

## **WRPCPC Agenda**

July 9, 2021

9:00 am to 11:30 am

### **Video Conference**

Chair: Richard Eibach

Minutes: Mary Anna Allen

1. Land Acknowledgement
2. Welcome (5 min)
3. Approval of Agenda
4. Declaration of Conflict of Interest
5. Approval of the June 11, 2021, Minutes (attached)
  - 5.1 Business Arising
6. Standing Items:
  - a. Regional Councillor update (5 min)
  - b. Regional Liaison update (5 min)
7. Truth and Reconciliation: Irene O'Toole/ Lu Roberts (30 min)
8. Anti-racism working group - update and motion: Lu Roberts (15 min)
9. Youth Initiative: Mark Pancer/ Shama Saleh ( 30 min)
10. Break: (10 min)
11. Sulah Project: Niran Akintunde/ Mifrah Abid (45 min)
12. Vision Language: Richard Eibach (10 min)
13. In-kind hours: Deb Bergey/ Mary Anna Allen (10 min)
14. Budget update: Deb Bergey (5 min)
15. Executive Director update: Deb Bergey (5 min)
  - a. Information (UP)Stream update (attached)
16. Other Business
17. Adjournment

## WRPCPC Minutes

June 11, 2021

9:00 am to 11:30 am

### Video Conference

**Present:** Amanda Trites, Andrew Jackson, Arran Rowles, Bill Wilson, Chris Cowie, Doug McKlusky, Irene O'Toole, James Bond, Janice Ouellette, Jennifer Hutton, Joe-Ann McComb, Judah Oudshoorn, Karen Spencer, Kathryn McGarry, Kathy Payette, Kelly Anthony, Lu Roberts, Mark Pancer, Myeengun Henry, Patricia Moore, Peter Ringrose, Richard Eibach, Rosslyn Bentley, Sara Escobar, Sharon Ward-Zeller, Tom Galloway Trisha Robinson

**Regrets:** Angela Vanderheyden, Barry McClinchey, Cathy Harrington, Dave Dunk, David Jaeger, Hsiu-Li Wang, Bryan Larkin and Jamie Sheridan, Jonathan English, John Goodman, John Shewchuk, Sarah Shafiq, Sue Weare

**Staff and Students:** Deb Bergey, Abbi Longmire, Julie Thompson, Mary Anna Allen, Michael Parkinson, Shama Saleh

**Guests:** Clarence Cachagee, an Indigenous leader in the local community, Justine Sparling, Health Promotion & Research Analyst with Public Health, Chris McEvoy, Manager, Housing Policy & Homelessness Prevention with Community Services Department, and Dr. Jill Stoddart, Director of Research Development, and Outcomes from Family and Children's Services of Waterloo Region.

**Chair:** Richard Eibach

**Minutes:** Mary Anna Allen

#### 1. Land Acknowledgement and Moment of Silence and Welcome:

Myeengun Henry acknowledged the 215 children whose remains were discovered at the residential school in Kamloops B.C. He asked the Council members as a group to stand together with the Muslim families as they mourn the four family members that were killed in London, Ontario. He shared that we can no longer move forward with business as usually without an acknowledgement.

Richard Eibach asked for 220 seconds of silence for the 215 children whose remains discovered at a residential, for the four Muslim family members killed, and for the small child of the family that was killed that is recovering in hospital. Richard asked Council to reflect on concrete actions that they can take in their everyday lives to commit or recommit to truth and reconciliation.

Irene O'Toole acknowledged the land and shared some examples about the negative environmental impacts that have been brought about by the organizations, and companies in Canada, and how those advocating protecting the land have been criminalized for their advocacy. We need to stand together with the Indigenous community to protect the land and to hinder further mutilation of the land.

The Grassy Narrows First Nation Indigenous Community, in northwestern Ontario, has been dealing with contaminated water for over sixty years due to the dumping of chemicals in the water by the Dryden chemical plant. The Indigenous community has advocated for many years for this to change. It has only been more recently (September 23, 2020) that the community has received some clean water. The community is currently advocating for a health centre to deal with long-standing health issues related to the contaminated water.

Irene also acknowledged the deaths and the killings of the many Indigenous children who attended residential schools, specifically in Kamloops B.C., and across Canada and beyond, and how this trauma continues to negatively affect the Indigenous community.

It is not enough to acknowledge the negative environmental impacts and the Indigenous leadership that try to protect the land. It is not enough to acknowledge the deaths of the many indigenous children in the residential schools. There is a need for each individual person to act to create long-lasting change.

As a community, we honour the Indigenous community for their capacity for patience, love, and care. We also honour them for their spiritual guidance that, we hope, will lead us to a better place.

Irene O'Toole introduced Clarence Cachagee, an Indigenous leader in the local community that is currently working at Conestoga College. Clarence was invited by the WRPCPC to provide some thoughts about reconciliation with the Indigenous community.

Clarence began by providing a smudging, a prayer, and a morning song and talked about the four stages of life.

The four stages of life hold us and shape us with who we are today as indigenous people. In the four quadrants of the medicine wheel, there are many teachings. The first is the infant stage, the second is adolescent stage, the third is the adult stage, and the fourth is the elder stage. Within the four stages the Indigenous community receives teachings about who they are and what is their purpose in life, all related to identity.

Clarence shared about his personal family history and experience and how the location of the 215 children's bodies at the residential school, in Kamloops B.C., has impacted his family. Those family members who were part of the residential schools are now being re-traumatized.

There needs to be continued discussions about the truths that have happened in Canadian history. The unspoken truth has impacted so many Indigenous families.

Many of Clarence's family have found the path back, but some have not, and some have died as a result of the negative impact of the residential schools.

Clarence is present today to share about the truth, to share the history, and to look at different ways we can all move forward as a community and as a country to right some of the wrongs.

Amanda Trites asked the WRCPC for assistance for a particular situation where an individual continues to struggle because of the impact of the residential school system. Richard recommended that Amanda connect with partners around the table that can provide support with this particular situation. Richard asked that Council members reach out to Amanda with practical and emotional support, and advice.

**2. Approval of Agenda:**

Moved by Sharon Ward-Zeller

Seconded by Patricia

Carried

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

None

**4. Approval of the May 14, 2021, Minutes (attached)**

Moved by Mark Pancer

Seconded by Irene O'Toole

**5.1 Business Arising:**

A letter has been written to Regional Chair, Karen Redman with copies to all members of Regional Council, asking for clarification of the Region's plans for the Crime Prevention Council as per motion passed at the June 11, 2021 Council meeting.

Carried

**5. Standing Items:**

**a. Regional Councillor Update:**

There are no updates.



b. **Regional Liaison Update:**

There are no updates.

**6. Harm Reduction Report Community Services and Public Health:**

Justine Sparling, Health Promotion & Research Analyst with Public Health, and Chris McEvoy, Manager, Housing Policy & Homelessness Prevention with Community Services Department provided a presentation to the WRPCPC about the Emergency Shelter and Harm Reduction Integration Initiative. Please see PPT attached.

Justine provided a purpose for the project action, the research approach, the preliminary findings, the proposed actions, and next steps.

The study was conducted because of growing concerns regarding overdoses in emergency shelters, and the impact on participants, staff, and staff retention.

Locally, issues related to overdose and substance use in shelters were intercepting the conversations related to the COVID-09 pandemic response. The shelters had changed harm reductions supports in the community, resulting in some access issues as well.

Other communities in the Province were also experiencing similar challenges and had acted on similar issues related to substance use and overdose in emergency shelter settings.

The regional departments set out to learn more about the extent of the challenges being experienced in Waterloo Region using a sector-wide approach to answer the following questions:

1. What is the prevalence of fatal and non-fatal overdoses in emergency shelters?
2. What existing harm reduction supports are available within emergency shelter settings?
3. What are the challenges experienced by shelter providers and participants pertaining to substance use?
4. How can we enhance harm reduction supports to address these challenges?

Public Health staff took a mixed methods and comprehensive research approach. Staff spoke to all emergency shelters across the system. This is important because each shelter is unique and operates according to different guidelines, and has different levels of risk acceptability when it comes to substance use and harm reduction interventions.

Public Health staff spoke with leadership and direct-service staff and asked questions about challenges they see in emergency shelters. They also spoke to organizations that work directly with emergency shelters participants.

Lastly, the study received research ethics approval. This is important because there is either extensive trauma felt among shelter staff vicariously or as a result of witnessing a death by overdose.

The findings of the project demonstrated that the emergency shelters in Waterloo region are working hard to prevent overdoses and keep participants safe. Justine shared the research findings. Please see PPT attach.

Overdoses are likely underreported and underestimated, as many overdoses are not reported to staff or emergency shelters.

A number of emergency staff indicated that ease of access for safe consumption would be one method of preventing overdoses in emergency shelters.

Based on research findings, Justine shared the actions can be implemented within existing resources to support emergency shelter providers and participants, and those actions that will require additional resources. Please see PPT attached.

A proposal has been submitted to secure funding through the Region of Waterloo's Equity Investment fund. This fund aims to improve the economic, social, and cultural health and wellness of Indigenous, Black, racialized, and marginalized communities such as individuals experiencing homelessness.

Should funding not be available through this envelope, exploring other funding options will be needed. Temporary two-year funding such as the equity investment fund would help address the immediate needs of shelters and would undergo an evaluation and the end of the period to consider the need for continued support.

The project also revealed systemic issues resulting in proposed actions that are beyond the scope of Public Health or Community Services.

Public Health and Community Services put forth the following recommendation:

That the Regional Municipality of Waterloo endorse a letter of advocacy to both the Federal and Provincial government recommending enhanced funding for timely substance use treatment, community integrated mental health supports and harm reduction supports across the housing stability system to be signed by Chair Karen Redman on behalf of Regional Council and, if willing, the Waterloo Region Integrated Drug Strategy (WRIDS) and Ontario Health Teams (OHT).

Regional Council approved the recommendation, and the Council is currently moving forward with an advocacy letter.

Lastly, Justine shared the next steps as reflected in the PPT.

### **Feedback:**

The Region of Waterloo funds the seven shelters included in the study.

