



**Ontario Association of Young Parent Agencies**

*serving infants, children and young parents - together*

**l'Association Ontarienne des Agences pour Jeunes Parents**

*servir nourrissons, enfants et jeunes parents - ensemble*

## NOVEMBER 2024

### AT A GLANCE

- **Women Abuse Prevention Month**
- **Annual General Meeting**
- **OAYPA Strategic Plan**
- **OAYPA Policy Paper**
- **OAYPA Social Media**
- **Canadian Nonprofit Sector Salary and Benefits Study**
- **Resources**
- **Significant Dates**
- **Professional Development**

## Women Abuse Prevention Month



**November marks Woman Abuse Prevention Month and the launch of the 12th Annual Wrapped in Courage Campaign!**

Across Ontario, communities are coming together to support this year's Wrapped in Courage Campaign throughout November under the theme "***Threads of Action to End Gender-Based Violence***". We hold the threads to weave us towards awareness and safety for survivors because change is created.

Organizations across Ontario are asking community members to wear a purple scarf to show their support for survivors of gender-based violence. ***Wrapped in Courage*** provides opportunities throughout November and the 16 Days of Activism to End Gender Based Violence to take action in support of survivors and organizations supporting them, including flag raising events and community

proclamations declaring November 25<sup>th</sup> as the International Day for the Elimination of Violence Against Women.

Purple scarves and flags are symbols of the courage needed by communities in supporting survivors of violence, ending the epidemic of gender-based violence and femicide across Ontario.

Get your Wrapped in Courage scarf today, because when woven together, even a simple thread of action to end gender-based violence can make a difference in the lives of survivors of violence and their children across Ontario.

#### **Additional Information:**

Purchase a Wrapped in Courage Scarf:

[bit.ly/WICScarf](https://bit.ly/WICScarf)

Find a Wrapped in Courage Event in your Community:

[wrappedincourage.ca/localevents](https://wrappedincourage.ca/localevents)

Learn more about the Wrapped in Courage Campaign:

[www.wrappedincourage.ca](https://www.wrappedincourage.ca)

Find Support and Services:

[www.mulberryfinder.ca](https://www.mulberryfinder.ca)

#### **Support the Campaign!**

Follow us on Facebook: [wrappedincourage](https://www.facebook.com/wrappedincourage)

Follow us on X: [wrappdincourage](https://twitter.com/wrappedincourage)

Follow us on Instagram: [wrappedincourage](https://www.instagram.com/wrappedincourage)

## Member Update

### **Annual Member Meeting**

It was so great to see so many of you in person and online for our Annual Member Meeting on October 3<sup>rd</sup>, 2024. Please find AGM meeting minutes [here](#) and member meeting minutes [here](#).

### **OAYPA Strategic Plan**

As discussed during our Oct 3<sup>rd</sup> member meeting, now that our [2024-27 Strategic Plan](#) is finalized, we hope that **you will take the time to present this plan to your Board of Directors at an upcoming board meeting**. This will provide an opportunity to discuss how the goals of OAYPA complement and support the goals of your organization. To support these discussions, we will be circulating a [PowerPoint deck](#) that you can modify to suit your needs. If you would like any support or additional information in presenting this, please don't hesitate to reach out to Bev ([bmackillop@abionacentre.ca](mailto:bmackillop@abionacentre.ca)). We look forward to working closely with you and your agency to bring OAYPA's strategic vision to life. Thank you for your ongoing commitment to our shared mission.

### **OAYPA Policy Paper**

Thank you to everyone who provided feedback on the system-level recommendations outlined in our policy paper. The team at Wilfred Laurier University is now finalizing and it will be circulated once complete.

### OAYPA Social Media

Exciting Update! We're rolling out regular posts about OAYPA and the programs and services available at our agencies. You can find us on X, Instagram, LinkedIn, and Facebook! Help us spread the word—follow, like, share, retweet, and subscribe to our channels!

**LinkedIn:** [Ontario Association of Young Parent Agencies \(OAYPA\)](#)

**Instagram:** [@OAYPA](#)

**Facebook:** [Ontario Association of Young Parent Agencies](#)

**X:** [@TheOntarioAsso1](#)

🌟 **Special Feature:** We'll highlight an **Agency of the Month** on the first of every month! 🌟

## WHAT'S NEW

### Canadian Nonprofit Sector Salary and Benefits Study

The 2024 edition of the Canadian Nonprofit Sector Salary and Benefits Study is the ninth study in a series that began in 2011. Among the most comprehensive of its kind, this study focuses exclusively on Canadian nonprofits and charities, collecting compensation and profile data for six staff levels. A total of 1,293 completed surveys representing 14,161 employees were received within the survey period (April 2024). The study was carried out by The Portage Group Inc., a full-service management consulting firm that specializes in providing market research and information-based organizational and strategic planning for nonprofit organizations. Access your copy of the Executive Summary [here](#). Access the Salary Data Dashboard [here](#).

