

WRCPC Agenda

October 18, 2019

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

Waterloo Memorial Recreation Complex

101 Father David Bauer Dr., Waterloo, Hauser Haus Room (2nd floor)

Chair: Shayne Turner

Minutes: M.A. Allen

1. Welcome and Introductions – 2 min
2. Imagine a Community Where Every Voice Matters Regional Mural - Artshine – 20 min
3. Approval of Agenda
4. Declaration of Conflict of Interest
5. Approval of the Sept.13, 2019 Business Minutes – 5 min (attached)
 - 5.1 Business Arising
6. Sept.13, 2019 Retreat (notes available at the meeting) – Chris Cowie - 5 min
7. Approval of the Smart Update (Consent Agenda) – 15 min (attached)
8. Approval of the Terms of Reference for Youth Engagement Strategy (YES) – Janice Ouellette and Michael Parkinson - 10 min (attached)
9. Design Team Update – Shayne Turner – 10 min
10. Justice Dinner Update – Julie Thompson – 10 min
 - a. Task List
 - b. Ticket Sales
 - c. Promotion
11. Upstream Postcards – 10 min
12. Other Business
13. Adjournment
14. Next Meeting: November 8, 2019 – Ken Seiling Waterloo Region Museum

WRPCPC Minutes

September 13, 2019

9:00 a.m. to 9:30 a.m.

Rockway Golf Course

625 Rockway Dr., Kitchener, Banquet Hall

Chair: Shayne Turner

Minutes: M.A. Allen

Present: Andrew Jackson, Barry Cull, Bill Wilson, Bryan Larkin, Carmen Abel, Cathy Harrington, Chris Cowie, Courtney Didier, Doug McKlusky, Hsiu - Li Wang, Irene O'Toole, James Bond, Jennifer Hutton, Joe-Ann McComb, John Shewchuk, Jonathan English, Kelly Bernier, Kathryn McGarry, Kelly Anthony, Laurie Strome, Lu Roberts, Mark Crowell, Nikki Smith, Richard Eibach, Rosslyn Bentley, Sarah Shafiq, Sharon Ward-Zeller, Shayne Turner, Shirley Hilton, Tom Galloway, Trisha Robinson

Regrets: Angela Vanderheyden, David Jaeger, Douglas Bartholomew-Saunders, Barry McClinchey, Janice Ouellette, Kathy Payette, Mark Pancer, Patricia Moore, Peter Ringrose

Staff: Alejandra Amezquita Gutierrez, Christiane Sadeler, David Siladi, Julie Thompson, Mary Anna Allen, Michael Parkinson

Regional Chair Karen Redman brought greetings to the WRCPC members and staff and left before the business portion of the meeting began.

1. **Welcome:**

WRPCPC members were welcomed and introduced.

2. **Approval of Agenda:**

Moved by Sharon Ward-Zeller

Seconded by Doug McKlusky

Carried

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

None

4. Approval of the July 12, 2019 Minutes:

Moved by Laurie Strome

Seconded by Andrew Jackson

Carried

5. WRCPC Membership Changes:

Shayne Turner shared that Liz Vitek has retired as Warden Grand Valley Institution for Women (G.V.I.). Shayne Turner moved that Council accept, with regret, Liz Vitek's resignation from the WRCPC, as the Ex-officio representative of G.V.I. At the same time, Shayne moved that Council approve Nikki Smith as the WRCPC Ex-officio representing G.V.I., replacing Liz Vitek.

In addition, Shayne moved that Council accept with regret Felix Munger's resignation from the WRCPC, representing the Community Development Sector.

Seconded by Kathryn McGarry

Carried

6. Justice Dinner Requests:

WRCPC member, Doug McKlusky and staff support, Julie Thompson provided the WRCPC with details about the upcoming November 14, 2019 Justice Dinner: **Imagine a Community where Every Voice Matters**. They asked Council members to consider volunteering, for various tasks related to the Dinner, and to help promote and look for potential sponsorship opportunities. Staff will email out volunteer opportunities for Council members to consider and a list of promotion, media information that can be shared with various networks. Both Doug and Julie will follow-up with Council at the next meeting of Council on October 18th 2019.

7. Knowledge Briefs 1 and 5:

David Siladi provided the WRCPC with the Knowledge Briefs, number 1: **Purpose Approach, and Theory of Change** and number 5: **Summary of Findings and Recommendations**, which are products of the Centre for Community Research, Learning and Action's (CCRLA) Evaluation of the Smart on Crime Plan 2015-2018. The Knowledge Briefs 2, 3 and 4, that speak about WRCPC's stories of change and contribution in the community, will be shared at a future meeting.

The WRCPC will be presenting the Knowledge Briefs to the Community Services Committee including the work and the findings at a future meeting.

David shared the entire process was a substantial piece of work and acknowledged the CCRLA, WRCP and staff for their contributions.

Christiane Sadeler thanked David Siladi for his many hours of work. Christiane also reminded the Council that the Briefs are not the final versions and asked Council not to copy or distribute the Briefs.

Questions about the Knowledge Briefs are to be directed to David Siladi at dsiladi@regionofwaterloo.ca

8. Other Business:

None.

9. Adjournment:

Moved by Chris Cowie.

Carried at 9:45 a.m.

10. Circle:

During this point in the meeting the Council participated in a Circle guided by Chris Cowie until approximately 11:30 a.m.

Smart Update (Consent Agenda)

For the Meeting of WRPCPC on October 18, 2019

The Consent Agenda is published on a bi-monthly basis. **Please review this report before meetings.** Any Council member has the right to “pull” an item from the Consent Agenda and add it to the regular agenda for discussion, comment, or clarification. Approved consent agendas are published on the Council’s [website](#) along with approved minutes. Consent Agendas are selective, not comprehensive. Whenever possible, Consent Agenda items reflect the key approaches of the Smart on Crime 2015-2018 plan designed to accomplish three overarching Council directions.

- Youth: Unleashing the Potential of ALL Youth
- Neighbourhoods: Building Local Capacity for Change
- Smart on Crime: Advancing the Momentum

Through four strategic approaches:

Expand Reach through Understanding and Engagement

- WRPCPC staff are participating in an ex-officio role with the City of Cambridge’s Community Wellbeing Advisory Committee. WRPCPC staff continue to participate in the Public Health/WRIDS Special Committee on Opioid Response, of which the WR YES! forms the basis for the prevention of (problematic) substance use.
- WRPCPC staff have made several local presentations about the WR YES!, and a vision for a hybridized Icelandic model in Waterloo region. The Ontario Community of Practice continues to meet and strategize about aspects of realizing the Icelandic approach in local communities.
- Friends of Crime Prevention offered three Porch Chats this summer. The planning committee was comprised of five dedicated people (2 council members) who planned and hosted the chats. In total, we had 132 participants. Feedback was very positive, and discussions about next year’s Porch Chats are underway.

Base Change in Good Evidence and Innovation

- WRPCPC collaborated with Public Health Ontario and others in a scoping review of community-based drug strategies in North America. The British Medical Journal published the research in September:

[‘Communities are attempting to tackle the crisis’: a scoping review on community plans to prevent and reduce opioid-related harms](#) Leece P, Khorasheh T, Paul N,

Massarella S, Caldwell J, Parkinson M, Strike C, Taha S, Penney G, Henderson R, Manson H. *BMJ Open*. 2019;9(9):e028583.

- WRCP staff continue to advise on the National Diamorphine (DAM) Advisory Committee funded by Health Canada. Historically, DAM initiatives in Europe and Canada have led to substantial reductions in crime and victimization among participants. WRCP has committed to provide 12-15 hours annually.
- On September 25, WRCP staff and a representative from AGORE attended a sense-making session on the topic of social inclusion organized by Wellbeing Waterloo Region. At the session, the Canadian Index of Wellbeing presented findings from the 2018 community wellbeing survey that looked at which factors could be mediating the link between social isolation and overall wellbeing. The presentation focused on specific subgroups in the community including low-income residents and youth. Insights from this session will be discussed at the upcoming AGORE meeting (in late October).
- The two main knowledge briefs for the evaluation of WRCP's 2014-2018 Smart on Crime community plan were shared with the Council at the September retreat. One of the briefs provides an overview of the evaluation approach (including WRCP's objectives, functions and theory of change) while the other brief outlines the overall findings and recommendations. The remaining three briefs, which depict stories of WRCP's contributions in the community, are in the process of being completed. Evaluators and WRCP staff will provide a presentation on the project and its findings at the Community Services Committee meeting in December.
- WRCP's historical narrative project, in partnership with Conestoga College, is nearing completion. Work on the whiteboard video has wrapped up. The final version of the video will soon be shared with the Council and the public. The project team from Conestoga has drafted a preliminary community-friendly report outlining WRCP's work over the past 20+ years.
- WRCP staff have conducted analysis of perceptions of safety in the downtown area at night. Analysis was performed using data from the 2018 Waterloo Region Community Wellbeing Survey (WRCP was one of the survey funders). Findings were provided to the Region of Waterloo planning department to assist with their Central Transit Corridor monitoring work, which looks at the effects and changes accompanying the introduction of light rail transit in the downtown.

Lead Side by Side - Leverage Dynamic Partnerships

- WRCP staff and others sat with Irwin Elman for a prevention-orientated discussion about policy-making and structural barriers for advancing the interests of youth at

distance to opportunities. Irwin was Ontario's Independent Child and Youth Advocate until the province eliminated the office earlier this year. During his tenure, Mr. Elman urged the provincial government to post his office number in every group home, youth corrections facility and children's mental health treatment centre and received an average of 3,000 calls annually from youth seeking help. In September, the Children's Aid Foundation awarded Irwin the 2019 Lynn Factor Stand Up for Kids National Award, which recognizes extraordinary Canadians or initiatives that have made an indelible mark on the child welfare landscape.

- Health Canada has removed the prevention funding from the Substance Use Addiction Program, affecting the WRCPC WR YES! application to be submitted in the fall. The WRCPC application has been put on hold pending a future commitment to funding prevention by Health Canada, potentially but not guaranteed, in 2020.
- The application to the Canadian Medical Association Foundation to fund a foundational component – the youth reference group - of the WR Youth Engagement Strategy was declined. The CMA Foundation received 181 applications from Ontario for a national grant of \$20,000.
- WRCPC staff with Sexual Assault Support Centre (SASC) and JM Drama presented a [report on the Chelsea's Story project](#) (page 75) to the Community Services Committee on Sept 10th 2019. Nicky, the Anti-Human Trafficking Coordinator for SASC, said that since Chelsea's story, she has had an increase in the number of 12-14 years coming forward for help. Nicky mentioned that the younger the girls, the more pimps could charge. WRPS have had approximately 75 active investigations since January 2019 – up from 27 investigations the year prior. Several councillors had seen Chelsea's Story and were enthusiastic about its effectiveness with children and youth. Our presentation coincided with a series that CBC Radio Morning Edition on human sex trafficking that aired the same week. Several actions resulted including the Regional Chair writing a letter urging the school boards to consider showing Chelsea's Story in the schools. (see attached) A short summary and link to the presentation (CSD-CPC-19-02, Human Sex Trafficking in the Region of Waterloo) can be found [here](#).
- The Human Sex Trafficking Working Group and Community Engagement committee, of which WRCPC is an active member, is meeting Oct. 22 to talk about next steps.
- As part of the Chelsea Story Project, SASK launched the school curriculum on Human Sex Trafficking and Sexual exploitation for grade 7-9. Media coverage went national. (see attached R.E.S.E.T. Curriculum)

Advocate for Equity and Belonging. Reduce Marginalization and Discrimination

- WRPCPC conducted focus groups with people who use opioids from the unregulated market as part of a collaborative effort to inform the Inner City Health Alliance (ICHA) federal grant application. The focus group participants spoke of the anticipated reductions in crime, safety and victimization – and the health and social benefits- should the initiative be funded.
- WRPCPC staff assisted with a federal grant application on behalf of the Inner City Health Alliance (ICHA) that aims to improve individual and community health and safety for adults (primarily) farthest from opportunities. A decision is expected in December and if fully funded, the initiative will receive \$7.7 million over a 4-year period.
- Filming for the Imagine a Community Where Every Voice Matters film wrapped up last week. People representing diverse experiences from around the region reflected on issues of belonging and inclusion in the Region of Waterloo. The WRPCPC film is being produced with Memory Tree courtesy of funding from the Kitchener Waterloo Community Foundation (KWCF). The film features voices from around the region for this year's Annual Justice Dinner. Special thanks are due to Liz Vitek who helped coordinate the film participants.
- Artshine has started collecting voices on belonging and inclusion from different groups around the region for the "Imagine a Community Where Every Voice Matters Regional Mural". Over 250 voices from around the region are being collected for this community Art Piece to be unveiled at the Justice Dinner. WRPCPC members have a chance to contribute at October's WRPCPC council meeting
- WRPCPC, as part of the Breaking the Silence Committee hosted an [On the Table](#) discussion focused on the LGBTQ+ issues that women and Trans people are experiencing while imprisoned at Grand Valley Institution for Women in Kitchener. We talked about how community agencies can make connections and engage with individuals inside GVI, such as support groups and contributing to newsletters.
- The Anti-Racism – "Speak Up" Event Planning Committee has set the date for the next Speak Up Event: March 26th 2020 in the evening at the KPL theatre. Watch for details!
- WRPCPC staff is facilitating a meeting with a possible large employer looking to develop a workforce pipeline providing jobs for Waterloo Region citizens who are looking for employment as they transition from challenging circumstances. The

company- Every Where Managed - sees their jobs as an valuable and well-structured entry point jobs for people trying to enter into the job market, with significantly flexibility to work around some of the challenges of higher needs individuals. The meeting will include The Working Centre, Grand Valley Institution for Women and people from the University of Waterloo on Thursday, November 21, 2019.

WRCPC in the News

1. Poor Boy's Luncheon in support of the Wilmot Family Resource Centre featuring WRCPC member Trisha Robinson will appear online soon c/o The Waterloo Region Rural Post, Oct 11, at: <https://wrruralpost.com/>
2. Mayor Sue Foxton wrote about the efforts of the WRCPC and the *WR YES!* in the Waterloo Region Rural Post, Oct 11, online soon at: <https://wrruralpost.com/>
3. "Cambridge federal election candidates discuss cost of living, opioid crisis," CBC Radio, Sept 30. Green Party candidate Michelle Braniff highlighted the importance of going upstream to avoid another opioid crisis and remembered that WRCPC alerted about this crisis before it occurred. https://www.cbc.ca/news/canada/kitchener-waterloo/cambridge-federal-election-candidates-panel-1.5302513?_vfz=medium%3Dsharebar
4. "Stage play sheds light on local sex trafficking," Spoke, Sept 24. An article featuring the effort of the Waterloo Region Crime Prevention Council (WRCPC), the Sexual Assault Support Centre of Waterloo Region (SASCWR) and Kitchener's Registry Theatre to bring Chelsea's Story to Waterloo Region. <https://spokeonline.com/2019/09/stage-play-sheds-light-on-local-sex-trafficking/>
5. Media on RESET School Curriculum Program on Human Sex Trafficking developed by SASC as part of the Chelsea's Story project. <https://www.cbc.ca/news/canada/kitchener-waterloo/new-trafficking-curriculum-to-arm-preteens-against-would-be-sex-traffickers-1.5268566>
6. Opioid Overload: Identifying the problem (part 1 of 4). 570 News, September 3, 2019. <https://www.kitchenertoday.com/local-news/opioid-overload-identifying-the-problem-part-1-of-4-1670573>
7. WRCPC has provided background and context for Canada's opioid poisoning crisis for an extended upcoming segment produced by CBC National.

Community Corner

Justice Dinner: Please see attached event task sign-up sheet for the Justice Dinner. We will circulate it at the meeting on Friday.

DART (Domestic Assault Review Team) is proud to host their 2019-2020 Lunch and Learn series. Join us for FREE Public Education and Professional Development by DART member agencies on a variety of Intimate Partner Violence and Domestic Violence issues in our community, all while enjoying a tasty catered lunch!

Fall/Winter Workshops

Mobile Emergency Responses to Intimate Partner Violence

Tuesday, September 17 2019 - 12:00pm to 1:30pm

10 Acorn Way, Cambridge ON

Presented by Victim Services of Waterloo Region

Cultural Humility and Knowledge Sharing

Thursday, October 3 2019 - 12:00pm to 1:30pm

700 Heritage Drive, Kitchener ON

Presented by White Owl Native Ancestry Association

Childhood Trauma and Domestic Violence

Tuesday, November 12 2019 - 12:00pm to 1:30pm

45 Hincks St., New Hamburg ON – tour of Wilmot Family Resource Centre to follow

Presented by Women Crisis Services of Waterloo Region

Supporting LGBTQ+ Survivors

Wednesday, January 22 2020 - 12:00pm to 1:30pm

700 Heritage Drive, Kitchener ON

Presented by Sexual Assault Support Centre of Waterloo Region

Register today online at: tiny.cc/dartworkshops.

House of Friendship Announcement:

Men's Residential Addiction Treatment Program to Operate at Interim Location.

House of Friendship announcement that the Men's Residential Addiction Treatment program has temporarily relocated to the Freeport Campus of Grand River Hospital, as of Sept. 17, 2019.

2019 Doors Open Event



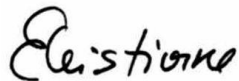
At the Doors Open event last Sept 21, we had 304 visitors who came in to the Governor's House. They had the opportunity to walk around the house and appreciate its unique features, such as the fireplace and the circular staircase leading to the top of the tower.

For this event, WRCPC designed a brochure containing information about the history of the house and gaol, as well as a postcard featuring the Grand River as a symbol of our upstream approach.

At the event, we also had a booth with information about the WRCPC work and upcoming events to give visitors a chance to learn about our initiatives, upstream approaches and campaigns.

Thanks to our wonderful volunteers: Kelly Anthony, Elizabeth Vitek, Sara Shafiq and Barry McClinchey that helped us that day by guiding and talking to visitors who enjoyed their eloquence and candor. Well done!

Respectfully submitted,



Christiane Sadeler, Executive Director,
October 16, 2019



OFFICE OF THE REGIONAL CHAIR
Karen Redman

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September 20, 2019

Jayne Herring, Chairperson
Waterloo Region District School Board
51 Ardelt Avenue
Kitchener ON N2C 2R5
jayne_herring@wrdsb.ca

Bill Conway, Chair
Waterloo Catholic District School Board
35 Weber St. W, Unit A
Kitchener ON N2H 3Z1
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Re: Human Sex Trafficking in Waterloo Region: The Chelsea's Story Project

At a recent committee meeting, members of Regional Council heard a presentation by the Waterloo Regional Crime Prevention Council (WRPCPC) on the merits of Chelsea's Story. Many members had seen a live presentation and participated in the discussion that follows each performance.

During February 2019, over 925 people saw the performances at the Grand Valley Institution for Women, the Registry Theatre and students in grades 7 and 8 at William G. Davis Senior Public School. On April 9, the play was presented at a meeting of Professionals Against Human Trafficking at a hospitality industry convention in Toronto.

While I recognize that is a provocative issue, there is a compelling argument to be made for education in light of the fact that Ontario has the highest level of human sex trafficking in Canada. These students are the very demographic that are the targets of this abuse.

...2

I am writing to encourage your school board to review the merits of sharing Chelsea's Story in your elementary and secondary schools. I am attaching the report that was presented at Regional Council. I look forward to hearing your comments about the program. I would be happy to facilitate a meeting between you and the Waterloo Region Crime Prevention Council.

Sincerely,

A handwritten signature in cursive script that reads "Karen Redman".

Karen Redman
Regional Chair

cc: Christiane Sadeler, Executive Director, WRCPC

Enclosure: CSD-CPC-19-02, Human Sex Trafficking in the Region of Waterloo

RESET

Recognizing Exploitation, *a Syllabus to End Trafficking*

C U R R I C U L U M

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Introduction

When we think of Human Trafficking, the traditional thought is of individuals trapped in shipping crates as they are smuggled across international borders. In reality, 93% of trafficking survivors come from within Canada, not other countries. Ontario is the largest hub for human trafficking, accounting for 70% of cases nationally. Ontario is a densely populated province with large expansive highways such as the 401 and QEW corridors. These highways connect several communities including rural communities, can be accessed easily, and allow for quick transient movement between jurisdictions.

Although there are different types of human trafficking, most police-reported cases involve sex trafficking, which is the use of fraud, force, coercion, threats, or violence to manipulate someone into providing sexual services against their will. The most important factor to consider is choice. Individuals who are trafficked or exploited do not have choice.

It is vital to talk about human trafficking with youth. The average age of entry is 13, and most victims are Canadian girls and women under 25. There is a general unawareness of what trafficking is, and the problematic normalization of misogyny, violence and unhealthy relationship behaviours makes it difficult to recognize. As social media grows and changes, new avenues for luring and grooming pop-up regularly, and complicate intervention strategies.

This curriculum provides information and activities to have conversations with youth about vulnerability, exploitation, consent, healthy relationships, and social media. It culminates in a scenario-based activity where students can use what they have learned throughout the first three parts and apply their knowledge and skills. Through these discussions, youth will build an understanding of what trafficking looks like and be able to identify concerning behaviours.

Depending on the size and participation level of your class/group, you may find that you can cover the content in 1-2 sessions of an hour, but you may need longer for youth to fully explore these topics. If you need help or additional supports, you can always reach out to us at ahtp@sascwr.org.



PART ONE: Vulnerability and Exploitation

ACTIVITY: Raise Your Hand / Move Across The Room If

This exercise is to help students understand and recognize vulnerability. Through identifying factors which can make an individual vulnerable, students can discuss how through no fault of their own, others may prey on those vulnerabilities. Students will also build empathy for one another's experiences.

Materials Needed

Vulnerability Factor List

Facilitating the Activity

1. Explain to students that you are going to read a list of statements and ask them to respond. For example, "Raise your hand if someone you know has experienced bullying at some point in their lives."
2. You can choose to have the students raise their hands in response or you can set up a "yes" and "no" side of the room and have students physically move. This depends on the needs of your students and available space.
3. Have students take note of how many people have raised their hand/moved to the "yes" side.
4. After you have completed the list ask the students if they have any guesses at what the statements have in common.
5. Explain to the group that the statements are meant to recognize factors that can make someone vulnerable, which means susceptible to physical and/or emotional harm. Stress that vulnerability is not an individual's fault, but that sometimes others may try to take advantage of those vulnerabilities.

Vulnerability Factors List

Raise your hand or move across the room if you or someone you know:

- Is under the age 18
- Spends a lot of time using social media
- Was not born in Canada
- Has parents who were not born in Canada
- Feels lonely
- Enjoys new things such as clothing, cell phones or electronics
- Has parents/caregivers who are separated or divorced
- Enjoys alcohol or other substances
- Has a difficult relationship with a parent or caregiver
- Has ever run away from home
- Plays online games with others, such as Fortnite
- Has been involved with Family and Children's Services
- Has a learning disability, anxiety, or depression
- Does not have their own money to buy things
- Has experienced bullying

CONTINUED ON NEXT PAGE

Facilitator Notes

- Ensure to phrase the statements as “someone you know” to give students the ability to remain anonymous about their own experiences.
- When it comes to human trafficking the following groups are commonly targeted:
 - Women and girls (93% of those trafficked)
 - Youth, especially youth with a background of abuse or neglect
 - Newcomers
 - Indigenous people
 - LGBTQ2S+ individuals
 - People experiencing poverty/homelessness
 - People who live with mental health concerns
 - Anyone experiencing marginalization
- It’s important to note that while these factors mean that these individuals can be targeted, anyone is susceptible.



PART TWO: Consent and Healthy Relationships

ACTIVITY A: Is This Healthy?

This first exercise will support students in identifying unhealthy and non-consensual behaviours within relationships. This will allow them to not only recognize behaviours that could be related to sexual exploitation, but also understand aspects of unhealthy relationships in general.

Materials Needed

Is This Healthy? Cards

Facilitating the Activity

1. Explain to students that you are going to provide them with cards which have an aspect of a relationship written on them. For example, “your partner tells you what to wear”.
2. There are 23 cards- with larger groups; some students may have to share a card.
3. Post the three category signs on a wall or blackboard, “Healthy,” “Unhealthy” and “Neutral”.
4. Give students 3-5 minutes to think about their card and which category it goes in.
5. Ask students to read their card out loud and share which category it belongs in and why. Allow the person with the card to make the initial decision.
6. After all the cards have been sorted, ask the class if there are any card placements that people disagree with. Allow them to debate and discuss where cards should be placed.
7. When you talk about the cards with the class, identify as indicated in the facilitator chart, which ones might be signs of trafficking.

Facilitator Notes

- In general, there isn't meant to be a perfectly right or wrong answer to this activity. Below you will find suggestions of where the cards can go and a note if this behaviour relates to trafficking. You may find students wanting to know more about a card or saying, “it depends”.
- Questions such as, “how would this make you feel?” or “what would you think if your best friend was in a relationship where this happened?” may help students identify an answer.
- Some cards speak to an unhealthy relationship, some speak to trafficking specifically and others to both or neither. On the outside, trafficking can often look like an unhealthy relationship/intimate partner violence.
- Some of the “positive” seeming cards can be signs of grooming. This is due to the Romeo/Boyfriend Effect.
- **Romeo Effect/Boyfriend Effect**- occurs when an individual poses as a friend or boyfriend to gain love and trust; this love is then used for manipulation into providing sex services.
- In the following table, there are suggestions for how the cards may be sorted and information on each. If students categorize them differently, it may be due to context and is a great way to start a discussion. It is important that students can recognize how the behaviour could possibly be unhealthy or a sign of trafficking.
- Red means unhealthy, yellow is neutral and blue is healthy.

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PART TWO: Consent and Healthy Relationships / continued

<p>Your partner tells you that you can't go to parties without them</p> <ul style="list-style-type: none"> • Sign of control, jealousy • Can be an attempt to isolate • Can be a sign of trafficking or an unhealthy relationship 	<p>Your partner makes you feel guilty when you say "no" to them</p> <ul style="list-style-type: none"> • Not conducive to true consent • Most likely a sign of an unhealthy relationship, could be a sign of trafficking in combination with others 	<p>Your partner has been secretly checking your social media/texts</p> <ul style="list-style-type: none"> • Breach of privacy and trust • Sign of control, jealousy • Could be a sign of trafficking or an unhealthy relationship 	<p>Your partner yells at you for talking to another person alone at a party</p> <ul style="list-style-type: none"> • Sign of control, jealousy • Can be an attempt to isolate • Could be a sign of trafficking or an unhealthy relationship 	<p>Your partner posts your private photos online without your permission</p> <ul style="list-style-type: none"> • Breach of privacy and trust • Nudes or not, there was no consent to post • Could be a sign of trafficking or an unhealthy relationship
<p>Your partner criticizes your family and friends</p> <ul style="list-style-type: none"> • Important that we have our own friends/family outside of relationship • Can be an attempt to isolate • Can be a sign of trafficking or an unhealthy relationship 	<p>Your partner texts you and expects an immediate response</p> <ul style="list-style-type: none"> • Sign of control, jealousy • Lack of trust • Can be a sign of trafficking or a sign of an unhealthy relationship 	<p>Your partner tells you what to wear</p> <ul style="list-style-type: none"> • Sign of control • Can sometimes be framed as a positive (i.e. giving advice), but is limiting choice • Can be a sign of trafficking or a sign of an unhealthy relationship 	<p>Your partner makes you get a tattoo</p> <ul style="list-style-type: none"> • Sign of control • This is a sign of trafficking, sometimes referred to as "branding" to show which pimp someone belongs to 	<p>Your partner threatens to hit or harm you</p> <ul style="list-style-type: none"> • Sign of abuse • Can be used as a control tactic • Can be a sign of trafficking or a sign of an unhealthy relationship
<p>You feel like you owe your partner</p> <ul style="list-style-type: none"> • This could be "owe" financially, emotionally, sexually etc. • Sign of power imbalance • Can be a sign of trafficking or an unhealthy relationship 	<p>You don't feel comfortable introducing family or friends to your partner</p> <ul style="list-style-type: none"> • Sign that you may have concerns • Could also be a sign of unsupportive friends/family • Can be a sign of trafficking or a sign of an unhealthy relationship 	<p>Your partner gives you free alcohol/drugs</p> <ul style="list-style-type: none"> • Alcohol/drugs are generally not free • Can be an attempt to create a dependency on the substance and by proxy the partner • Is often identified as a sign of trafficking 	<p>You and your partner agree not to put passwords on your phones so that you can look through each other's texts</p> <ul style="list-style-type: none"> • Even though consensual can be a sign of trust and control issues • Lack of privacy • Can be a sign of an unhealthy relationship 	<p>You spend all your time with your partner, not your family or friends</p> <ul style="list-style-type: none"> • Sometimes normal, especially in the beginning of a relationship • Can be unhealthy if persistent or if demanded by partner • Can be a sign of an unhealthy relationship or trafficking
<p>You often receive gifts outside of special occasions from your partner</p> <ul style="list-style-type: none"> • Could be a partner who expresses their feelings through presents • Could also be a sign of grooming and trafficking, especially if they are expensive gifts 	<p>Your partner tells you how important you are to them</p> <ul style="list-style-type: none"> • Could be a sign of a partner expressing their feelings • If persistent could be a way to control (i.e. you're so important to me, please don't leave) and a sign of an unhealthy relationship 	<p>Your partner makes you feel safe</p> <ul style="list-style-type: none"> • We should feel emotionally, mentally and physically safe with our partners • Could be concerning if our partner says we are ONLY safe with them 	<p>Your partner is happy when good things happen to you</p> <ul style="list-style-type: none"> • Our partners should support us, and be happy when we succeed • A partner who isn't happy may be struggling with jealousy or control issues 	<p>You feel like you can talk to your partner about your feelings</p> <ul style="list-style-type: none"> • We should feel like we can share our feelings openly with our partners • Communicating honestly is an important part of a relationship
<p>Your partner encourages you to follow your dreams</p> <ul style="list-style-type: none"> • Our partners should support us and our ambitions • A partner who doesn't may be struggling with jealousy or control issues 	<p>You and your partner talk about using a condom/barrier during sex</p> <ul style="list-style-type: none"> • Being able to have open conversations with our partners about sexual activity, including condoms and barriers is important 	<div style="display: flex; align-items: center;"> <div style="width: 20px; height: 20px; background-color: #8e44ad; margin-right: 5px;"></div> UNHEALTHY <div style="width: 20px; height: 20px; background-color: #f39c12; margin-right: 5px;"></div> NEUTRAL <div style="width: 20px; height: 20px; background-color: #3498db; margin-right: 5px;"></div> HEALTHY </div>		

ACTIVITY B: FRIES

The FRIES model of consent was developed by Planned Parenthood and is both clear and easy to remember. It covers key concepts in understanding affirmative consent and can start a broader conversation.

Materials Needed

FRIES Worksheets

Facilitating the Activity

1. Provide students with blank FRIES worksheets.
2. On the whiteboard, copy the worksheet and write F-R-I-E-S ascending with spaces to fill in the rest of the words.
3. Explain that you are going to talk about consent and ask if anyone can define it. Students may share that consent is:
 - Asking/receiving permission to touch someone
 - Asking/receiving permission to borrow something
 - Asking/receiving permission to participate in a non-sexual activity
 - Asking/receiving permission surrounding sexual activities
4. Share with the students that the basic idea of consent is when someone freely and comfortably says yes to an activity with others.
5. Explain that you are going to talk about the FRIES model, which helps us to remember important considerations when it comes to consent.
6. Go through each of the letters with the class encouraging them to fill out their own worksheets and provide examples.

Facilitator Notes

- Consent is the foundation of sex and healthy relationships, and the element that is missing in sexual violence.
- In trafficking, there is no choice, and therefore no consent. There is generally an extreme level of coercion, blackmail and psychological manipulation. As mentioned earlier, the Boyfriend/Romeo Effect means that some may feel like they are making choices to participate in activities to support their partner, but are being manipulated and controlled. This is not true choice/consent.
- The following may help shape how to discuss each concept in FRIES
 - **Freely Given:** Everyone must be able to voluntarily decide on their own, without pressure, threats, guilt-tripping, blackmail, coercion or fear of consequences if they say no. People are also unable to consent if they are drunk, high or unconscious.
 - **Reversible:** Anyone can change their mind at any point, regardless of the type of activity and how far it has progressed.
 - **Informed:** It's important that people have all the information they need to make a choice. For example, in the case of sexual activity, has there been a discussion about STIs and/or condom/barrier use? And if there has been, is everyone actively following through on the plan that has been agreed to?
 - **Enthusiastic:** People should only participate in activities which they want to and are feeling enthusiastic/excited for. If someone doesn't feel this way, it's important to stop, check-in and talk about what is happening.

CONTINUED ON NEXT PAGE

PART TWO: Consent and Healthy Relationships / continued

- **Specific:** Phrases such as “hang out” and “hook up” can be a good starting place for beginning a conversation, but they’re unclear and vague. If you ask someone to “hang out”, are you asking them to come over to play video games for an hour or to sleepover for the whole weekend? Those are two very different things and require different preparation, time commitment etc. Similarly, if we ask someone to “hook up” it isn’t clear what we are asking, and what they are agreeing to. It’s important to remember that just because someone agreed to an activity last time, doesn’t mean they want to do that again, so it’s important to communicate clearly and specifically.
- Consent is a broad concept. It can be covered in non-sexual and sexual examples, such as:
 - Asking before hugging
 - Asking before playfighting/wrestling
 - Asking to borrow a classmate’s pen/pencil
 - Working with your friends to decide on activities for the weekend, instead of one person making all the decisions
 - Splitting the bill at dinner, instead of one person assuming they should pay or vice versa
 - If you are spending time with your friends, asking them if they are still enjoying the activity you are participating in
 - Listening and responding respectfully when our friends say no to hanging out, hugs, play fighting, etc.
 - Trying hard not to make our friends feel guilty or pressured when they say no to us



PART THREE: Online/Social Media Safety

ACTIVITY B: Social Media Safety

In this exercise, students will use a worksheet to brainstorm different methods of staying safe online. This will allow students to identify tools and resources available to them as they navigate social media.

Materials Needed

Social Media Safety Worksheets

Facilitating the Activity

1. Provide students with blank Social Media Safety worksheets.
2. Ask the students to work on their own or in pairs to identify three social media sites or apps (in addition to Instagram).
3. Ask students to fill in the sheets with different strategies for staying safe online. One option -make your profile private- is already given as an example for them. Encourage students to think creatively about strategies.
4. When taking up the worksheet, allow students to identify the site/app followed by their strategies. Ask others for any additional strategies before moving onto the next one.
5. Encourage students to write down others' ideas, and to keep the worksheets. Explain that they are developing their "toolbox" of strategies to increase their online safety.

Facilitator Notes

- New sites and apps are constantly being created.
- Popular sites/apps include Instagram, Snapchat, Twitter, Facebook, KiK, Tumblr, Reddit, Whatsapp, Twitch.
- Many sites/apps which do not at first seem designed for networking are being used in that manner. For example YouTube, Fortnite (and other online games), are being used as a way to send and receive messages, often with strangers.
- It is not possible to know all of the sites/apps, many of the safety strategies apply across social media platforms.
- It is important to note that some apps such as Snapchat have a location feature which can show where you are (called Snap Maps), and others such as Instagram and Facebook post your location when you share a photo.
- Possible strategies can include:
 - Set your privacy settings to private (this is available on many sites and apps).
 - Turn off your location services, or change your settings so only people you trust such as a parent/guardian can see your location.
 - Don't share personal information online or in messages, such as your address, where you go to school, your phone number.
 - Don't accept friend requests from people you don't know.
 - Don't exchange messages with people you don't know.
 - Remember that a lot of what we see online isn't real and that it is easy for someone to pretend to be another person.
 - Remember you don't have to answer anyone or talk to people that you do not want to.
 - Identify safe adults in your life who you can talk to about social media.
 - If someone pressures you for pictures or more information, whether it's someone you know or a stranger, make sure you talk to an adult.

PART FOUR: Recognize and Respond

ACTIVITY: Small Group Scenarios

In this activity, students work in groups of 3-5 to critically analyze scenarios which represent an example of an unhealthy relationship and/or trafficking. Through applying the various skills they have learned throughout the program, they should be able to identify vulnerabilities, concerning/harmful behaviours and red-flags. This activity is also meant to help them build their advocacy skills and recognize what steps they might take to support the person.

Materials Needed

Scenario Worksheets

Facilitating the Activity

1. Divide students into groups of 3-5 people.
2. Provide each group with a blank Scenario worksheet. There are 5 different scenarios- if you are working with a large number of students, you may have some groups working on the same scenario.
3. Tell the students that this activity will combine all of our previous discussions. They will have to remember our lessons on vulnerability, exploitation, consent and online safety.
4. Ask students to read the scenario with their group and discuss what they feel is happening.
5. Have the students work in their groups to complete the worksheet and identify why the person in the scenario might be vulnerable, what concerns they have/red flags they see and what steps they might take to support that person.
6. After the students have completed their worksheets, come back together as a larger group. Ask each group to read their scenario and worksheet answers.

Facilitator Notes

- For some scenarios, students may easily identify the situation as trafficking, while other scenarios may appear more like an unhealthy or abusive relationship. Often trafficking does get confused for intimate partner violence, due to the Romeo/boyfriend effect.
- One goal of this activity is to identify unhealthy behaviours which may not be trafficking specific, but are still harmful, similar to when we played *Is This Healthy?*.
- As you take up the worksheets, you can talk about the individual red flags and whether they would be a concern without the rest of the context in the scenario. For example, a partner needing to know where you are and who you are with all the time is still a sign of an unhealthy relationship, even if the situation is not trafficking specific.
- Here are some tips for discussion for the first two questions for each scenario:
 - **Jenny:** In this scenario, there isn't a clear vulnerability factor, other than Jenny being a youth and a girl. This is important so that we understand that traffickers can target anyone. The red flags may include: the significant age gap, that he needs to know where she is and who she is with, that she is withdrawing from friends, seems exhausted, missing school and cancelling plans. Students may identify that her boyfriend seems controlling.
 - **Robbie:** Robbie is vulnerable because he feels lonely and struggles to make friends. The red flags in this scenario include that he is connecting online with, and eventually meeting, a stranger. He has new possessions that he cannot explain and does not want to talk about the person he met.

CONTINUED ON NEXT PAGE

PART FOUR: Recognize and Respond / continued

- **Sam:** In this scenario, they/them pronouns are used purposely. Sam is a trans youth, which students may or may not pick up on. This can make Sam vulnerable, as well as not having a place to live. The red flags in this scenario include that Eli is buying them items, is isolating Sam from friends and social activities, and is pressuring Sam to engage in new sexual activities.
- **Lisa:** Both the use of substances which are supplied by her boyfriend, and not getting along with her parents, make Lisa vulnerable in this scenario. The red flags in the scenario revolve around Nathan making Lisa dependant on him for substances and convincing her to engage in sexual activity to repay his debt.
- **Kelli:** Kelli is vulnerable because she recently went through a breakup. She may be feeling sad, lonely and hurt. Red flags include a stranger messaging through social media, Jesse pressuring her for nude photos, and then for videos.
If someone pressures you for pictures or more information, whether it's someone you know or a stranger, make sure you talk to an adult.
- To answer the last question, there are a variety of strategies students may suggest such as:
 - Talking directly to the person who is their friend/classmate/neighbour and asking questions about how they are, how their relationship is going etc. They may mention that the person seems different, or that they are concerned.
 - Talking to a teacher or trusted adult to ask for help. Many of these situations are complicated and it is important that students know that they need to talk to an adult.
 - Knowing what resources exist such as the Anti-Human Trafficking Program at the Sexual Assault Support Centre of Waterloo Region.
 - Suggesting that someone simply just break up with their partner or leave the situation they are in may not be a safe option for them.



Conclusion

This Curriculum Is Just The Beginning.

For young people to understand and develop healthy relationships, they need consistent reinforcement of these messages. If students are talking about a new app or social media site, this can be a good opportunity in class to ask what safety/privacy features it has.

If students are making sexist comments or jokes about sexual assault or pimps, this can be a good learning opportunity to discuss how this contributes to normalizing a culture of sexual violence, intimate partner violence, and sex trafficking. Continually helping students to identify strategies to support their peers, as well as themselves, can help them in a variety of situations throughout their lives.

If you need assistance, please reach out to our centre.

Signs

SOMEONE IS BEING TRAFFICKED:

- Withdrawal from friends and family
- Attendance at school/ work/ social activities is poor
- Has a new partner/friend but will not introduce him/her
- Unexplained articles of clothing, accessories, electronics
- Hidden bags of extra clothing
- Often accompanied by someone who speaks on her behalf
- Shows signs of physical injuries and abuse
- Avoids eye contact, social interaction, and authority figures
- Lacks official identification documents or personal possessions
- Works excessively long hours
- Frequently checks into hotels/motels
- Uses street slang such as “game”, “daddy”, “John”
- Large number of safes, condoms, lube, lingerie
- Wears clothing that does not reflect the weather or season
- Tattoos and/or branding

Community Resources

Sexual Assault Support Centre of Waterloo Region Anti-Human Trafficking Program

Using a trauma-informed, harm reduction, feminist approach, this program provides wrap-around services such as counselling and housing supports to those at risk, experiencing, or have experienced sexual exploitation within Waterloo Region.

Services are free, confidential, and non-judgmental. This program is accessible to all genders aged 14+, and is available regardless of immigration status.

For more information, or to schedule an appointment with an Anti-Human Trafficking Counsellor/Advocate:

Call: **(519) 571-0121 ext. 111**

Email: ahtp@sascwr.org

Twitter: [@HtsupportWR](https://twitter.com/HtsupportWR)



Sexual Assault/Domestic Violence Treatment Centre

The Waterloo Region Sexual Assault/Domestic Violence Treatment Centre is a 24/7 on call team of nurses and social workers who respond to the needs of individuals who have experienced sexual assault, human trafficking, or domestic violence. The team can be assessed through the Emergency Departments of St. Mary's General Hospital and Cambridge Memorial Hospital. Confidential treatment options will be offered for those accessing the team.

St. Mary's General Hospital

911 Queen's Blvd, Kitchener, Ontario: **(519) 744-3311**

Cambridge Memorial Hospital

700 Coronation Dr, Cambridge, Ontario: **(519) 621-2330**



Victim Services Of Waterloo Region

Victim Services of Waterloo Region (VWSR) is equipped to support survivors of human trafficking and their families. VSWR provides the Victim Quick Response Program (VQRP), which supports victims of human trafficking by providing financial assistance in order to lessen the impact of the crime, enhance safety, and meet practical needs. This financial assistance is available to help cover expenses such as practical assistance, safety, travel, counselling, residential treatment, tattoo removal, etc.

Call **(519) 743-7243**



Waterloo Regional Police Service

Waterloo Regional Police Service has a unit specific to combatting human trafficking within the region. The Human Trafficking unit can be accessed by calling the non-emergency line.

Immediate emergencies dial **9-1-1**

General Dispatch (for non-emergencies) **(519) 570-9777**



Crime Stoppers

If wanting to report Human Trafficking and remain anonymous, call the Crime Stoppers Tip Line.

Tip Line: **1-800-222-TIPS (8477)**





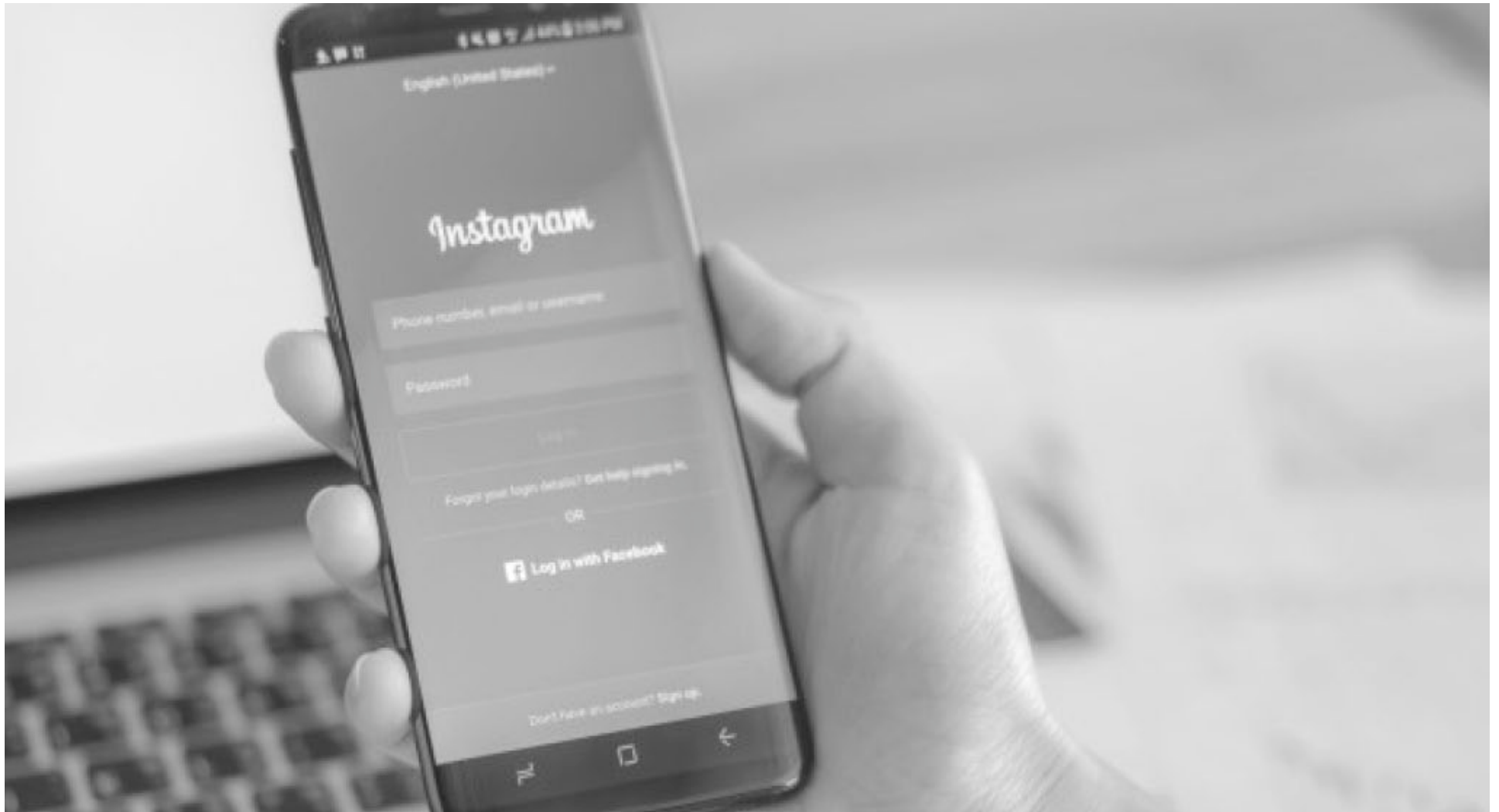
Your partner tells you that you can't go to parties without them.



Your partner makes you feel guilty
When you say “no” to them.



Your partner makes you feel safe.



Your partner has been secretly checking your social media/text messages.



Your partner yells at you for talking to another person at a party.



You feel like you can talk to your partner about your feelings



Your partner posts your private pictures online without your permission.



Your partner criticizes your family and friends.



Your partner gives you free alcohol and drugs.



Your partner texts you repeatedly and expects an immediate response.



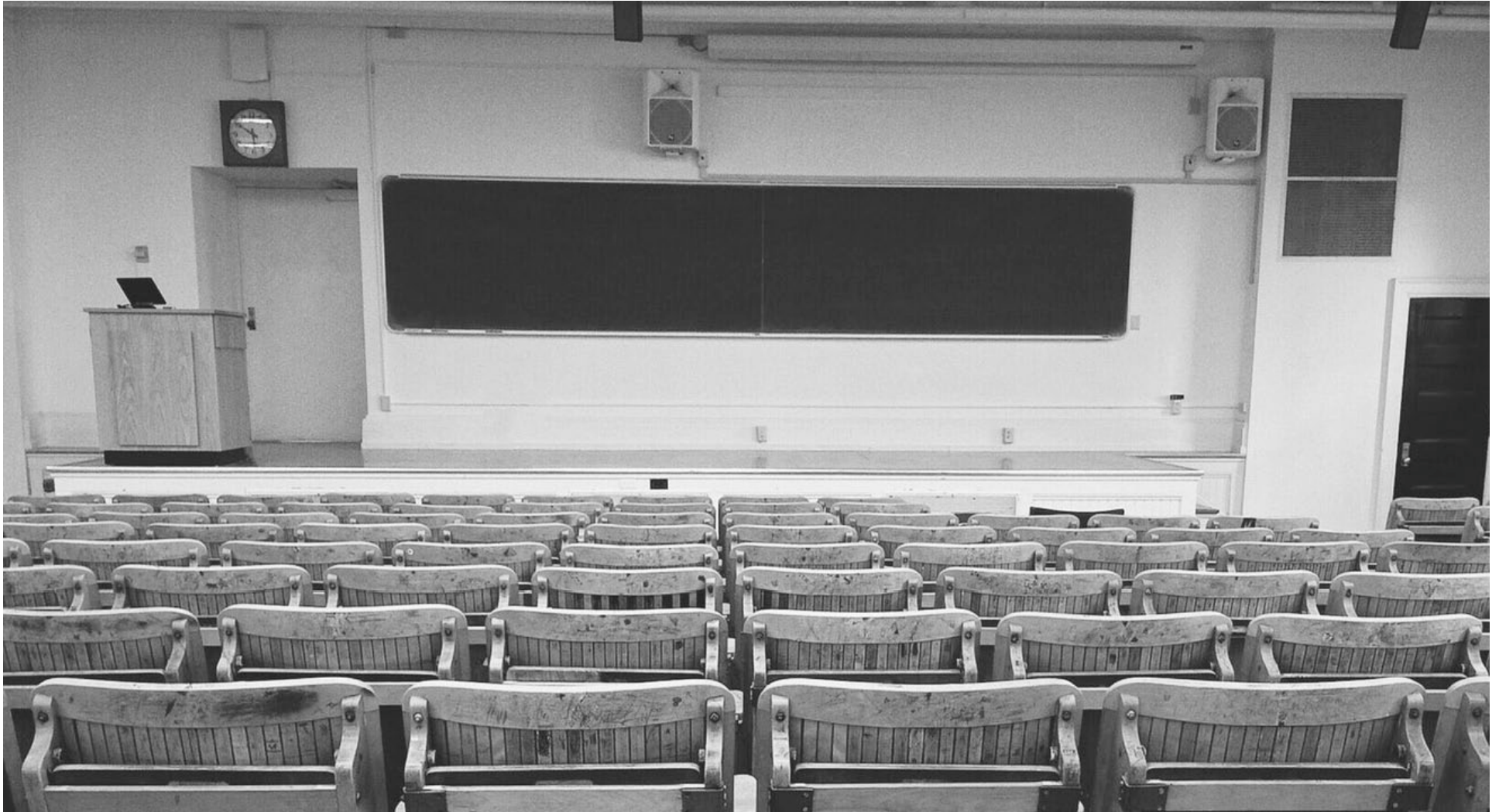
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You and your partner agree not to put passwords on your phones so that you can look through each other's texts.



Your partner encourages you to follow your dreams.



Your partner makes you get a tattoo.



You often receive gifts outside of special occasions from your partner.



You don't feel comfortable introducing your partner to family and friends.



You spend all of your time with your partner,
not your family and friends.



You feel like you owe your partner.



Your partner threatens to hit or harm you.



You and your partner talk about using a condom/barrier during sex.



Your partner tells you how important you are to them.

Unhealthy Relationship

Healthy Relationship

Neutral Behaviours

Consent

F

reely given

-All involved people are sober from drugs and/or alcohol

R

I

E

S

Social Media Safety

Write examples of how to stay safe.

The image shows a tablet with a light blue background. On the left side of the tablet, there is a circular icon with a white bird on a blue background (Twitter). On the right side, there is a blue thumbs-up icon (Facebook). At the bottom left, there is a circular icon with a white camera on a purple-to-pink gradient background (Instagram). At the bottom right, there is a circular icon with a white 't' on a black background (Tumblr). The tablet screen is divided into four quadrants by a light blue border. The top-left quadrant contains a grey square icon and the handwritten text "Make your profile private". The top-right quadrant contains a grey square icon and two horizontal lines. The bottom-left quadrant contains a grey square icon and two horizontal lines. The bottom-right quadrant contains a grey square icon and two horizontal lines. The word "Instagram" is written in the center of the tablet screen, underlined.

R.E.S.E.T. Scenerios

Scenario #1:

Your good friend Jenny has a boyfriend who is 7 years older than her and is not in school. You notice that Jenny seems to be constantly checking her phone whenever you hang out. She tells you that her boyfriend repeatedly texts her asking her where she is and who she is with. Jenny says this is his way of showing that he cares about her.

She begins to cancel plans with you, and has been missing school regularly, often mentioning that she is out of town for the week. Whenever you do see Jenny, she doesn't really talk to you and seems exhausted.

Scenario #2:

A boy in your class, Robbie, has a hard time making friends and is drawn to online chat rooms for a sense of belonging. He begins talking with an adult online and decides to meet up with him. Robbie shows up at school with new belongings, including a new phone, and cannot provide an explain how he got these items. He will not talk about the person he met online and is secretive about his identity.

Scenario #3:

Your teenage neighbor Lisa uses drugs, which she gets from her boyfriend Nathan. She met Nathan at the mall when she was skipping class one day. He tells her that he has a good job and can take care of her, since she doesn't really get along with her parents. Lisa leaves her parents' house most nights to be with Nathan and feels she is in love with him. After a few months of dating, he tells Lisa that he is out of money and is afraid that the people he gets the drugs from will come after him and Lisa. He tells her that he knows some women who make money by having sex with men and he can arrange for some people to come over. Lisa agrees so that they can pay the drug dealers back. After she has sex with those men, Nathan tells her he owes a lot more money and she will have to keep doing it.

Scenario #4:

Your friend Kelli is a 15-year-old high school student who recently went through a breakup. A few weeks later, she started getting messages on Instagram from a man named Jesse. After talking to Jesse for a while, he starts asking her to send naked photos of herself. After repeatedly asking, Kelli sends them to him. Shortly after, Jesse then threatens to send the photos to her friends and family unless she sends him videos of herself too. Afraid of getting in trouble, Kelli sends the videos to Jesse. He tells her that his friends really like the videos, and she must keep making them. Jesse tells her what she has done is illegal, and if she doesn't keep making videos, he will report her to the police, and threatens to harm her if she tries to tell anyone.

Scenario #5

Your friend Sam was kicked out of their house. Sam doesn't have anywhere to live and is afraid to go to a shelter. Sam meets a new friend, Eli, who offers them a place to stay. Sam tells you that Eli has also bought them clothes and food, and is nice, but has strict house rules. Sam isn't allowed to have any friends over and must come straight home after school. Eli suggests that he is the only one who has truly been there for Sam and discourages Sam from seeing friends at all. Eli says that he is trying to protect Sam from being hurt again. Sam has a sexual relationship with Eli, and Eli is pressuring Sam to try more sexual activities, such as having sex with Eli's friends.

Recognize and Respond **Scenerios**

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What vulnerabilities does this person live with?

Identify concerning behaviours/ red flags.

What steps might you take to support them?

Recognize and Respond **Scenerios**

Scenario #2:

A boy in your class, Robbie, has a hard time making friends and is drawn to online chat rooms for a sense of belonging. He begins talking with an adult online and decides to meet up with him. Robbie shows up at school with new belongings, including a new phone, and cannot provide an explain how he got these items. He will not talk about the person he met online and is secretive about his identity.

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What vulnerabilities does this person live with?

Identify concerning behaviours/ red flags.

What steps might you take to support them?

Recognize and Respond **Scenerios**

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Your friend Sam was kicked out of their house. Sam doesn't have anywhere to live and is afraid to go to a shelter. Sam meets a new friend, Eli, who offers them a place to stay. Sam tells you that Eli has also bought them clothes and food, and is nice, but has strict house rules. Sam isn't allowed to have any friends over and must come straight home after school. Eli suggests that he is the only one who has truly been there for Sam and discourages Sam from seeing friends at all. Eli says that he is trying to protect Sam from being hurt again. Sam has a sexual relationship with Eli, and Eli is pressuring Sam to try more sexual activities, such as having sex with Eli's friends.

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What steps might you take to support them?

Waterloo Region Youth Engagement Strategy

DRAFT - Terms of Reference - DRAFT

June 21, 2019

Approved by WR YES: June 2019.

Approved by WRCPC: _____ 2019.

Background:

The Waterloo Region Youth Engagement Strategy (WR YES) is an ad-hoc sub-committee of the WRCPC that aims to facilitate the generation of multi-sectoral, multi-systemic recommendations across the upstream-downstream continuum for the benefit of youth and associated caregivers across Waterloo region. The WR YES will facilitate conversations with youth farthest from opportunities and systems stakeholders to generate recommendations and opportunities for engaging and supporting youth and associated caregivers.

An intentional effort to investigate, identify and recommend mitigating strategies that counter the systems inequities that harm youth and associated caregivers farthest from opportunities will be present throughout the process of developing the WR YES. The WR YES will include youth farthest from opportunities in decisions about the development of the WR YES, and identification of appropriate recommendations.

The WR YES will act in accordance with WRCPC governance policy.

The Waterloo Region Youth Engagement Strategy Committee adheres to the values of the Waterloo Region Crime Prevention Council. The values statement can be found at:

<http://preventingcrime.ca/our-story/vision-mission-values/>

Draft Mission

To create a Youth Engagement Strategy with recommendations addressing barriers to equity and engagement for youth in Waterloo region, including youth farthest from opportunities.

Draft Vision

Healthy, thriving, engaged youth and associated caregivers.

Mandate

Under the direction of the Crime Prevention Council, the WR YES endeavors to:

- Work with relevant community partners/ stakeholders to:
 - Facilitate the development of strategic recommendations that:
 - Reduces barriers in the public, private and plural sectors
 - Increases universal access to engagement opportunities
 - Increases and supports caregiver involvement
 - Intentionally engage youth who are farthest from opportunities

Membership

Members will actively participate in the work of the Steering Committee by:

- Reviewing materials in advance of meetings
- Completing work between meetings
- Attending at least 80% of scheduled meetings.
- The Waterloo Region Crime Prevention Council (WRCPC) governance policies require that the Chair or co-Chair be a member of Council.
- The committee shall have one Chair and one co-Chair.

Role of WR YES Chair

- Facilitate committee dialogue that balances outcome and process
- Sets agendas with staff
- Builds consensus wherever possible
- Monitors committee alignment with the governance policies of the WRCPC and the WR YES Terms of Reference
- The Chair is authorized to speak on behalf of the WR YES only as directed by the Chair or Executive Director of the WRCPC. The Chair will represent the WR YES with a signature on any letters sent out to the community on behalf of the WRCPC.
- The Vice Chair will assume the role of the Chair until a new Chair is named.
- The Chair position is a commitment of two (2) years.
- The Chair or co-Chair must be an active member of council.
- The Chair or co-Chair must be present to preside over each meeting.
- The WR YES will regularly report back to the WRCPC via the Consent Agenda on the progress of WR YES or as required.

Frequency of Meetings

- WR YES will meet 10 times per year. There will be no August or December meetings except as determined by the WR YES committee.
- The Chair, co-Chair and staff are authorized to act on behalf of WR YES for urgent matters between meetings.

Meeting Conduct and Decision Making

- The WR YES elects a Chair and co-Chair from its members. The Chair and staff ensures that:
 - Agenda and minutes from the previous meeting are distributed within one week of the meeting.
- WR YES will strive to make decisions by consensus.
- In the event that a vote is required, 50% plus one will determine the outcome.
- Quorum will be 50% of members plus one. All meetings will start with a request to declare any conflict of interests.
- Decisions will be recorded in the meeting notes.

Conflict of Interest

WR YES steering committee members will be subject to the WRCPC Conflict of Interest Policy. See Appendix A.

All Council members must read, understand and sign the Regional Municipality of Waterloo's "Conflict of Interest Policy for Citizen Appointees to Advisory Committees" before participating in Council or Council committee meetings. See Appendix B.

Member Responsibilities:

- Members will uphold and advance the mission of WR YES. The duty of the committee members is to represent their sector.
- Members will attend meetings regularly and actively participate in discussions. Members are expected to attend a minimum of 80% or eight (8) meetings per year.
- Members must disclose to the working group any business, financial or personal interest which might limit their ability to make objective judgments in the best interest of the initiative. Such actual or potential conflicts must be declared to the committee prior to the item being addressed and the member must refrain from participating in that discussion.

- It is expected that WR YES members will uphold these responsibilities and the values of council. Any member that fails to meet these responsibilities may be subject to revocation of membership based on consultation with the Waterloo Region Crime Prevention Council.

Media

No member of the WR YES shall speak on behalf of the WRCPC and/or WR YES without consent from the WRCPC Chair, Executive Director or appropriate WRCPC staff. Requests for public comments should be forwarded to the Executive Director or appropriate staff.

Assumed Resignation

If a member is absent for more than two consecutive regularly scheduled meetings, without notice to Chair, co-Chair or WRCPC staff, they will be assumed to have resigned from the WR YES.

Voluntary Resignation

A member may resign during their term. The committee may then proceed to appoint a replacement to fill such vacancy as set forth above, by a majority vote of WR YES members.

Role of Staff

WRCPC staff will work with the Chair and Co-Chair to support the Committee and facilitate opportunities that enhance the Mission and Vision of the WR YES.

Annual Review

WR YES will review the Terms of Reference annually. Notice of any proposed amendments, including the reason for the proposed changes, shall be included in the notice of the meeting, and must be provided in writing to all members not less than seven (7) days prior to said meeting. Proposed amendments will be decided upon by consensus.

Appendix A: Waterloo Region Crime Prevention Council Governance Policy's Conflict of Interest

The duty of Council members, when acting for the Council, is to represent the best interests of the Council and the community it serves.

In exercising this responsibility, Council members must be prepared to make independent decisions using all information available to the Council relevant to the decision making process, including the general context of the vision, mission, values, and strategic directions.

Council members must disclose to the Council any business, financial, or personal interest, which might limit their ability to make objective judgements in the best interests of the Council. Such actual or potential conflict of interest must be declared to the Council prior to the item being addressed, and the Council members must refrain from participating in the discussion. In case of in-camera, discussion members of the Council experiencing a conflict are required to leave the room.

Should a Council member wish to apply for employment with the Council, he or she must resign from the Council in a written statement to the Chair before beginning the application process.

Appendix B: Region of Waterloo's Conflict of Interest Policy



The Region of Waterloo's CONFLICT OF INTEREST POLICY FOR CITIZEN APPOINTEES TO ADVISORY COMMITTEES

Policy Application

This policy applies to Citizen Appointees only. Municipal Councillors appointed to Advisory Committees are governed by the *Municipal Conflict of Interest Act* and the oath in their Declaration of Office. The conduct of Regional staff is governed by Human Resources policies.

Operating Principles:

Members of the Regional Municipality of Waterloo's Advisory Committees have a duty to conduct themselves in an impartial and objective manner. While the Region values the participation of citizens on its Advisory Committees, it is recognized that appointees have a broad range of interests and, from time to time, actual or potential conflicts of pecuniary interest or the appearance of such conflicts may arise. The purpose of this policy is to enable the Committees to deal with such conflicts in as open and appropriate a way as possible.

It is understood that members of Advisory Committees will perform their duties in such a way as to promote public confidence and trust in the integrity, objectivity and impartiality of the Committee. No member shall directly or indirectly receive any profit from his/her position, provided that an honorarium, as established from time to time by Regional Council and reasonable expenses may be paid in the performance of their duties.

Definitions

"Affected Party" means any individual, partnership, corporation, organization or other legal entity which has an interest in property, objects or other assets which are the subject matter of consideration by the Committee;

"Business associate" means an individual in a formal partnership or in a shared ownership of a company or enterprise with a Member;

"Committee" is the applicable Advisory Committee as established by the Regional Municipality of Waterloo;

"Immediate family" means a parent, child, spouse or common-law spouse of a Member;

"Member" is an individual formally appointed to the Committee by the Regional Municipality of Waterloo, but does not include any elected member of Regional Council or a member of Regional staff.

Conflicts

Conflicts of pecuniary interest arise when Members may financially benefit, directly or indirectly, from their membership on a Committee. Such involvements include, but are not limited to, the following:

- Members being the Affected Party or employed by or doing business with the Affected Party
- Members' immediate family being the Affected Party or employed by or doing business with the Affected Party
- Members' business associates being the Affected Party or employed by or doing business with the Affected Party

A conflict of interest may be actual, potential or apparent. The same duty to disclose applies to each. The pecuniary interests of a Member's immediate family or business associate are considered to also be the pecuniary interests of the Member. Full disclosure in itself does not remove a conflict of interest.

Principles and procedures

It is important that Members be sensitive to appearance and perception and err on the side of transparency. In case of conflicts, whether actual, potential or apparent, Members are expected to fully disclose the conflict as soon as it arises and before the Committee makes any decisions in the matter where the conflict exists.

Once such a disclosure has been made, the Member involved shall abstain from voting and shall not participate in the discussion of the matter which gave rise to the conflict. The affected Member must not in any way, whether before during or after the meeting, attempt to influence the outcome of any discussion or voting on the matter. If the meeting at which the matter is discussed is not open to the public, in addition to the above, the Member must leave the meeting room for the duration of any discussion and voting on the matter.

In cases where one or more of the Committee's Members has abstained from voting as a result of conflict, such Members shall be identified in the minutes of the meeting.

Individual Members are encouraged to seek independent advice on conflicts or potential conflicts.

Quorum

Where the number of Members who, by reason of conflict, are disabled from participating in a meeting such that the remaining Members no longer constitute a quorum as set out in the Committee's Terms of Reference, then remaining Members shall be deemed to constitute a quorum provided there are not less than two Members present.

Solicitation

No Member may in any way, either overtly or otherwise, use the fact of their membership on the Committee to solicit business for their own benefit or the benefit of their immediate family or business associates.

Removal of Members

If the Council of the Regional Municipality of Waterloo determines, in its sole discretion, that a Member has failed to fulfill their obligations pursuant to this policy, Council may remove the Member from the Committee. No notice is required, nor any hearing of the matter, prior to Council making the decision to remove the Member.

AGREEMENT AND SIGNATURE

I have received, read and understand the policy in its entirety. I agree to be bound by the terms of the policy.

Name: _____

Committee: Waterloo Region Crime Prevention Council

Signature: _____

Date: _____



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