The two shelters that serve a younger population in the community were included in the study. There was feedback from both the direct service staff and their leadership team. There was similar feedback in terms of needs across the board for all populations, but the final report will include specific recommendation and specific information that will

provide more context around the youth. As an example, one of the recommendations was improving safe access to the current CTS program for both youth and women.

One of the advantages of developing a harm-reduction framework model is that each individual organization (board of directors and leadership team) can tailor the framework to meet the needs of their specific client group. They can then decide what is best for their organization.

Relocation of the community led initiative, Better Tent Cities, is due to the sale of the property they are currently occupying. As community led initiative, the Region has not done a formal evaluation. An MSW student that worked with St. Mary's outreach staff interviewed the community members on-site to understand their experiences at the Better Tent Cities as well as their desires and plans for next steps. Chris McEvoy offered to reach out to St. Mary's outreach group to ask permission to share the report with WRPCPC.

The Special Committee on Opioid Response received a similar presentation. There may have been some representation from the Ontario Health Teams at that presentation, but to date there has not been a direct presentation to those tables.

Michael Parkinson's work with the (Un)Safe project does intersect with the ESHRII project, and there are similar themes from both leadership, direct service staff, emergency shelters, and partner organizations. Intersection will most likely occur in the recommendation of a best practice guide. Many of the things highlighted by the WRPCPC will be detailed further when the best practice guide is developed. The practice guide will offer a menu of options for each shelter so that they can make informed decisions for their participants and for their organizations.

Within the presentations, findings, and communications of the (Un)Safe work, shelter providers and housing stability providers are now hearing about what other communities are doing throughout the province and the way that Kingston, Ottawa, and Toronto are responding. The individual shelter can then connect with Public Health and Community Services to see how to move forward. There is a combined value and performance between the (Un)Safe work and the Emergency Shelter and Harm Reduction Integration work.

Kelly Anthony offered to share a ten-year [longitudinal study](#) relating to harm reduction in Downtown Eastside (DTES), B.C. where it shows a decline. For a full picture and for a balanced approach, it is important to include all the research relating to harm reduction. Justine did share that part of the ESHRI work has involved a comprehensive scan of literature and best practices that Justine is currently reviewing, and welcomes a copy or link to the longitudinal study. Kelly also offered to put together on a briefing sheet with additional research. **Action:** Judah Oudshoorn, Richard Eibach, and Kelly Anthony will meet to have a friendly academic discussion about the 'why' of the study's conclusions.

Concerning planning recommendations on how to migrate people into different settings with St. Mark's temporary shelter closing at the end of June 2021, CSD housing stability system that encompasses street outreach, emergency shelters, and supportive housing is striving to provide options, although not limitless, for community members.

Shared anecdotally, through participants and staff, and through the study, is that there is a desire from community members, the organizations, their board of directors, and leadership teams to have a variety of options (a continuum that meets the needs of different community members and participants). There are providers that have informed harm reduction strategies and approaches and are supportive of individuals that are currently active in their substance use and providers that are not.

The continuum of supports and the degree to which harm reduction supplies, and materials and services offered varies. Clearly articulating to system partners, to staff, and to participants what options are available in the community assists all groups in making informed choices.

Emergency shelter staff shared from a harm reduction perspective that supporting community members in a setting such as St. Mark's is very different from supporting those from other settings. There is definitely going to be some sort of reorientation and education piece from a harm reduction lens to make sure that community members know how to stay safe.

Immediately implemented in the short term will be the proposed actions that do not require additional resources. With the proposed actions that require additional resources, CSD and PH are looking for immediate funding sources and sustainable funding. Furthermore, there may be funding opportunities with the Ontario Health Teams, the local LIHN, and other health system partners.

The harm reduction workers are high-impact and high value and the highest cost proposed options. Wherever possible within the emergency shelters there is an effort to connect community members to existing community resources e.g., LANGS and KDCHC. When a community person transitions from homelessness to housing, they can continue to use that resource.

**Action:** Please reach out to [Justine Sparling](#) and [Chris McEvoy](#) to see how the WRPCPC and Public Health and Community Services can align its work.

## **7. Urgent Public Health Need Status (UPHNS) Update:**

Michael Parkinson provided the most recent data for Waterloo Region. There have been 49 suspected opioid related overdose poisonings, making it 65 for this year. For context, COVID-19 has taken the lives of 89 people in Waterloo Region. The opioid crisis continues on a record setting pace. Please see PPT attached.

In terms of prevalence, we know that many in the shelters are using some kind of substance (regulated and unregulated). There is no accommodation for inhalation at many of the consumption sites across Canada. Inhalation is the leading modality at the scene of death. The mode is used is roughly, forty percent of overdose poisoning deaths.

Approximately 100% of people have witnessed an overdose that also lack stable housing. Many of the participants surveyed shared that permitting substance use on site at shelter is essential and important.

At the first (Un)Safe webinar on June 15, 2021, many of the guests that work within the shelter and housing environment that intersect with those that use substances support consumption services on site.

In 2009, the WRCPC together with the Social Planning Division did some background work together. Eight-eight percent at the time supported wet options (managed alcohol or management of unregulated drugs). This led to a housing and stability strategy in 2011.

At the WRCPC on May 14, 2021, the WRCPC approved the following motion:

That WRCPC staff immediately engage with area stakeholders to share local WRCPC research and advance low barrier shelter options for people consuming unregulated drugs and lacking stable housing. Direction to staff is to facilitate the establishment of an onsite Overdose Prevention Site (OPS) service(s) via Health Canada's 'Urgent Public Health Need Site' (UPHNS) application process established by Health Canada in 2020.

Michael provided an update about the status of engaging the area stakeholder to share local WRCPC data and about the Health Canada's 'Urgent Public Health Need Site' (UPHNS) application.

Michael Parkinson shared that the WRCPC held two webinars about safe supply on Wednesday, June 9, 2021, called (Un)Safe 2.0 Substance use in shelter and community settings, and a third webinar called Shelter-Based Overdose Prevention, Safe Supply and Wrap-Around Supports. Guests from Parkdale Queen West Community Health Centre participated as panelists.

Michael thanked the staff team for their support and Sara Escobar and Jesse Burt for their expertise and presentations.

Any organization can apply for an exception from Health Canada with far fewer structural requirements compared to the traditional CTS sites. The application in terms of demonstration is fairly low-barrier (staffing, funding, protocols, and consent of the landlord). There is no direct source of funding. This may be an issue for many of the agencies that have reached out. The advice from the Federal government is to use some of the homelessness funds provided to service managers across Canada. Other

communities are utilizing community agencies like United Way, community donors, and at times, municipalities are assisting with the funding.

Sara Escobar acknowledges all the support received by the WRCPC. She is comforted in knowing that a strong, dedicated group is backing up the work. It makes the work a little lighter on the heart.

**Action:** Sara asked for a motion to ask staff to send a letter on behalf of WRCPC addressed to the appropriate levels of government requesting low barrier support both financial and structural for establishing a safe supply of opioids, which would be in support of the UPHNS and CTS including inhalation.

Seconded by Irene O'Toole

Carried

### **8. Resilience Project Overview:**

Karen Spencer introduced Dr. Jill Stoddart, Director of Research Development, and Outcomes from Family and Children's Services of Waterloo Region. Jill has taken the lead in a resilience project run through the Family Centre that involves much more than Family and Children's Services WR.

Dr. Jill Stoddart provided a presentation about the Resilience Project: Building Resilience with Children, Youth, Families, and Community that began seven years ago with several partners.

Jill began the presentation by talking about the concept of collective resilience. Since 2014 Family & Children's Services has been working with community partners to design and promote community resilience. As the project has grown, the community partners have grown and the funders have grown. Please see complete list in the PPT attached.

There are good reasons for an agency like Family & Children's Services to move its work to upstream prevention and early intervention.

When looking at the data across the Province for the last 15 years, there was a realization that only about 10 percent of the agency involvement is about urgent protection needs of children in imminent danger. The vast majority of the cases that F&CSWR works with are really around chronic needs of families that really represent in many cases the impact of social inequities in the society.

Starting from a place of wanting to prevent child abuse and neglect, F&CSWR utilized the research including Dr. Stoddart's dissertation research that indicates that many of the factors that contribute to family stress often result from systemic and equity issues. It does not make sense to solve these inequities with individual solutions. F&CSWR has been exploring how to come together as a community to neutralize some of the stressors affecting families. In addition, trying to ensure that youth are healing from their

experiences so that generational trauma does not continue and how to work together to have a positive impact on all individuals, organizations, and the community as a whole.

The definition of resilience means to overcome adversities (traumatic events or conditions that people suffer).

The one concept of resilience is being able to withstand adversities that come your way like the Oak tree. Another concept is the idea of bouncing back when facing adversity and trauma.

The element of resilience is not only that you return to normal function, but also there is something about that experience that actually drives you to excel.

In continuing to work with partners, there was a realization that the common western definition sits with the individual and does not focus on the power of the collective. Resilience is a true interaction between the individuals, and their environment. The work has moved beyond the [Developmental Assets](#). The work has grown from framing resilience as individual recovery to understanding it as a community and collective strength.

[Epigenetics](#) research coming out of McGill University shows that there are isolated areas in the brain that influence whether someone will be resilient. By targeting an environment, you can change the brain chemistry.

Adverse childhood experience can have extreme impact long term on areas of health, mental health, and impact society as a whole. Most important to remember is that adverse childhood experience scores do not predetermine the future for anyone.

Along with the best of resiliency research (20 years of work by the F&CSWR, the 40 developmental assets for youth in care, the 6 years with partners), programs are designed to promote and facilitate resilience. However, the project also focuses on ensuring facilitating access to resources that are meaningful to children, families, and communities. Please see PPT for details.

Through community, organizationally, interpersonally, and individually and through the land resilience is interconnected.

Research support provided to all the partners, allows for measurement of all the programs. Measured is individual resilience along with the **concept of collective resilience**. Please see PPT for details.

All the partners held two separate summits. At the last summit in February, shared were the learnings and deepening the understanding of the power of collective resilience. Jill shared the **key learnings** of collective resilience from the conference. Please see PPT attached for details.

