

WRCPC Agenda

April 12, 2019

9:00 a.m. to 11:30 a.m. (8:30 a.m. Networking)

Ken Seiling Waterloo Region Museum

10 Huron Road, Kitchener ON

Classroom A

Chair: Shayne Turner

Minutes: Mary Anna Allen

1. Welcome and Introductions
2. Approval of Agenda
3. Declaration of Conflict of Interest
4. Approval of the March 8, 2019 – 5 min (attached)
 - 4.1 Business Arising
5. Facilitating Committee Report: Cathy Harrington – 5 min
6. Islamophobia Report – Sarah Shafiq – 10 min presentation, 20 min discussion and adoption. **Report to be send out under separate cover.**
7. Andrew Taylor's Summary of First Consultation – Christiane Sadeler – 10 min
8. Upstream Prevention Practice on 6 Current Issues: All – 90 min
 1. Opioid Crisis
 2. Violence Against Women
 3. Low Graduation Rates
 4. Social Disorder in the Cores
 5. Hate Crimes Against Muslims
 6. Cyberbullying
9. Other Business
10. Adjournment
11. Next Meeting: May 10, 2019

WRPCPC Minutes

March 8, 2019

9:00 a.m. to 11:30 a.m. (8:30 a.m. Networking)

Ken Seiling Waterloo Region Museum

10 Huron Road, Kitchener ON

Classroom A

Present: Andrew Jackson, Barry Cull, Cathy Harrington, Chris Cowie, Courtney Didier, Felix Munger, Janice Ouellette, Jennifer Hutton, Joe-Ann McComb, Jonathan English, Kathryn McGarry, Kathy Payette, Kelly Anthony, Laurie Strome, Mark Pancer, Richard Eibach, Rosslyn Bentley, Sarah Shafiq, Sharon Ward-Zeller, Shawn Johnston, Shayne Turner, Tom Galloway, Trisha Robinson, Angela Vanderheyden, Bryan Larkin, Mark Crowell, Douglas Bartholomew-Saunders, Hsiu-Li Wang, Patricia Moore, Irene O'Toole, John Shewchuk, Peter Ringrose

Regrets: Carmen Abel, David Jaeger, Doug McKlusky, James Bond, Shirley Hilton, Karen Spencer, Liz Vitek, Barry McClinchey, Bill Wilson

Staff and Students: Christiane Sadeler, Alejandra Amezquita Gutierrez, Alissa Petovello, David Siladi, Julie Thompson, Mary Anna Allen, Michael Parkinson, Rohan Thompson

Guests: Andrew Taylor (Newberry and Taylor Consulting)

Chair: Shayne Turner

Minutes: Mary Anna Allen

1. **Welcome and Introductions:**

Welcome and introductions were made.

2. **Approval of Agenda:**

Moved by Sharon Ward-Zeller

Seconded by Patricia Moore

Carried

3. **Declaration of Conflict of Interest:**

None

4. Approval of the January 11, 2019 Minutes:

Moved by Cathy Harrington

Seconded by Jonathan English

4.1 Business Arising

Finalizing the Islamophobia Report has been delayed. The Facilitating Committee will review the report and bring it back to Council at the April 12, 2019 meeting.

Carried

5. Approval of Smart Updates:

Chelsea's Story, a Human Sex Trafficking play was staged from March 21st to the 24th at the Registry Theatre. A special performance was also held at Grand Valley Institution for Women and a pre theatre event was held at the Kitchener Public Library. The play was a collaboration between the Sexual Assault Support Centre, the Registry Theatre and the Waterloo Region Crime Prevention Council.

The Committee debrief about the events determined that there was a need for a continued efforts. This may include the potential of bringing the production to Toronto, specifically for the hospitality industry, a sector that needs to understand the signs of Human Sex Trafficking. There was also some interest from the schools to bring the play back to the local community.

The event was well received and well attended. Special thanks were shared by WRCPC members for the successful efforts of the engagement committee and especially the lead staff person, Julie Thompson. Staff will keep the Council updated about ongoing efforts.

Moved by Andrew Jackson

Seconded by Douglas Bartholomew-Saunders

Carried

6. Elections:

6.1 Election of the Chair:

Shayne Turner allowed his name to stand as Chair of the WRCPC. There were no nominations from the floor. Shayne Turner was acclaimed as Chair.

6.2 Election of the Vice-chair:

Cathy Harrington allowed her name to stand as Vice-chair of the WRPCPC. There were no nominations from the floor. Cathy Harrington was acclaimed as Vice-chair.

