

## **WRCPA Agenda**

**July 17, 2020**

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

The meeting will take place via Zoom. Please follow the instructions provided in the email.

During the networking portion of the meeting we attempt to deal with any Zoom questions for those less familiar with the technology.

**Chair:** Cathy Harrington

**Minutes:** Mary Anna Allen

1. Welcome and Introductions – 5 min
2. Approval of Agenda
3. Declaration of Conflict of Interest
4. Approval of the June 12, 2020 Minutes – 5 min (attached)
  - 4.1 Business Arising
5. Transgender Study Research Results -  
Todd Coleman, Assistant Professor, Department of Health Sciences, WLU -  
10 min. presentation and 10 min. for questions
6. A Discussion about the Three Options and the Future of the WRCPA
7. Other Business
8. Adjournment

## WRPCPC Minutes

June 12, 2020

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

**Present:** Andrew Jackson, Arran Rowles, Bill Wilson, Cathy Harrington, Carmen Abel, Chris Cowie, Dave Dunk, Irene O'Toole, Janice Ouellette, Jennifer Hutton, Joe-Ann McComb, Jonathan English, Kathryn McGarry, Shayne Turner, Shirley Hilton, Kathy Payette, Kelly Anthony, Lu Roberts, Peter Ringrose, Mark Pancer, Patricia Moore, Richard Eibach, Rosslyn Bentley, Sharon Ward-Zeller, Tom Galloway, Trisha Robinson

**Regrets:** Angela Vanderheyden, Barry McClinchey, Bryan Larkin and Mark Crowell, David Jaeger, Doug McKlusky, John Shewchuk, James Bond, Karen Spencer and Kelly Bernier, Sarah Shafiq, Dr. Hsiu-Li Wang and Karen Quigley-Hobbs

**Staff:** Christiane Sadeler, Mary Anna Allen, David Siladi, Michael Parkinson

**Guests:** Friends of Crime Prevention: Liz Vitek, Jessica Hutchison, Cynthia Martin (and WWR & WRPS), Elaine Mortensen, Monica Roerig, Sydney Piatkowski from MPP Catherine Fife's Office, Lee Patterson

**Presenter:** Carlos Luis Zatarain, (Master Thesis) Evaluation of the community course Reframing, Crime, Justice and Prevention follow-up discussion

**Chair:** Cathy Harrington

**Minutes:** Mary Anna Allen

### 1. Welcome and Introductions:

Cathy Harrington welcomed WRCPC members, staff and guests.

### 2. Approval of Agenda:

The three options presented to the WRCPC from Chair Redman added to the agenda for information only under number nine: Other Business.

The Tweet issued by the ACB network and how the WRCPC might respond to that added under number five: Recent Media Involvement.

Moved by Janice Ouellette

Seconded by Irene O'Toole,

Carried

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

None

**4. Approval of the May 8, 2020 Minutes:**

Moved by Richard Eibach

Seconded Chris Cowie

Carried

**4.1 Business Arising:**

The WRPCPC Culture document was shared with the WRPCPC. The WRPCPC will receive the finalized document through email. The Culture Document is a form of knowledge brief. A two-page summary is being developed and will be shared with the WRPCPC when completed. Images in the document illustrate the key values of the WRPCPC. All images are hyperlinked, along with some of the text, to the website [www.preventingcrime.ca](http://www.preventingcrime.ca)

The document will be made available in different formats upon request.

**5. Staff Updates in lieu of the Consent Agenda:**

**a. Social Cohesion for the Prevention of Violence in the Home:**

Early on in the COVID-19 pandemic, it was identified, from a crime prevention perspective, that there was concern about the safety and wellbeing of families during isolation and the potential for violence and victimization in the home.

The WRPCPC has currently taken three streams of action:

The WRPCPC is partnering with the REACH Edmonton and the Ombudsman of Victim Services of Canada to create a national framework for proactive measures about intervening with violence in the home during times of crisis. The purpose is to learn through the recovery process of COVID-19 and the current experience in anticipation of the second pandemic wave.