**Slow down:** It is important to slow down, and live with the rhythm of the land to nurture relationships.

**Connection:** Build relationships by sharing and connecting through joint understanding. Make a connection with the land.

**Co-creation:** Mentorship, share resources, removal of the barriers, youth led

Peter Ringrose shared that it is wonderful to see the work shift from an individual approach to a community approach. He expressed the importance for the WRPCPC to forge links with the Resilience Project and to contribute to this important work.

**Action:** Dr. Jill Stoddart will share the presentation and the full report with the WRPCPC, and there is a website that can be shared.

Karen Spencer thanked Dr. Jill Stoddart.

**9. Youth Engagement Working Group update – Mark Pancer & Shama Saleh (15 min)** Carried forward to the next meeting.

**10. Executive Director Update:**

Deb Bergey shared the **WRPCPC financial statement** to date. She explained that the first quarter of the budget is currently under, but that with the addition of the new Community Engagement Coordinator, Shama Saleh and with the anticipation of David Siladi's return from leave, the budget will probably balance out.

**11. Truth and Reconciliation Discussion:**

Irene O'Toole shared that there have been many discussions about the Truth and Reconciliation: Calls to Action, specifically on the issue of oppression of Indigenous community.

As the Council decides on what role it can play in bringing Indigenous issues to the forefront, it can lean on its new vision 'A safe, equitable, and just community where everyone has access to opportunities to thrive'. Currently, the Indigenous community cannot thrive. Society is built on the harms placed on the Indigenous community. The WRPCPC has the responsibility to discuss the truth and take on the work.

In 2015, the Truth and Reconciliation Commission of Canada (TRC): published its final report: Truth and Reconciliation Commission of Canada: Calls to Action. In 2016, the WRPCPC subcommittee released a [report](#) based on the TRC report that provided direction for the WRPCPC work. Both Clarence Cachagee and Irene O'Toole were part of that committee.

It was recommended to carry forward this important conversation, and to set a date, time, and place where this conversation can take place.

Clarence Cachagee shared that the conversation needs to begin with education, the history, and the truth. Clarence shared that the Indigenous people need a place to heal. The land is part of us. It is part of the healing, connection and to the culture. Cachagee



recommended having this discussion with the WRCPC out on the land, a place to talk about the truth, what to do about the truths, and the actions to follow.

Lu Roberts shared that the initial work of Council dropped off the radar. It is important for Council to have that memory and to move forward with the work. Lu shared that she that the Council is really doing a good job moving forward because we have many more representatives that are Indigenous. She shared that she is very appreciative of Amanda Trites and Myeengun Henry. In the future, Lu is hoping for more voices and representation at the table to continue to carry the work forward.

Myeengun Henry shared that at the acknowledgements at the beginning were very hard to hear and exhausting. Myeengun asked the Council to try to imagine 500 years of those types of discussions among the Indigenous peoples. Reconciliation needs to be embedded in the Constitution. Myeengun recommended that the WRCPC advocate to the Canadian government. The United Nations Declaration on the Rights of Indigenous Peoples (UNDRI) is only part of the solution.

Amanda Trites shared that the First Nations, Métis, Inuit people battles with the government has been going on for hundreds of years. It is currently getting to the point where the generations are rapidly aging because the Indigenous people are not being heard. Currently, the Indigenous community has the attention of the governments and the nation because of the discovery of the children's bodies at the residential school in Kamloops. The Indigenous community feels that soon this will be forgotten and that the battles for Indigenous issues will continue again. Advocacy from the WRCPC will assist with bringing forth the Indigenous issues.

The WRCPC supports the idea to meet in the summer on the land, as Clarence suggested, to talk about truth and about our commitments and actions. Lu Roberts, Amanda Trites, Clarence Cachagee, Myeengun Henry, Irene O'Toole, and Richard Eibach will help organize this meeting.

Irene O'Toole will book the Waterloo band shell for this meeting.

Staff will send the subcommittee's TRC 2016 slides and agenda to WRCPC.

Joe-Ann McComb asked WRCPC to preface the discussion with WRCPC is going to meet, to discuss and to act. Action is important.

## **12. Adjournment:**

Moved by Sharon Ward Zeller

Seconded by Lu Roberts

Carried at 11:30 am



# Emergency Shelter and Harm Reduction Integration Initiative

Crime Prevention Council

June 11, 2021

# Overview

1. Background & Context
2. Research Approach
3. Preliminary Findings
4. Proposed Actions
  - Within existing resources
  - Requiring additional resources
  - Beyond the scope of ROW Public Health and Community Services
5. Next Steps

# Background & Context


## Importance of ESHRII

- Why did we conduct this study?
- What were the research questions?

## Research Approach

- What was done as part of the study?
- Why was it done this way?

# Findings

- Overdoses are frequent occurrences in shelters, with shelter staff estimating that **two to four overdoses occur per week in each individual emergency shelter.**
  - Emergency shelter staff reported feeling responsible for monitoring participants after they appear to have used substances to prevent injury and death due to risk of overdose.
  - Emergency shelter staff feel overwhelmed and unprepared for the level of need in shelters, and experience high levels of stress coupled with a complexity of emotions.
  - Emergency shelter staff feel unable to work on housing goals with participants due to imminent concerns related to substance use.
  - Emergency shelter staff experience challenges concurrently supporting participants who do not use substances and those who do.
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# Findings

- There is minimal access to grief and trauma supports for both emergency shelter staff and participants.
- Access to harm reduction supports for participants in shelters are inconsistent.
- Inconsistency in harm reduction approaches shelter to shelter leads to confusion for emergency shelter staff and participants.
- Although supervised consumption was out of scope for the project, it was mentioned frequently by both leadership and direct-service staff as one part of a number of solutions that could support emergency shelter participants who use substances.

# Proposed Actions: Within Existing Resources

| Action  | Lead                        | Impact   |
|---|-----------------------------|--|
| Sector-wide onboarding to the Needle Syringe Program, Naloxone program  | Shelter Lead;<br>PH support | Sector-wider access to necessary harm reduction and lifesaving supplies.   |
| Develop a best practice guide for harm reduction in emergency shelters  | Shelter and PH co-lead      | Support decision making within shelters pertaining to substance use and harm reduction, and support training needs of staff.   |
| Develop a risk framework to identify a range of strategies for overdose prevention within shelters.               | Shelter, CSD & PH co-lead   | Identify and describe a range of strategies for overdose response. Support shelters to make informed decisions about their organization's approach to overdose response. Provide clarity on practices and policies for staff and participants. |
| Develop a plan to improve access to Consumption and Treatment Services site at 150 Duke for shelter participants. | PH & Shelter co-lead        | Access to consumption services for people with barriers to access, such as women and youth.  |

## Proposed Actions: Requiring Additional Resources

| Action   | Lead   | Impact   |
|--|--|--|
| Temporary on-site harm reduction workers in emergency shelters to provide harm reduction education and support to participants followed by outcome evaluation. | PH/CSD admin lead;<br>Shelter operational lead | Sector-wide harm reduction and substance use support for emergency shelter participants. Additional on-site supports would allow emergency shelter staff to better support participants to obtain housing, resulting in shorter shelter stays. |
| Temporary grief and trauma supports to address staff and participant mental health.  | PH/CSD admin lead;<br>Shelter operational lead | Support participants and staff to recover from experiences of trauma in emergency shelters.  |
| Harm Reduction training program that can be used across the sector and is accessible to all staff through online modules.                                      | Shelter, CSD & PH co-lead                      | Support training needs of staff.   |



## Proposed Actions: Requiring Additional Resources

| Action  | Lead                      | Impact  |
|---|---------------------------|---|
| Improved data collection for priority populations who access shelters through existing databases used by emergency shelter providers to ensure supports are appropriate and targeted. | Shelter, CSD & PH co-lead | Support evidence based approaches to harm reduction programs in shelters.                     |
| Development of a communication strategy to promote community education and reduce stigma experienced by emergency shelter participants who use substances.                            | Shelter, CSD & PH co-lead | Support the reduction of stigma in the community related to harm reduction and substance use. |

## **Proposed Actions: Beyond the scope of PH or CSD**

**Recommendation:** That the Regional Municipality of Waterloo endorse a letter of advocacy to both the Federal and Provincial government recommending enhanced funding for timely substance use treatment, community integrated mental health supports and harm reduction supports across the housing stability system to be signed by Chair Karen Redman on behalf of Regional Council and, if willing, the Waterloo Region Integrated Drug Strategy (WRIDS) and Ontario Health Teams (OHT)

# Next Steps

1. Public Health & Community Services staff will share detailed findings with community partners and emergency shelter providers who participated in the research.
2. As emergency shelters are independent and autonomous organizations, any and all actions taken to respond to the research findings will be at the discretion of each organization.
3. Public Health & Community Services staff will support emergency shelters to move forward on the proposed actions within existing resources.
4. Public Health & Community Services staff will prepare a letter of advocacy to both the Federal and Provincial government on behalf of, and in conjunction with, the WRIDS, OHTs, and Regional Council.



Region of Waterloo

**Thank you**

# UPHNS

49

Fatal opioid-related poisonings to June 4, 2021

~ 65 any-drug poisoning fatalities

1 in 6 deaths: people without stable housing

# Substance Use in Select Shelters: Prevalence – Summer 2020

## 2 Shelters Combined: 125 unique guests

- Stimulants (e.g. methamphetamines, cocaine) 71 (57%)
- Opioids (e.g. fentanyl) 68 (54%)
- Alcohol 23 (18%)
  
- No substance use 4 (3%)

## Overflow Shelter: 60 unique guests

- 45-50 (75%-85%) guests regularly consuming substances



# Substance Use: Modalities Matter

## Inhalation (smoking)

- leading modality in fatal overdose poisoning
- preferred locally by people consuming opioids (e.g. fentanyl)

## Injection

- preferred locally by consumers of crystal methamphetamine

Approximately half of people surveyed consume both stimulants and opioids

- No decriminalized inhalation provisions exist in WR



Smoking is the preferred method of consuming opioids, including fentanyl



Injecting is the preferred method of consuming crystal methamphetamine



# ACCIDENTAL OVERDOSE POISONING

100% • have **witnessed** an overdose before COVID-19

74% • have **experienced** an overdose before COVID-19

— “ —————

30 to 40 people  
I know have died  
from overdoses.  
Two people have  
died in front of me.

