



## **WRCPC Minutes**

**June 17, 2016**

Women's Crisis Services of Waterloo Region  
700 Heritage Drive, Kitchener  
Large Meeting Room, 2<sup>nd</sup> floor

**Present:** Alison Scott, Andrew Jackson, Bill Wilson, Cathy Harrington, Carolyn Albrecht, Courtney Didier, Denise Squire, Don Roth, Felix Munger, Irene O'Toole, Jennifer Mains, Joe-Ann McComb, John Shewchuk, Jonathan English, Kathy Payette, Kelly Anthony, Liz Vitek, Mark Pancer, Marla Pender, Mike Haffner, Sarah Shafiq, Sharon Ward-Zeller, Shayne Turner, Trisha Robinson

**Regrets:** Angela Vanderheyden, Barry Cull, Carolyn Schoenfeldt, Chris Cowie, Derek Haime, Doug Thiel, Douglas Bartholomew-Saunders, Helen Jowett, Jane Mitchell, Karey Katzsch, Mark Poland, Michael Beazely, Pari Karem, Peter Ringrose, Peter Rubenschuh, Tom Galloway, Sharlene Sedgwick-Walsh

**Staff:** Christiane Sadeler, Dianne Heise, Mary Anna Allen, Tracy Jasmins

**Special Guests:** MPP Catherine Fife, Mike Murray, Region of Waterloo Chief Administrative Officer and Lorie Fioze, Manager of the Strategic Plan/Strategic Initiative, and Jenn Hesson, Director of Operations – Mental Health Services, Lutherwood

### **1. Welcome and introductions:**

Shayne Turner, Vice-Chair of the WRCPC, welcomed WRCPC members and guests and congratulated Liz Vitek on her appointment as the new Warden of Grand Valley Institute for Women.

### **2. Approval of Agenda:**

**Moved by Andrew Jackson and seconded by Sharon Ward-Zeller. Carried.**

### **3. Declaration of Conflict of Interest: None**

### **4. Approval of Minutes of May 13, 2016:**

Carolyn Albrecht asked for a correction to the name of the Family Violence Project. The Minutes incorrectly reflected Domestic Violence Project.

**Moved by Kathy Payette as amended and seconded by Felix Munger. Carried.**

**4.1. Other Business:**

**Canadian Municipal Network:**

Christiane Sadeler will be co-chairing the Coordinating Committee of the Canadian Municipal Network in Vancouver. Her hope is that this meeting will provide greater clarity about the recently funded project aspects of the network and the level of engagement needed by individual municipalities. Felix Munger manages the project and having him as a dedicated resource has greatly increased the momentum of developments.

**5. Approval of Smart Update (consent agenda):**

**Porch Chats:**

The Porch Chats organized by the WRCPD that are currently underway provide people a venue to talk about challenging topics in a safe space. Participants have shared that the venue is indeed a safe space and inclusive of the diversity of the community. This approach is a pilot for the community engagement league to be evaluated before they will determine next steps.

**Justice Dinner 2016:**

Christiane shared the survey results for the Justice Dinner: Approximately 44 attendees provided feedback to the Justice Dinner survey which is a return rate of just over 20% which is considered high for these types of surveys. The overall feedback was very positive. Initially there was some concern on the staff's part that the topic might have been too heavy but this was not supported by the feedback. Inclusion of consumers of mental health services was very important to the event and frequently commented on.

A Council commented that as difficult the subject matter was they were inspired by the messages and overall found them hopeful.

**Moved by Denise Squire and seconded by John Shewchuk. Carried.**

## 6. MPP Catherine Fife and Bill 132:

At the May 13<sup>th</sup> meeting of the WRCPC MPPs Daiene Vernile and Kathryn McGarry presented the Select Committee on Sexual Violence & Harassment Final Report. Subsequently, the Facilitating Committee met on June 9th and discussed the legislation and agreed that it could benefit from an approach that includes more prevention.

MPP Catherine Fife echoed these concerns when she met with Christiane and at that time asked to present to Council. Shayne welcomes Catherine and staff.

MPP Catherine Fife expressed being very encouraged that the Premier is making it a priority to address sexual violence, sexual harassment, domestic violence and related matters. The Committee was going to take Bill 132 around the Province. The NDP representative on this Committee was Peggy Sattler, MPP for London West and the women's critic and the critic for post-secondary education, training and universities. The PC representative on the Committee was Laurie Scott, a strong advocate around human trafficking.

This was a very unique opportunity for a legislation not only to shape the reactions to workplace harassment issues but harassment in society and in our educational system more generally. MPP Fife expressed that there were several missed opportunities to make the legislation stronger. She believes that this can still happen with collaboration. The goal is to make the legislation responsive to sexual violence, a societal issue that permeates every community.

Thirty-two amendments were brought to the Committee by Peggy Sattler and several by Laurie Scott. All of the amendments were denied. Many of the amendments had to do with making the legislation more inclusive, using more inclusive language, making it more impactful and more actionable. Catherine Fife provided a few examples of the amendments that Peggy Sattler brought forward. (**All** the recommended amendments were provided by MPP Catherine Fife in a document after the meeting). The NDP is still in the process of trying to move some of the amendments forward.

Some of the amendments that were denied included:

**Schedule 1, section 1 of the Bill (subsections 6 (2) of the Compensation for Victims of Crime Act)**

“I move that subsection 6 (2) of the Compensation for Victims of Crime Act, as set out in section 1 of Schedule 1 to the Bill, be amended by adding “regardless of the victim’s immigration status in Canada and” after “may be made at any time”.

Catherine suggested that this amendment was a missed opportunity to recognize that some of our most vulnerable people in our society are people of colour and people without status.

**Schedule 2, subsection 4 (1) of the Bill (clause 16 (1) of the Limitation Act, 2002)**

“I move that clause 16 (1) (h) of the Limitations Act, 2002, as set out in subsection 4 (1) of Schedule 2 to the Bill, be struck out and the following substituted:

(h) a proceeding based on, related to or arising directly or indirectly from a sexual assault, including a proceeding based on negligence, breach of fiduciary duty, breach of non-delegable duty or other cause of action where the defendant’s conduct causes, contributes to, or is otherwise related in law or facts to the sexual assault”.

Catherine explained that this amendment was for workplaces that say “this is not my responsibility”. What we want is for everyone to take responsibility for what happens in the workplace, school or community. One of the more powerful recommended amendments was around changing the culture at our post-secondary institutions and our colleges and training facilities. In some of these systems a culture of sexism is pervasive.

**Schedule 3, section 1 of the Bill (subsection 17 (4) of the Ministry of Training, Colleges and Universities Act)**

“I move that subsection 17 (4) of the Ministry of Training, Colleges and Universities Act, as set out in section 1 of Schedule 3 to the Bill, be struck out and the following substituted: Input: (4) A college or university described in subsection (2) shall ensure that input from the following persons and entities is incorporated, in accordance with any regulations, in the development of its sexual violence policy and every time the policy is reviewed or amended:

1. Student survivors and diverse members of the student community.
2. Faculty and staff
3. Relevant organizations in the community in which the college or university is located, in particular sexual assault centres, rape crisis centres, domestic violence treatment centres, sexual assault treatment centers and similar entities”.

Catherine Fife commented that the universities campuses cannot do this work alone. There is a research study currently happening at Laurier that is measuring and documenting the gaps in the services related to sexual violence and harassment. Some universities have been quite progressive in this regard going forward.

There was an attempt to change “workplace harassment”: **Schedule 4, subsection 1 (1) of the Bill (definition of “workplace harassment” in subsection 1 (1) of the Occupational Health and Safety Act)**

“I move that the clause (a) of the definition of “workplace harassment” in subsection 1 (1) of the Occupational Health and Safety Act, as set out in subsection 1 (1) of Schedule 4 to the Bill, be struck out and the following substituted: Engaging in a course of vexatious comment or conduct in person or online against a worker in a workplace that is known or ought reasonably to be known to be unwelcomed, and whether, in the case of conduct, it is physical or psychological in nature”.

Catherine Fife shared that all of the above amendments were denied. All the amendments meant to modernize the definition of “workplace harassment”.

Finally, there was an attempt to change the definition of “sexual violence” in **Schedule 3, section 1 of the Bill (definition of “sexual violence” in subsection 17 (1) of the Ministry of Training, Colleges and Universities Act)**

“I move that the definition of “sexual violence” in subsection 17 (1) of the Ministry of Training, Colleges and Universities Act, as set out in section 1 of Schedule 3 to the Bill, be struck out and the following be substituted: “sexual violence” means any sexual act or act targeting a person`s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person`s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, sexual solicitation and verbal or non-verbal conduct of a sexual nature, and may include an act that occurs online or in the context of a domestic or intimate partner relationship”.

Catherine commented that employers are struggling with how to deal with domestic violence in their workplaces. They do not see the connection of what happens in the home and how it connects with their place at work. Additionally, the courts, the judges and the juries all view “sexual violence” differently. This is why a clear definition needs to be in the legislation and that is why they asked for the amendment.

MPP Catherine Fife is still in the process of trying to move some these amendments forward. The amendment to the Employment Standards Act, Bill 177, which gives the survivor of violence up to 10 days paid leave, flexible work arrangements and child support did come to the floor of the legislature and the government did pass it, but it never made it into Bill 132.

The issue of human trafficking in the region is gaining a lot of momentum but only one quarter of the 1.5 million dollars had been spent on human trafficking and the protection of woman. MPP Catherine Fife has a petition on human trafficking calling for evidence based responses to what is emerging as a fundamental issue of justice.

At this time in the presentation an opportunity was provided for Council members to ask some questions.

MPP Fife explained that the Legislation has passed but can be amended if it is called to Committee.

Members of Council commented that that small businesses and even larger businesses require some assistance with educating employees about the legislation. MPP Fife shared that she is aware of these concerns because they were expressed by business owners when Bill 132 was travelling across the Province.

There are poor data on how frequently there are unfounded accusations. Bill 132 does not address this issue.

Christiane shared some feedback from WRPCPC members that was brought to her after the presentation about Bill 132 on May 13<sup>th</sup>, 2016. Christiane had provided a thematic analysis of the report and identified the following areas of proposed interventions: research, facilitation, education, support services, funding, policies and protocols, and prevention. There were 3 recommendations in the report that spoke directly to prevention. The others were more focused on diversionary action measures. At the time it was recommended that the Province more strategically investigate the impact of the 4Rs program. The 4Rs program has been evaluated and has shown to prevent sexual violence longer term. Both MPPs made a commitment to take this information back. Council agreed to also share that information with MPP Catherine Fife.

MPP Catherine Fife commented that the Council could make a compelling case for return on investment for dedicated funding. The research and the evidence speak to it.

Shayne Turner shared that the Facilitating Committee discussed the development of a working group to recommend looking at the Sexual Violence and Harassment Report. After today's presentation this might include reviewing Bill 132 and 177 as well.

**Shayne Turner moved a recommendation that Council create a working group to review the report, specifically the final report of the Select Committee on Sexual Violence and Sexual Harassment and the associated legislation Bill 132 and Bill 177 and view these efforts through a prevention lens.**

**Seconded by Felix Munger. Carried.**

Christiane asked for members of WRPCPC interested in being on this working group and agreed to set up two meetings over the summer.

**7. Community Wellness Initiative: Mike Murray, CAO and Lorie Fioze, Manager of Strategic Plan/Initiative and Glen Poiter, CWI Facilitator**

A presentation about the **Community Wellness Initiative** was provided by Mike Murray, CAO of the Region of Waterloo. A discussion was facilitated by Glenn Pothier, the Community Wellness Forum Facilitator and feedback was provided by the WRPCPC and recorded by Lorie Fioze, Manager of the Strategic Plan/Initiative. A summary of all the discovery meetings will be provided by the CAO's Office.

The proposed next steps of the Community Wellness Initiative are to have a **Community Network Forum** tentatively scheduled for **October 13<sup>th</sup>, 2016**. The WRPCPC was asked to hold the date.

The WRPCPC was also encouraged to provide any further feedback to Lorie Fioze at [LFioze@regionofwaterloo.ca](mailto:LFioze@regionofwaterloo.ca) and to recommend any other organizations that should participate in the dialogue.

**8. Changes in Youth Justice: Jenn Hesson, Director of Operations – Mental Health Services**

At the last meeting of Council on May 13<sup>th</sup>, 2016 Aaron Stauch, and Mary Jo Shearer, Program Managers, Mental Health Services with Lutherwood, presented to WRPCPC about Mental Health and Youth Justice.

Lutherwood is responsible for transforming children's mental health and justice and is looking at having conversations about how to re-allocate funds from custody to prevention.

Protective factors are key in prevention and looking at the missing protective factors is a good first step in designing a process by which they can be provided.

Lutherwood was invited back to present to the WRCPC for a follow-up conversation about mental health services for youth and the youth justice program and the changing landscape.

Jennifer Hesson, Director of Director of Operations, Mental Health Services provided a context with regard to the last presentation to Council and asked for some input and guidance for next steps that Lutherwood may be able to take with its funding in youth justice.

Lutherwood's youth justice programs are funded by Ministry of Children and Youth Services (MCYS) and are accountable to MCYS for its funding and outcomes. However as a lead agency youth justice programs are not considered part of the decision making the agency is doing around how services are working in the community for mental health services for youth. They are still under the direction of MCYS and moving funding around cannot be done without consultation with the Ministry.

Most recently, the Ministry has asked Lutherwood to start to consider what it would do in terms of its funding allocations specifically with open custody. Currently, what is happening across the Province with open custody is that occupancy has been really low. Courts are not necessarily sentencing youth that are using more diversionary program and alternatives to assist youth that may come in contact with the justice system. This has presented an interesting situation where there is core funding for custody beds but occupancy is low. There may be an opportunity to redeploy some of the funding at some point, hopefully, to serve youth in our community in a different way.

Lutherwood is in the process of consulting with stakeholders, including the WRCPC, to get a vision and see if there is an opportunity to redeploy some of that funding from open custody what would that look like.

On the most part Lutherwood provides more intensive intervention services for youth with complex needs. The MCYS has asked Lutherwood to consider some prevention



options in addition to some of the options it has already been considering. They are as follows:

**Step down:** For a youth that has been released from secured treatment there is not a really good step down model. There are not generally enough supports available to ensure that treatment gains can be sustained and the youth can remain safe and well positioned for success.

**Transitions:** After treatment some youth are not ready to go back into the community. They may not have stable housing etc. Do not have the flexibility under the current model for Lutherwood to keep them even though there are empty beds.

Lutherwood at this point is being proactive and gain some of the insights early on in considering different options and consulting with groups in the anticipation that they may be able to provide input to the Ministry if and when it asks for advice on reallocation of funding.

Jennifer Hesson asked the WRCPC two questions and the Council provided feedback.

**What, if any role, should Lutherwood play in prevention programming?**

**If Lutherwood were to provide more targeted prevention, what kinds of programs or services does the Council think would be most valuable and do not currently exist?**

**WRCPC feedback:**

- Opportunity to reinvest in the neighbourhood focused in REACH project.
- Share the knowledge that was gathered through in REACH project with the services
- Youth sensitivity training
- Pre judge diversion roles
- Looking at the demand for SYL Apps services
- Youth suicide prevention
- Sexual exploitation of children

Christiane shared that the Smart on Crime Plan 2015- 2018 includes a Youth Engagement Strategy for marginalized youth.

**9. Violence Prevention Plan Update and Terms of Reference:**

**Andrew Jackson moved that the WRCPC approve the Violence Prevention Planning Committees new Terms of Reference. Seconded by Sharon Ward-Zeller. Carried.**

**10. Other Business:**

**WRCPC July 8, 2016 Meeting:**

**Motion to cancel the formal WRCPC meeting of July 8, 2016 and to ask that those members that are able meet with the City of Kitchener to participate in Neighbourhood Strategic Consultation.**

**Moved by Shayne Turner and seconded by Courtney Didier. Carried.**

**11. Adjournment:**

**Motion to adjourn was moved by Joe-Ann McComb. Carried at 11:36 a.m.**