The Social Cohesion for the Prevention of Violence in the Home, is a WRPCPC collaborative effort with the following community partners: Dave Morneau (Child Witness Centre), Alison Pearson (Child and Youth Planning Table), Chris Cowie (Community Justice Initiatives), Lucia Harrison (KW Multicultural Centre), Janice Ouellette and Lori Palubeski (City of Kitchener), Amy Ross (City of Waterloo), Sonia Dennis (Family & Children's Services WR), Tara Bedard (Immigration

Partnership), Kathy Payette (Lutherwood), (Trisha Robinson (Wilmott Family Resource Centre), and Carolyn Albrecht (Women's Crisis Services of Waterloo Region). Julie Thompson is the WRCP staff support for this project. It was noted that there are WRCP members participating on the action team.

Social Cohesion for the Prevention of Violence in the Home action team has created a violence prevention awareness campaign that will provide ways for the community to respond with simple actions before there is a need for service intervention in the home. The campaign name, not yet finalized, is #SaferFamiliesWR – Flattening the Violence Curve.

The campaign will include opinion editorials, blogs, videos, webinars and narrated PowerPoints, infographic (virtual and printed material) and porch chats. The campaign will be launched June 21<sup>st</sup>, 2020 and will run throughout an eight-week period. Christiane asked WRCP members to let her know if there is an interest in recording a brief video conveying why it is important, from a parent's perspective, to play a positive parental role in the lives of their children. Jonathan English volunteered to record a video for the campaign. Please contact Christiane at [csadeler@regionofwaterloo.ca](mailto:csadeler@regionofwaterloo.ca) if interested in recording a video.

Council members were reminded to be mindful that National Indigenous Peoples Day is on June 21<sup>st</sup>, 2020. Local information is available on the [Wellbeing Waterloo Region website](#) under Working Groups: First Nations, Métis, Inuit Advisory and Advocacy Circle

The campaign will provide simple things that people can do for each other to de-escalate particular situations and address the stress before it becomes an issue of violence in the home. Violence is defined as intimate partner violence, abuse, including emotional abuse and the neglect of children. The hope is to share key information and mobilize informal networks in the community with the support of local elected officials. Kathryn McGarry has already offered her support as Mayor of the City of Cambridge.

The action team has completed the Emergency Fund of the United Way funding application. One of the components of the funding is knowledge generation and community engagement. Stacey Colliver from Community Justice Initiatives provided support and assistance in drafting the application. A funding decision is expected in the first week of July 2020.

The Research on the Prevention of Violence in the Home action team is working in collaboration with the Social Cohesion action team. The action team

representatives are as follows: Richard Eibach (UW), Kelly Anthony (UW), Marni Herold (Lutherwood), Cynthia Martin (WWR and WRPS), Merle Fast (Women's Crisis Services of Waterloo Region) and Jill Stoddart (F&CSWR). David Siladi is the WRCPC staff support for this project. It was noted that there are WRCPC members participating on the action team.

The action team is currently gathering available resources that will provide a better sense of what the relationship is between the pandemic and violence and victimization in the home. In addition, the team considering gathering data from local sources: Police, and calls for service, domestic violence shelters, and child welfare agencies to ground the knowledge and provide information about the local experience. Lastly, the team will be looking at the literature and resources to identify potential initiatives seen as promising practices for the prevention and reduction of violence and victimization in the home during a crisis. The hope is to develop a knowledge brief by September that can be shared with the Social Cohesion action team and other stakeholders in the community.

**b. A Pulse Check on Collaboration & the Workings Behind our Response to the Pandemic:**

David Siladi reminded the WRCPC to please fill out the Pulse Check survey that was sent out by email on Friday, June 5, 2020. A reminder email will go out by early next week. David asked that the WRCPC forward the survey on to their networks. The Canadian Municipal Network on Crime Prevention (CMNCP) will be sending out the survey to communities across Canada. This information will provide some broader data.

**c. Recent Media Involvement:**

The Safer Families WR – Flattening the Violence Curve campaign has received some positive media exposure. Christiane Sadeler provided an opinion piece for the Record and gave an interview on 570 News.

Most recently, Christiane was interviewed by 570 News and CTV News about current developments, particularly articulated by the African Caribbean Black (ACB) community and the Black Lives Matter movement. In addition, an editorial was written in the Record, by an unknown source, that supported funding for entities like the Waterloo Region Crime Prevention Council. For clarification purposes, it was made clear that WRCPC has never made a statement about defunding the police. Christiane did share in the media that defunding the police is not a radical notion since defunding services is something that has happened

throughout history in community, social and other services in order to balance budgets.