————— ” —





# (Un)Safe Survey 2020 (N=43)

People in Kitchener area who consume unregulated drugs and lack stable housing

- 91%: permitting substance use on site at shelters is essential or important

*“Many of my friends have died in shelters. They didn’t have to if they didn’t have to hide their drug use”*

*“Use on site is needed because people will just keep getting kicked out.”*



# (Un)Safe Poll: April, 2021 (N= 111)

Decriminalized consumption areas should be provided in settings where people who consume unregulated substances and lack stable housing congregate and/or live:

- Urgently: 73% (81)
- Maybe: 21% (23)
- Neutral: 5% (6)
- Never: 0
- Don't know: 1% (1)



# No Place Like Home: Housing and Harm Reduction (WRCPC, 2009)

How would you rate the need for housing in Waterloo region that incorporates a harm reduction approach for people who are actively using licit/illicit substances and are experiencing persistent homelessness?

0%

0%

3%

7%

88%

1

2

3

4

5

no need

very strong need



# Continuums of Support for People Experiencing Persistent Homelessness with Active Substance Use Issues in the Context of Housing<sup>18</sup>

## Substance Use Continuum in the Context of Housing

### LEVEL 1: DRY

- No substance use on site (i.e., “dry”)
- Typically not allowed access if under the influence

### LEVEL 2: DAMP

- No substance use on site
- Allowed access if under the influence

### WET: Use on site

### LEVEL 3: ACKNOWLEDGMENT

Acknowledge (formally or informally) use on site

### LEVEL 4: SUPPORT

Various forms of support to reduce harm

### LEVEL 5: MANAGED ALCOHOL USE

Providing and administering safe beverage alcohol on site

### LEVEL 6: MANAGED DRUG USE

Offering supervised injection and/or direct support for non-injection substance use (e.g., inhalants)

*We'll Leave The Lights On For You: Housing Options For people Experiencing Persistent Homelessness Who Use Substances (Alcohol and/or Drugs).* Region of Waterloo Social Services: Social Planning, Policy, and Program Administration, 2011.

# UPHNS: OPS

- Any organization can apply directly to Health Canada
- Few structural requirements vs fed./prov. SCS(CTS)
  - Community engagement not required
  - Medical staff not required
- Low barrier application
- Expedited review by Health Canada: ~5 days

Overdose Count

D State. These counts reflect 911 calls or Narcan

|                     |         |                                |
|---------------------|---------|--------------------------------|
| 4 <sup>30</sup> Am  | yes 911 | no hosp. - 2/2 in AM.          |
| 8 <sup>00</sup> Am  | yes 911 | yes hosp.                      |
| 5 <sup>00</sup> am  | unknown | unknown • All in AM            |
| 7 <sup>30</sup> am  | yes 911 | refused > very close together; |
| 1 am                | yes 911 | refused > be a bad batch       |
| unknown             | yes 911 | refused                        |
| 10 pm               | yes 911 | yes hosp. • 5/7 in AM          |
| 3 <sup>20</sup> am  | yes     | unknown • 2/7 went to hosp     |
| 8 <sup>00</sup> am  | unknown | unknown • 13 days no OD        |
| 8 <sup>00</sup> am  | unknown | unknown                        |
| 7 <sup>45</sup> am  | yes 911 | yes hosp.                      |
| 11 <sup>30</sup> am | yes 911 | refused                        |
| 7 <sup>00</sup> pm  | unknown | unknown                        |
| 5 <sup>15</sup> pm  | yes 911 | yes hosp. • 7/8 in PM          |
| 11 <sup>30</sup> pm | unknown | unknown                        |
| 1 pm                | yes 911 | refused • 2/8 went to hosp     |
| 1 <sup>00</sup> am  | yes 911 | yes hosp. • 13 days no OD.     |
| pm                  | no      | refused                        |
| pm                  | yes 911 | refused                        |
| pm                  | yes 911 | refused                        |
| pm                  | yes 911 | refused                        |

Some person recently out of jail, no tolerance.

Client is not breathing, call 911 see Narcan.

Client continues to breathe but may lack continued responsiveness; monitor, have OD Prevention Kit nearby.

10/21 (atleast!) refused Support; OD's can last up to 3hrs after use. Clients feel stigmatized by medical profession put at greater risk of a second overdose.





# UPHNS: OPS Operations + Funding<sup>34</sup>

## Applications to demonstrate:

- Staffing and/or funding for duration of exemption
- Protocols and training in place
- Consent of landlord

## No direct funding source from federal or provincial governments:

- Federal homeless funds provided to service managers across Canada
- Funding agencies, Community donors
- Municipalities
- iPHARE (Toronto)



# UPHNS Update!




- Many conversations
- Bonafide interest
- Webinars:
  - (Un)Safe 2.0 x 2
  - (Un)Safe 3.0 x 1 (Recorded)
- WRCPC Safe Supply Committee
- Health Canada
- Resource repository

[www.overdoseprevention.ca](http://www.overdoseprevention.ca) 35


# (Un)Safe 3.0

**INTEGRATING OVERDOSE PREVENTION SITES, SAFE SUPPLY AND WRAP-AROUND SERVICES IN SHELTER SETTINGS**


For people working to address issues of overdose poisoning and unstable housing in Waterloo Region




**ACCKWA**  
The AIDS Committee of Cambridge, Kitchener, Waterloo & Area



Waterloo Region  
Crime Prevention Council  
*Together for a Safer Community*



**PARKDALE  
QUEEN WEST**  
Community  
Health Centre







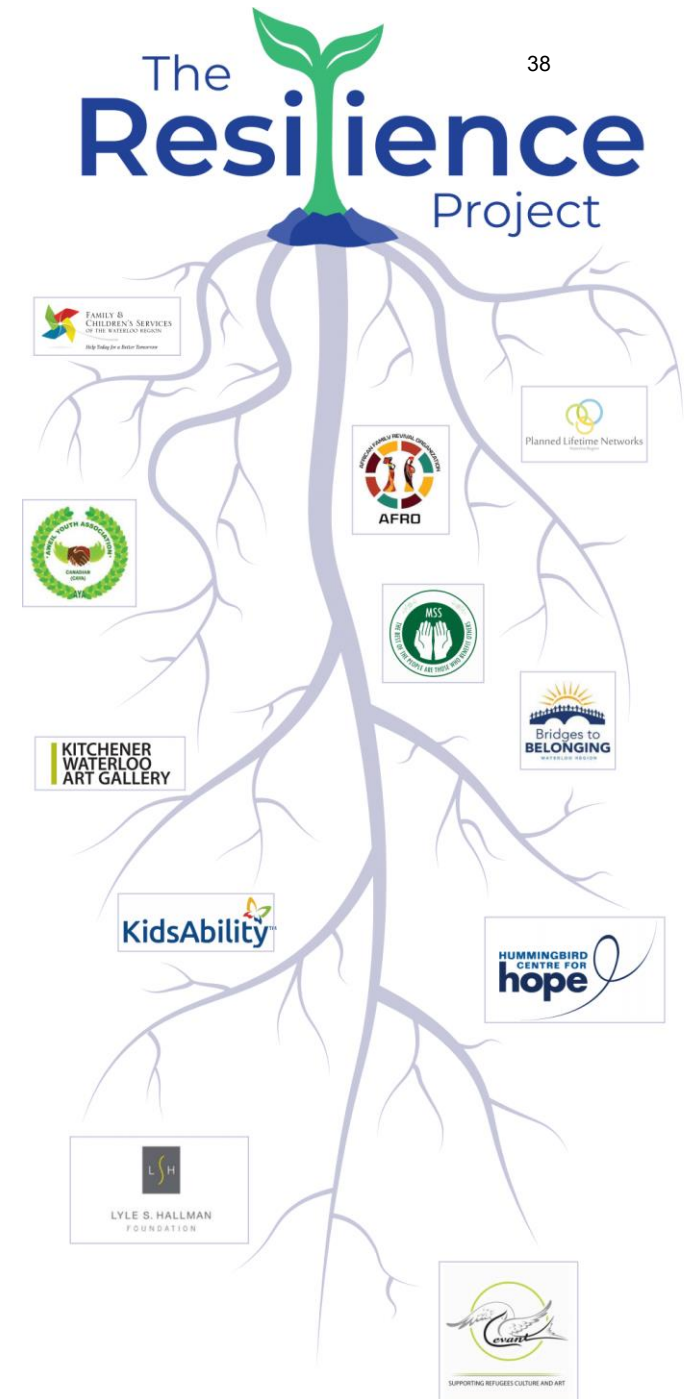


# THE RESILIENCE PROJECT: Building Resilience with Children, Youth, Families and Community

*What we are learning about Collective  
Resilience*

**Crime Prevention Council  
June 11, 2021**

**Jill Stoddart, PhD, MSW  
Family and Children's Services**



Partners:

Adventure 4 Change

African Family Revival  
Organization

Bereaved Families of Ontario

Bridges to Belonging

Canadian Aweil Youth  
Association

Canadian Somali Association

Eritrean Islamic Association

Ethiopian Association

Family and Children's Services

House of Friendship

Hummingbird Centre for Hope

Kinbridge

Kind Minds Family Wellness

Kidsability

Kitchener Waterloo Art Gallery

Levant

Muslim Social Services

Women's Crisis Services

Funded by:

