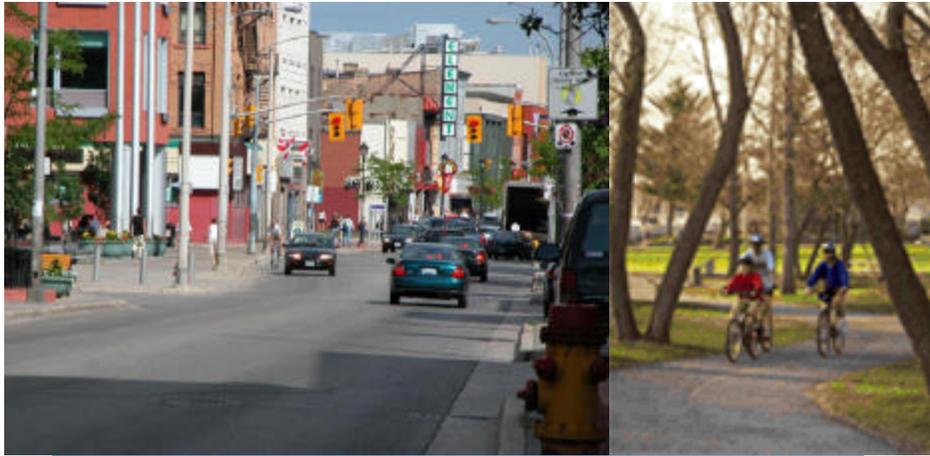


Reducing Violence by Enhancing Human and Social Development - A 40-Year Plan for Waterloo Region March 2006



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This plan was developed with input from a broad cross-section of community stakeholders. Their knowledge and perspective have created the tone and direction of the plan. They are listed at the end of the plan.

The Violence Prevention Plan Steering Committee provided important insight and counsel to the consultant. Their insight into the community and their broad knowledge of violence prevention were important in shaping the philosophy behind the plan and the priorities within it.

Violence Prevention Plan Steering Committee

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Waterloo Region Growth Management Strategy

Since its formation in 1973, Waterloo Region has consistently ranked as one of the fastest-growing communities in Canada. In the last five years alone, the Region's population has increased by approximately 8% -- over 6,300 people per year. With a current population of about 460,000, the Region is now the 10th largest urban area in Canada and the fourth largest in Ontario. Given this tremendous growth, and the challenges which growth can sometimes create, Regional Council initiated the development of a Growth Management Strategy entitled "**Planning Our Future**". The Strategy identifies where, when, and how future population and employment growth should best occur. Focusing on both our urban and rural communities, the Strategy - which is consistent with the Province's "Smart Growth" principles - also seeks to preserve and enhance the high quality of life which members of the community have come to value and enjoy.

Goal number two of the Growth Management Strategy is "Building Vibrant Urban Places". The objectives under this goal are to:

- * Promote successful downtowns,
- * **Create safe communities**,
- * Provide housing choice,
- * Respect diversity of cultures,
- * Maintain built heritage,
- * Provide balanced life-work opportunities, and
- * Encourage new investment in existing urban areas

The mandate of the Community Safety and Crime Prevention Council (CS&CPC) is to raise awareness about root causes of crime, provide connections, and mobilize the community. We have consulted widely with the community in the development of the plan that follows. We have set an audacious goal to reduce violence in Waterloo Region. We believe that this is one of the key elements in shaping the community we all want in the future.

For the purpose of this plan interpersonal violence means: physical force or power, threatened or actual against another person likely to result in injury, death, psychosocial harm, maldevelopment, or deprivation.

A Statement of Belief

Although it seems contradictory, a violence prevention plan cannot focus on violence. Instead it must focus on human and social development. This is because violence is a symptom of a society out of balance, and unless and until that balance is created, violence will continue at an unacceptable level.

Prevention Works

This plan, therefore, focuses on the healthy development of children, youth, and adults; the integration of residents from many cultures, maximizing the skills and knowledge of our residents; securing sufficient income to live safe and healthy lives; building individual, neighbourhood, and community capacity; and the enhancement of our quality of life. We believe that the result will be a community that experiences significantly less violence because the forces that lead to it will be significantly diminished, and the sources that build collaboration, co-operation, and commitment to community will be significantly enhanced.

The Future Can Be Ours

The **Objective** of this plan is: **to create a community in which all residents can live in an environment of safety and security**. We are firm in the belief that creating the future we describe below is not a fantasy. Forty years ago anyone who suggested that the University of Waterloo would be Canada's top-ranked university by the year 2001 would likely have been seen as a dreamer – not a visionary. Twenty-five years ago, who would have thought that Waterloo Region would be one of the most ethnically diverse communities in Canada? Ten years ago, if someone had announced that Waterloo would be home to a world class institute for theoretical physics, how many would have been believers? We live in a region where dreams become reality.

Overview of the Plan

This plan to reduce violence in Waterloo Region is based on the results of group and individual interviews of approximately 100 residents, professionals, and stakeholders from a wide range of sectors. The interview process was designed to answer three questions: If we succeed, how will our future be different? What do we need to do to achieve that future? Where should we begin?

In addition to the interview process, the consultant reviewed more than 200 studies and reports to identify the most successful strategies that have been used to reduce violence in other communities. Those that appear to be most appropriate for our region have been identified and put into a workable plan that involves government, business, post-secondary institutions, non-profits, and the community at large.

The outcomes of this plan will be measured in terms of the quality of human and social development in our community. Safe communities are those with relatively narrow income disparity, where people live in affordable housing, have access to support services, use non-violent means of dispute resolution, and are employed in jobs that use their knowledge and skill at an income which can support themselves or their family.

Background to the Plan

The Prevention Dividend

When we talk about prevention we are using the analysis developed by the World Health Organization¹ – an analysis grounded in the human and social development roots of violent behaviour. This includes:

- * Addressing individual risk factors and taking steps to modify individual risk behaviours.
- * Influencing close personal relationships and working to create healthy family environments, as well as providing professional help and support for dysfunctional families.
- * Monitoring public places such as schools, workplaces and neighbourhoods and taking steps to address problems that might lead to violence.
- * Addressing gender inequality, and adverse cultural attitudes and practices.
- * Addressing the larger cultural, social and economic factors that contribute to violence and taking steps to change them, including measures to close the gap between the rich and poor and to ensure equitable access to goods, services and opportunities.

While responding to violent crime is an essential element of violence reduction and supporting victims of violence will continue to be a priority, programs that reduce violence and recidivism are by far the most cost-effective strategy in long-term violence reduction. In fact, there is no credible evidence to show that incarceration itself, or longer sentences, has any impact on reducing violence.

The U.S. Surgeon General's recent study on youth violence concluded that boot camps, custodial programs with strict military-style rules, fail to make a positive difference and can actually *increase* the rate at which participants commit new crimes.² The same study found that comparable youths transferred to adult criminal court are more likely to re-offend than young people who remain in juvenile courts.

In 2002, the federal government released a review of 117 studies on the effects of criminal justice sanctions on more than 442,000 offenders. It found that harsher punishments had no deterrent effect on repeat offences. In fact, it suggested that punishment caused a 3% increase in recidivism among all groups of offenders, including youth.³ In this review of the research literature, the researchers concluded that “prisons and intermediate sanctions should not be used with the expectation of reducing criminal behaviour” (in fact, there was a slight increase in recidivism) and

¹ World Report on Violence and Health, World Health Organization, 2002

² Department of Health and Human Services 2001. U.S.: Youth Violence: A Report of the Surgeon General

³ The Effects of Prison Sentences and Intermediate Sanctions on Recidivism: General Effects and Individual Differences. (User Report 2001-2002) P. Smith, et al, Solicitor General Canada, 2002

based on the results of the analysis, “excessive use of incarceration may have substantial cost implications.” The daily cost of an incarcerated youth is more than \$250⁴; for an adult inmate it is over \$240.⁵

Understanding the value of prevention requires understanding that the sources of prevention are just as diverse as the risk factors for becoming violent.

Longitudinal studies on the impact of a variety of interventions – from early childhood education and programs directed at youth to programs working with adult offenders – have consistently shown that for successful interventions, the benefits derived from up-front expenditures far outweigh the costs. In some cases the benefits reach an astounding savings of 27-to-1.⁶ The methodology used to calculate this figure was similar to that used in the “Day Model” illustrated later in this plan.

Although it is slowly changing, the vast majority of violence-related funding is directed to responding to crimes and responding to victims. We are not suggesting that in the first few years funding be removed from either of these areas and given to prevention strategies instead, although the long-term effect of the plan will reduce the need for some of these services. Rather, the community must understand that it needs to increase its investment in violence prevention as a long-term strategy for reducing violence. Although some strategies produce relatively quick results, such as some of the successful interventions with youth, others, like high-quality early childhood education, take many years for their results to be felt. We believe, however, that it will not take very many years before the reduction in violence, the reduced costs to the public in health, education, justice, social services, and other systems, and the increase in the contributions of individuals who are not victimized overtake the cost of prevention programs.

Over the term of the plan, we will need better ways of measuring interpersonal violence in our community. At present, most of the measured violence is related to violent crime. Most of the violence in the community never gets counted – bullying, workplace harassment, family fights, date violence, and other common events.

⁴ Canadian Association for Adolescent Health: Families & Health, September 2000, Volume 13

⁵ Adult correctional services, average counts of offenders in provincial, territorial and federal programs (Ontario), Statistics Canada, 2003

⁶ Functional Family Therapy – 27.3-to-1, and Multi-Systemic Therapy – 27.8-to-1 in “The Comparative Costs and Benefits of Programs to Reduce Crime”, Steve Aos, et al, Washington State Institute for Public Policy, May 2001

We are recommending that in the initial years of the plan, prevention activities be focused in the following areas:

Prevention Focus	Rationale	Dividend ⁷
Children and Families		
Provide supplementary nutrition and supportive counselling to pregnant women at risk of having low birth weight babies	LBW babies are more likely to have chronic health problems, developmental disabilities, and diminished life outcomes overall. Low birth weight is a risk-factor for violence.	The Montreal Diet Dispensary study found that nutrition supplements for low-income pregnant females produces a benefit of 8-to-1. Cost recovery through reduced health expenses alone took only 12-14 months ⁸
Increase licensed, professional early childhood education, focusing first in under-served and low-income areas	Provides skills and sets behaviour patterns from an early age, focused on non-violent mediation and negotiation; centre-based child care prepares children for school and successful school experiences lead to fewer drop-outs.	Various studies have measured the return on investment as being anywhere from 2-to-1 to 7-to-1 in reduced violence and improved life outcomes ⁹ . Studies have shown that less aggression is shown in kindergarten and grade one by children who have had regular child care experience in their preschool experience ¹⁰ .
Increase community-based parental/child support services (mom-tot, parenting skills and support, child-focused programs, etc.)	Research has shown that access to community-based support services and skill-building can lower the incidence of child abuse	Recent research has estimated that the annual cost of an abused child is approximately \$36,000 ¹¹

⁷ Includes the benefit that accrues from reduced victimization

⁸ Source: Montreal Diet Dispensary Report, N.D.

⁹ "Benefits and Costs of Prevention and Early Intervention Programs for Youth", Washington State Institute for Public Policy, 2004. The most recent study on the High/Scope Perry Preschool, which has tracked participants for 40 years has calculated the benefit of preschool over no-preschool at 17-1 by age 40 ("High/Scope Perry Preschool Study Through Age 40"). Twenty percent more participants than non-participants graduated highschool, their earnings were significantly higher, and they were significantly less likely to have multiple arrests.

¹⁰ "The Great Child Care Debate: the Long-Term Effects of Non-Parental Child Care", Gillian Doherty, Childcare Resource and Research Unit, University of Toronto, 1996

¹¹ Based on "The Economic Costs and Consequences of Child Abuse in Canada, Report to the Law Commission of Canada, 2003

Prevention Focus	Rationale	Dividend ⁷
<p>Universal ongoing education in negotiation and restorative solutions to conflict in elementary and high schools. (Currently, a school-based pilot project of the Alternatives to Violence Project, developed in the U.S. is being tested in Cambridge.)</p>	<p>When negotiation and restorative solutions become entrenched in the school system, children will have 13 years of reinforcement and patterns will have a better chance of becoming ingrained</p>	<p>Research on the Alternatives to Violence Project developed for U.S. prison populations demonstrated a significant decrease in recidivism.¹²</p>
Youth		
<p>Neighbourhood-based recreational activities complementing a municipal regional focus on hiring youth</p>	<p>Encouraging the social development of children and youth reduces delinquent, including violent, behaviour</p>	<p>Different programs have different benefits, ranging up to 7-to-1</p>
<p>Evidence-based counselling services for at-risk and offending youth</p>	<p>Research has demonstrated that effective therapeutic intervention has significant impact on violent behaviour</p>	<p>Benefits can be in the range of 27-to-1¹³</p>
<p>Neighbourhood-based employment opportunities</p>	<p>Research has shown that for youth of employment age, ready access to job opportunities reduces the rate of criminal, including violent, activity</p>	
Adult Offenders		
<p>Expand restorative justice programs</p>	<p>Community circles, reconciliation, and restitution have proven effectiveness in the appropriate circumstances</p>	<p>Research has demonstrated benefits to government expenditures alone of up to 16-to-1¹⁴</p>

¹² “The Alternatives to Violence Project in Delaware: A Three Year Cumulative Recidivism Study”, Marsha Miller and John Shuford, 2005

¹³ “The Comparative Costs and Benefits of Programs to Reduce Crime”, Washington State Institute for Public Policy, 2001

¹⁴ “Cost-Benefit Analysis”, Chilliwack Restorative Justice & Youth Diversion Association, 2001

Prevention Focus	Rationale	Dividend ⁷
Adult Sex Offenders		
Enhanced provision of demonstrated successful community-based cognitive behavioural therapy programs for adult sex offenders	Cognitive behavioural therapy has demonstrated success in reducing deviant arousal, increasing appropriate sexual desires, improving social skills, and modifying distorted thinking	The average benefit determined through seven studies of effective programs is 4-to-1 ¹⁵
Neighbourhood-Based and Community-Wide Initiatives		
Accessible neighbourhood support services	Accessibility of support services, especially for sole-support parents and parents of children with physical and/or developmental challenges, has been shown to reduce the incidence of child abuse	As noted above, reducing child abuse has huge financial benefit, and providing developmental supports for the 0-6 age group delivers a benefit of at least 7-to-1
Neighbourhood-based job creation in low-income areas	A source of income in the neighbourhood provides an alternative to crime and violence-related income generation. Locally employed youth and adults also serve as role models for younger youth.	