Although, Christiane has received positive emails from racialized groups expressing that they felt heard, she was made aware of a negative Tweet from ACB criticising WRCPC for a perceived lack of advocacy initiatives.

These events have generated substantial local interest and discussion. Local elected officials have received thousands of calls to defund police and to reinvest into social development.

Many in the community are struggling with how to respond to the issue. It was suggested that possibly the WRCPC could take a stronger position around the Black Lives Matter issues by making a more definitive statement, a position paper and/or recommendation about a way forward. In many respects, some of what Black Lives Matter is advocating for is more upstream preventative approaches. Preventative approaches that benefit all communities are what the Crime Prevention Council has always worked towards.

In response to the negative Tweet from the ACB community, a Council member drafted a suggested response for the WRCPC to share with ACB to address the claim that the WRCPC has not done any antiracism work and to invite groups in the community to work with the WRCPC in a more collaborative approach. Please see attached.

After a full discussion by the WRCPC, the Council agreed that although the statement was excellent and could be published at some point as an article, Council felt it was most important to reach out to the ACB and Black community before releasing a statement. It is more important to be more responsive and engage with the community to begin to understand why the perception is that the Council has not done or is not doing work in these areas when others perceive WRCPC has done/is doing substantive work intersecting with, for example, racial justice.

A statement was released by Christiane Sadeler, on behalf of the WRCPC, shortly after the events that transpired across the globe in support of racialized groups through Twitter. Please see attached statement. Christiane has also done some preliminary outreach to the racialized local community and is in discussions with a community member about taking on some of the Black Brilliance work that Rohan Thompson was involved with before his departure from the WRCPC.

It was recommended that the Facilitating Committee meet with a few WRPCPC and community members to discuss an outreach communication strategy.

As WRPCPC is entering into conversations with the racialized groups, it was recommended to avoid being defensive and to undertake a critical self interrogation in how as individuals and as an organization we might uphold the structures of white privilege. Some of the resources for critical self interrogation made available include the following:

[Justice in June](#)

Books:

[Me and White Supremacy](#) by Layla Saad

[The Skin we are In](#) by Desmond Cole

[ACB Network Waterloo Region book launch The Skin we are in with Desmond Cole](#). Broadcast live on the [KPL Facebook page](#) virtual event on Tuesday, July 28, 2020 - 7:00pm to 8:30 p.m.

If there are other resources available, please forward them to Mary Anna Allen at [mallen@regionofwaterloo.ca](mailto:mallen@regionofwaterloo.ca)

A Council member shared that there is an individual in the community that has shared about their racism experiences as a racialized person and offered to work with individuals and organizations to help them understand about some of the racism that happens in the community. As this Council member moves forward with discussions with this individual and gains insight, the Council member will bring back and share those insights with the WRPCPC members.

The WRPCPC recommended that the Facilitating Committee first have a discussion about the strategic directions and then look at developing a communications group that will help to develop a strategy. Council members were asked to email Christiane [csadeler@regionofwaterloo.ca](mailto:csadeler@regionofwaterloo.ca) if there is an interest in being part of the communications group. Sharon Ward-Zeller volunteered to participate on the communications group.

**d. Staffing:**

Julie Thompson will be returning to the WRPCPC on the week of June 13, 2020 and will take on supporting the violence prevention in the home campaign efforts. Michael Parkinson will be back at the end of June 2020. Michael has taken a variety of efforts that fall within the area of community engagement, including a

survey for the guests and staff of the Overflow shelter in an effort inform and improve the health and safety of everyone in the future.

**6. Motion to Move the July 10, 2020 WRCPC Meeting to July 17, 2020:**

Moved by Patricia Moore

Seconded by Richard Eibach and Sharon Ward-Zeller

Carried

**7. Evaluation Reframing Crime, Justice and Prevention Course with Carlos Luis Zatarain:**

As a segue to the Reframing Crime, Justice and Prevention Course follow-up conversation, David Siladi shared that antiracism is complex and requires its own focus and attention. As the WRCPC deals with antiracism, this work will likely need to deal with some of the other broader issues. Antiracism was named as one of the foundations of community well-being but there are other foundations as well. We may look at the issues as separate entities that exist on their own but they do intersect. As the WRCPC engages in these conversations about antiracism, it is important to keep in mind some of the other pertinent issues.