Lyle S Hallman Foundation

Fairmont Foundation

F&amp;CS Foundation

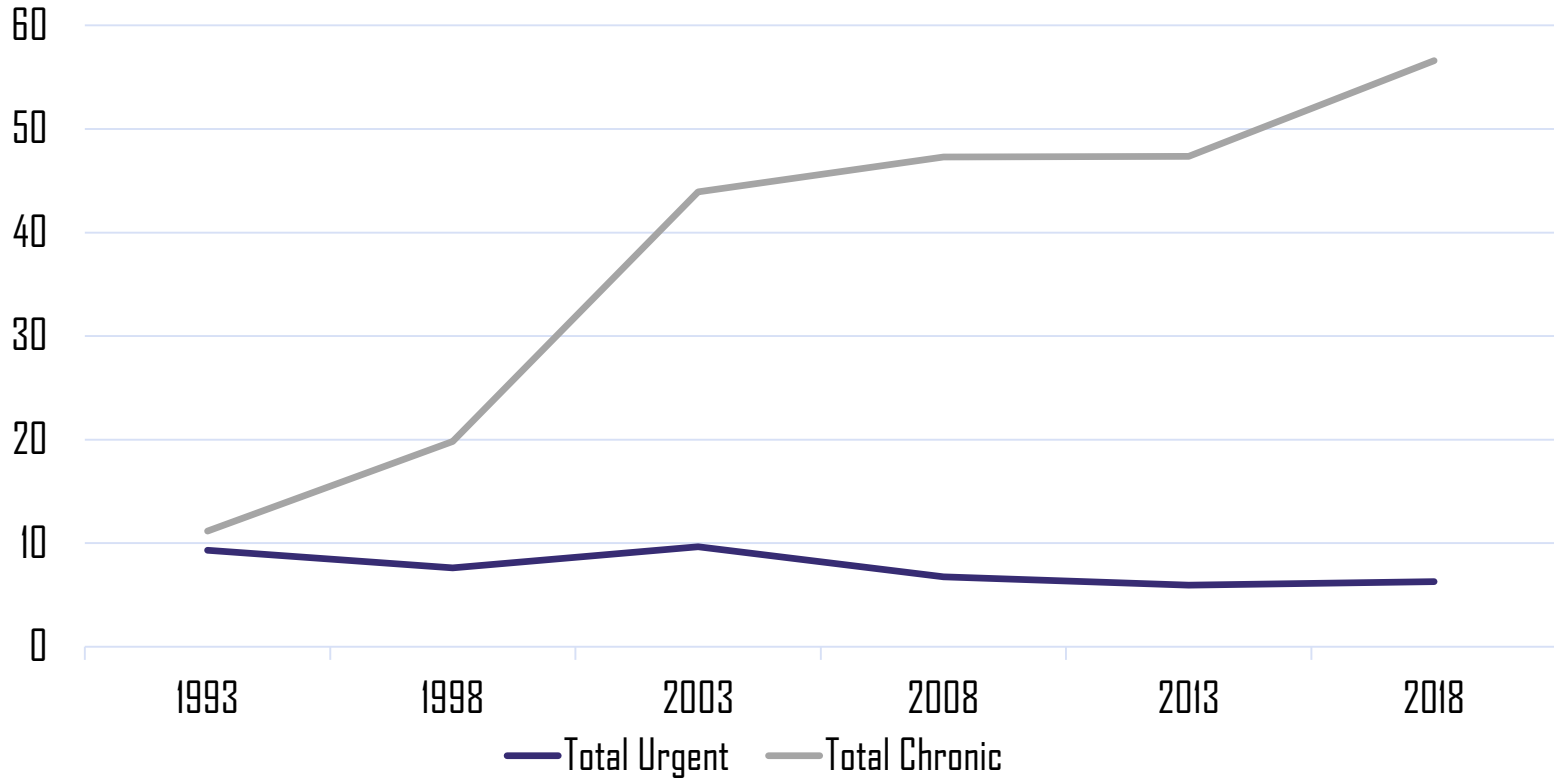
United Way

KWCF

# Moving Upstream: Prevention and Early Intervention<sup>40</sup>



*Comparison of Total Incidents of Urgent Protection and Chronic Need Investigations in Ontario 1993-2018 (OCANDS & OIS)*



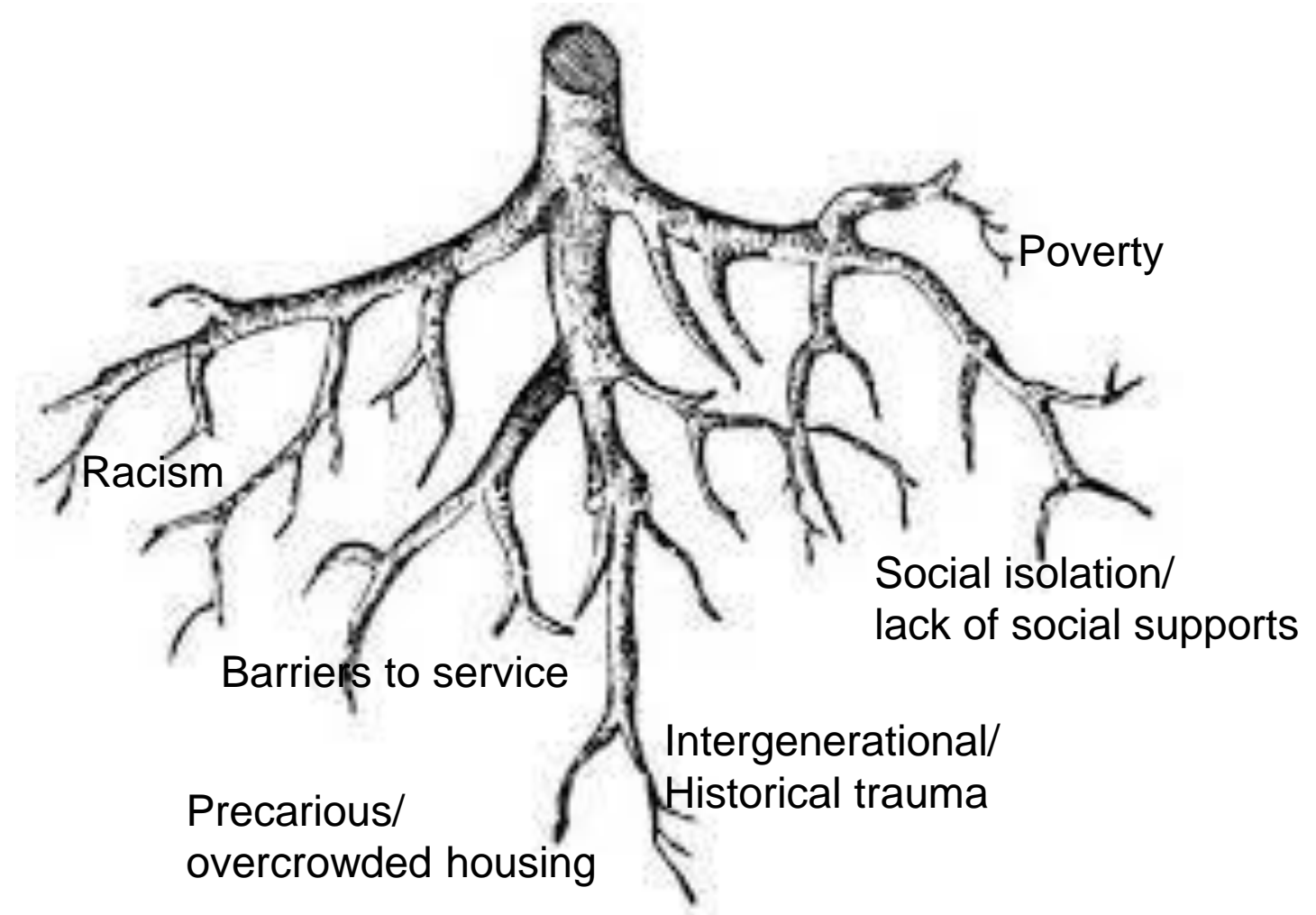


# Root Causes

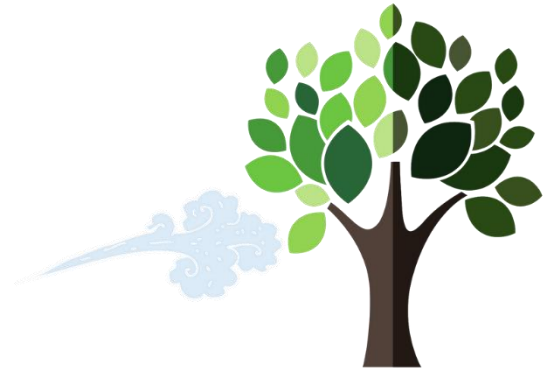
## Risk of Child Maltreatment

(Stoddart, Trocme, Fallon & Fluke, 2016)

- **Social Isolation\*\***
- Poverty
- Unstable/overcrowded housing
- Child functioning concerns  
(emotional/mental and cognitive/physical)



# To define or not resilience?



Growing Together.



*When a flower doesn't bloom  
you fix the environment in  
which it grows, not the flower*

*-Alexander Den Heijer*



Growing Together.



# Adverse Childhood Experiences

## ACES are Extremely Common

### Abuse

- Physical Abuse
- Emotional Abuse
- Sexual Abuse

### Neglect

- Physical Neglect
- Emotional Neglect

### Household Dysfunction

- Family mental illness
- Incarcerated household member
- Witnessing domestic violence
- Parental separation/divorce
- Substance abuse in household

## ACEs have an enormous impact

### Mental Health

- Depression
- Alcohol and Substance abuse
- Social skills
- Emotional regulation and behavior control
- Self-concept

### Physical Health & Development

- Physical health & diseases
- Developmental delays
- Physical and sensorimotor delays
- Cognitive and thinking skills