## Resources



### Canadian Centre for Diversity and Inclusion



[CCDI Toolkit: Inclusive hiring practices: Toolkit for transforming hiring practices to attract and retain diverse talent](#). This toolkit includes a wide range of resources and best practices for every stage of the hiring process, from the point of candidate interest to the final hiring decision. It also provides tips for

overcoming unconscious bias, creating inclusive job descriptions, and improving candidate outreach.

### **We Matter: Keepers of the Fire Collective Healing Guide**

[We Matter](#) has recently published a living document that embodies reciprocity, compassion, and lifelong learning. The resource reflects the wisdom of the Elders and Knowledge Keepers, and is designed to inspire and empower communities, and their kinship. This is also an awareness and advocacy guide which similarly addresses the need for improved supports and services for Indigenous youth, including 2SLGBTQIA+ young people. The guide can be used as a learning tool to assist Indigenous youth, as well as by others who want to learn how to better foster collective healing within their communities.

### **Ontario Nonprofit Network (ONN)**

ONN [launched new sector-wide data](#) from their annual survey. This year's data reveals that the nonprofit sector is experiencing stagnant and declining financial resources amidst climbing demand. Year-over-year, many of the issues remain the same: financial resources are unstable, volunteers are not returning to the sector post-pandemic, it's harder to recruit and retain talented staff, to name a few. Despite these disheartening realities, the nonprofit sector is hopeful and creative while trying to serve their communities across Ontario. It is possible to change the reported realities and improve the future trajectory of the nonprofit sector. Access this [policy report](#) for ONN's full recommendations for government, our sector, and the public.

### **Renters Bill of Rights blueprint still needs work**

The federal government has released their long-awaited [Blueprint for "Renters Bill of Rights"](#), a document meant to help tackle Canada's housing affordability crisis by establishing national standards that protect housing stability and affordability for renters across the country. Some of the key elements for the right to adequate housing the blueprint lays out include affordable housing, accessible housing, and culturally adequate housing. Though the blueprint is a good start, it still needs to ensure these standards are adopted by providing strong incentives, direction and accountability mechanisms. The [Canadian Centre for Housing Rights](#) conducted a consultation with renter communities and has put forth their own recommendations for the policy. As the housing crisis worsens and rents continue to skyrocket, it is more important than ever for our governments to have strong policies that centre housing as a human right.

## Significant Dates



Nov 17 - Nov 24 [Anti-Bullying Awareness and Prevention Week](#)

Nov 20 [National Child Day](#)

Nov 25 [International Day for the Elimination of Violence against Women | UNESCO.](#)

Nov 25 – Dec 10 [16 Days of Activism Against Gender-based Violence](#)

# Professional Development

## **Carters Annual Charity & Not-for-Profit Law Webinar™**

Carters is pleased to announce that the [2024 Carters Annual Charity & Not-for-Profit Law Webinar™](#) will continue to be held virtually this year, by popular demand, on Thursday, November 14, 2024. The webinar is designed to assist charities and nonprofits in understanding developing trends in law in order to reduce exposure to legal liability.

## **SafeGuards Trauma-Informed Training**

SafeGuards is a unique collaborative partnership dedicated to providing culturally informed knowledge exchange to address trauma and safeguard vulnerable children, youth, adults and families from abuse. OAYYPA is a member of SafeGuards with two of our members on the SafeGuards Board of Directors, Pete Embleton and Tamar Meyer. **Staff from our member agencies are entitled to a 10% discount** on all course prices. **Group Registrations:** Save an additional 20% off individual member fee with group registration of 4 or more participants. Download the group registration form [here](#). For more information and to browse their list of courses, click [here](#). The following Nov/Dec courses may be of particular interest to you.

## **Women of the Shining Light: Indigenous Mothers, Substance Misuse, Child Welfare, and the Sacred Teachings**

Trainer: Cyndy Baskin, Ph.D.

November 7, 14 & 21, 2024, 1:00pm – 4:00pm ET [Register here](#)

In this training, participants will come to understand why Indigenous women the most marginalized people in Canada are, and how this affects them and their children, how collaborative relationships are key, and how supports for them need to be updated to meet their needs.