When the community course was first introduced to the WRCPC, it was seen as a form of practice to deal with difficult community conversations and issues. It is a way of having the underlying foundation of compassion and critical reflection and consciousness that can make its way into all these different conversations and issues.

During the presentation Carlos Luis-Zatarain and David Siladi highlighted some key takeaways from the presentation that was given at the last meeting on May 8, 2020. They also be provided some recommendations for going forward for Council to consider. The hope is that some of the insights from the evaluation discussion will help to inform and support the discussion about WRCPC's role in the COVID-19 recovery efforts.

Please see summary of the presentation attached.

The recommendations for the WRCPC to consider are as follows:

1. To engage Sector Roundtables in Learning Circles.
2. To take some principles from the course to see if they can be applied elsewhere, beyond the course. The natural starting point would be to do something within the Council or the Facilitating Committee. In a way, this would act as cross-pollination of course principles



3. Considering that there has been an evaluation of the Course that yielded a number of insights and recommendations, explore the opportunity to do a second course once staff have sufficient capacity.

Now that the WRCPC has had the discussion about the antiracism issue and decided to look at creating a communications group, both David and Carlos suggested doing a test run of the first recommendation (i.e. Learning Circle) with this working group once it is established.

David added that the idea around the recommendations is not to design an outcome or to design a path. The idea is to determine a course of action through a collective undertaking.

As Council moves into the discussion about WRCPC's role in the COVID-19 recovery efforts, below are some challenges/opportunity statements to keep in mind:

- Acknowledging the complexity of issues
- Understanding your own perspective
- Seeking to understand perspectives and experiences of others
- Knowing that perspective and context matter
- Adopting a Utopian position (which is forward-looking) – aiming to create conditions whereby every human being can thrive
- Building on relationships with love, humility and faith

The WRCPC are in agreement to take the next step and work towards implementing the recommendations from the evaluation of the community course Reframing Crime, Justice and Prevention.

#### **8. Discussion re WRCPC's role in the recovery from COVID-19 and response to the current events:**

The WRCPC had a discussion about what it sees as its role in the recovery and renewal from COVID-19 and current events:

The Council was reminded that the WRCPC has made a commitment to the Safe Families WR violence prevention in home coalition campaign.

The Regional Community Safety and Well-being Plan efforts now have the recovery and renewal from COVID-19 rolled into the planning framework. The initial recommendation that was developed by Lorie Fioze, was distributed to the WRCPC for

feedback. The comments were submitted to the CAO's office. The current core team responsible for drafting the CSWBP met on June 11, 2020 and the above recommendation is going ahead. This direction was not unanimously supported by the WRCPC; however, many of the suggestions that were submitted have been added to the next iteration, specifically about the emphasis on prevention taken from the Integrated Model on Crime Prevention along with upstream approaches. The area that the WRCPC has been made responsible for is the designing of the community engagement and outreach process for the creation of the CSWBP. The WRCPC is not responsible for the implementation of the Plan because it is beyond its resource capacity.

**9. Other Business:**

The three options presented to the WRCPC will be deferred to the next WRCPC meeting for further discussion.

The Design Team will be meeting in the next week. There was a preliminary meeting looking at a strategy for moving forward. An update will be provided to the WRCPC at a future meeting.

**10. Adjournment:**

Moved by Richard Eibach

Carried at 11:25 a.m.

## Draft Summary of WRPCPC's Antiracism Related Work

Over the years, the Waterloo Region Crime Prevention Council has initiated and collaborated in many activities designed to address systemic racism in our region. Examples of anti-racist work include the following:

- holding several roundtables with racialized parents, culminating in a youth employment campaign
- sponsoring an Islamophobia forum and report
- co-partnerships with Kitchener Public Library and others for Black Awareness month
- Black Brilliance project facilitated by staff and in part funded by the Council
- Neighbourhood facilitations where there was conflict because of racism
- Inclusion of racism in upstream prevention work as a systemic root cause of crime and victimization
- Advocacy at federal and provincial budgets and panels speaking to overrepresentation of Indigenous and racialized groups in prisons
- Hosting an event with Howard Sapers, Federal Correctional Investigator for Canada and ombudsman for federally sentenced offenders, concerning the overrepresentation of indigenous peoples in Canadian prisons
- Hosting a disruption event with now Senator Kim Pate about the incarceration of women, Indigenous peoples and racialized groups
- Hosting a dialogue on “street checks” or “carding”