6.3 Election of the Facilitating Committee:

Members of the Facilitating Committee include the Chair, Vice-chair, Past-chair and Regional Administration Liaison and 4 elected members of the WRPCPC that have served on Council for a minimum of one year.

Kelly Anthony, Courtney Didier, Tom Galloway and Richard Eibach allowed their names to stand for the election of the Facilitating Committee members. There were no nominations from the floor. All nominees were acclaimed as Facilitating Committee members.

7. Governance Policy Overview:

John Shewchuk provided a governance policy overview: Please see attached PPT

Kelly Anthony recommended changing the use of he/she to they throughout the policy. Christiane shared that the newest version of the Governance has already been changed.

Courtney Didier will follow-up about the meaning of sector representation for new members at the full orientation.

8. Budget 2019:

Regional Council approved the WRPCPC Budget 2019 with the required targeted budget cuts. In 2019, the WRPCPC will have some gapping dollars and the remaining revenue accounts to offset the cuts if needed. The Facilitating Committee had a discussion about the budget cuts and concluded that the business of Council can be managed in 2019 despite the cuts but that pending changes may lead to an altogether different budget in 2020.

9. Staffing 2019:

Christiane Sadeler announced that Alejandra Amezquita Gutierrez, the new Communications Coordinator (Community Initiatives) is working with the WRPCPC 2 days a week and 3 days a week with the Immigration Partnership Council. The shared position was partially resourced by the WRPCPC through gapping dollars from the vacant research development position. In 2018 resources were also diverted to Well-being Waterloo Region for staffing and to contribute to the Region wide survey.

Rohan Thompson has resigned as the Manager of Communication and Community Engagement to take on a new role with the Peel District School Board.

In the past, Rohan managed the inREACH project, a legacy project informing the WRPCPC work of the Youth Engagement Strategy.

Rohan Thompson shared that he was currently involved in initiatives with the racialized community trying to name and address anti-black racism. There are always requests from the community for the WRPCPC to be part such tables and as the Council goes through the process of transformation an anti-racism lens would be indicated. The WRPCPC is a table that can lend a voice and support to liberation movements. Rohan shared that Stephan Lewis was commissioned by the government of Ontario to do a study on racism in 1992. Rohan shared the following excerpt from the **Stephen Lewis Report on Race Relations in Ontario (June 1992)** report.

“First, what we are dealing with, at root, and fundamentally, is anti-Black racism. While it is obviously true that every one visible minority community experiences the indignities and wounds of systemic discrimination throughout Southern Ontario, it is the Black community which is the focus. It is Blacks who are being shot, it is Black youth that is unemployed in excessive numbers, it is Black students who are being inappropriately streamed in schools, it is Black kids who are disproportionately dropping-out, it is housing communities with large concentrations of Black residents where the sense of vulnerability and disadvantage is most acute, it is Black employees, professional and non-professional, on whom the doors of upward equity slam shut. Just as the soothing balm of ‘multiculturalism’ cannot mask racism, so racism, cannot mask its primary target.”

Rohan shared that there has been little to no change since the report was written.

Shayne and Christiane and members of Council thanked Rohan for his important work in this regard and wished him all the very best in his new role in advancing equity in schools.

10. Strategic Planning Discussion:

As the WRPCPC prepares to think about the next strategic planning process and what that might look like, Christiane shared the 4 strategic approaches from the Smart on Crime 2015-2018 Strategic Plan that ended in December 2018:

1. Knowledge and Innovation
2. Increasing Engagement
3. Leveraging Dynamic Partnerships
4. Advocating for Equity and Belonging

Some items to consider in Council’s strategic planning is that if the WRPCPC decides on a similar strategic planning process as in the past, a 2019-2022 plan will coincide with the cycle of the Region of Waterloo strategic planning process. The Community Safety and Wellbeing Plans, legislated as of January 2019, are due to be delivered by

municipalities across the Province by December 2020 and WRCPC agreed to play a central role in this regard. The WRCPC is also represented in a myriad of community strategic planning exercises lending to those the lens of crime prevention through social development. The Council is additionally heavily invested in Well-being Waterloo Region through staff and Council and Council's commitment to host the backbone function of Well-being Waterloo Region if the community agrees. The new Advisory Committee policy legislated by the Province as of December 2018 will lead to changes in the WRCPC membership in the future. While the WRCPC has been grandfathered in for 2019 the Council will likely need to consider how to align itself in 2020.

