Parents of Black Children

Parents of Black Children

Strategic Plan

2022 – 2025

@PoBCAdvocate
www.parentsofblackchildren.org
info@parentsofblackchildren.org

5000 Yonge Street, Suite 1901
Toronto, ON M2N 7E9

1 (833) PoBC CAN (762 2226)

Table of Contents

About Parents of Black Children	3
Introduction	4
Guiding Principles	5
Strategic Pillars	6
Commitments in support of Strategic Pillars	10
Operational Plan	11
Conclusion	12

About Parents of Black Children

Our focus is intentional, to eliminate anti-Black racism and de-colonize the education system. We are rooted in the truth that education is a human right and Black children deserve access to an equitable and **PEACEFUL** educational experience.

Parents of Black Children (PoBC) is a community-based, Black-led organization. We support families across Canada and the United States, with a focus in the province of Ontario.

PoBC was formed in 2019 to be the collective voice for parents of Black children and to provide advocacy and systems navigation support to families as they engage with the education and adjacent systems such as the child welfare and justice systems harming our children.

Our focus is intentional, to eliminate anti-Black racism and de-colonize the education system. We are rooted in the truth that education is a human right and Black children deserve access to an equitable and PEACEFUL educational experience.

Goals

- Advocate for and support families of Black children
- Be the collective voice for all parents of Black children
- Decolonize and dismantle racist structures that impact and create barriers for Black children
- Build the capacity of parents of Black children to advocate for change within the education and connected systems
- Open continued and transparent dialogue with schools and connected systems
- Hold school boards accountable for addressing and eliminating anti-Black racism within their facilities
- Create transformational change for Black children within the education and adjacent systems

Introduction

PoBC staff and executive members participated in consultations to address varying areas that were then incorporated into strategic planning sessions. Stakeholder feedback was also solicited and incorporated into the Strategic Plan.

This three-year Strategic Plan seeks to:

- Deepen PoBc's accountability and governance structures
- Build an operational plan that best employs PoBC staff talent and resources
- Position PoBC to grow its work and mandate
- Support PoBC's financially and operationally sustainable future
- Take account of the changing social, economic and political landscap

Strategic Direction

Our strategy is to build a network for parents of Black children to advance the issues and concerns of Black families.

This report is organized utilizing strategic pillars as foundational to the Strategic Plan for the next three years. This report is an abridged version of our full Strategic Plan.

Strategic Pillars

1. Advocacy & Transformational Change
2. Systems Navigation
3. Knowledge Transfer and Exchange

Vision

Our vision is to create an equitable and peaceful educational experience for Black students, free from oppression and anti-Black racism.

Mission

Our mission is to fight for the elimination of anti-Black racism in all systems through transformational change, advocacy, and accountability.

Guiding Principles

Analyzing Power

Through the analysis of institutional power, PoBC commits to identifying and unpacking the systems of oppression that impact our children within the education system. As well, we acknowledge that like other institutions, schools have evolved within a historical context of white supremacy, colonialism and anti-Black racism. These have all been woven into the fabric of education policies and practices, leading to the creation of long-standing disproportionalities and disparities for students of African descent.

Transparency and Accountability

We commit to operating in a fully transparent manner and to being accountable to Black parents. As such, PoBC commits to providing community members with detailed information about our organization, including its leadership, processes and outcomes.

Active Listening

We commit to making space to listen and solicit feedback from all members, including parents and students of African descent. We commit to prioritizing and listening to the stories of our Black parents and children, elders, LBGTQ2S+ individuals and members of religious minority groups, as told by them. We welcome White or other racialized parents of Black children and will support them through their concerns but ask that they recognize the privilege they carry as non-Black parents.

Appreciation and Gratitude

We will show appreciation and gratitude for the whole of each other's personhood. We commit to respecting and nurturing all intersections of Blackness that make up each member. We will resist arrogance and judgment, be willing to share weaknesses, challenge each other, and celebrate each other often. We will work together with one goal and do all that is in the best interest of our Black children, putting aside our own egos and personal ambitions for the liberation of our future – our children.

Strategic Recommendations 2022-2025

Strategic Pillar One: Advocacy & Transformational Change

It's been three years since the launch of PoBC, which has become a well-formed advocacy group that seeks to transform the education and adjacent systems. Our approach over the next three years is rooted in the creation of transformational change which will occur from our consistent advocacy efforts at the provincial and federal levels of government. The transformational change we seek rests in the disruption, destruction, and reconstruction of colonial systems built on anti-Black racism. By building on the strength of our team, nurturing leadership, and leveraging our key role in advocacy, we will be able to achieve our strategic objectives.

1.1

ACTION 1.1: Champion and advocate for systems-level change.
We work to champion and advocate for systems-level change, in that it stems from a shared vision and purpose for the organization. We are strong as an organization because we draw together all key government and community stakeholders, and we are responsive, as our work is informed by the individuals we serve. We are constantly working to enact transformation through our initiatives and services. Our organization is clearly acknowledged as a leader in pushing forward system-level changes to the education and adjacent systems.
Over the next three years, we will expand our systems-level reform activities through the cultivation of our government and funder relations. This work will be focused and targeted to make much needed changes in policies and legislation in the education and adjacent systems.

1.2

ACTION 1.2: Develop a Centre for Excellence in Research and Data Analysis.
Our role as a leader in this space underpins our drive to communicate and interact with openness, transparency, and consistency with communities, government, and society at large. To create system reform, we aim to ground our work in the development of concrete research and best practices. Therefore, we will create a Centre for Excellence in Research and Data Analysis to support the creation of new data that will be used to inform system reform and policy and legislative changes.

Over the next few years, PoBC will convene larger systems tables composed of key community, education, child welfare, and justice stakeholders and leaders to ensure knowledge transfer of critical research and data. PoBC will develop a unifying initiative rooted in the distinctive character of the organization and offer innovation and leadership in the collection of vital research needed for transformation.

To succeed, we must first get to know the real issues in a concrete way. By developing our own smart data analysis, we can create a roadmap that will be essential to the realization of system-level reform. To that end, we will use tools and technologies that will help us improve our advocacy and change efforts. This initiative will aim to consolidate a "place for data" that will be accessible to stakeholders, government and community. In addition, the Centre for Excellence in Research and Data Analysis will act to provide regular updates to community stakeholders on research trends and advocacy efforts.

1.3

ACTION 1.3: Create Regional Black Parent Councils nationwide.

Over the next three years, we aim to develop and create Regional Black Parent Councils nationwide to collectivize the Black parent voice. These Regional Black Parent Councils will act as a formalized mechanism to transfer critical knowledge and information to Black parents nationwide. We will hold workshops and events within these councils to help Black parents successfully advocate for their children. These workshops will cover topics that disproportionately impact Black students and lead to disparities in educational outcomes. We will also use the Regional Black Parent Councils as a vehicle to provide information to Black parents about Afrocentric educational resources.

Strategic Pillar 2: Systems Navigation

Our goal is to expand our reach nationally and eventually internationally. In the next three years, PoBC intends to make specific gains in the areas of, understanding, supporting, and developing our network of systems navigators. To maintain its unique role, PoBC will continue to strategically align and expand its resources to ensure that it fulfills this mission. This is particularly important as systems navigation is at the heart of the services we provide and the need for support continues to see unprecedented growth.

2.1

ACTION 2.1: Expand, operate and maintain a supportive network of Systems Navigators for a nation-wide, coordinated support network.

With continued passion and determination, PoBC will continue to make dismantling anti-Black racism within systems a top priority. Over the next three years, PoBC will expand its ability to meet with more community stakeholders to build out and refine the pathway, systems, tools, and processes to ensure continuous system change.

The exponential demand for our systems navigation services has amplified the need for more comprehensive and integrated services. While an increasing number of Black parents can now easily access System Navigators, we need a new strategy for the expansion and integration of a unified national service delivery model. Over the three years, we will implement an expanded and integrated nationwide service delivery model that is inclusive and accessible and will have a wide reach and amplified impact.

2.2

ACTION 2.2: Advance and support mental health and wellness for Black families.
Mental health for Black communities is a key component that has been largely left unaddressed in the education and adjacent systems. We believe that true transformation cannot be attained without changes in the provision of mental health care within the education and other adjacent systems.

While PoBC currently offers limited mental health interventions, more expanded and customized services are needed due to the complexity of issues and concerns, as identified through systems navigation. In the future, PoBC can address and support the need for mental health services within the context of the educational system.

Over the next three years, PoBC will develop an Aunties & Uncles program that will assist families with respite services grounded in Afrocentric values. This on-the-ground community care program will help support families, with the goal of improving emotional well-being.

In addition, PoBC will engage in a targeted strategy to advocate for appropriate and comprehensive culturally responsive mental health services for Black families in the education and adjacent systems.

2.3

ACTION 2.3: Support systems navigation and advocacy for families involved in the child welfare system.

Over the next three years, we will introduce a Systems Navigator specifically for families involved with the child welfare system. Through our current work, we have identified a need for this customized role. The Child Welfare Systems navigator will meet with learning and training development teams in the child welfare sector across the province and provide them with information about how Black children in the child welfare system are impacted by other systems such as education and criminal justice. The Child Welfare Systems Navigator will also offer training that could be tailored to each child welfare organization, as well as a train-the-trainer model that could then be provided in-house to child welfare staff.

In addition, the Child Welfare Systems Navigator will support families across the province as they navigate the complexities of the child welfare system. This will allow us to further collect data on how the child welfare system intersects with the education system and how families can be best supported.

Strategic Pillar 3: Knowledge Transfer and Exchange

PoBC is a catalyst for change and is a leading organization in the education sector. PoBC is engaged with advocacy and community work and will continue to work towards the dismantling of systemic barriers that impact our constituents. PoBC operates with an anti-racism lens with actionable mechanisms to address macro-level barriers and denounce discrimination. PoBC's programs and services already reflect the strength of its commitment and relationships with the community and engagement with the larger society. PoBC is proud of the work that we do and the change that we are able to achieve. PoBC acknowledges that we can do more by working on clearly defined communication mechanisms, developing and maintaining clear commitments, and increasing funding.

3.1

ACTION 3.1: Create a Knowledge Exchange Centre.

PoBC has been receiving increased requests from community stakeholders for its expertise and knowledge. Therefore, PoBC will create a Knowledge Transfer and Exchange Centre which will be a social enterprise. As part of its long-term planning, this social enterprise will act to support the continued sustainability of PoBC by providing a viable and sustainable revenue source.

The Knowledge Exchange Centre will be an independent non-profit providing, relevant information and expertise available and accessible to community stakeholders for integration in their service delivery.

The Knowledge Exchange Centre will aim to increase the relevance, reach and use of anti-Black racist practices in the education and adjacent systems.

3.2

ACTION 3.2: Ensure a sustainable funding base.

PoBC currently has a virtual campus called "O", which houses a tutoring program. This program offers free tutoring to support and uplift Black students on their journey. The virtual platform also has the capability to offer event space to organizations and individuals.

In order to ensure a sustainable funding base for the organization, in the next three years, PoBC will implement a fee-for-service model for the event space component of the virtual platform. Further, PoBC will actively implement a robust marketing strategy for the virtual platform to generate revenues. PoBC will utilize this revenue source to support the advocacy, knowledge transfer and systems navigation which support our core strategic pillars.

3.3

ACTION 3.3: Create a Community Resource Hub.

PoBC continues to engage in the majority of its work remotely. As the organization grows and expands, a corporate office coupled with a community resource hub space would allow for further impact and change.

In the next three years, PoBC will work with community stakeholders to acquire property that will house the corporate office and additional community space. We believe these spaces – centred around PoBC's principles – could also offer an inspiration for change as they will illustrate an immersive Afrocentric organization.

A Community Resource Hub will allow for a common space for Black parents to obtain valuable resources and support for themselves and their children as they move through education and adjacent systems. The community resource hub will allow the following:

1. Ability to provide in-person systems navigation support
2. Ability to provide in-person mental health supports
3. Create an onsite afterschool service and in-person tutoring program
4. Establish an Africentric educational facility for Black students

Commitments in Support of our Strategic Pillars

The following commitments are the foundation of the actions outlined in our Strategic Plan and will create the conditions necessary for us to succeed in fulfilling our mandate.

COMMITMENT 1: Increase PoBC's funding in order to be able to expand and scale the organization.

HOW: PoBC will implement its comprehensive Fund Development Plan to realize its funding goals over the next three years. As part of the Fund Development Plan, PoBC will approach various public and private funders to obtain funds to sustain our programs. PoBC will also implement a social enterprise which will include a fee-for-service model. The goal is for these additional funding sources to allow the organization to scale and become sustainable.

COMMITMENT 2: Expand strategic partnerships by creating synergies and collaborations with the goal to increase our reach.

HOW: PoBC will develop public and private partnerships that allow us to extend the reach of our work, find new participants, and promote a mutually beneficial exchange of expertise and knowledge.

COMMITMENT 3: Be a leader for transformational change in the area of anti-Black racism in the educational and adjacent systems.

HOW: PoBC will pursue the goals set forth in this three-year Strategic Plan. In doing so, we will transform the educational and adjacent systems. This work will redefine the current systems as they are now to where we know they should be.

COMMITMENT 4: Enrich our relationships with key stakeholders.

HOW: PoBC will improve our communication and consultation mechanisms to ensure regular and constructive dialogue with government and community stakeholders. This will enhance our ability to influence change.

Operational Plan

PoBC's Executive Director will develop an Operational Plan that will outline the necessary resources and structures to facilitate the implementation of the Strategic Plan.

Sustainable Funding

- Sourcing and pursuing sustainable funding opportunities that align with the organization's mandate, and for the purpose of building PoBC's operating reserve.

Innovation

- Explore innovative approaches to fundraising.

Social Enterprise

- Establishment of a PoBC social enterprise, which can generate fee-for-service opportunities.

Conclusion

This is our Strategic Plan as we continue to transform lives and systems. Our plan will help our organization continue to blaze a trail for transformational change within the education system. It will allow the organization to scale and build a solid, sustainable foundation for the future.

We embrace our identity and are strong in our power.

As we aspire to a society where inequity is not present, we will be bold in all our endeavours.

We will continue to challenge ourselves to be better and unlock our potential for greatness.

Future forward.
Together.

Contact

5000 Yonge Street, Suite 1901
Toronto, ON M2N 7E9

1 (833) PoBC CAN (762 2226)

info@parentsofblackchildren.org