Indeed, the core focus of the Council's approach in recent years has been to deal with problems relating to crime and victimization by going “upstream” - looking at the root causes of crime, and examining the systemic and structural changes that are needed to reduce crime and enhance community well-being. In its statements outlining this upstream approach, the Council specifically mentions anti-racism as one of the foundations of community well-being. Other foundations include equity in community, fair economic systems, and social norms, all of which are essential in the fight against systemic racism.

Recent events have shown us that what we are currently doing to eradicate racism at the systemic level is not nearly enough. Council has a right and responsibility to speak out and act against racism in our community. No one should be silenced.

We invite all organizations representing Black, Brown and Indigenous community members to work with the Council to address this issue soon and effectively. This is a time for progressive organizations and individuals to collaborate rather than work in isolation.

As a community collaborative dedicated to social justice and upstream prevention, we see racism as a form of structural violence that has been with us for far too long. Meaningful change demands that we go beyond patching up problems to reforming our communities and societies such that **all** people are treated with respect and dignity. ... (1/2)

...We grieve for those who experience(d) injustices. Outrage is necessary but it is not enough. We have to eradicate these social ills in the pursuit of a just society where everyone has a full range of opportunities to grow, learn, work, play, connect, and love and be loved. Only then are peace and justice possible. (2/2)