### Increased Risk for

- Suicide
- Poor academic & work

# Programs Designed to Promote Resilience

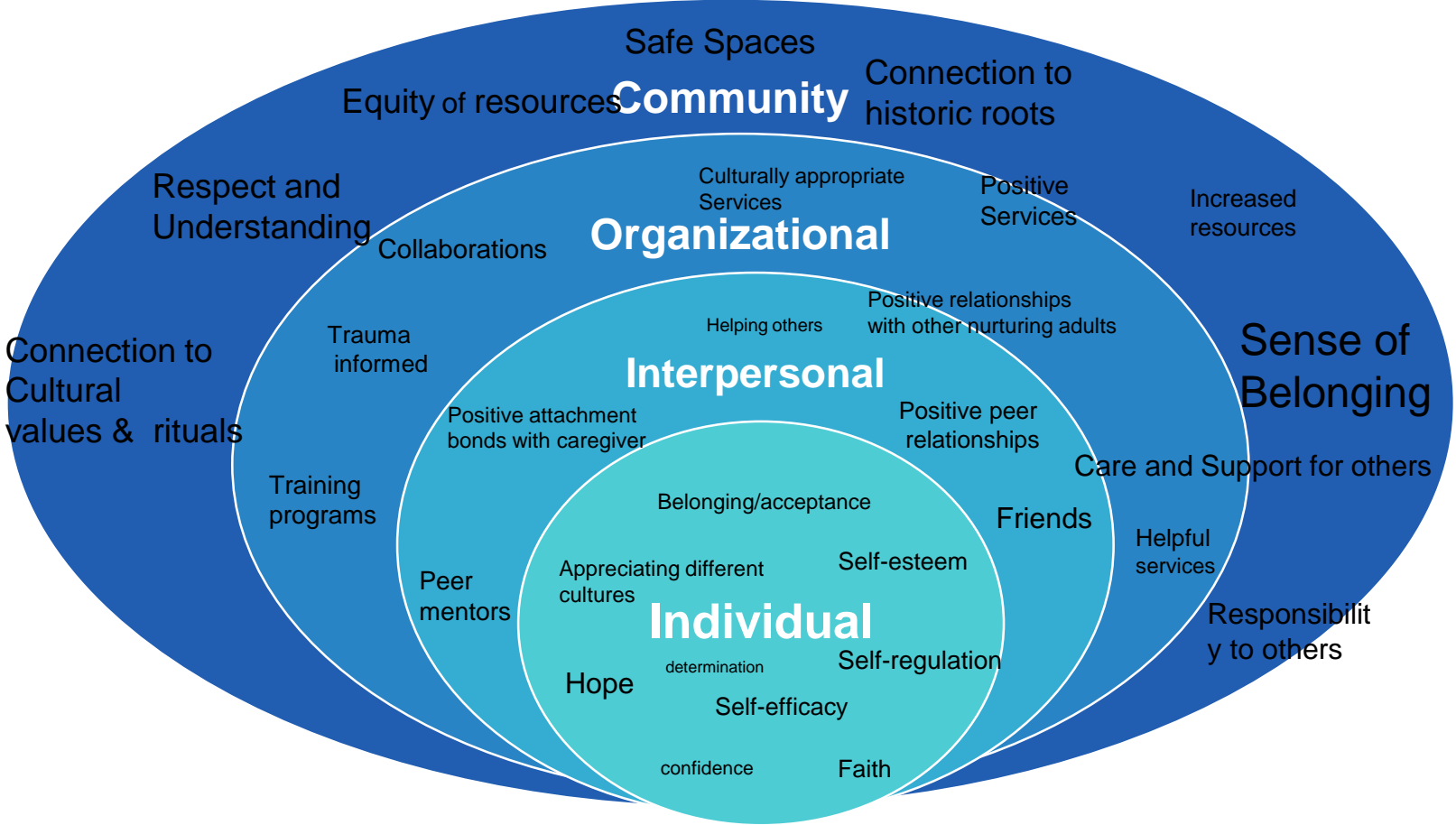
(Masten, 2010; Search Institute, 2018; Stoddart & Wilson 2016; Ungar, 2018)

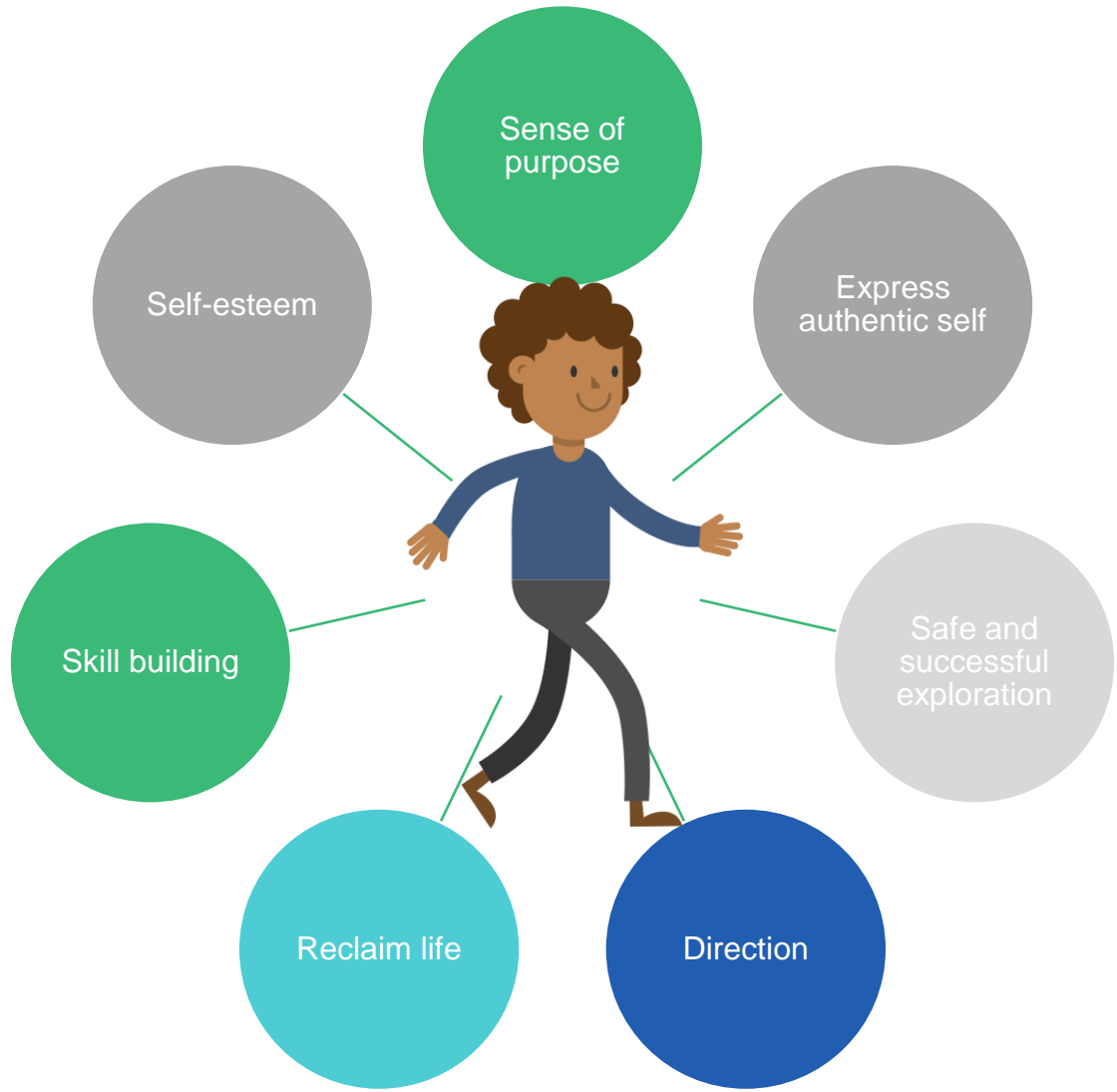
- Strengthen relationships
  - positive attachment bonds with caregivers
  - Positive relationships with other nurturing adults
  - Friends/positive peer relationships
- Encouraging powerful identities
  - Self-esteem
  - Self-efficacy (mastery)
  - Self-regulation
  - Skill development
- Provide opportunities for power and control
- Strengthen sense of belonging
  - Family
  - Community
  - Schools/organizations
  - Culture
- Promote social justice
  - Service to others
  - Responsibility for others
  - Equity
  - Empathy
- Hope and life purpose
- Encourage sense of culture and historical roots



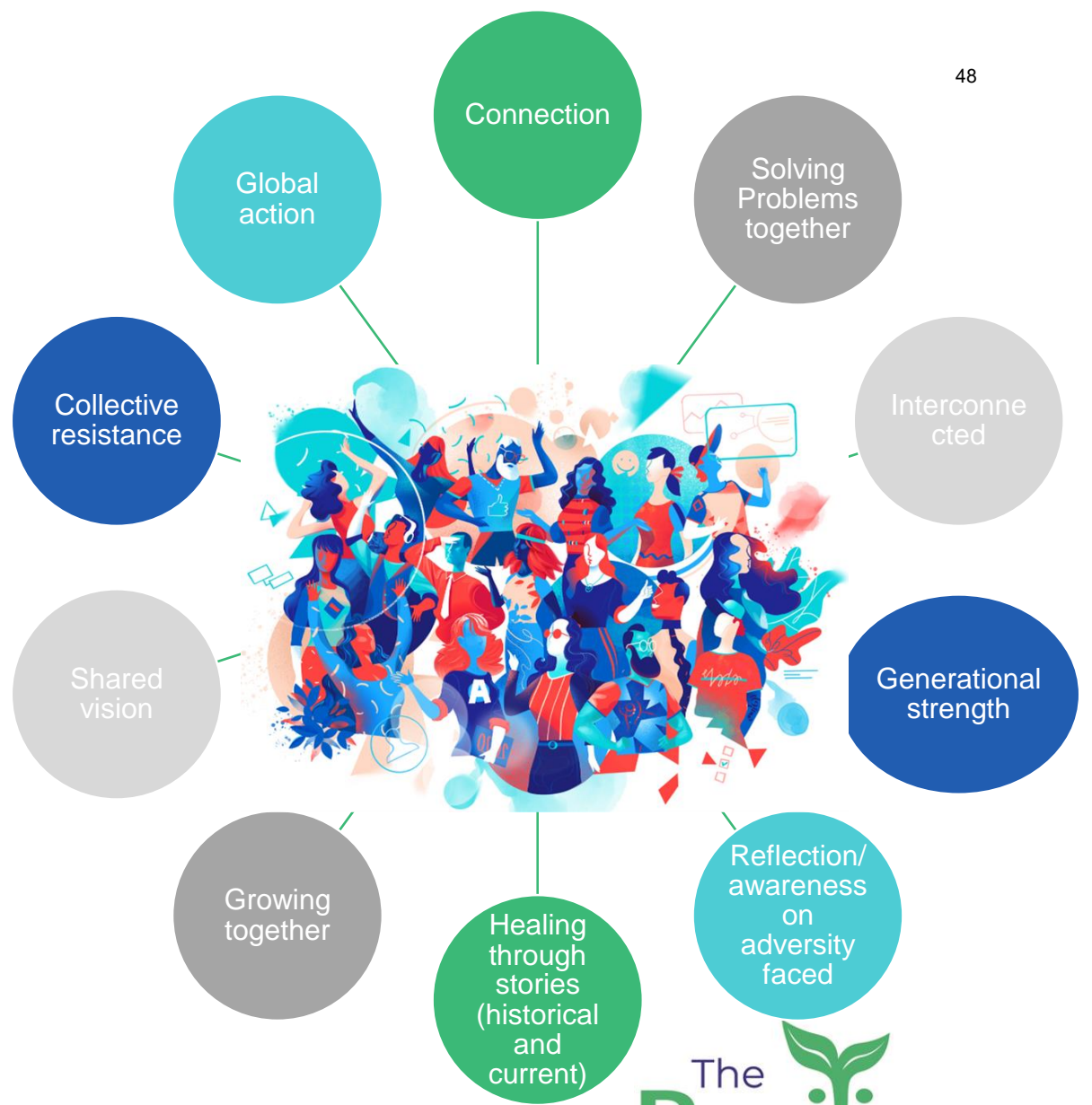
Growing Together.