## **Creating a Circle of Compassion: A Holistic Approach to Support Traumatized Students**

Trainer: Anne Martin, BA, MA

November 20 & 21, 2024, 12:30pm-3:30pm ET [Register here](#)

This training will discuss the physiological impact of trauma on human development, and provide a framework to address the child's physical, emotional, relational and educational needs. As well, we will discuss how to create a structure for meetings with families, board personnel, and mental health practitioners to foster collaboration and a clear understanding of how to support each child.

## **Fostering Inclusion – Support for 2SLGBTQ+ Youth in Out-of-Home Care**

Trainer: Lorraine Gale, MSW, RSW and Zayd

November 28 & 29, 2024, 12:30pm-3:30pm ET [Register here](#)

In this training, participants will learn to create safe(r), inclusive spaces; engage 2SLGBTQ+ young people; and integrate evidence-informed and strength-based strategies to support their identities and

ability to thrive.

### **Promoting Wellness in Staff Teams: Conversations for Leaders**

Trainer: Joanne Barnes Smith MSW, RSW

December 10, 2024, 1:00pm – 4:00pm ET [Register here](#)

This training links content on leadership styles, models of supervision and self-care and wellness for deeper dive into the promotion and sustainability of positive mental health wellness among leaders and staff teams.

### **Treating Trauma and Concurrent Substance Use in Adolescents**

Trainer: Stephanie Rabenstein, M.Sc., RMFT, RP

December 11 & 12, 2024, 1:00pm – 4:00pm ET [Register here](#)

This interactive workshop will provide guiding principles, up-to-date information and intervention strategies to address the challenges for clinicians who are working with complex presentations in a variety of settings including outpatient, residential, in-home, schools and walk-in clinics.

### **Charity Village**

**Charity Village eLearning** is a series of self-paced, web-based courses offering practical, high-quality training in the fundamentals. With access to an extensive selection of online courses, you can pick and choose the ones that align with your goals. There is a moderate fee for each course. For more information and to browse their courses, click [here](#).

### **Fundraising Basics for Nonprofits: How to Make Your Grant Search More Effective**

January 23, 2025 – 1:00 pm – 2:00 pm Free: Register [Here](#)

For staff and volunteers who are **new to fundraising**, finding grants to fund your initiatives can be challenging, particularly for small organizations lacking a grant writer. This webinar is designed to guide organizations unfamiliar with the grant application process. In our session, we'll explore strategies that will help you find grant programs that will maximize your grant writing success.

#### **Learning Objectives:**

After attending the session, participants will be able to:

- Better understand the grant writing process.
- Interpret eligibility criteria of funders.
- Find the appropriate funding opportunities that are right for your nonprofit.
- Reduce research time identifying grants.

### **SickKids Education Sessions**

Below are the confirmed dates and topics for the 2024-2025 academic year. *Registration links and session details will be forwarded as they become available.*

TOPIC	PRESENTER	DATE	TIME
Providing Affirming Care for Gender Diverse Children and Youth – Register <a href="#">here</a>	Cathy Maser, NP	Nov 5, 2024	1:00 – 2:30 pm EST
Personality Disorder (Register <a href="#">here</a> )	Dr. Susan Dundas	Nov 19, 2024	1:00 – 2:30 pm EST
CBT/DBT and Teaching Validation Skills for Parents and Clients	Janine Lawford, SW	Dec 3, 2024	1:00 – 2:30 pm EST
ADHD	Dr. Marina Moharib	Dec 17, 2024	1:00 – 2:30 pm EST
Youth in Conflict with the Law	Dr. Jenn Felsher	Jan 14, 2025	1:00 – 2:30 pm EST
FASD	Dr. Cecilia Marino	Jan 28, 2025	1:00 – 2:30 pm EST
Youth and the Opioid Crisis	Dr. Tea Rosic	Feb 11, 2025	1:00 – 2:30 pm EST
Pharmacology	Dr. Cecilia Marino	Feb 25, 2025	1:00 – 2:30 pm EST
Trauma Part 1	Dr. Susan Dundas & Janine Lawford, SW	March 25, 2025	1:00 – 2:30 pm EST
Trauma Part 2	Dr. Susan Dundas & Janine Lawford, SW	April 1, 2025	1:00 – 2:30 pm EST
Supporting Indigenous Youth Accessing Care Part 1	Dr. Deb Denard	April 15, 2025	1:00 – 2:30 pm EST
Creating Safer Spaces for 2SLGBTQ+ Clients and Families	Cathy Maser, NP	June 10, 2025	1:00 – 2:30 pm EST