# Evaluation of WRCPC's Reframing Crime, Justice & Prevention Course



## Follow-up Discussion

by Carlos Luis Zatarain  
& Dave Siladi



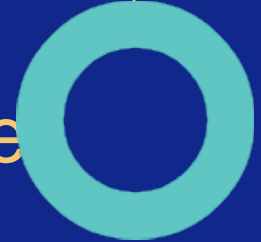


# Course Objectives

Deepen understanding of key issues

Develop skills for critical reflection

Support/promote critical action





# Key Takeaways



Perspective Matters



Foundation of Dialogue



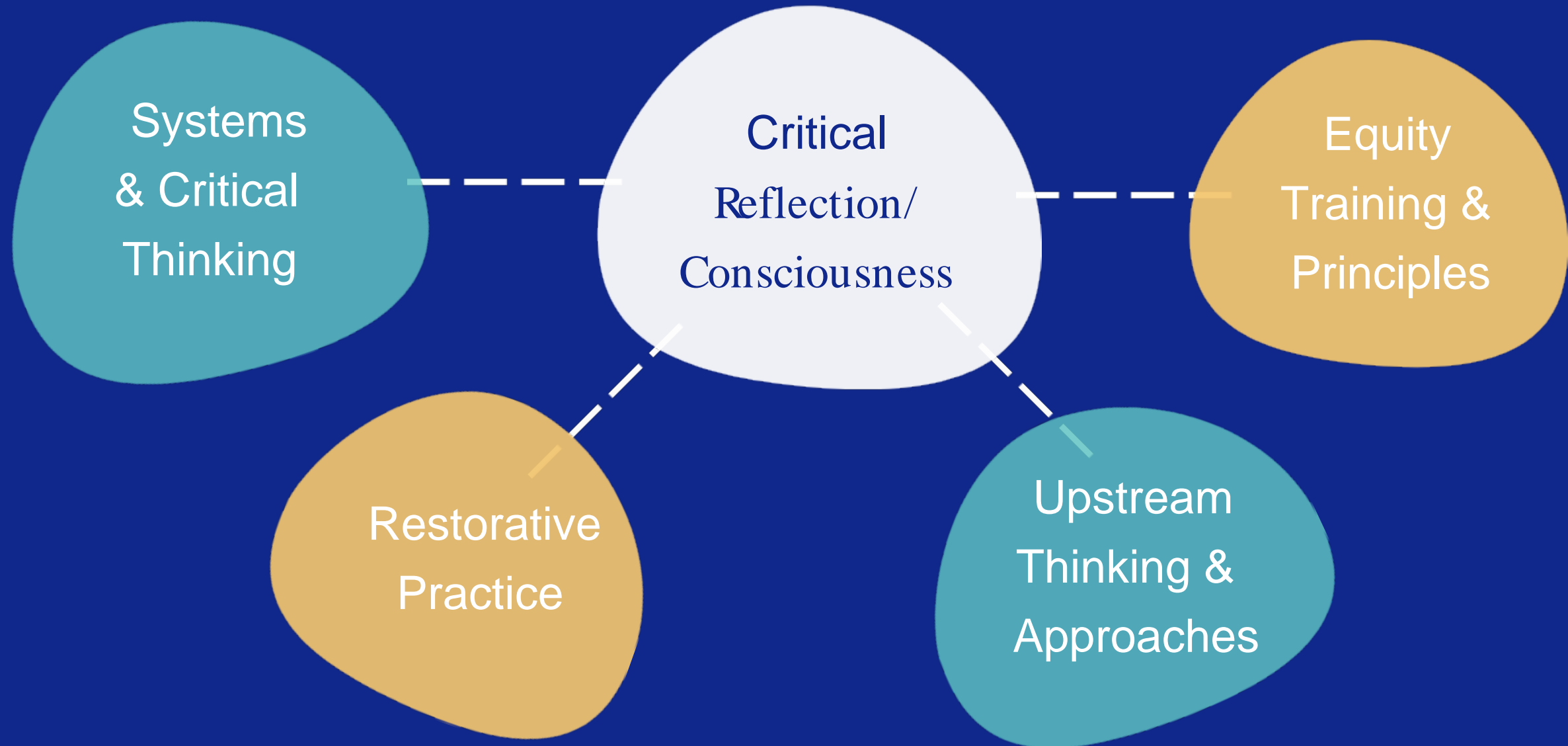
Primacy of Relationships



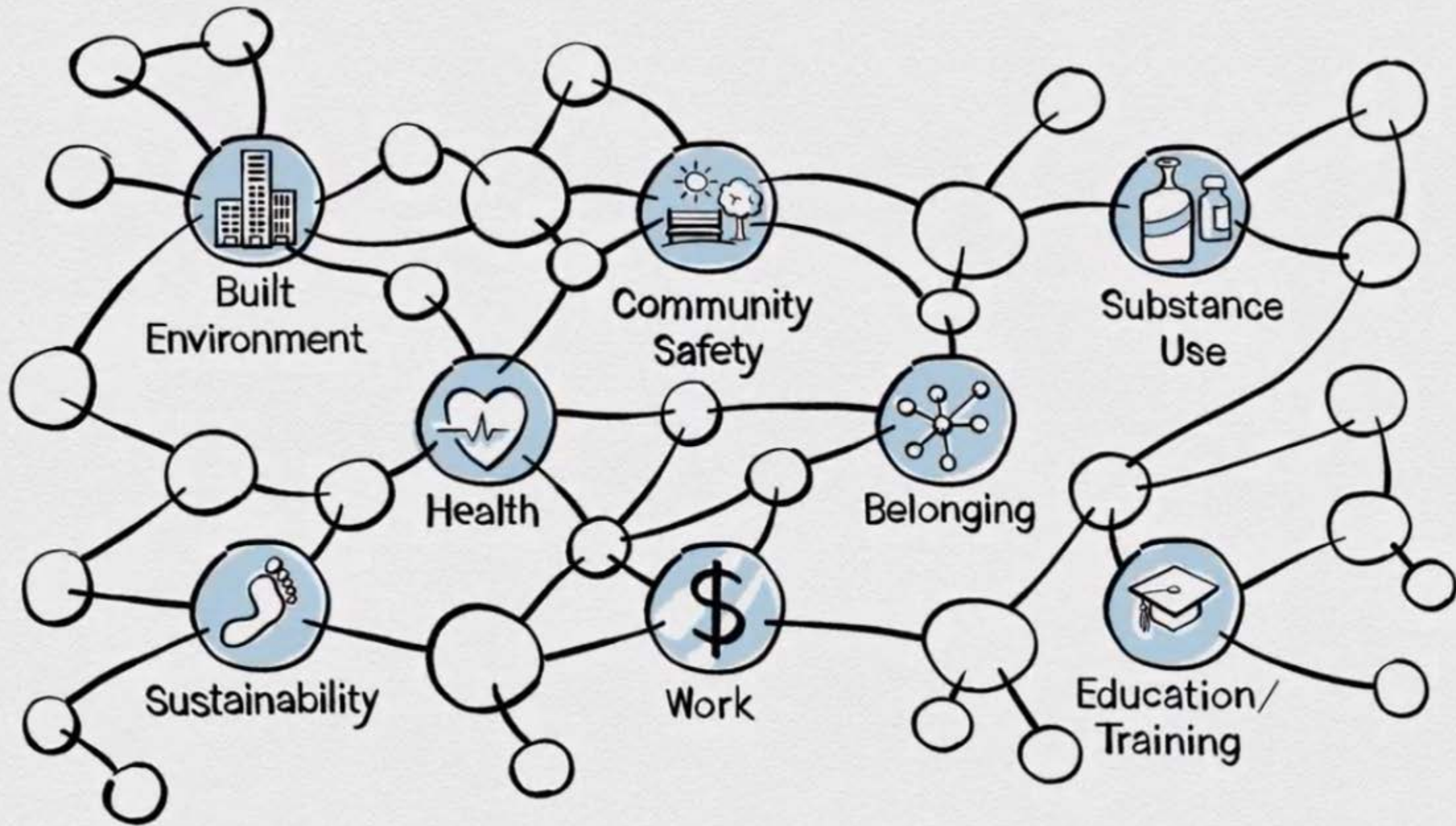
Conscientization as a continuous practice