# Resilience is Interconnected





# Collective Impact



Growing Together.



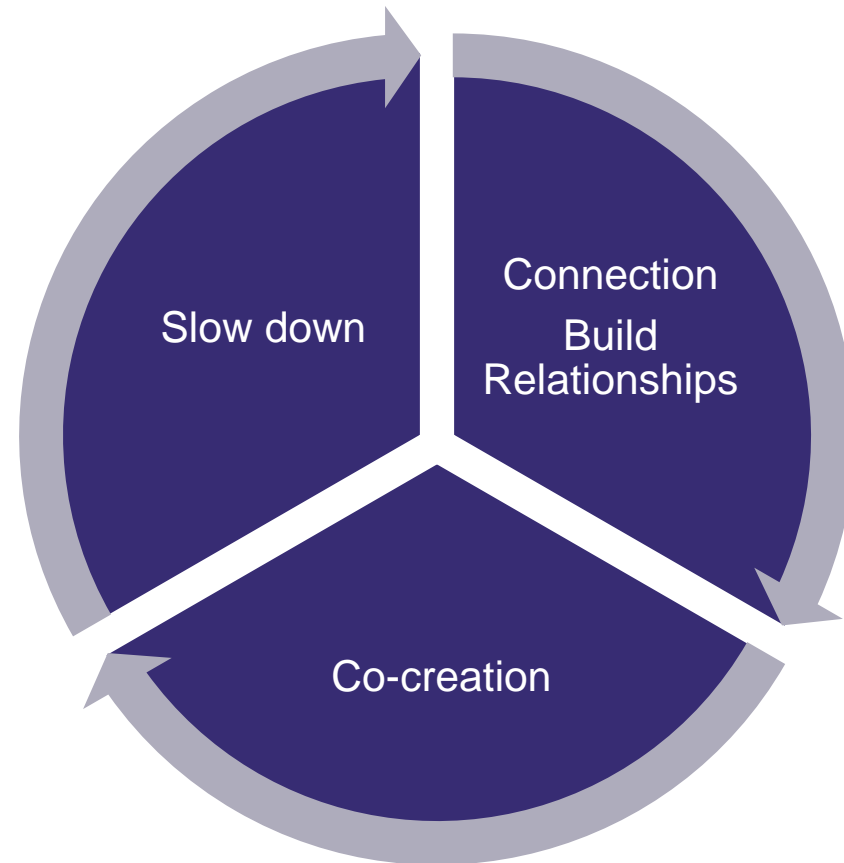
# MOMENTUM

The Power of Collective Resilience



Growing Together.

# Key Learnings towards Collective Resilience



**MOMENTUM**  
The Power of Collective Resilience



Growing Together.



# MOMENTUM

The Power of Collective Resilience

Akinoomaage Inaakonigewin

Learn to live in the rhythm of the land



**Slow Down**

If you want to go fast, go alone.  
If you want to go far, go together.  
-African Proverb



# MOMENTUM

The Power of Collective Resilience

## Connection Build Relationships

demonstrates what connects us and how it is greater than what separates us

**CONNECTION**

Art as a form of individual and group expression of experiences. Art allows us to see, feel, hear others' experiences and connect them to our own.

Art matters. Connection. Relationship. Vulnerability. Joy.

Connection, communication, expression is empowering



**space to connect**

**CONNECTIONS**

**In the end, we are all human and should stay connected!**

Land is an integral part of collective resilience. Living in harmony with the land helps us to live in harmony in all ways. Interconnectedness is critical.

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Coming together for a common purpose; protect and cherish the land that in turn nourishes us.

**Builds community**

**We are all intrinsically connected to the land and therefore to each other**

all life gives all life to all like (Inaakonigewin) ----demonstrates our agreement with the land and how we will live together

**the land helps us build good relationships**

relationships based on love and respect - including with the land

**showing kindness and respect**

Indigenous resiliency is about reciprocity and respect.

**It is us!**







**Thank You**

# Building Community Resilience

A summary of findings  
from 2017-21



## Partners:

Adventure 4 Change  
African Family Revival Organization  
Bridges to Belonging  
Canadian Aweil Youth Association  
Canadian Somali Association  
Eritrean Islamic Association  
Family and Children's Services  
House of Friendship  
Hummingbird Centre for Hope  
Kidsability  
Kitchener Waterloo Art Gallery  
Levant  
Muslim Social Services  
Women's Crisis Services

## Funded by:

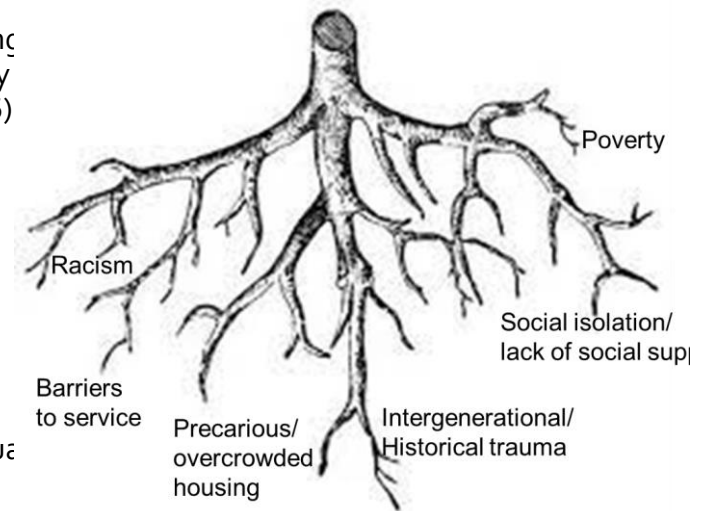
Lyle S Hallman

# Root Causes

Knowing well that the gateway to any individual's ability to thrive is a connection to their community since 2017, Resilience Project Partners have been working together using collective impact approach to reduce barriers in receiving services and support to promote resilience in the Waterloo Region. Starting from a place of wanting to heal from, and prevent, child abuse and neglect, we looked to the research occurring around the globe that tells us that many factors that contribute to family stress often result from systemic inequities (Stoddart, Trocme, Fallon & Fluke, 2016)

- **Social Isolation\*\***
- Poverty
- Unstable/overcrowded housing
- Child functioning concerns (emotional/mental and cognitive/physical)

Many of these inequities have been illuminated for all society to see during the pandemic. It does not make sense then to try to solve these inequities with individual solutions. We have been exploring how we can come together as a community to neutralize some of the stressors that impact families, and how our work together can have positive impacts on us all as individuals, organizations and communities.







—

*When a flower  
doesn't bloom  
you fix the  
environment in  
which it grows,  
not the flower*  
-Alexander Den  
Heijer

To define or not  
resilience?

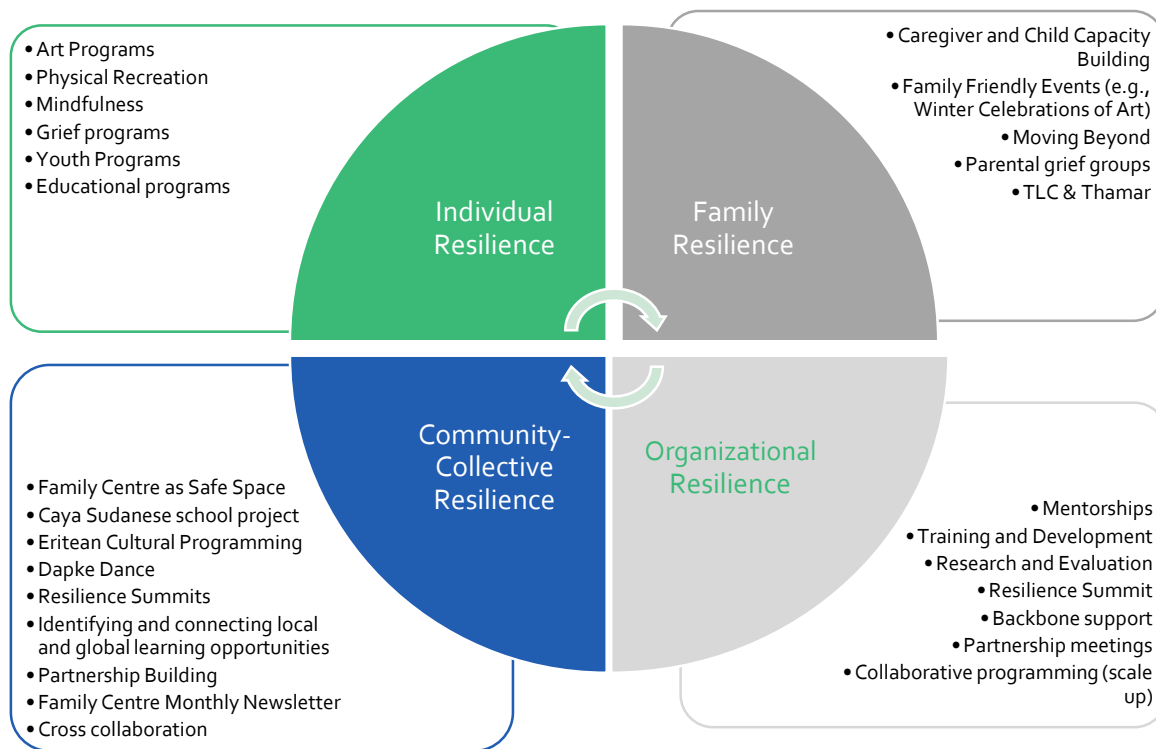
57

- The most well know definition of resilience centers resilience within the individual:  
*"the ability to overcome adversities (traumatic events or conditions, hardships or suffering). People and communities who have developed resilience can...resist the effects of hardship or bounce back and return to, or even excel, level of functioning."*

- As we began our work together back in 2014 we started with the most common western definitions of Resilience. These definitions frame resilience as an interaction between individual characteristics or traits along with external factors that influence families and communities (the environment around an individual) that work together to help people "overcome adversity". While it is clear to us that there is an element of individual resilience needed for a person to move forward, it has become abundantly clear that there is more to recovery than what meets the eye...