The community is rich with collaboratives and as one of the longest standing collaboratives in the community the WRCPC will need to find alignments with other tables so as to not exhaust social capital and to better utilize limited resources.

Unanticipated for the WRCPC during its last strategic plan was the Opioid Crisis. In an effort to enhance upstream approaches even during a crisis, the WRCPC Youth Engagement Strategy features in the Opioid Response Plan which will be shared at an upcoming All Council meeting at the end of March 2018. Lastly, Christiane reiterated the WRCPC values: Collaboration; Commitment; Compassion and Courage and suggested that in the planning of the next strategic process Council will need the courage to shift further upstream.

To support the WRCPC planning process, Andrew Taylor, from Newberry and Taylor Consulting, was invited to the WRCPC to facilitate a discussion about strategic planning, focused on "Outward Thinking".

Andrew began the session by asking the WRCPC to think about "What is the Crime Prevention Council called to do in the community"? "What is the call from the Community to which the Council needs to respond"?

Andrew then asked the Council to participate in an "Outward" quiz exercise followed by focussed group discussions. The summary of the discussions will be provided in a report to the WRCPC at the April 12, 2019 meeting.

11. Other Business:

None

12. Adjournment:

Moved by Trisha Robinson. Carried at 11:35 a.m.

The Council meeting was followed by an orientation provided by staff for new members of WRCPC and/or those wanting a re-fresher in Council's mandate and efforts.



Goodness, Gracious...
Great Gobs of
GOVERNANCE!!



Policy Governance

Policy Governance -- informally known as the Carver model -- is a system for organizational governance. Policy Governance defines and guides appropriate relationships between an organization's owners, its board of directors, and its chief executive through the use of formal Policies and Executive Limitations.

Governing Style Policy

“The Council will approach its task in a style, which emphasizes outward vision (rather than internal pre-occupation). The Council encourages diversity in viewpoints, strives to provide strategic leadership, clearly distinguishes the Council and staff roles, and actively displays an orientation toward the future rather than the past or present. The Council’s overall orientation is pro-active and the Council strives to maintain that approach even in reacting to current crime prevention issues”. P 14

Council Relationship Policy

“The Executive Director is responsible for the operations of the organization delivered through staff, and for supporting the work of the Council’s Committees (within available resources). The Executive Director is accountable to the Council for the discharge of their responsibilities”. P 31

“The Executive Director takes their directions from the Council and individuals or committees who have been charged by Council with specific authorities”. P 31

Executive Limitations

Executive Limitation Policies use phrases such as “may not,” “must not” and “shall not.” This language is chosen to set clear parameters to the actions of staff and volunteers and is not intended to reflect negativity.

General Executive Limitation

The actions taken by the Executive Director must not run counter to a Council policy or policy direction provided by Council motion. If the actions are compliant, the Executive Director is free to take action as they deem appropriate.

Being an Effective WRCPC Member

Attendance:

Members are expected to miss no more than three (3) meetings per year and no more than two (2) consecutive meetings per year.

Members should request a leave of absence when business or personal demands will prevent the above.

Council members will be expected to make their regrets no later than 12 noon of the day prior to the meeting.

Being an Effective WRCPC Member

Support for Decisions of the Council:

The Council speaks with one voice. When a member has a dissenting opinion, the member should state Council's position on the issue and re-direct inquiries to the Chair or Executive Director.

Should a member find themselves with a dissenting opinion that cannot be resolved, they have the option of resigning from the Council.

Being an Effective WRCPC Member

Sector Representatives:

The Sector Rep does not represent an agency as much as an area of expertise and community involvement. Sector Reps will connect with others in their sector to ensure optimum participation as per strategic plan.

There may be persons/organizations/groups that have previously not engaged with the Sector Reps but that could benefit from being included. It is the Sector Rep's role to seek out members of their sector and seek their involvement in crime prevention through social and community development.

Being an Effective WRCPC Member

Ex-officio Member:

The Ex-officio members are members of Council by merit of their position or the office they hold in the community. Ex-officio are the heads of legally mandated orgs that impact crime prevention through social and community development.

Recognizing ex-officio members can't reasonably be expected to attend all meetings, they can delegate their attendance to an alternate senior staff member of their org (who is approved by the nominating committee). Ex-officio members & alternates have voting rights. Should both the ex-officio and designate be in attendance, they have one vote between them.