scope of Social Services include a program, mandated by our government to intervene in cases of child and youth abuse and neglect; but this mandate is undertaken in a manner consistent with Haudenosaunee values.
12. Social Service Programs are *thoroughly integrated and coordinated* with each other and with other community-based programs.

Mission Statement

The Six Nations of the Grand River Social Services Programs are obligated and dedicated to serving our Nation by providing such assistance as the community deems appropriate in a non-adversarial, cooperative manner which draws upon, supports and strengthens the family-based obligations and traditions of caring, sharing, mutual respect, healing and harmony that are rooted in and inseparable from our culture.

Framework Child and Family Services Policy

The operation of all social services programs, including child and youth protection, involves the development of an accountability structure, an organization of staff, detailed operational policies, procedures and standards and specific position descriptions. The following general policy, based on the values and principles set out above, serves as the “framework” for the development of required Child and Family Services Program operational policies, procedures and standards much as provincial or federal legislation (the Child and Family Services and related Acts) serves as the framework for the development of regulations and policy directives and agency-level operational policies and procedures:

1.0 As the future of our Nation, our children must be given priority. Our children have the right to a stable, consistent lifestyle, a right to their culture and heritage, and a right to know extended family, clan and language.

1.1 Six Nations recognizes that children and their families can sometimes experience difficulties that cannot be dealt with alone or with the support that can be provided by their extended family, clan or friends. Children may have special physical, emotional, mental, behavioural or developmental needs that call for special skills and other resources not available within the family or clan. Families may, for any number of reasons, lack some of the basic abilities and resources needed to ensure an adequate level of care and a normal process of development for their children.

1.2 Six Nations will therefore ensure that the changing pattern of such needs in the community is monitored so that appropriate programs of service can be developed and made available to assist children and their families when they are unable to deal adequately with their difficulties.

2.0 The Six Nations' Child and Family Support Program or Programs shall offer specific assistance as required in the general areas of:

2.1 Community Support - assistance, ranging from, but not limited to, workshops to support group development to youth recreation - that is made available to all interested members of the community - activities that are directed to the general goal of supporting and strengthening family functioning.

2.2 Family Support and Development - assistance, ranging from, but not limited to, the assessment of specific problems, through counselling and skills training to the provision and support of alternate and customary care arrangements or referral to other services - that is made available to particular children and families determined to be in need, and is specifically designed and directed to the resolution of the range of presenting problems identified.

- 2.3 Treatment - assistance ranging from, but not limited to, the assessment of specific problems to therapeutic counselling to the provision of psychological or psychiatric treatment - assistance that is made available to children and their family members who are experiencing psychiatric disorders or severe socio-emotional behavioural problems.
- 3.0 Consistent with the Social Services Mission Statement, child and family Support shall be provided in a family-focused, integrated and wholistic manner. Further, it will be consistent with, will work with and will reinforce the informal and traditional patterns of sharing, caring and healing in the extended family and community, that is least-intrusive, non-judgmental and respectful of the individual and family in need, and that supports the healing and strengthening of individuals and families while avoiding the creation of dependencies.
- 4.0 All persons living on reserve who are assessed as in need shall be provided with the appropriate family and developmental support and treatment available. Six Nation members and relatives living off reserve and requesting support will be assisted within the limits determined by arrangements and agreements negotiated with external authorities.
- 5.0 The Child and Family Support Program or Programs shall give priority in hiring to those with formal education and training appropriate to the assistance provided, the equivalent in experience and/or an evident desire and capacity to learn, who are Six Nation members or members of other First Nations, and who, in thought and action, have demonstrated a clear appreciation of the fundamental values of our culture and of the practical application of the principles informing this policy. Every effort will be made to attract and encourage persons occupying traditional roles to apply for positions within the Program(s).
- 6.0 The Child and Family Support Program or Programs shall ensure that its work with individuals and families is fully coordinated with and does not duplicate the work of related Six Nations' social and health services that may be accessed by its clients - through the establishment of protocols.
- 6.1 The Program(s) shall also negotiate protocols with any external agencies with which it has regular contact in respect to the delivery of services to members resident on or off reserve.
- 6.2 Such protocols shall be consistent with Six Nations' service principles, shall be approved by the Human Services Committee and shall clearly define and govern such matters as referral, communication, information sharing, confidentiality, case conferencing and review, service availability, service planning, role and involvement of Six Nations staff in external service provision to members, membership/participation on Boards and the role of the Six Nations' Band Representative(s).
- 7.0 Six Nations recognizes that situations can arise in which support is required, but in which a family and/or child refuses the assistance offered on a preventive, voluntary basis.

- 7.1 It is appropriate to intervene in such situations - as a last resort - to ensure the well-being of the children involved; including the involuntary removal of a child from a home to a place of safety as an interim, emergency measure.
- 7.2 Circumstances under which such protective intervention is required are those in which are specified under provincial legislation (see appendix 1) or determined by Six Nations.
- 8.0 Notwithstanding the ultimate goal is to resume full control of child and family services, including the role of provincial family court, Six Nations shall, pending other constitutional and legislative changes, negotiate a mandate for the protection function under Part 10 of the Child and Family Services Act with the Ontario Government (seeking such exemptions and acceptance of alternative policies and procedures where necessary to ensure culturally appropriate delivery) and re-assume responsibility for delivery of the full range of child and family services – including the mandated protection services and any other services provided for under provincial legislation in addition to the family support services currently in place. In addition:
- 8.1 The Program shall design and implement an internal, alternative dispute resolution process on the understanding that final appeal to provincial family court will remain available.
- 8.2 This alternative dispute resolution process will ensure that a cooperative, non-punitive, non-adversarial support relationship is fostered in contentious situations, that agreement is encouraged respecting a plan of support and/or alternative (customary) care, and that the parties have an equitable and effective process of internal appeal if agreement is not reached.
- 8.3 The Six Nations' process of dispute resolution/consensus-building shall involve, at minimum:
- i. The staff of the Child and Family Services Program or Programs will, at all times, make every effort to work effectively with children and families experiencing difficulties on a preventative, voluntary family support basis, enlisting the assistance of members of the extended family and clan where and whenever possible in the development of an agreement on and implementation of a service plan.
 - ii. In cases in which a cooperative service relationship cannot be established at the staff level, with the agreement of the family involved, the Program shall engage the support of designated community mediators to assist in their efforts to achieve consensus with a family and/or a child regarding the development and implementation of an appropriate service plan.
 - iii. Consideration will be given to establishing a third, community level of (voluntary) alternative dispute resolution to address cases in which a cooperative service relationship cannot be established at the staff or mediator levels, before seeking resolution in the Ontario Family Court.

Customary Care

Part 10, section 208 of the Child and Family Services Act recognizes the concept of "customary care" as the "care and supervision of an Indian or native child by a person who is not the child's parent, *according to the custom of the child's band or native community*". Further, section 212 allows that, "where a band or native community *declares* that an Indian or native child is being cared for under customary care, a society or [protection designated] agency may grant a subsidy to the person caring for the child".

Following the framework policy outlined above, all Six Nations' children and youth who:

1. have come to the attention of the Six Nations' Child and Family Service Program or Programs as a result of a concern about the adequacy of their care and/or about their safety (as defined in section 7.2), and
2. have, as a result of investigation and assessment, subsequently become the subject of an agreed plan of service and care (through staff effort, mediation or court order) that has been submitted to and approved by Council, or a by a body delegated by Council as a customary care arrangement,

are considered to be receiving care according to the custom of Six Nations of the Grand River.

While such plans may involve agreement that alternative care is required, they may also involve agreement on a specified period of supervision (with counselling, skills training, homemaker placement and/or other appropriate plan components) while the child remains in their own home - where such action is considered sufficient to ensure that the child will have their needs met adequately and will be kept safe from harm.

Appendix 1

CFSA Definition of Child in Need of Protection

Section 37

Child in need of protection

- (2) A child is in need of protection where,
- (a) the child has suffered physical harm, inflicted by the person having charge of the child or caused by or resulting from that person's,
 - (i) failure to adequately care for, provide for, supervise or protect the child, or
 - (ii) pattern of neglect in caring for, providing for, supervising or protecting the child;
 - (b) there is a risk that the child is likely to suffer physical harm inflicted by the person having charge of the child or caused by or resulting from that person's,
 - (i) failure to adequately care for, provide for, supervise or protect the child, or
 - (ii) pattern of neglect in caring for, providing for, supervising or protecting the child;
 - (c) the child has been sexually molested or sexually exploited, by the person having charge of the child or by another person where the person having charge of the child knows or should know of the possibility of sexual molestation or sexual exploitation and fails to protect the child;
 - (d) there is a risk that the child is likely to be sexually molested or sexually exploited as described in clause (c);
 - (e) the child requires medical treatment to cure, prevent or alleviate physical harm or suffering and the child's parent or the person having charge of the child does not provide, or refuses or is unavailable or unable to consent to, the treatment;
 - (f) the child has suffered emotional harm, demonstrated by serious,
 - (i) anxiety,
 - (ii) depression,
 - (iii) withdrawal,
 - (iv) self-destructive or aggressive behaviour, or
 - (v) delayed development,and there are reasonable grounds to believe that the emotional harm suffered by the child results from the actions, failure to act or pattern of neglect on the part of the child's parent or the person having charge of the child;
 - (f.1) the child has suffered emotional harm of the kind described in subclause (f) (i), (ii), (iii), (iv) or (v) and the child's parent or the person having charge of the child does not provide, or refuses or is unavailable or unable to consent to, services or treatment to remedy or alleviate the harm;

- (g) there is a risk that the child is likely to suffer emotional harm of the kind described in subclause (f) (i), (ii), (iii), (iv) or (v) resulting from the actions, failure to act or pattern of neglect on the part of the child's parent or the person having charge of the child;
- (g.1) there is a risk that the child is likely to suffer emotional harm of the kind described in subclause (f) (i), (ii), (iii), (iv) or (v) and that the child's parent or the person having charge of the child does not provide, or refuses or is unavailable or unable to consent to, services or treatment to prevent the harm;
- (h) the child suffers from a mental, emotional or developmental condition that, if not remedied, could seriously impair the child's development and the child's parent or the person having charge of the child does not provide, or refuses or is unavailable or unable to consent to, treatment to remedy or alleviate the condition;
- (i) the child has been abandoned, the child's parent has died or is unavailable to exercise his or her custodial rights over the child and has not made adequate provision for the child's care and custody, or the child is in a residential placement and the parent refuses or is unable or unwilling to resume the child's care and custody;
- (j) the child is less than twelve years old and has killed or seriously injured another person or caused serious damage to another person's property, services or treatment are necessary to prevent a recurrence and the child's parent or the person having charge of the child does not provide, or refuses or is unavailable or unable to consent to, those services or treatment;
- (k) the child is less than twelve years old and has on more than one occasion injured another person or caused loss or damage to another person's property, with the encouragement of the person having charge of the child or because of that person's failure or inability to supervise the child adequately; or
- (l) the child's parent is unable to care for the child and the child is brought before the court with the parent's consent and, where the child is twelve years of age or older, with the child's consent, to be dealt with under this Part.