- For instance, the Adverse Childhood Experiences Study (citation) laid the foundation for understanding of adversities and their impact on adult outcomes. While thinking about Adverse Childhood Experiences was helpful when we started our work we have moved beyond this and our understanding of resilience has also grown. Grown from framing resilience as individual recovery from adversity to understanding resilience as the strength of a collective community.

# Framing collective resilience



<sup>58</sup>

- We've come to understand collective resilience as a community dynamic that occurs when connection and nourishment provide the foundation for reflection/awareness on adversities faced by others, an interconnectedness awareness of the local to global issues, the generational strength and the potential that has for healing, and how this supports us to grow together with a shared vision, healing through stories and awareness, mobilizing into global action. This is not simple. Collective resilience moves communities into a collective resistance against oppression and inequities.

- As we explore the continuum from individual to collective resilience, we define and continuously re-define resilience as a form of mandala with four quadrants, each one of them representing a unique and interrelated aspect of resilience. To foster resilience, our collaborative partnership initiative must hold together all four aspects in equal importance so that there can be resilience in the forms of balance, justice, and growth in the face of adversities, injustice, and inequities at local, regional, national, and global levels. We see collective resilience as the ability for communities, organizations, systems, and families to address root causes of systemic barriers and inequities rather than symptoms of the problem. People and communities who have developed collective resilience can develop critical consciousness in connecting personal and individualized problems to larger structures and systems

# Programs Designed to Promote Resilience

(Masten, 2010; Search Institute, 2018; Stoddart & Wilson 2016; Ungar, 2018)

Provide opportunities for power and control

Hope and life purpose

Encourage sense of culture and historical roots

Strengthen relationships

- positive attachment bonds with caregivers
- Positive relationships with other nurturing adults
- Friends/positive peer relationships

Encouraging powerful identities

- Self-esteem
- Self-efficacy (mastery)
- Self-regulation
- Skill development

Strengthen sense of belonging

- Family
- Community
- Schools/organizations
- Culture

Promote social justice

- Service to others
- Responsibility for others
- Equity
- Empathy



# Collective Impact Approach



Using previous research we provide programs designed to promote relationships through strengthening relationships, encouraging powerful identities, strengthening sense of belonging, promoting social justice, hope, and life, as well encouraging sense of culture and historical roots. The key to engaging in promoting resilience is ordinary magic, and one's own community is at the centre of that magic. The Resilience Project relates to multiple grassroots organizations with global lived experiences that support their capacity to engage diverse communities. We focus on all the ways we are interconnected – not just focus on the individual children and youth we work with. We are all interconnected and interconnected with the land around us .

**Resilience is Interconnected**

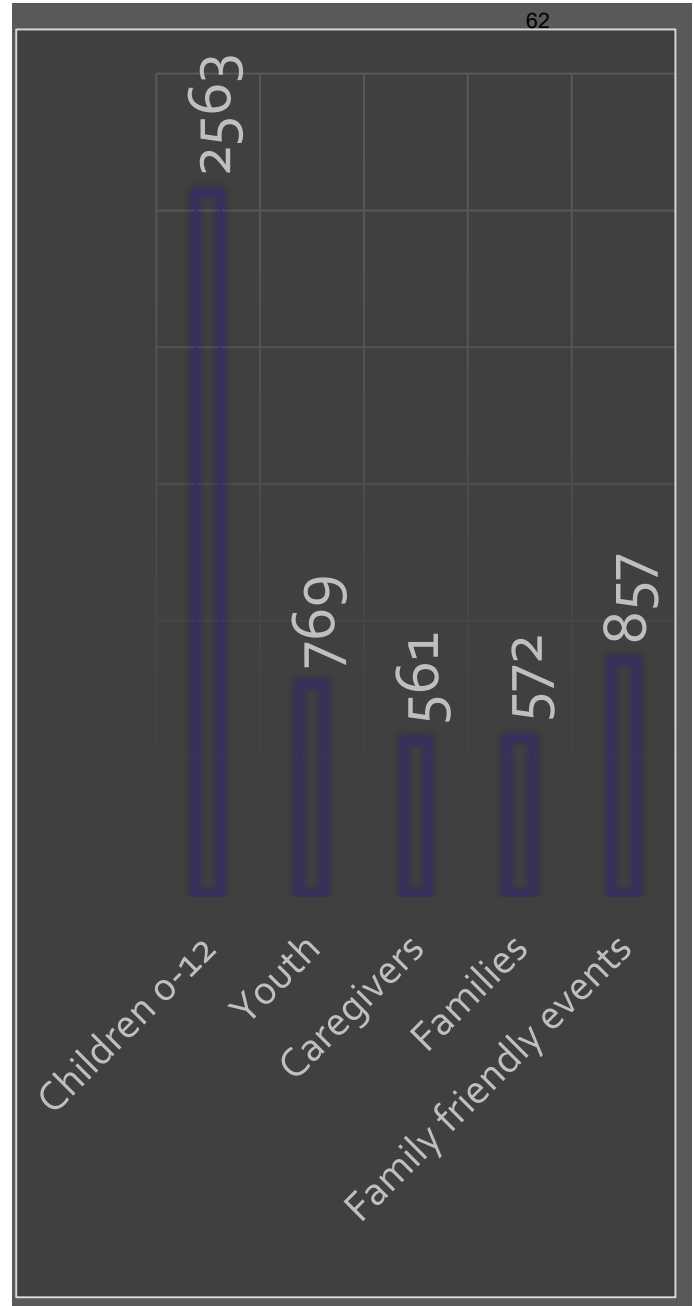




# Promoting Resilience in our Future

- **PROGRAM FINDINGS**

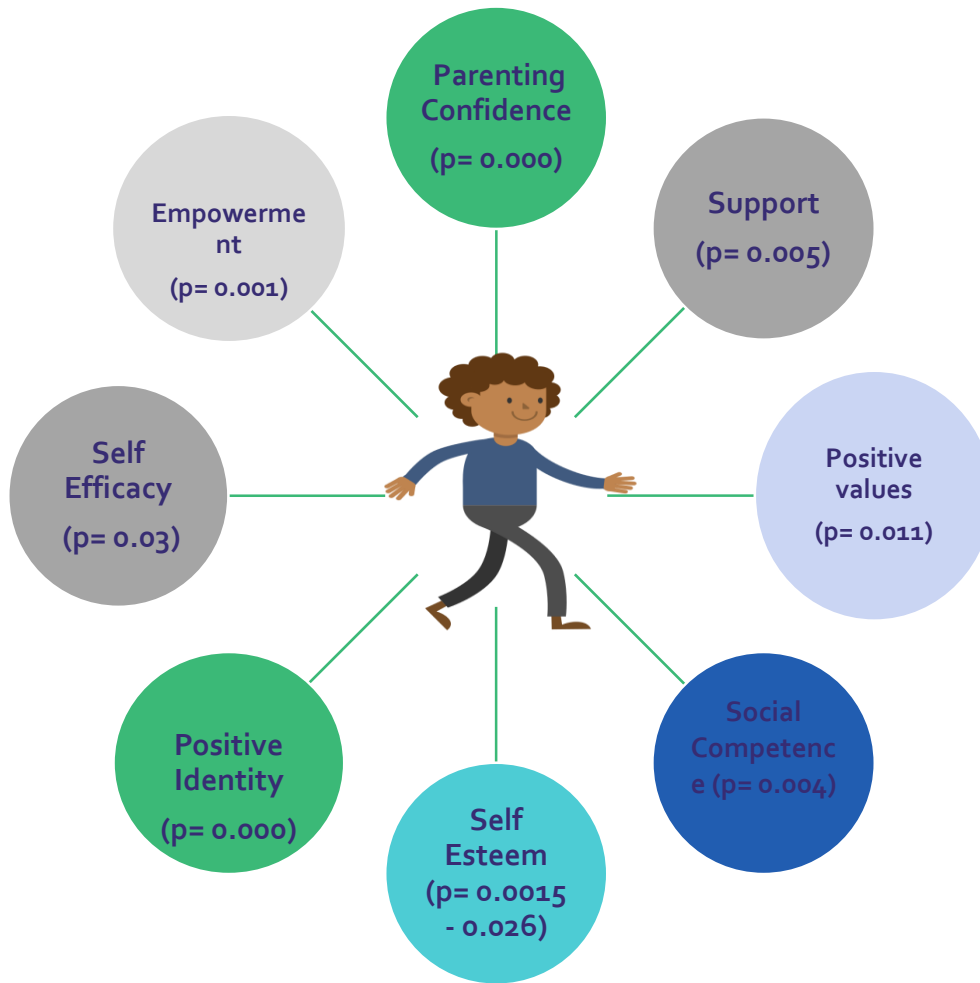
# Number of People Served



# PROGRAM FINDINGS

| Resilience Program          | Sample | Construct                                   | P-Value  | Mean Score difference |
|-----------------------------|--------|---|----------|-----------------------|
| