

# Culturally Responsive Services Policy Development Call Out for Advisory Committee Members

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“CULTURALLY RESPONSIVE SERVICES ARE THOSE THAT ARE RESPECTFUL OF, AND RELEVANT TO, THE BELIEFS, PRACTICES, CULTURE AND LINGUISTIC NEEDS OF DIVERSE CONSUMER/CLIENT POPULATIONS AND COMMUNITIES WHOSE MEMBERS IDENTIFY AS HAVING PARTICULAR CULTURAL OR LINGUISTIC AFFILIATIONS BY VIRTUE OF THEIR PLACE OF BIRTH, ANCESTRY OR ETHNIC ORIGIN, RELIGION, PREFERRED LANGUAGE OR LANGUAGE SPOKEN AT HOME. CULTURAL RESPONSIVENESS DESCRIBES THE CAPACITY TO RESPOND TO THE ISSUE OF DIVERSE COMMUNITIES. IT THUS REQUIRES KNOWLEDGE AND CAPACITY AT DIFFERENT LEVELS OF INTERVENTION: SYSTEMIC, ORGANIZATIONAL, PROFESSIONAL AND INDIVIDUAL.”<sup>1</sup>

## OPEN POSITIONS FOR ADVISORY COMMITTEE

The Brenda Stafford Centre (BSC) seeks to create a policy, policy frameworks and recommendations on Cultural Responsive Services that would guide the work, programming, procedures and policies of BSC in every department. The Brenda Stafford Centre recognizes the need to ensure that services to clients are culturally responsive to better meet the needs of its clients. BSC client demographic is varied with nearly 50% of all clients, who reside at the Centre, coming from either a multi-cultural or Indigenous background. These clients face unique challenges when leaving family violence, which include but are not limited to; language barriers, religious and cultural alienation, unfamiliarity with provincial legal systems, child protection systems and educational systems. The Diversity and Community Partnerships Lead will head this policy project and will work with an advisory committee in developing this policy for the Brenda Stafford Centre.

Indigenous clients face many of the similar barriers as multi-cultural families possibly due to experience of different systems. The majority of BSC’s Indigenous clients live on Reserve prior to entering the shelter system and may also face the added barrier of accessing services in an urban setting. BSC recognizes that the needs of this client group are different from those of mainstream Canadians due to their unique circumstances and seeks to improve the level of service this group of clients receives at the centre as well as help to mitigate outside barriers that clients may face.

The Diversity and Community Partnerships Lead will conduct an initial literature review on the topic of cultural responsive services as well as contact community partners with a call to review similar policies that are already in practice. These actions will be used to inform a first draft of the cultural responsive services policy. It will be the role of the advisory committee to review the draft policy to ensure that is reflective of best practice in the sector of domestic violence and represents the diverse client group served at BSC.

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<sup>1</sup> The Protocol for Culturally Responsive Organizations, Center to Advance Equity, Portland State University, September 2014

## **COMMITTEE COMPOSITION AND MEETING ARRANGEMENTS**

This committee will be 5 – 8 members in size and will include representation from both Indigenous and multi-cultural communities. Recruitment of committee members will be through partner agencies and professionals in the family violence sector.

Members of the advisory committee would be asked to contribute and commit to approximately 1 hour of time per week to answering emails and reviewing documentation and to attend a monthly 2-hour meeting for an estimated period of 3 months. The first meeting to be held in June 2019 according to committee member's availability.

Interested applicants should send an email to Pamela Pizarro, Diversity and Community Partnerships Lead, with a copy of their most recent resume and a short paragraph as to why they would like to be part of this committee.

## **REPORTING**

The final version of the Culturally Responsive Services Policy will be:

1. Presented to Leadership and Executive Director for approval
2. Guidance for each department Manager will be given on how best to present and implement the policy for each team
3. Presented to Board of Directors, guidance will be given on implementation
4. Officially adopted into BSC policy and procedures

## **CONTACT INFORMATION**

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**Diversity and Community Partnerships Lead**

The Brenda Strafford Centre

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