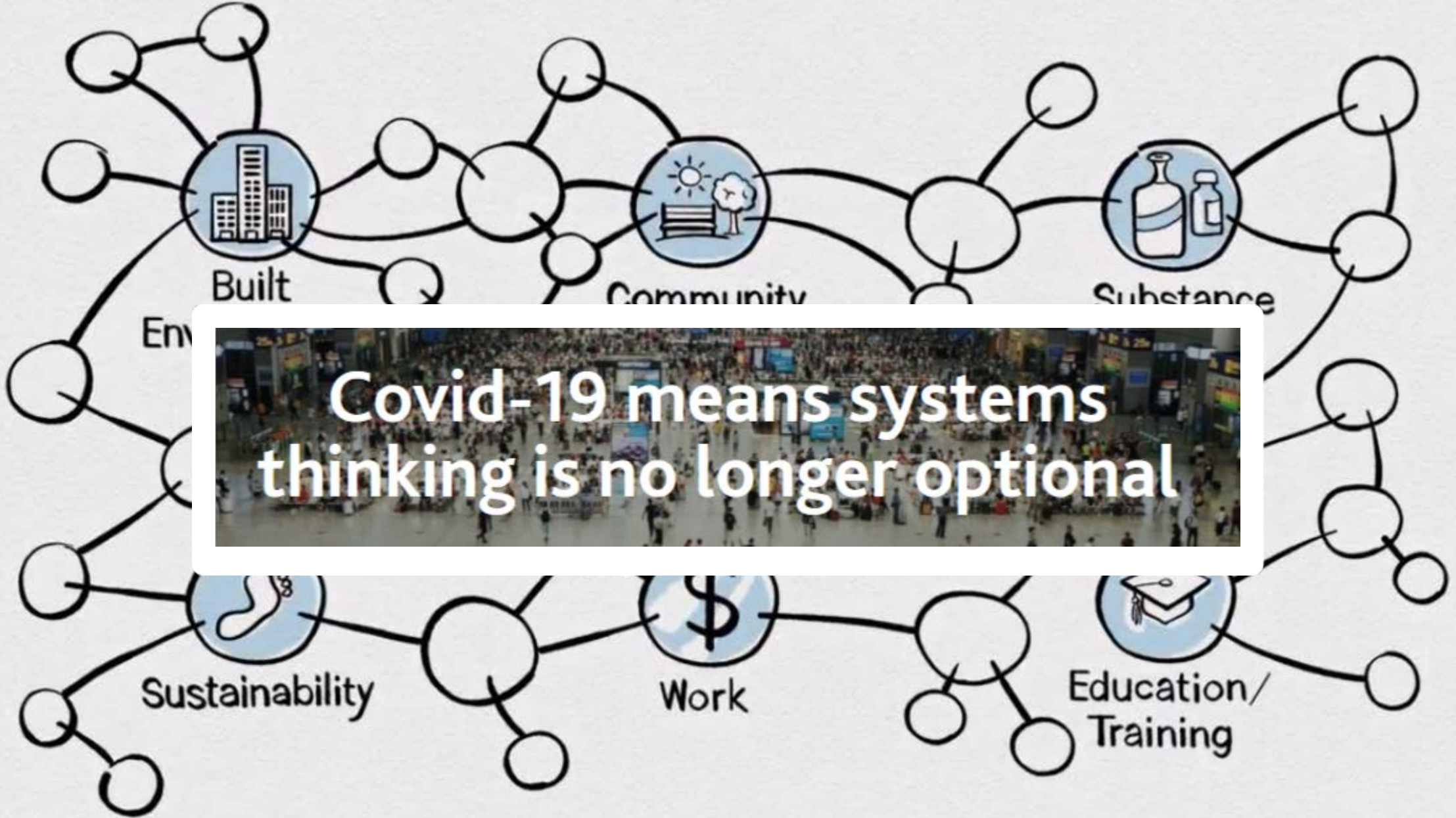


# Connecting the Dots









**Covid-19 means systems thinking is no longer optional**



# The Ultimate Cheatsheet for Critical Thinking



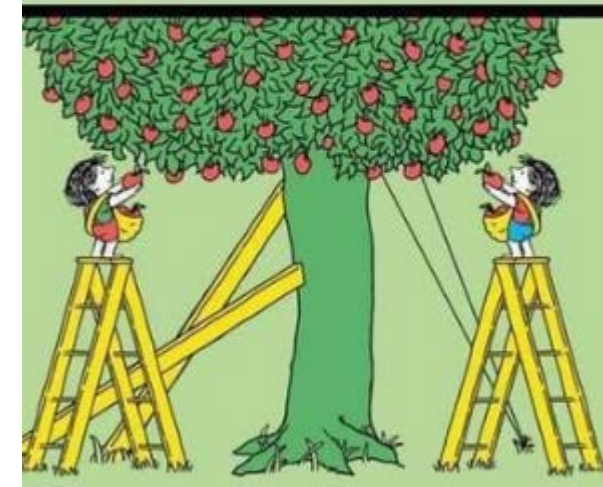
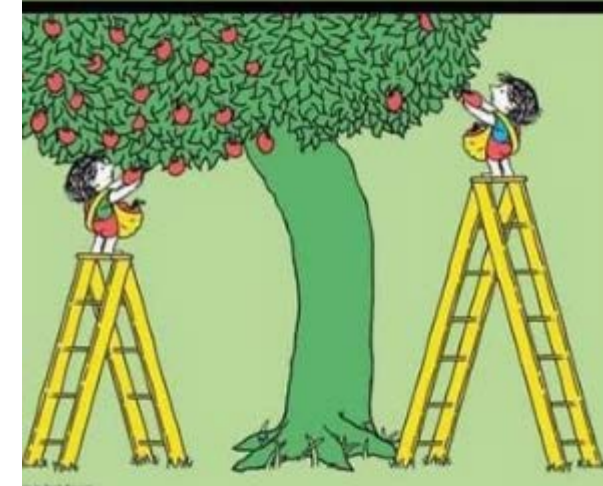
## Who

... benefits from this?  
... is this harmful to?  
... makes decisions about this?  
... is most directly affected?

... have you also heard discuss this?  
... would be the best person to consult?  
... will be the key people in this?  
... deserves recognition for this?

**UP**stream™

We need fewer volunteers  
and more community - Jim Diers





# Recommendations

Engage sector roundtables in learning circles  
Demonstrate the model with WRCPC members

Apply critical reflection principles/elements  
beyond the course (e.g. at facilitating committee)

Explore putting on Course 2.0  
(once there is capacity)



# From Insights to Practice...

Acknowledging the complexity of issues

Understanding own perspective

Seeking to understand others

Just like perspective, context matters

Adopting a Utopian position

Foundation of dialogue, love, humility & faith



# Comments, Thoughts