



Our Mission

FCSLLG is committed to promoting the safety, wellbeing, and life long sense of belonging for children and youth in Lanark, Leeds, and Grenville, in partnership with families and diverse communities, while honouring unique identities and cultural backgrounds.



**FAMILY AND
CHILDREN'S
SERVICES**

of Lanark, Leeds and Grenville

Our Vision

We envision a future where every child grows up with a sense of belonging surrounded by love, culture, and community - in their family homes whenever possible, and when not possible – where family-based alternatives are the norm, driven by kinship, connection and trust. Our work is rooted in equity, inclusivity, truth and reconciliation, and guided by community collaboration and a deep respect for cultural identity and Indigenous history. We act as a collaborative partner for sustained child safety and wellbeing, engaging with families, partners, and communities to co-create solutions that uplift and empower through ever evolving community and societal changes.



Our Values

1 - Child and Family-Centred Care

We place children and families at the heart of everything we do - honouring the child's voice, supporting family unity, and building trauma-informed solutions that strengthen kinship and connection.

2 - Equity, Inclusivity, and Cultural Safety

We commit to equity, inclusivity, and cultural safety - recognizing diverse identities, dismantling systemic barriers, and advancing truth and reconciliation in our service delivery and our workplace.

3 - Integrity and Accountability

We act with honesty, humility, and transparency - owning our responsibilities and earning trust through consistent, reliable, and ethical practice.



Our Values

4 - Compassionate Collaboration

We foster open communication, kindness, and respectful partnerships—working together with families and their networks, communities and interest holders to build sustained safety and shared success.

5 - Empowerment and Advocacy

We champion the strengths of children, families, and communities - advocating for their needs, amplifying their voices, and empowering them to thrive.

6 - Learning and Excellence

We embrace curiosity, continuous learning, and best practices - striving for service excellence and innovative, solution-focused, feedback informed approaches that evolve with our ever changing communities.



Priority Pillar 1

Community Driven Collaboration and Engagement

- Develop key partnerships with service providers to amplify supports to families, children and youth to promote
 - safety and the prevention of maltreatment
 - seamless and holistic service coordination with families
 - out of home care prevention and family preservation
 - positive outcomes for young people transitioning to adulthood, and
 - volunteerism to enhance service delivery and community initiatives
- Identify and partner with First Nations, Inuit and Métis communities to hear their voices and receive guidance on Indigenous service delivery and best practices



Priority Pillar 2

Family First Approach to Alternative Care

- Prioritize kinship and community connections for all children and youth receiving service
- Ensure family-based alternatives are the norm, where the provision of care is culturally appropriate and identity-affirming
- Engage community partners in supporting children and youth remaining in their home communities, where service coordination is prioritized to ensure children receive the right services, at the right time.



Priority Pillar 3

Equity-Focused Service Delivery

- Build an environment that fosters belonging and addresses systemic inequities for over-represented groups in the child welfare system, including Indigenous and other equity-denied service recipients
- Commit to continuous learning, critical thinking, and reflective practice to ensure services are delivered from an anti-oppressive and culturally responsive lens
- Promote an inclusive and diverse workforce by focusing on equity-centered recruitment, retention, mentorship and development opportunities
- Strive for a culture of employee wellbeing where staff have access to supports and information that helps them to thrive in their work