A Brief Statistical Overview¹⁶

The violent crime rate is falling.

- * Despite the perception of an increasingly violent society that many people develop when they read, see, or hear about violence in Canada's media, violent crime has, in fact, been falling for the last 10 years.

¹⁵ "Benefits and Costs of Prevention and Early Intervention Programs for Youth", Washington State Institute for Public Policy, 2004

¹⁶ Graphs illustrating these statistics can be found in Appendix A

- * Although it is substantially higher than it was in the early 1960s, the rate of violent crime peaked in the early 1990s, and despite a slight increase in 2002, it has resumed its gradual decline.

Homicide rates in Ontario are slowly increasing.

- * The homicide victim rate in Canada peaked in 1975 and from about 1993 to 2001 declined steadily. The rate is now slowly moving upward again, but is still just above the rate in 1961.
- * Despite the recent attention to gun violence, the chief method used to commit homicide in 2004 was stabbing, at 33%. Guns followed at 28% and 22% were beaten to death. Gangs, however, prefer guns, as 70% of gang-related homicides were gun-related.
- * We all worry about random killings – especially when high-profile cases hit the headlines – but in 2004 half of the victims of homicide were killed by acquaintances, 36% were killed by family members, and only 15% were killed by strangers.
- * Although some would have us believe that we are becoming more like the U.S. in our homicide rates, the truth is that we are not. The homicide rate in Toronto in 2004 was 1.8 per 100,000 people; in the Kitchener CMA it was 1.26. The lowest homicide rate in the U.S. for an area with a population of over 690,000 was 1.7 (Honolulu). The highest large urban homicide rate in Canada in 2004 was Winnipeg at 4.9; in the U.S. it was New Orleans at 25.5.

Young people are more violent.

- * The highest rates of violent crime belong to youth and young adults. By age 24, the rate plateaus at about 1,000 per 100,000 residents through the early 40s, and then decreases as people age. One of the observations that can be drawn from this is that the overall rate of violence nationally, and from community to community, will be influenced by the size of the youth and young adult population. Communities that attract many young families are likely, when their children get into their teens, to see their violent crime rates increase. Communities that attract those seeking a place to retire are less likely to experience violence.
- * Assault and sexual assault began dropping in 1993, although the drop in sexual assault has been sharper. Declines in violent crime between 1991 and 2003 were particularly evident among male youth charged (down 9%), while rates of female youth charged increased 25% during this time period.

Most crime is non-violent.

- * Turning to the Kitchener CMA¹⁷, of the 27,668 crimes that occurred in the Region in 2003, only 2,649 or 9.6% of them were violent crimes. Property crimes account for the majority of all criminal activity in the Region.

¹⁷ Statistics Canada reports some statistics based on the Region of Waterloo and others based on the Census Metropolitan Area (CMA), which covers almost all of the population except some rural areas. The CMA had 24,000 fewer people than the Region in 2000. Broad-based statistical rates are virtually unchanged no matter which geographic unit is used.

Waterloo Region has less violent crime than its neighbours.

* Looking at violent crime in the Kitchener CMA and comparing ourselves to our urban neighbours, we fare very well. Of ourselves, London, Hamilton, Niagara Region, and Toronto, we had the lowest violent crime rate (564 incidents per 100,000 people). In fact, the Kitchener CMA has the fourth-lowest violent crime rate of the 27 largest urban areas in Canada.

A small number of young offenders are responsible for most youth crime

* Focusing on young offenders, it is worth noting that almost 60% of the offences by youth are committed by about 16% of the young offenders. Within the youth offender population, there is a small core group who are responsible for most of the criminal activity. When we talk about young offenders, we need to recognize that over half of them offend only once.

Adult violence is decreasing.

* The rate of adult violence has been decreasing for the last 10 years. Property crime has also been decreasing. Since 1992, the violent-crime rate for adults has been on a steady, though slow, decline.

* Over the past four decades, shifts in unemployment rates and alcohol consumption have been associated with changes in homicide rates. When the growth rate in unemployment varies by 1% the growth rate in homicides varies by approximately 0.39% in the same direction. Also, when the growth rate in alcohol consumption varies by 1%, the growth rate in homicides varies by approximately 1.38% in the same direction. There is a relationship between homicide and unemployment rates and rates of per capita alcohol consumption, such that when rates of unemployment increase (or decrease) there is a corresponding change in homicide rates in the same direction. Similarly, when rates of per capita alcohol consumption increase (or decrease) there is a corresponding change in rates of homicide in the same direction.

The rate of spousal violence is not changing.

* There was no change in the overall level of spousal violence reported by those who were married or living common-law during the last five years. The most pronounced changes in spousal violence between 1999 and 2004 have been within previous relationships. While violence within previous relationships remains significantly higher than that in current unions, the percentage of persons in these relationships who have reported experiencing violence dropped significantly for both women (from 28% to 21%) and men (from 22% to 16%).

* It is important to note that while the rate of violence was similar for men and women, the severity of the violence was not. Women were much more likely to report more serious forms of violence (being beaten, choked, or threatened, or having a gun or knife used against them). Men were most likely to report being hit, slapped, bitten, kicked, or hit with an object.

* Spousal violence affects all socio-demographic groups. However, there are certain segments of the population that are more vulnerable to spousal violence

than others. Those who are young, who live in a common-law relationship, who have been in the relationship for three years or less, who are Aboriginal, and whose partners are frequent heavy drinkers are at increased risk of experiencing violence at the hands of their intimate partners.

Most sexual assault victims are under age 18.

- * It will surprise many people to learn that 61% of the victims of sexual assaults and 21% of the victims of physical assaults reported to police are under the age of 18.
- * The sexual abusers of children are predominantly family members when children are young. Friends and acquaintances take prominence by the time children turn age 9. The role of strangers as abusers grows slowly as children age, reaching 20% of the known abusers by the time youth reach age 15-17.

Females are the prime victims of family-related child sexual assault.

- * Females are clearly the primary victims of family-related child sexual assault. In fact, while the male victim rate declines after age 4, female victims increase from age 6 through age 12.
- * Although family-related assaults as a proportion of all assaults decreased with age, the rates of family-related assaults increased with age. In cases of family-related sexual assaults, the rate was highest for female youth aged 12 to 14, with the highest rate at age 14 (160 per 100,000 females). Male children aged 4 to 6 years had the highest rates of family-related sexual assault among male victims, with the highest rate at age 4 (54 per 100,000 males). The rates of family-related physical assault against children under the age of 12 were higher for boys compared to girls. However, the rates of physical assaults for female youth aged 13 to 17 surpassed those of male youth. Rates of family-related physical assaults were highest for females aged 17, at 329 per 100,000 females, approximately 2.5 times greater than the rate for 17- year-old males (129 per 100,000 males).

Seniors are least likely to become victims of violent crime.

- * Seniors are least likely to become victims of violent crime. Males are somewhat more likely to be victimized than females, but both groups are significantly less likely to be victims than any other age group.
- * In 2003, just under 4,000 incidents of violence against older persons were reported to the police. These incidents were perpetrated almost equally against older women (46%) and men (54%). Six out of 10 of these victimizations were committed by persons from outside of the family (63%). Just over half of older female victims (54%) were victimized by someone from outside of the family, while this was the case for seven out of 10 older male victims (71%). When considering only assaults against seniors committed by a non-family accused, more than half were strangers (53%) and close to one third were carried out by a casual acquaintance (30%).

The distance between rich and poor is large and increasing.¹⁸

* One of the risk factors for violence is the distance between the rich and the poor. The greater the distance, the greater the risk. The poorest 10% of Ontario's population has negative wealth – that is, their debts are greater than their assets. The second 10% have average family wealth of only \$3,700. Both of these groups got poorer over the previous 10 years while those at the top got richer.

* If we look at the share of total wealth that each decile in Ontario holds, we find that the lower 80% of the population hold only about 28% of the province's wealth. The wealthiest 10% hold over 50% of the wealth. Studies since 1999, the year on which the above information is based, have indicated that the disparity has been increasing, not decreasing.

People with low education and low income cannot afford housing in Waterloo Region.

* While Waterloo Region is in an enviable position socio-economically, when we compare ourselves to our neighbours, however we cannot ignore the 45,000 residents living in poverty. Our booming economy has resulted in a raging housing market, increasing the cost of housing significantly. Existing rents are becoming increasingly unaffordable to those at the lower end of the income scale in Waterloo Region. The minimum wage bears no relation to the cost of food and shelter¹⁹; the income from Ontario Works is less than half the Low-Income Cut-Off set by Statistics Canada, and we have a solid core of residents who have not completed post-secondary education (85,000 between the ages of 35-64).

¹⁸ Income disparity has been identified as a risk factor for violence by such organizations as the Search Institute and Correctional Services Canada ("External and Internal Factors Influencing CSC: Report on Plans and Priorities", 2002)

¹⁹ The minimum hourly wage necessary to afford a bachelor/studio apartment in the Kitchener CMA has recently been calculated as being \$10.46 per hour – the sixth highest in Canada ("Minimum Housing Wage – A New Way to Think About Housing Affordability", Canadian Housing and Renewal Association, 2006)

Public Opinion and the Public Message about Family Violence²⁰

Overall, there is a widely shared opinion that neither the media nor women's groups exaggerate the seriousness of family violence. Fewer than one in five Canadians (17%) think that the media has overstated the problem of family violence and only 22% believe that women's groups have exaggerated the seriousness of the problem.

There are, however, significant gender differences in the perception of how the media and women's groups portray the problem of family violence. Women are more likely than men to agree that the media does not overstate the seriousness of family violence (78 per cent, vs. 66 per cent of men) – and a larger proportion of women do not think that women's groups exaggerate extent of the problem either (75%, vs. 57% of men).

- * Those with a high school level of education or less are more likely to have indicated that they do not believe that family violence is as serious as it is made out to be by the media or by women's groups.
- * Knowing someone who has experienced violence is one of the key factors in determining whether or not people believe that the media or women's groups are overstating the seriousness of the problem. Those who know someone who has experienced violence tend to say that the media and women's groups are not exaggerating the seriousness of family violence. Those who have read or heard information about family violence are more likely to believe the media does not exaggerate. Also, those with direct personal experience of family violence are more likely to believe that women's groups don't exaggerate family violence.

When asked to rate the extent to which family violence exists in their community, fewer than one in 10 believe that it does not occur at all (7%). Four in 10 people believe that it occurs "not very often" and the same proportion say "a fair bit" (both at 39%). One in 10 (10%) believe that family violence occurs a lot in their community.

A significant majority believes that family violence should be an urgent priority, for the federal government (77% agree) as well as at the community level (76% agree).

Those who believe most strongly that family violence should be an urgent priority are women (approximately 85%). Support for designating family violence as an urgent priority (nationally and locally) is echoed by approximately two out of three men.

²⁰ This section is excerpted from "Public Attitudes Towards Family Violence: A Syndicated Study", EKOS Research Associates Inc., 2002. Minor edits have been made to improve readability.

The Causes and Consequences of Violence

Causes – Risk factors

We cannot talk about the causes of violence in absolute terms. Violence is not caused by poverty, poor childhood development, or being male. We know this because if circumstances like poverty or being male *caused* violence most people with those traits would be violent – and most are not. What we do know is that people who share some traits or experiences are *more likely* to become violent or to become the victims of violence than those who don't.

The risk factors associated with violence can be categorized into several levels of influence – from those associated with the individual her/himself, to those at the societal level. This plan addresses these risk factors through an integrated, and staged set of actions that are designed to reduce those risks over which the people of this region have some control.²¹

Individual Level

- * Low income
- * Addiction
- * Lack of adequate housing, food
- * Incarceration
- * Exposure to violence as a child
- * Exposure to toxins
- * Being a young adult
- * Experiencing abuse as a child
- * Inadequate parenting
- * Attention deficit and hyperactivity
- * History of violent behaviour
- * Dysfunctional thought, behaviour patterns
- * Little or no social support network
- * Spiritual crisis
- * Lack of commitment to school (youth)
- * Early and persistent anti-social behaviour
- * Friends who engage in violent acts
- * Early initiation of violent behaviour
- * Risk-taking behaviour
- * School bullying
- * Academic failure in elementary school

Family Level

²¹ This list has been developed by synthesizing the results of research from a number of studies.

- * Family dysfunction
- * Poverty
- * Lack of housing and/or food
- * Many sexual partners
- * Being in sex trade
- * Being in an abusive relationship
- * Little or no social support network
- * Family limits too strict
- * Family limits too lenient
- * Family limits inconsistent
- * Family history of violence
- * Household access to substances and guns
- * Single-parent family
- * Abusive parents

Neighbourhood Level

- * Lack of access to community support services
- * Few/no positive neighbourhood relationships
- * Neighbourhood deterioration
- * Large numbers of residents with addictions, unemployment, mental health disorders

Local/Regional Level

- * Economic condition
- * Discrimination at school
- * Lack of school supports
- * Social service providers support status quo
- * Urban design deficiencies
- * Policing

Societal Level

- * Income disparity
- * Culture of violence
- * Racism/discrimination

The Consequences of Violence

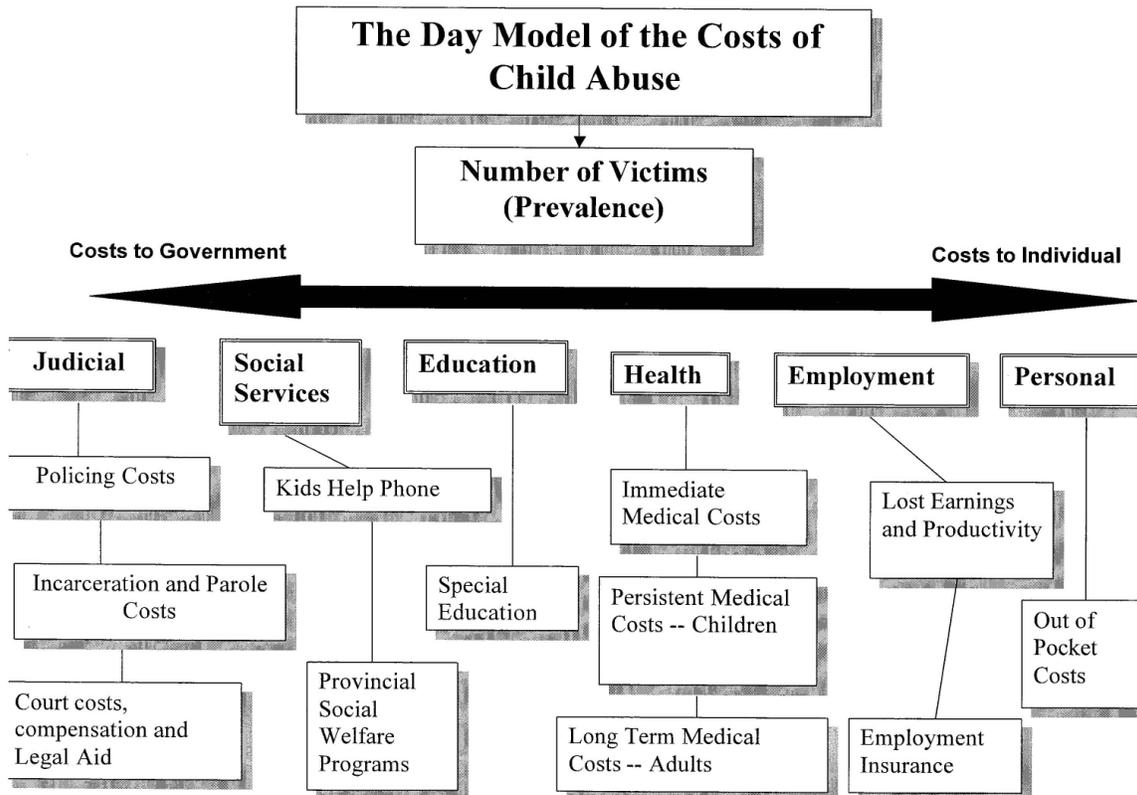
Much of the research on the effects of violence has been concentrated on women and children. The Ontario Public Health Association²² has compiled an analysis of various studies on the health effects of violence.

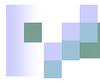
Type of Violence	Examples of Health Effects
Pregnancy	Battered pregnant women are twice as likely to miscarry and four times as likely to have low birth-weight infants
Child Abuse	A survivor of child abuse is seven times more likely to be dependent on alcohol and 10 times more likely to attempt suicide than those not abused as children
Women Abuse	Fifty percent of all injuries presented by women to the emergency surgical service occur in the context of partner assault
Sexual Violence	Eighty-five percent of psychiatric inpatients had a history of child sexual abuse
Substance Abuse and Violence	Women who were psychologically abused by their partners had five times the risk of alcohol abuse; physically abused women had eight times the risk
Media Violence	Young boys who prefer to watch violent television have higher rates of serious criminal offences as adults

The model below²³ illustrates the way the costs of one type of violence – child abuse – play out across both government and the individual. The model used in this study has rapidly become an accepted template for estimating the dollar cost of violence of various kinds throughout North America and Europe. This particular study estimated the economic cost of child abuse in Canada as being just under \$16 billion in 2003. Waterloo Region’s share of that cost would be in the neighbourhood of \$220 million in direct outlays to health, social services, welfare, education, justice, and corrections and direct losses due to unemployment and lost wages.

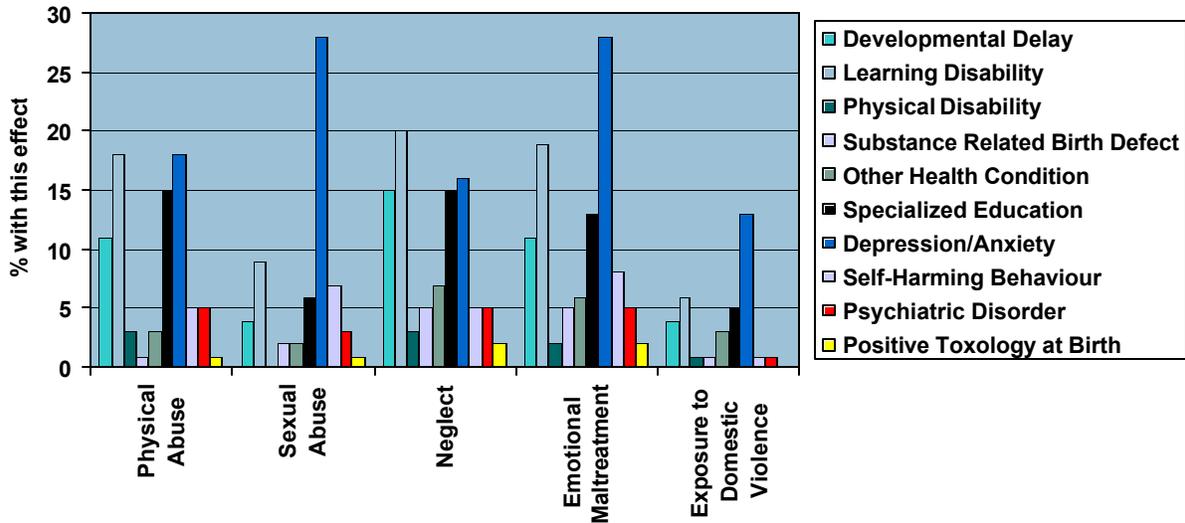
²² “Violence: A Public Health Issue”, Ontario Public Health Association, 1997

²³ From: “The Economic Costs and Consequences of Child Abuse in Canada”, Report to the Law Commission of Canada, Audra Bowlus et al, 2003





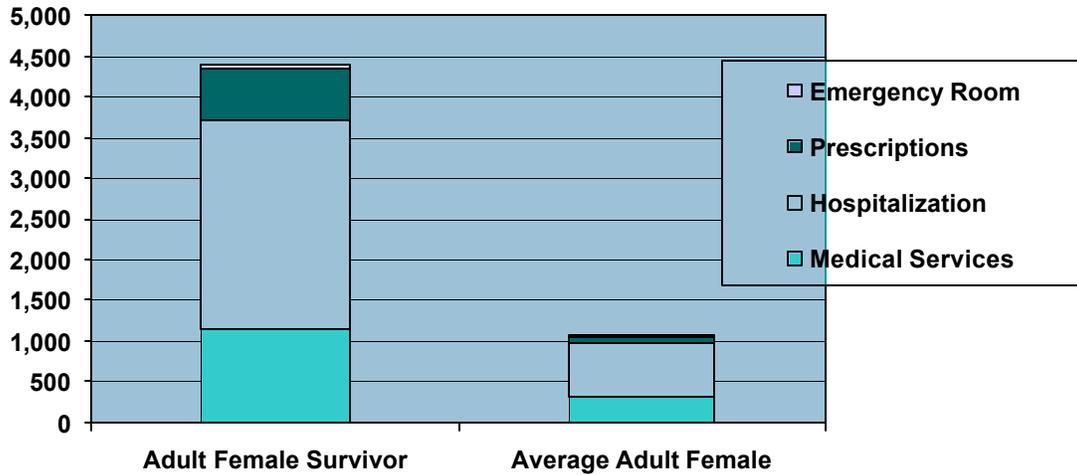
The Effects of Abuse on Children (Substantiated Cases)



Source: Canadian Incidence Study of Reported Child Abuse and Neglect – 2003, Public Health Agency of Canada

The above graph illustrates the physical and psychological impact of child abuse. Each of these measurable effects has a cost to the individual in terms of reduced life outcomes, and to society in terms of increased expenses to health, education, justice, and other public systems.

Annual Health Care Costs Four Times the Average for Adult Female Survivors of Childhood Sexual Abuse (1995\$)



Source: Centres of Excellence for Women's Health, 2003

It is perhaps illustrative to look at a small corner of the financial cost of violence. In 2003, the Centres of Excellence in Women's Health compared the average cost of health care for adult female survivors of childhood sexual abuse to the cost for women who had not been sexually abused. They discovered that the annual cost for the women who had been abused as children was four times greater than for those who had not. Health care is a service largely paid for by all Canadians, so the increased costs are borne by all of us.²⁴ To put this into a more focused perspective, 61% of the victims of sexual assaults are under the age of 18.²⁵ Most sexual assaults of children and youth are perpetrated by a family member, and most of the victims are female. The rate for females between the ages of 12 and 14 is about 160 per 100,000 females.²⁶ In any given month, Family and Children's Services of Waterloo Region has about 70 ongoing protection cases whose referral was for sexual harm.²⁷

²⁴ "The Cost of Providing Health Care Services to Women Survivors of Childhood Sexual Abuse", Sandra Burgess et al, Centres of Excellence for Women's Health, 2003

²⁵ "Children and Youth as Victims of Violent Crime", Juristat Vol. 25. No. 1 (based on a sample of 61% of the national volume of crime in 2003)

²⁶ "Family Violence in Canada: A Statistical Profile, 2005", Statistics Canada

²⁷ Family and Children's Services of the Waterloo Region, Annual Report 2005-2005

Using Jails as Mental Health Institutions

Our federal penitentiaries are reserved for people serving sentences of two years or more, and violence is often one of the contributing factors to the longer sentences. The 1,500 federal inmates with mental health problems each cost the public an average of \$240.18 per day.²⁸ The annual cost to the public is \$1.3 billion – a horribly expensive and inappropriate way of treating the violent outcomes of people with mental health problems.

Violence creates a huge cost to society, both physically, emotionally, and psychologically on the part of the victims and their families and friends, and collectively for all taxpayers who have to pay for the increased costs of services directed to violent people and their victims

Workplace Violence

In 1998 the international Labour Organization conducted a study of workplace violence in 32 countries. Canada was found to have the fourth highest rate of violence against women, and the fifth highest against men.

Wage loss claims by hospital workers – probably the highest-risk employee group – increased by 88% between 1985 and 1996, according to a report of the British Columbia Workers Compensation Board.

Local research at one of our regional hospitals has indicated that nursing staff face threats and actual abuse on a regular basis. Nursing home staff, home care providers, and other workers who regularly serve people with forms of dementia that may make them aggressive, are prone to victimization. As well, the families of health care patients who see their particular needs as paramount can become aggressive in trying to ensure the best care for their family member. At the far end of the violence scale, this region has seen examples of shootings in the workplace as a result of individual job-related circumstances.

A survey conducted by the Conference Board of Canada in 2001²⁹ found that workplace violence has become so prevalent that corporate executives have regarded it as their top security concern for three years running, consistently ranking it above Internet security, fraud, and employee theft. Publicly, however, executives rarely talk about violence in the workplace.

²⁸ Source: Adult correctional services, average counts of offenders in provincial, territorial, and federal programs (federal jurisdiction), Statistics Canada, 2004

²⁹ "Preventing Workplace Violence: Towards an Aggression Free Workplace", Derrick Hynes, Conference Board of Canada, 2001

Violence Against People with Disabilities

Of women with disabilities, it is estimated that 83% will be sexually abused in their lifetime; of girls with intellectual disabilities it is estimated that 40% to 70% will be sexually abused before the age of 18; of psychiatric inpatients, 80% have experienced physical or sexual abuse in their lifetimes.³⁰ The costs associated with the health, mental health, and corrections systems that can be directly related to problems that originated in childhood abuse or to preying on adults with disabilities are substantial. A recent report by Correctional Service Canada³¹ found that “inmates are more than twice as likely to have had any disorder. Males are three times more likely to have schizophrenia and females are twenty times more likely. Inmates are also four times more likely to have a mood disorder.”

Elder Abuse

In many ways the problem of elder abuse has not yet achieved the public recognition that it deserves. Unlike child abuse and partner abuse, to a large extent elder abuse remains hidden. Although the idea of an elder abuse reporting protocol, similar to the child abuse reporting protocol, has been discussed in Canada no concrete move has been made to implement one.

Five forms of elder abuse have been identified:³²

- * Physical abuse
- * Sexual abuse
- * Abandonment
- * Emotional/psychological abuse
- * Financial/material abuse

Protective factors

Research over the last 15-20 years has consistently shown that along with the numerous risk factors for violence that have been developed (see list above), there are also many protective factors. The list below, developed by the *Search Institute*, describes forty developmental assets for youth. These protective factors can be provided to every young person if we consciously create environments and supports that encourage and sustain them.

³⁰ Source: Violence Against Women with Disabilities, National Clearinghouse on Violence, Public Health Agency of Canada, 2004

³¹ “The Health Care Needs Assessment of Federal Inmates Report”, Canadian Journal of Public Health, 2004

³² “Abuse and Neglect of Older Adults: A Discussion Paper”, Health Canada, 2000

40 Developmental Assets for Youth³³

EXTERNAL ASSETS		
Support	Family support	Family life provides high levels of love and support.
<i>Young people need to be surrounded by people who love, care for, appreciate and accept them.</i>	Positive family communication	Young person and her or his parent(s) communicate positively, and young person is willing to seek advice and counsel from parent(s).
	Other adult relationships	Young person receives support from three or more non-parent adults.
	Caring neighbourhood	Young person experiences caring neighbours.
	Caring school climate	School provides a caring, encouraging environment.
	Parent involvement in schooling	Parent(s) are actively involved in helping young person succeed in school.
Empowerment	Community values youth	Young person perceives that adults in the community value youth.
<i>Young people need to feel valued and valuable. This happens when youth feel safe and respected.</i>	Youth as resources	Young people are given useful roles in the community.
	Service to others	Young person serves in the community one hour or more per week.
	Safety	Young person feels safe at home, at school, and in the neighbourhood.
Boundaries & Expectations	Family boundaries	Family has clear rules and consequences, and monitors the young person's whereabouts.
<i>Young people need clear rules, consistent consequences for breaking rules, and encouragement to do their best.</i>	School boundaries	School provides clear rules and consequences.
	Neighbourhood boundaries	Neighbours take responsibility for monitoring young people's behavior.
	Adult role models	Parent(s) and other adults model positive, responsible behaviour.
	Positive peer influence	Young person's best friends model responsible behaviour.
	High expectations	Both parent(s) and teachers encourage the young person to do well.
Constructive Use of Time	Creative activities	Young person spends three or more hours per week in lessons or practice in music, theater, or other arts.
<i>Young people need opportunities – outside of school – to learn and develop new skills and interests with</i>	Youth programs	Young person spends three or more hours per week in sports, clubs, or organizations at school and/or in community organizations.
	Religious community	Young person spends one hour or more per week in activities in a religious institution.
	Time at home	Young person is out with friends "with nothing special to do"

³³ Source: Search Institute, 2002

<i>other youth and adults.</i>		two or fewer nights per week.
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INTERNAL ASSETS		
Commitment to Learning	Achievement motivation	Young person is motivated to do well in school.
<i>Young people need a sense of the lasting importance of learning and a belief in their own abilities.</i>	School engagement	Young person is actively engaged in learning.
	Homework	Young person reports doing at least one hour of homework every school day.
	Bonding to school	Young person cares about her or his school.
	Reading for pleasure	Young person reads for pleasure three or more hours per week.
Positive Values	Caring	Young person places high value on helping other people.
<i>Young people need to develop strong guiding values or principles to help them make healthy life choices.</i>	Equality and social justice	Young person places high value on promoting equality and reducing hunger and poverty.
	Integrity	Young person acts on convictions and stands up for her or his beliefs.
	Honesty	Young person "tells the truth even when it is not easy."
	Responsibility	Young person accepts and takes personal responsibility.
	Restraint	Young person believes it is important not to be sexually active or to use alcohol or other drugs.
Social Competencies	Planning and decision making	Young person knows how to plan ahead and make choices.
<i>Young people need skills to interact effectively with others, to make difficult decisions, and to cope with new situations.</i>	Interpersonal competence	Young person has empathy, sensitivity, and friendship skills.
	Cultural competence	Young person has knowledge of and comfort with people of different cultural/racial/ethnic backgrounds.
	Resistance skills	Young person can resist negative peer pressure and dangerous situations.
	Peaceful conflict resolution	Young person seeks to resolve conflict nonviolently.
Positive Identity	Personal power	Young person feels he or she has control over "things that happen to me."
<i>Young people need to believe in their own self-worth and to feel that they have control over the things that happen to them.</i>	Self-esteem	Young person reports having a high self-esteem.
	Sense of purpose	Young person reports that "my life has a purpose."
	Positive view of personal future	Young person is optimistic about her or his personal future.

The Plan

The Plan's Major Elements:

The action steps that are laid out in the plan are built on a number of elements. The principles have been developed out of a combination of extensive community discussions and evidence-based best-practice research.

* **A strong central guiding, co-ordinating, and evaluating body to drive the plan to reduce violence.** To be effective, the plan must have one central organization that is responsible for its implementation, co-ordination, and evaluation over time. Research indicates that an “inclusive climate is central to councils effectively accomplishing their goals. In particular, councils require (a) effective leadership that is organized, efficient, and skilled at encouraging the voices and input of all stakeholders, (b) shared power in decision-making, and (c) the presence of a shared mission. Further, council membership must not only be broad, but characterized by active participation by a diverse set of key stakeholders.”³⁴

* **Ongoing comprehensive data collection.** Currently, data on violence is

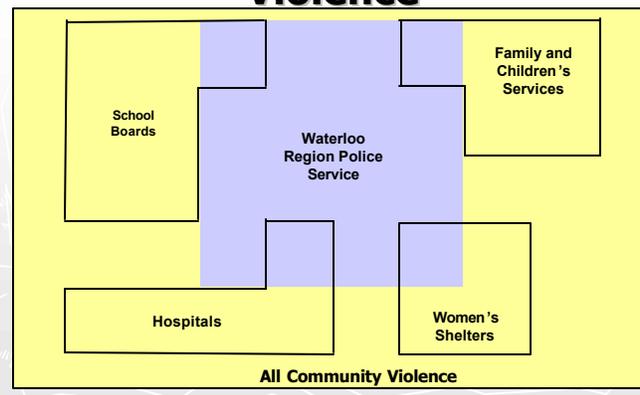
collected in a haphazard and disconnected manner. Police data on criminal violence represents perhaps one-third of actual incidents, since many victims do not report. Victims of spousal violence, for example only report to police about one-third of the time.³⁵ Most children in the care of Family and Children's Services of Waterloo Region have never come to the attention of police. Some organizations collect information based on different criteria, and most collect no statistical information on

violence. In fact, it appears that the vast majority of violent incidents go unreported. The diagram is a visualization of the current state.

* **Acceptance of responsibility by government, community agencies, business, labour, educational institutions, and the public.** The research shows conclusively that for a complex societal problem like violence, the only effective response is one that involves all sectors of the community acting in concert.

* **Strong public education on the costs, consequences, and alternatives to violence.** Violence is an ingrained part of our culture. Much of our literature, music, theatre, and movies have violence as a central theme – and this has been the case

Collecting Statistics on Violence



³⁴ Based on “A Multi-Level Analysis of Community Co-ordinating Councils”, Nicole E. Allen, American Journal of Community Psychology, March 2005

³⁵ “Family Violence in Canada: A Statistical Profile, 2005”, Statistics Canada, 2005

for millennia. There is considerable public misunderstanding about what constitutes an effective response to violence. “Law-and-order” responses resonate with a significant proportion of the public despite considerable evidence that they are ineffective at best and in some cases counter-productive.³⁶ Moving from a culture of violence will need a strong and sustained social marketing undertaking.

* **Education in relationships, negotiation, and building bridges from the earliest age on.** A significant part of the population lacks skills in solving problems without violence, and when children grow up in families where punishment is the norm, both they and their parents need education and support. In addition, trauma counselling is needed to help re-build the lives of immigrants and refugees who arrive here from situations in which violence and death was the norm.

* **Accessible support services beginning prenatally.** People must be able to get to the support services they need, when they need them. In addition, services must be linguistically and culturally appropriate as we become a much more multicultural community. Beginning with the importance of pre-natal nutrition³⁷ and the importance of nurturing during the early years,³⁸ accessible support services must become a keystone indicator in this plan.

* **Maximizing the use of the knowledge and talents of immigrants to the region.** The objectives of the recently formed Waterloo Region Immigrant Employment Network include:³⁹

- Developing partnerships
- Creating synergies
- Leveraging investment, and more

We need to build on efforts like these both because we need the skills that immigrants bring to our region and because of the role-modeling that successful immigrants bring to immigrant youth in our community.

* **Harnessing the knowledge from our post-secondary institutions.** We have two great universities and the top-ranked community college in Ontario, yet few of the faculty in these institutions are actively involved in using what they know to the betterment of our community as a whole. We have to harness their knowledge and apply it to the challenge of reducing violence.

* **Working Collaboratively.** Numerous research studies have pointed to the importance of addressing the complex problem of violence in a collaborative

³⁶ See, for example, “The Effects of Prison Sentences and Intermediate Sanctions on Recidivism: General Effects and Individual Differences”, Solicitor General, Canada, 2002 which reviewed 111 studies and found that harsher punishment had no deterrent effect on repeat offences, and in fact caused a 3% increase in recidivism across all groups, and “Youth Violence: A Report of the Surgeon General”, Department of Health and Human Services, 2001 (U.S.) which found that youth transferred to adult criminal court are more likely to re-offend than young people who remain in juvenile courts.

³⁷ See “Montreal Diet Dispensary Report”

³⁸ “Early Years Study: Final Report”, Margaret Norrie McCain and Fraser Mustard, Government of Ontario, 1999

³⁹ “Waterloo Region Immigrant Employment Network (*WRIEN*) Discussion Paper Version 8.0: Work in Progress”, Version Date: November 29, 2005

manner.⁴⁰ No single organization and no single sector has all the knowledge and skill necessary to address the problem successfully. Waterloo Region already has a number of collaborative initiatives under way focusing on family violence, street-outreach, homelessness, seniors, and youth. We should learn from these and others and build on their successes.

* **Strengthening neighbourhoods and communities.** The neighbourhood is the locus of our lives. Children grow up in their neighbourhoods, many of our friends are in our neighbourhoods, and for those with limited income, much of their lives are lived in their neighbourhoods. Accessible supports delivered at the neighbourhood level are most successful. “Neighbourhoods influence the school readiness of children. Support provided by neighbours and the sense of community felt within the neighbourhood (indicators of cohesive neighbourhoods) contribute to children’s competence and well-being.”⁴¹

* **Building from the bottom up.** The plan begins by working on the central building blocks of violence prevention, and expands over the years from a strong base of knowledge and support services.

The major community assets:

Waterloo Region is a community of unparalleled assets. This plan builds on our assets to create the community of our dreams. We have high incomes, low unemployment, a rapidly growing economy, and an already low rate of criminal violence compared to other communities. The plan builds on these assets.

* **Our ability to work together to achieve shared goals.** The Waterloo Region Community Safety & Crime Prevention Council, The Alliance for Children and Youth of Waterloo Region, Canada’s Technology Triangle, Communitech, Prosperity Council of Waterloo Region, and, most recently, the Immigrant Skills Summit of Waterloo Region – these are just some of the collaborative initiatives that set us apart from most urban areas of our size. The Waterloo Region Community Safety and Crime Prevention Council, for example facilitates such collaborative initiatives as the Restorative Justice Task Force which promotes restorative justice for the benefit of victims, offenders, and the community, the Justice Advisory Group which optimizes the delivery of services that address and prevent youth crime, the Substance Abuse Committee which works on eliminating barriers to treatment services, CONNECT which works to improve ways to engage youth, and others. The Kitchener Downtown Community Collaborative has developed a number of initiatives including street-based outreach to provide advocacy, support, long-term shelter and part-time work to people who are homeless or under-housed, living in poverty, with disabilities, addictions, or are otherwise marginalized and unable to access services or compete in the mainstream workforce. The addition of a Psychiatric Outreach program was the first of its kind in Canada. The Waterloo Working

⁴⁰ See for example: “An Assessment of Violence Prevention and Intervention Programs in Michigan: Policy and Programmatic Insights and Implications”, Ryan C. Goei et al., University of Minnesota, 2003, and “Breaking the Pattern: How Communities Can Help”, Health Canada, 1994

⁴¹ “Why Strong Neighbourhoods Matter: Implications for Policy and Practice”, Christa Freiler, Strong Neighbourhoods Task Force, Toronto, 2004

Group has brought together Uptown merchants, residents, and government to address street-involved people in the Uptown. The House of Friendship and the Waterloo Regional Housing work together to bring community centres to a number of neighbourhoods.

* **Our history of restorative justice.** We are the national leader in the development of restorative justice services, a philosophy now widely accepted by senior levels of government.

* **Our broad continuum of community-based services.** Kitchener-Waterloo is the only major urban area in Canada not originally settled by one of our two official language groups. Its Mennonite heritage of working together to meet people's needs and its commitment to social justice have combined to establish region-wide services that are more comprehensive than those of just about any urban area of our size. At the same time, Cambridge's commitment to establishing community-run neighbourhood centres sets the organizational governance standard for the region in responsive and empowering community capacity building.

* **Our three great post-secondary institutions.** Within the boundaries of our region, we have access to some of the best minds in such areas as social work, early childhood education, nursing, business and economics, sociology, community psychology, urban planning, architecture, science, engineering, and technology. We have access to cutting-edge research and the ability to apply it to the betterment of our community.

* **Our growing multiculturalism.** We have one of the highest rates of immigrant settlement in Canada. Immigrants provide us with access to a better understanding of our world, as well as the knowledge, skills, and talents that they bring. Building on the community's recent efforts to identify and use our new residents' brain-power, we will be able to fill many of the gaps in our professional base.

* **Our strong economy.** Waterloo Region has one of the fastest-growing economies in Canada. It will allow us to generate the community investment that will be needed to drive this plan.

* **Our ability to create jobs.** Along with our strong economy comes job creation. Our high employment rate and low unemployment rate serve to reduce some of the financial hardship that can lead to violent behaviour.

* **Our support of affordable housing.** Lack of safe affordable housing is a significant risk factor leading to violence. Although we have far too many people on the waiting list for affordable housing, this region is investing significantly more than most areas our size in the development of affordable housing. The enhanced Affordable Housing Strategy (AHS), adopted by Regional Council in 2005 to help create 1,500 units by the end of 2008, continues to demonstrate success in all stages of the Housing continuum. Our local entrepreneurs are developing creative models for bringing affordable housing to market quickly and cost-effectively.

* **Our burgeoning arts and culture sector.** Access to arts and culture is a significant attractor for bringing in new corporate investment. Our regional and local government investment in the arts is a farsighted strategy to create a community that will attract and keep business and professionals.

Recommendations

As mentioned elsewhere in this plan, the emphasis of our recommendations is on local ability to achieve results. We could have made many recommendations about minimum wage, employment insurance, funding for affordable housing, and in other areas to senior levels of government, but for the most part, the provincial and federal government are beyond our sphere of influence.

Structural

Structural recommendations are designed to ensure that there is a system in place to provide the leadership, co-ordination, knowledge-development, data-collection, evaluation, and financial resource base necessary to ensure the successful implementation of the plan.

Action	Rationale	Responsibility	Target Date
Identify a single guiding, co-ordinating, and evaluating body to drive the plan to reduce violence. The organization will be mandated by the Region to work collaboratively with local government, the private sector, non-profits, and residents to achieve the goals of the plan	The plan can only work if a body is mandated to plan, co-ordinate, evaluate, and report on the work.	Region, involving all community stakeholders	12/31/06
Join with other collaboratives to develop a community-wide report card on our quality of life	A number of collaboratives are working toward report cards on their areas of interest. One comprehensive report card will allow the community to track its progress annually.	Region, business, non-profits	12/31/07
Develop an ongoing fund to support the work of government and non-profits in addressing the root causes of violence	The property tax base is inappropriate as a primary revenue source for addressing the root causes of violence. This region has the wherewithal to establish a charitable fund .	Philanthropists	12/31/08
Drawing on our three post-secondary institutions, create a Centre of Applied Research focused on addressing the root causes of violence	We have the knowledge that will allow us to develop and implement best-practice prevention and support services, but much of it never escapes the academic community. We must be able to harness it.	University of Waterloo, Wilfrid Laurier University, Conestoga College	12/31/08

Action	Rationale	Responsibility	Target Date
Develop a cross-sectoral common protocol for the collection and reporting of information on violence	Currently, most organizations do not collect information on violence, and collection is idiosyncratic where it exists. We must have common measures in order to evaluate the success of the elements of this plan.	Region, municipalities, local non-profits, police, hospitals, post-secondary institutions, school boards	12/31/2009

Economic

Economic recommendations deal with economic risk factors such as poverty, lack of housing, employment, etc., which must be addressed if the goal of significantly reducing violence is to be achieved.

Action	Rationale	Responsibility	Target Date
Provide nutrition supplements for low-income pregnant women	Poor nutrition during pregnancy can lead to low birth-weight. Low birth-weight can lead to health, developmental, attention, and other deficits, which are positively associated with violence. When combined with home visits, results are very positive.	Region to work with food banks and food distribution agencies	12/31/06
Develop neighbourhood-based job creation strategies. Neighbourhood/community centres, rinks, arenas, recreation centres, etc. should be empowered to hire from within their own communities, providing local role models for youth	Employment is a significant protective factor for youth violence.	Municipalities, neighbourhood/community centres	12/31/06
Enhance current efforts to focus on the training and re-certification of immigrants.	We are losing too much of our intellectual capital because training and re-certification is insufficient in general, and sometimes discouraged by professional groups.	Education, business, immigrant groups	12/31/06
Safe, affordable housing for women and their children escaping violence in the townships. A minimum of one unit in each settlement area	Currently, women trying to escape domestic violence in the townships must travel to one of the cities for affordable housing – leaving behind their supportive networks of family and friends.	Region, townships, and area non-profits work collaboratively	12/31/07

Social

Social recommendations deal with the community service infrastructure that is necessary to support residents, develop new ways of behaving, and address the current culture of violence that pervades our society.

Action	Rationale	Responsibility	Target Date
Commit to a long-term, professionally developed social marketing campaign that makes violence unacceptable and seeking help normal	From breast exams to anti-drunk driving campaigns, we know that professionally crafted, long-term social marketing campaigns work. Most victims of physical and sexual abuse never report it and never seek help from community agencies	Lead body, The Record, CKCO TV, local radio	12/31/06
A plan to include neighbourhood/community centres (municipally built/resident run) in all newly developing residential areas, beginning with most underserved areas	The evidence is clear that ready access to support services, recreation, and interaction can reduce the incidence of child abuse and provide children and youth with alternatives to getting into trouble.	Cities and townships. Region share in costs to provide for Regional services.	12/31/07
A long-term commitment in municipal capital budgets to develop neighbourhood/community centres (municipally built/resident run) in existing under-served urban areas ⁴²	As outlined above, access to support services, recreation, and interaction can reduce the incidence of child abuse and provide children and youth with alternatives to getting into trouble.	Cities and townships	12/31/07
A plan to increase services that address alcohol and drug abuse, including increased residential treatment facilities and community-based programs	Rates of violent activity are directly impacted by the rate of alcohol and drug use	Region, community organizations	12/31/07
A commitment by both boards of education and all private schools that all staff will be trained to use, and all principals will support, child-focused restorative justice models and other conflict resolution techniques in all schools in dealing with student conflict	New behaviour patterns must become the norm if we are to reduce violence. School is the universal access point to children and youth. All school staff, including caretakers, secretaries, librarians, etc., can become part of a violence-free community in their school.	Boards of education	Begin 09/01/07

⁴² For examples of neighbourhood identification strategies, see the following two reports: "A Community Fit for Children: A Focus on Young Children in Waterloo Region", Sandy Hoy, Ontario Early Years, Waterloo Region, 2005, and "Neighbourhood Variability Project: A Tool for Program and Service Planning", Rachel McCormick, Region of Waterloo, 2005

Action	Rationale	Responsibility	Target Date
A plan to create “early years” programs modeled on the Early Years Centres accessible to all parents of young children, starting first in low-income areas across the Region. ⁴³	Early years type programming has been proven to improve child outcomes, and parenting, and to reduce later dysfunctional behaviour.	Region and local non-profits	Plan developed by 12/31/07
Develop an integrated continuum of adequately funded services for victims of violence including: * Sufficient shelter and housing for victims of family violence * Counselling and support to child, youth, and adult victims	Women and their children are often re-victimized because of a lack of safe places to go. Child victims of violence are more likely to become violent youth and adults. Adult victims of childhood abuse are more likely to be abusers.	Community non-profits	12/31/08
Counselling, educational, training, child welfare, and support staff from area organizations work out of neighbourhood/community centres on a regular basis. Trauma counselling should target new immigrant neighbourhoods.	Bringing professionals to local community settings “normalizes” their presence and makes them accessible.	Community non-profits and government service providers	12/31/08
Early identification of children with anger management problems through training in ECE programs, health professions, etc.	The evidence is clear that chronically violent youth begin their behaviour earlier than “one-time” offenders. Since behaviour patterns develop early, early identification and response is most effective.	Parents, early childhood educators, health practitioners	12/31/09
Anger management, cognitive skills education, and therapy for distorted thinking available to all children aged 2-18	Early treatment is most effective.	School boards, non-profit community organizations	12/31/10
Every neighbourhood/community centre has a board of directors or an advisory board setting policy, determining and evaluating programs, and hiring staff	Centres must respond to the needs and character of the local community in order to achieve their potential. Neighbourhood empowerment increases community capacity and social capital.	Municipally operated centres, community operated centres	12/31/11
Every neighbourhood/community centre is its neighbourhood’s leadership training centre	Indigenous leadership has the most impact in the development of role models.	Individual centres	12/31/11

⁴³ See above footnote for neighbourhood identification.

Time Line

+ Approval

Process

Note: numbers relate to the bracketed indicators in the first column

Action	2006-2010				2011-2015				2016-2025				2026-2035				2036-2045			
Structural																				
Lead organization	+																			
Report Card		+																		
Philanthropic fund (amount raised - \$ million)		+	10			20				30										
Centre of Applied Research			+																	
Data collection protocol				+																
Economic																				
Nutrition supplements (% covered)	+	25		50		75		100												
Neighbourhood-based job creation	+																			
Immigrant training and re-certification	+																			
At least 1 safe affordable housing unit in townships (% settlement areas covered) leading to region-wide coverage sufficient to meet need	+	25		50		75		100												
Social																				
Social marketing campaign	+																			

Reducing violence by enhancing human and social development: a 40-year plan for Waterloo Region

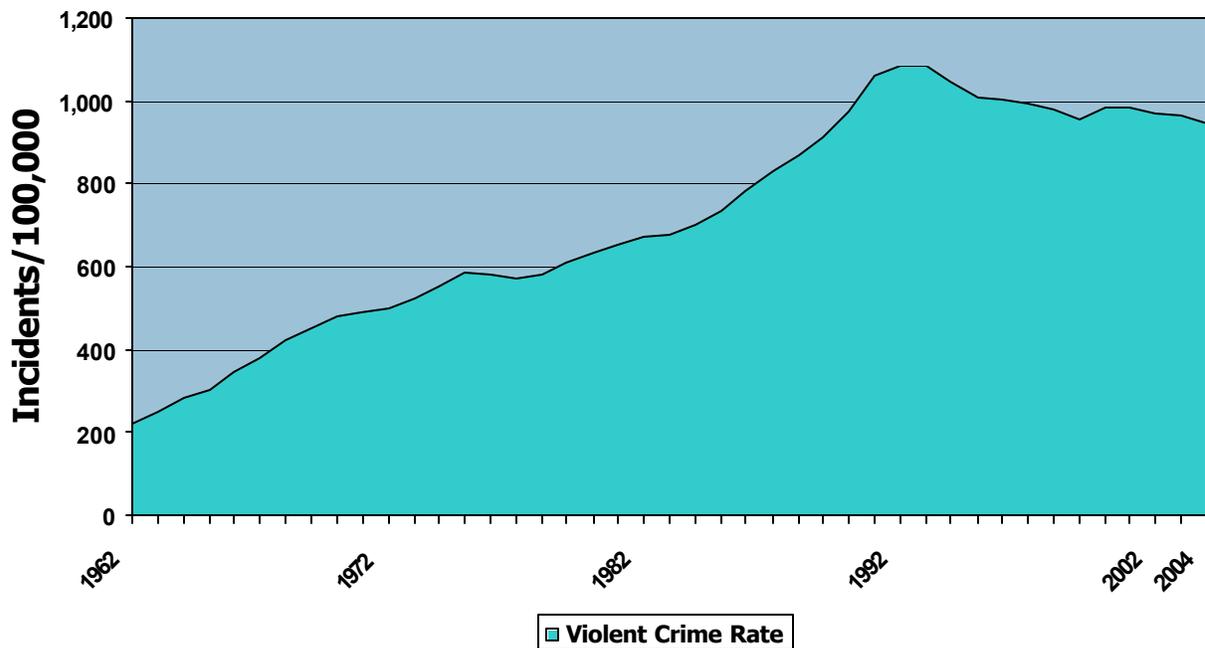
Action	2006-2010				2011-2015				2016-2025				2026-2035				2036-2045
Neighbourhood centre plan for new developments		+															
Plan for neighbourhood centres for low-income neighbourhoods (% areas covered)		+		15		30		45		60		75		90		100	
Increased residential and community-based alcohol and drug abuse services		+															
Training in school boards (% staff trained)		+	20	40		60		80		100							
Region-wide early years access (% coverage)		+	10		20		40		60		80		100				
Integrated victim services		+	25	50	75	100											
Support agency staff in neighbourhood centres		+	25		50		75		100								
Early identification (% ECE staff trained)		+			25		50		75		100						
Anger management (% need met)		+		20		40		60		80		100					
Neighbourhood centre boards with power (% complete)			+	20	40	60	80	100									
Neighbourhood leadership training centres			+	20	40	60	80	100									

Appendix A: An Overview of Violence

Violence in Canada



Violent crime falling in Canada for last 10 years

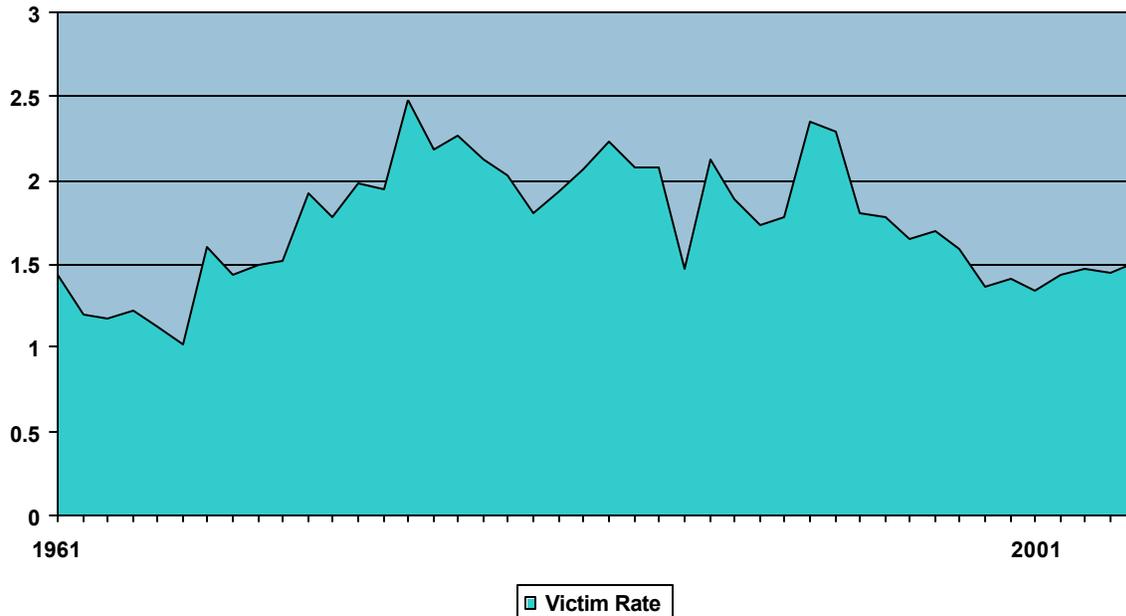


Despite the perception of an increasingly violent society that many people develop when they read, see, or hear about violence in Canada's media, violent crime has, in fact, been falling for the last 10 years.

Although it is substantially higher than it was in the early 1960s, the rate of violent crime peaked in the early 1990s, and despite a slight increase in 2002, it has resumed its gradual decline.



Homicide Victim Rates (/100,000) in Ontario slowly increasing



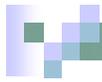
The homicide victim rate in Canada peaked in 1975 and from about 1993 to 2001 declined steadily. The rate is now slowly moving upward again, but is still just above the rate in 1961.

Despite the recent attention to gun violence, the chief method used to commit homicide in 2004 was stabbing, at 33%. Guns followed at 28% and 22% were beaten to death. Gangs, however, prefer guns, as 70% of gang-related homicides were gun-related.

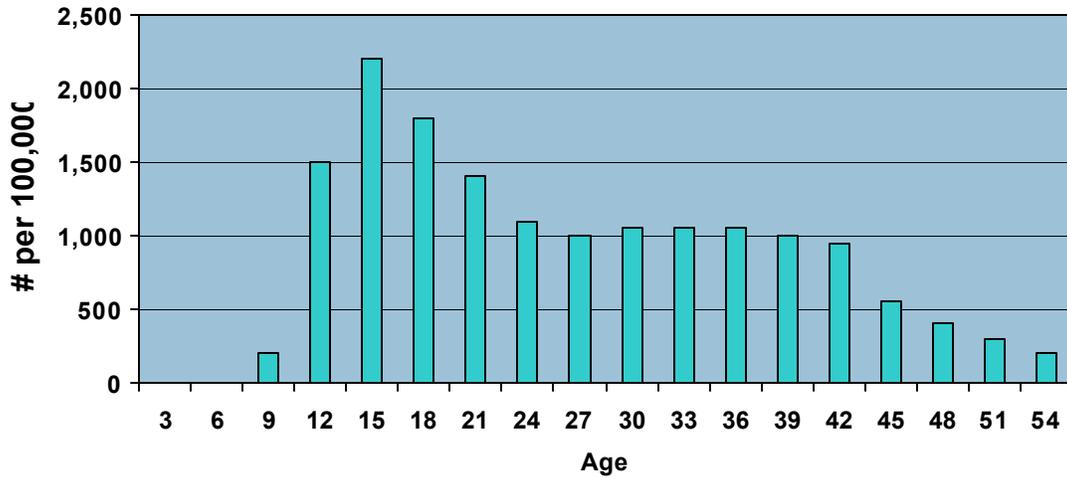
We all worry about random killings – especially when high-profile cases hit the headlines – but in 2004 half of the victims of homicide were killed by acquaintances, 36% were killed by family members, and only 15% were killed by strangers.

Although some would have us believe that we are becoming more like the U.S. in our homicide rates, the truth is that we are not. The homicide rate in Toronto in 2004 was 1.8 per 100,000 people; in the Kitchener CMA it was 1.26. The lowest homicide rate in the U.S. for an area with a population of over 690,000 was 1.7 (Honolulu). The highest large urban homicide rate in Canada in 2004 was Winnipeg at 4.9; in the U.S. it was New Orleans at 25.5.⁴⁴

⁴⁴ "Homicide in Canada, 2004", Canadian Centre for Justice Statistics, Statistics Canada



People Accused of Violent Crimes by Age, Canada 2003



Source: Exploring Crime Patterns in Canada, Statistics Canada

The highest rates of violent crime belong to youth and young adults. By age 24, the rate plateaus at about 1,000 per 100,000 residents through the early 40s, and then decreases as people age. One of the observations that can be drawn from this is that the overall rate of violence nationally, and from community to community, will be influenced by the size of the youth and young adult population. Communities that attract many young families are likely, when their children get into their teens, to see their violent crime rates increase. Communities that attract those seeking a place to retire are less likely to experience violence.

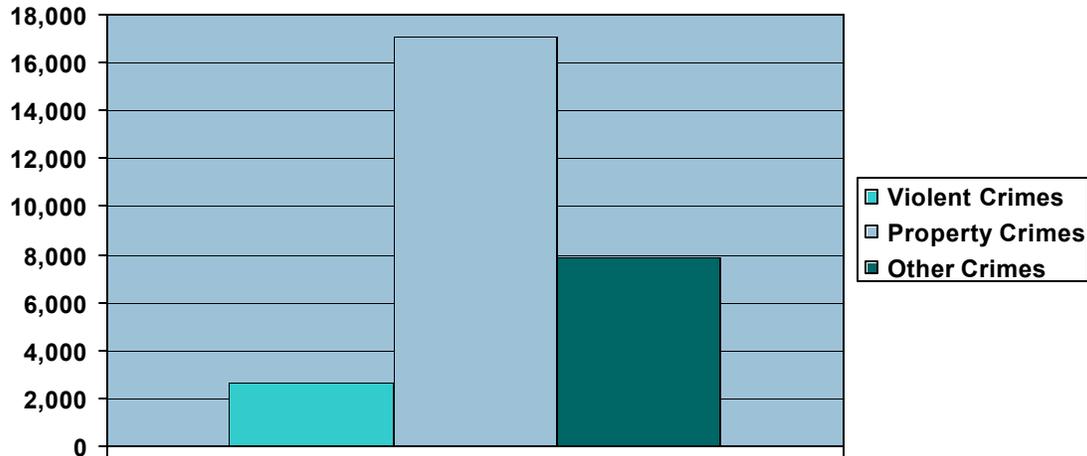
Assault and sexual assault began dropping in 1993, although the drop in sexual assault has been sharper. Declines in violent crime between 1991 and 2003 were particularly evident among male youth charged (down 9%), while rates of female youth charged increased 25% during this time period.⁴⁵

⁴⁵ "Exploring Crime Patterns in Canada", Statistics Canada, 2005

Violence in Waterloo Region



How much crime is violent crime? Kitchener CMA, 2003



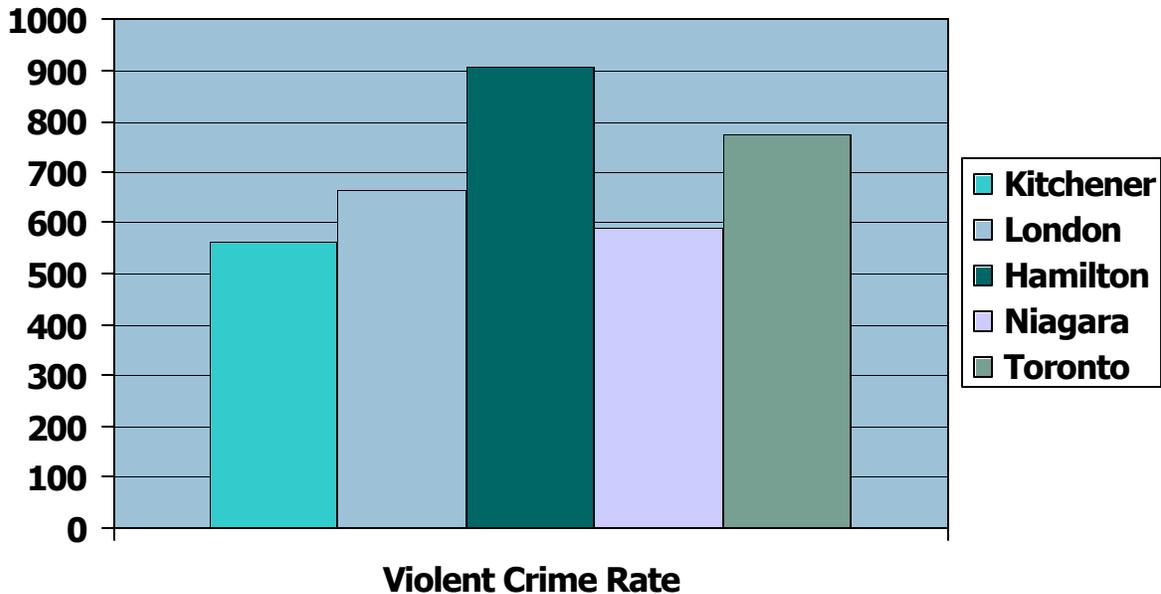
Source: "Crime rates in census metropolitan areas, 2003", Statistics Canada

Turning to the Kitchener CMA⁴⁶, of the 27,668 crimes that occurred in the Region in 2003, only 2,649 or 9.6% of them were violent crimes. Property crimes account for the majority of all criminal activity in the Region.

⁴⁶ Statistics Canada reports some statistics based on the Region of Waterloo and others based on the Census Metropolitan Area (CMA), which covers almost all of the population except some rural areas. The CMA had 24,000 fewer people than the Region in 2000. Broad-based statistical rates are virtually unchanged no matter which geographic unit is used.



Violent Crime Rate/100,000 (2004)

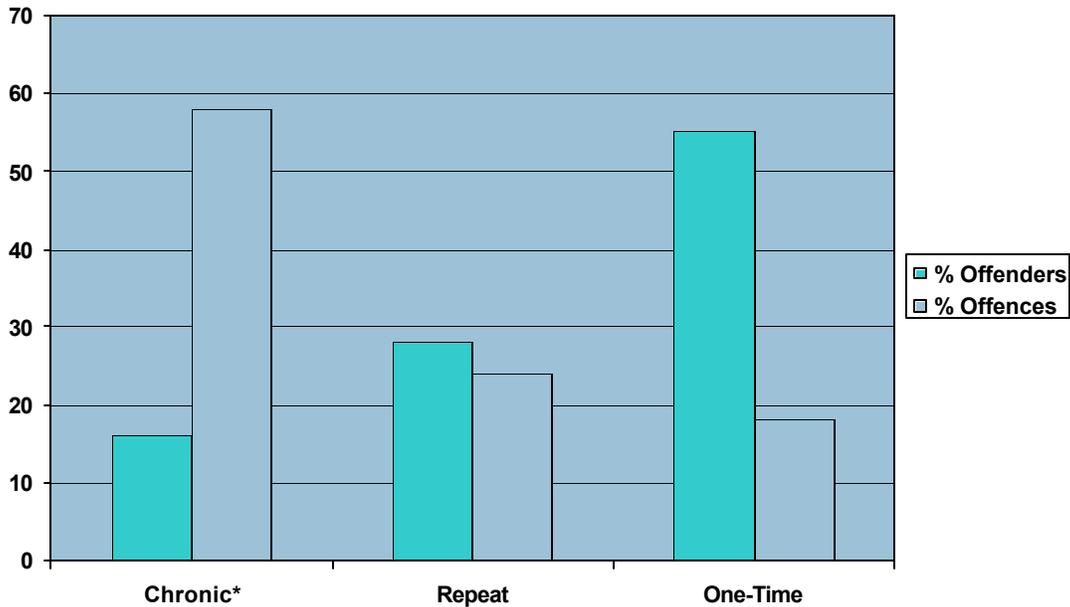


Looking at violent crime in the Kitchener CMA and comparing ourselves to our urban neighbours, we fare very well. Of ourselves, London, Hamilton, Niagara Region, and Toronto, we had the lowest violent crime rate (564 incidents per 100,000 people). In fact, the Kitchener CMA has the fourth-lowest violent crime rate of the 27 largest urban areas in Canada.

Young offenders



One-Time, Repeat, & Chronic Young Offenders Born 1979-1980: Canada



* Five or more incidents

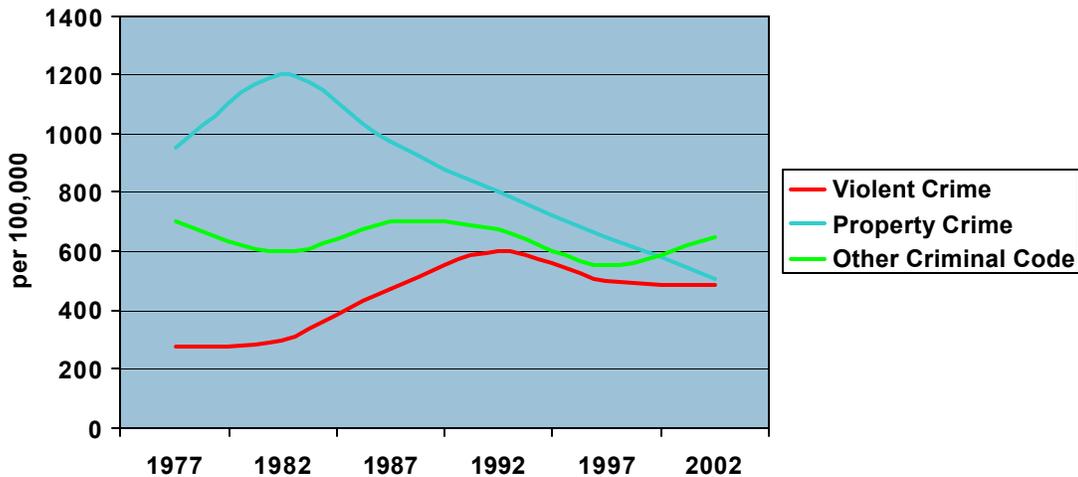
Source: Court Careers of a Canadian Birth Cohort, Statistics Canada, 2005

Focusing on young offenders, it is worth noting that almost 60% of the offences by youth are committed by about 16% of the young offenders. Within the youth offender population, there is a small core group who are responsible for most of the criminal activity. When we talk about young offenders, we need to recognize that over half of them offend only once.

Adult Offenders



Rate of adults (per 100,000) charged by crime category



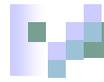
Source: "Exploring Crime Patterns in Canada", Statistics Canada, 2005

The rate of adult violence has been decreasing for the last 10 years. Property crime has also been decreasing. Since 1992, the violent-crime rate for adults has been on a steady, though slow, decline.

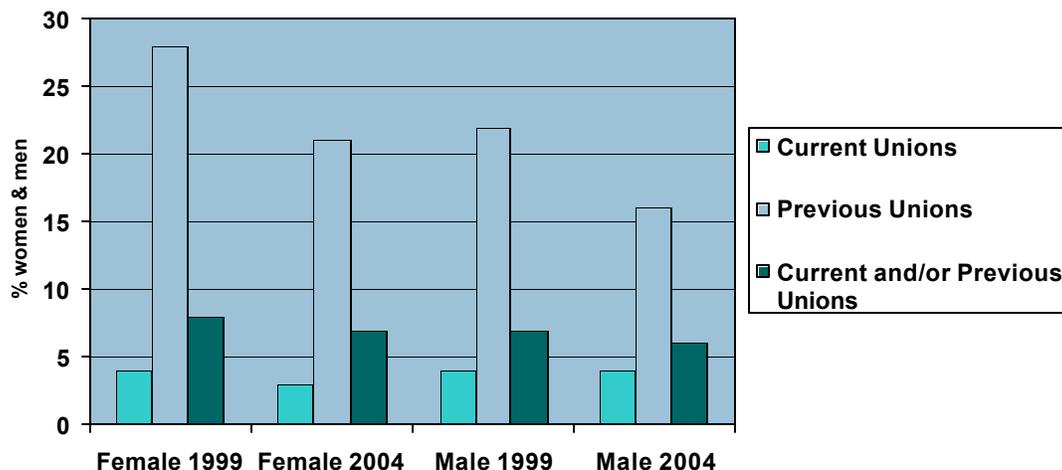
Over the past four decades, shifts in unemployment rates and alcohol consumption have been associated with changes in homicide rates. When the growth rate in unemployment varies by 1% the growth rate in homicides varies by approximately 0.39% in the same direction. Also, when the growth rate in alcohol consumption varies by 1%, the growth rate in homicides varies by approximately 1.38% in the same direction. There is a relationship between homicide and unemployment rates and rates of per capita alcohol consumption, such that when rates of unemployment increase (or decrease) there is a corresponding change in homicide rates in the same direction. Similarly, when rates of per capita alcohol consumption increase (or decrease) there is a corresponding change in rates of homicide in the same direction.⁴⁷

⁴⁷ "Exploring Crime Patterns in Canada", Statistics Canada, 2005

Family Violence



Spousal Violence Trends: 1999 and 2004



Source: "Family Violence in Canada: A Statistical Profile", Statistics Canada 2005

There was no change in the overall level of spousal violence reported by those who were married or living common-law during the last five years. The most pronounced changes in spousal violence between 1999 and 2004 have been within previous relationships. While violence within previous relationships remains significantly higher than that in current unions, the percentage of persons in these relationships who have experienced violence dropped significantly for both women (from 28% to 21%) and men (from 22% to 16%).

It is important to note that while the rate of violence was similar for men and women, the severity of the violence was not. Women were much more likely to report more serious forms of violence (being beaten, choked, or threatened, or having a gun or knife used against them). Men were most likely to report being hit, slapped, bitten, kicked, or hit with an object.

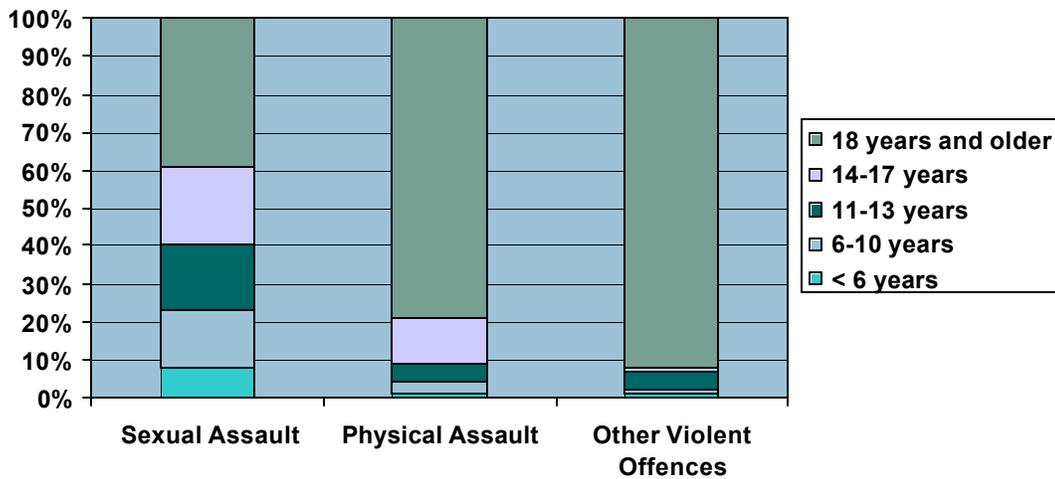
Spousal violence affects all socio-demographic groups. However, there are certain segments of the population that are more vulnerable to spousal violence than others. Those who are young, who live in a common-law relationship, who have been in the relationship for three years or less, who are Aboriginal, and whose partners are frequent

heavy drinkers are at increased risk of experiencing violence at the hands of their intimate partners.⁴⁸

Violence against children and youth



% Victims of physical and sexual assaults by age group reported to police: Canada 2003



Source: "Children and Youth as Victims of Violent Crime", Juristat Vol. 25. No. 1 (based on a sample of 61% of the national volume of crime in 2003)

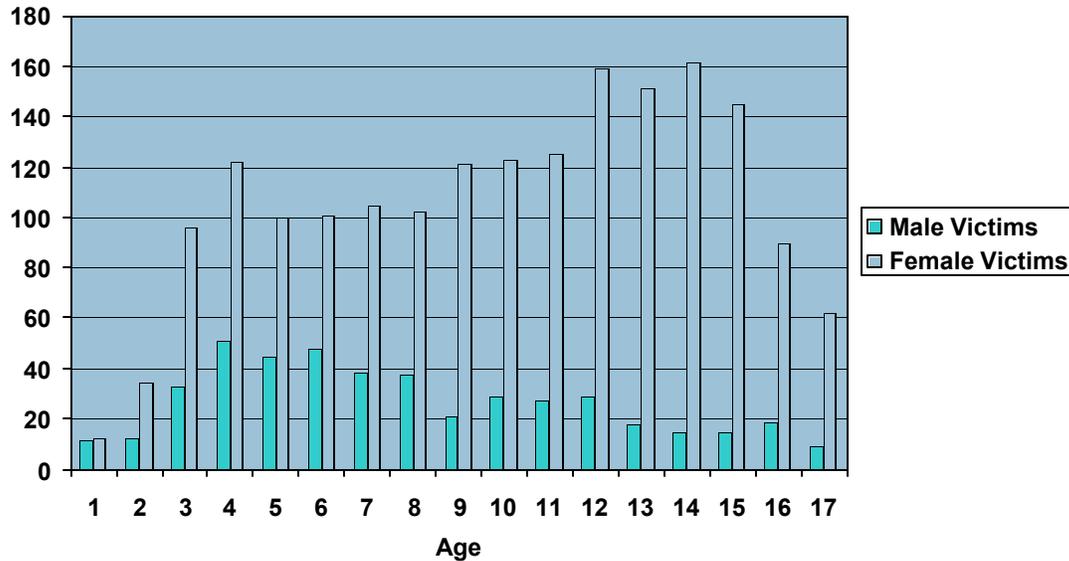
It will surprise many people to learn that 61% of the victims of sexual assaults and 21% of the victims of physical assaults reported to police are under the age of 18.

The sexual abusers of children are predominantly family members when children are young. Friends and acquaintances take prominence by the time children turn age 9. The role of strangers as abusers grows slowly as children age, reaching 20% of the known abusers by the time youth reach age 15-17.

⁴⁸ "Family Violence in Canada, A Statistical Profile", Statistics Canada, 2005



Family-Related Sexual Assault Rate (/100,000 males & females), Canada 2003

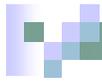


Females are clearly the primary victims of family-related child sexual assault. In fact, while the male victim rate declines after age 4, female victims increase from age 6 through age 12.

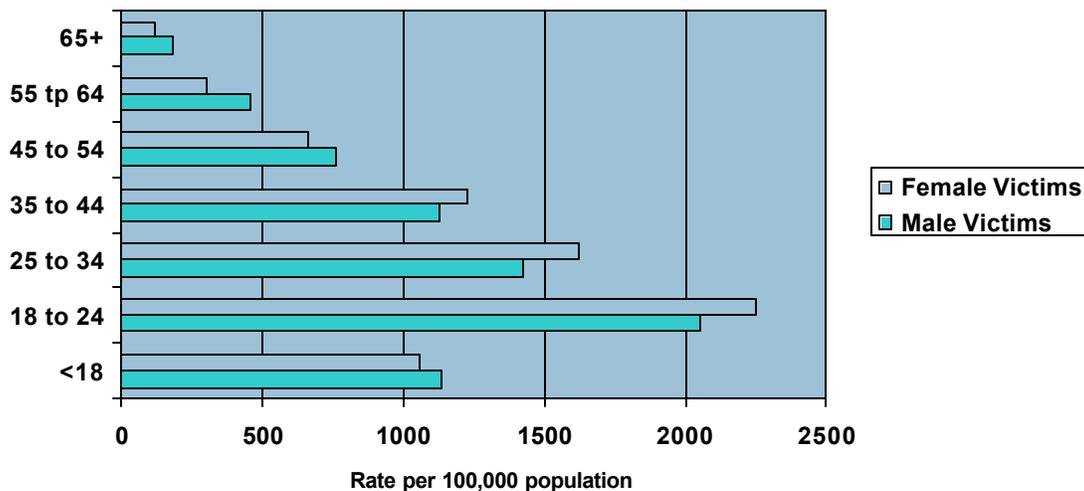
Although family-related assaults as a proportion of all assaults decreased with age, the rates of family-related assaults increased with age. In cases of family-related sexual assaults, the rate was highest for female youth aged 12 to 14, with the highest rate at age 14 (160 per 100,000 females). Male children aged 4 to 6 years had the highest rates of family-related sexual assault among male victims, with the highest rate at age 4 (54 per 100,000 males). The rates of family-related physical assault against children under the age of 12 were higher for boys compared to girls. However, the rates of physical assaults for female youth aged 13 to 17 surpassed those of male youth. Rates of family-related physical assaults were highest for females aged 17, at 329 per 100,000 females, approximately 2.5 times greater than the rate for 17-year-old males (129 per 100,000 males).⁴⁹

⁴⁹ "Family Violence in Canada, A Statistical Profile", Statistics Canada, 2005

Violence against seniors



Seniors are least likely to become victims of violent crime, 2003



Source: "Family Violence in Canada: A Statistical Profile 2005", Statistics Canada

Seniors are least likely to become victims of violent crime. Males are somewhat more likely to be victimized than females, but both groups are significantly less likely to be victims than any other age group.

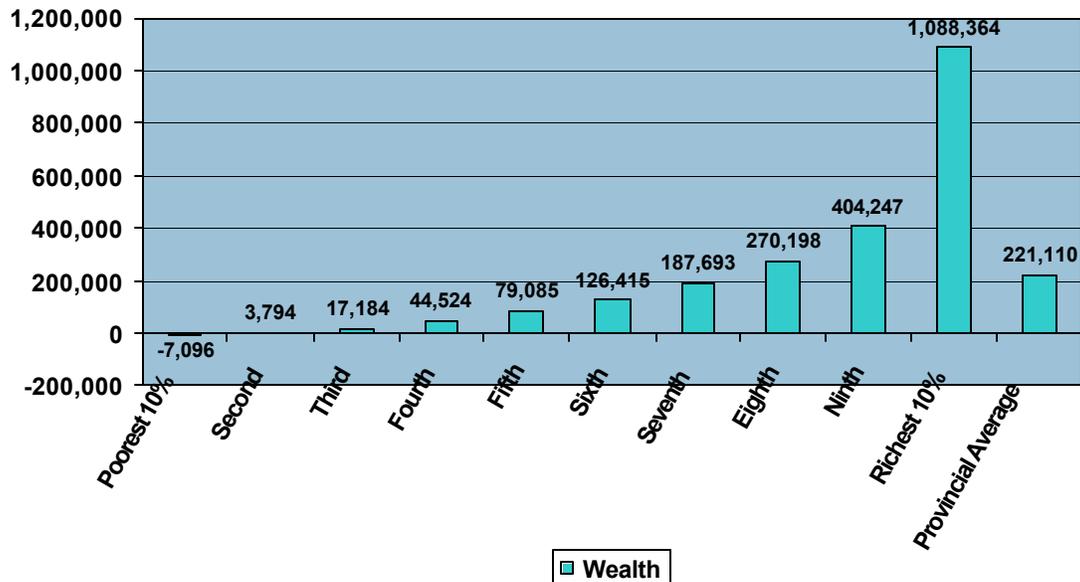
In 2003, just under 4,000 incidents of violence against older persons were reported to the police. These incidents were perpetrated almost equally against older women (46%) and men (54%). Six out of 10 of these victimizations were committed by persons from outside of the family (63%). Just over half of older female victims (54%) were victimized by someone from outside of the family, while this was the case for seven out of 10 older male victims (71%). When considering only assaults against seniors committed by a non-family accused, more than half were strangers (53%) and close to one third were carried out by a casual acquaintance (30%).⁵⁰

⁵⁰ "Family Violence in Canada, A Statistical Profile", Statistics Canada, 2005

Wealth Disparity



Average Family Wealth, Ontario 1999, by Decile



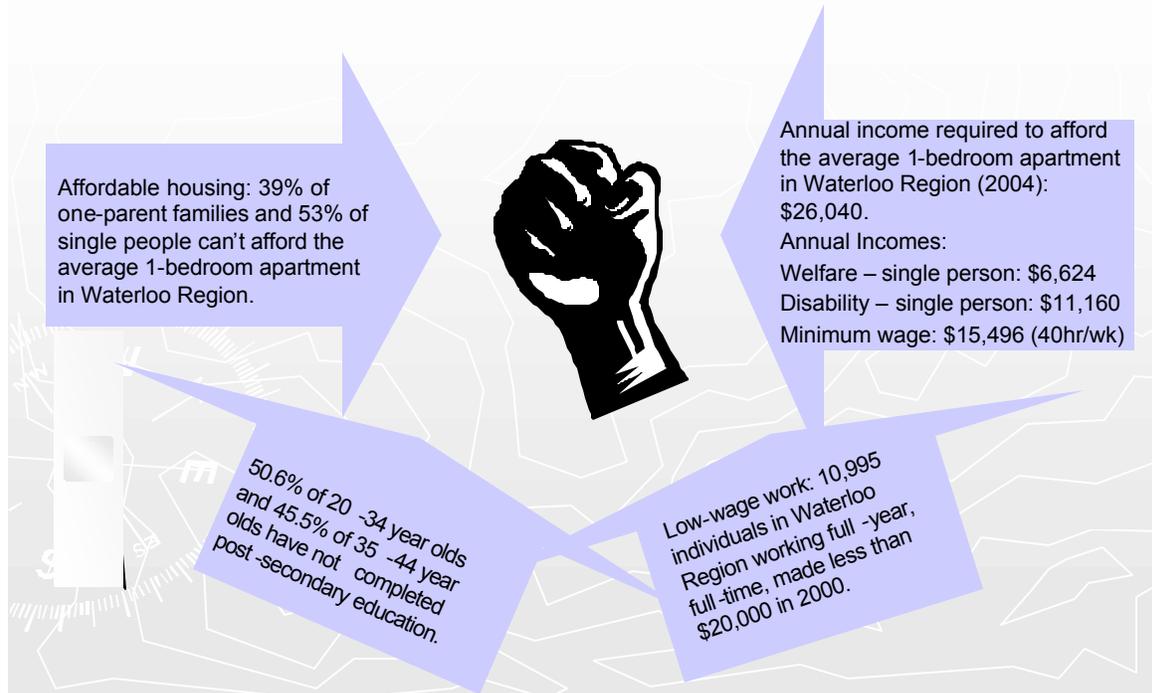
Source: "Rags and Riches: Wealth Inequality in Canada", Canadian Centre for Policy Alternatives, 2002

One of the risk factors for violence is the distance between the rich and the poor. The greater the distance, the greater the risk. The poorest 10% of Ontario's population has negative wealth – that is, their debts are greater than their assets. The second 10% have average family wealth of only \$3,700. Both of these groups got poorer over the previous 10 years while those at the top got richer.

If we look at the share of total wealth that each decile in Ontario holds, we find that the lower 80% of the population hold only about 28% of the province's wealth. The wealthiest 10% hold over 50% of the wealth. Studies since 1999, the year on which the above information is based, have indicated that the disparity has been increasing, not decreasing.

Socio-Economics

Risk Factors: Socio-Economics- Kitchener CMA



While Waterloo Region is in an enviable position socio-economically, when we compare ourselves to our neighbours, we cannot ignore the 45,000 residents living in poverty. Our booming economy has resulted in a robust housing market, increasing the cost of housing significantly. Existing rents are becoming increasingly unaffordable to those at the lower end of the income scale in Waterloo Region. The minimum wage bears no relation to the cost of food and shelter⁵¹; the income from Ontario Works is less than half the Low-Income Cut-Off set by Statistics Canada, and we have a solid core of residents who have not completed post-secondary education.

⁵¹ The minimum hourly wage necessary to afford a bachelor/studio apartment in the Kitchener CMA has recently been calculated as being \$10.46 per hour – the sixth highest in Canada (“Minimum Housing Wage – A New Way to Think About Housing Affordability”, Canadian Housing and Renewal Association, 2006)

Appendix B: Community Consultation Participants

Community Participant

Andrews, Karen
Balmer, Brice
Barby, Julie
Beckett, Dan
Beharry, Pam
Bird, Christine
Bird, Nancy
Botschner, Janos
Charington, Peter
Cruickshank, Casey

Czarney, Wendy
Davidson, Bill
Davis, Angela
Dean, Julie
Delsaut, Aaron
Dohaniuk, Ron
Edwards, Lee
Ftton, Tori
Fitzpatrick, Lee
Fowler, Kim
Fowler, Shannon
Gardner, Thomas
Gerlach, Jackie
Ghwnbnzh, Kiras
Glenn-Graham, Dan
Goldenberg, Bobby

Gould, Bob
Groh, Arlene
Harding, Cathy
Harloff, Don
Harpell, Grace
Harrison, Lucia
Heide, Monica
Hughes, Jo-Anne
Jaffer, Sharmin
Janzen, Mary
Josic, Susan
Kelterborn, Marion

Organization

KidsAbility Centre
House of Friendship
Region of Waterloo Public Health
John Howard Society
Lutherwood
Alliance for Children of Waterloo Region
United Way of Kitchener-Waterloo and Area
Canadian Mental Health Association
University of Waterloo - Sociology Department
Waterloo Region Sexual Assault and Domestic
Violence Centre
Waterloo Regional Homes for Mental Health
Langs Farm Village Association
Waterloo Catholic District School Board
City of Kitchener
Centreville Chicopee Community Centre
United Way of Cambridge and North Dumfries
Probation and Parole
Region of Waterloo Public Health
Waterloo Regional Police Service
Fiddlesticks Neighbourhood Centre Association
Alison Neighbourhood Community Centre
Forest Heights Community Centre Association
Region of Waterloo Public Health
Family and Children's Services of Waterloo Region
Downtown Community Centre
Family Counselling Centre of Cambridge and North
Dumfries
Waterloo Regional Police Service
Waterloo Region Community Care Access Centre
Mill-Courtland Community Centre
Woolwich Community Services
Region of Waterloo Public Health
K-W Multicultural Centre
Family and Children's Services of Waterloo Region
Child Witness Centre of Waterloo Region
Region of Waterloo Public Health
Community Safety & Crime Prevention Council
City of Kitchener
Region of Waterloo Public Health

Kendrick, Donna (plus 8 participants)	Cambridge Family Early Years Centre
Kennedy, Yoke	K-W Multicultural Centre
King, Pauline	K-W Counselling Services
Koeough, Gerard	Kitchener Downtown Street Outreach Program
Kuntz, Jaye	Greenway Chaplin Community Centre
Lee, Tom	Waterloo Regional Police Service
Lemieux, Susan	Region of Waterloo Public Health
MacKenzie, A.L.	University of Waterloo
Mains, Jennifer	St. John's Kitchen
Mank, Pamela	Catholic Family Counselling Centre
Martell, Eliseo	Region of Waterloo Public Health
Martens, Ron	Family and Children's Services of Waterloo Region
Martinez, Ana Luz	Focus for Ethnic Women
McCreary, Janet	Region of Waterloo Public Health
McIntyre, Kevin	Probation and Parole
Middlestaedt, Walter	Lutherwood
Millar, Calvin	Grand River Hospital
Miller, Hugh	Youth in Conflict With the Law
Milne, Cathy	KidsAbility Centre
Moolenburgh, Coba	St. Mary's Counselling Service
O'Toole, Irene	Waterloo Adult Recreation Centre
Parkinson, Michael	Community Safety & Crime Prevention Council
Perkins, Carol	Region of Waterloo Public Health
Pryse, Lois	Region of Waterloo Public Health
Rankin, Doug	Kitchener Downtown Community Health Centre
Reist, Andrea	Region of Waterloo Public Health
Reynolds, Jack	Child Witness Centre of Waterloo Region
Rivera, Myrta	K-W Multicultural Centre
Roxborough, Sandra	Preston Heights Community Centre
Rutherford, Captain Ruth	Salvation Army
Schnarr, Tracy	Waterloo Regional Police Service
Smith, Rosemary	Kitchener and Waterloo Community Foundation
Solomon, Kali	Kitchener Downtown Community Health Centre
Sousa, Celina	Region of Waterloo Public Health
Spencer, Karen	Family and Children's Services of Waterloo Region
Svacina, Martha	Region of Waterloo Public Health
Steinacher, Noreen	Region of Waterloo Social Services Department
Stewart, Kevin	University of Waterloo
Suderman, Andrew	House of Friendship
Tout, Sean	Waterloo Regional Police Service
Thomlison, Brent	Waterloo Regional Police Service
Townsend, Joe-Ann	Christopher Champlain Community Centre
Van Rooyen, Peter	Developmental Services Access Centre

Vandenberg, Ada	Community Member
Varner, Jan	United Way of Kitchener-Waterloo and Area
Wang, Debbie	Region of Waterloo Public Health
Wilson-Taylor, Beth	Kitchener Public Library
Withers, Cathy	Region of Waterloo Public Health
Wright, Chris	WarrenShepell
Yantzi, Mark	Community Justice Initiatives
Zamett, Lynn	Waterloo Region District Board of Education
Zilney, Mary	Women's Crisis Services of Waterloo Region

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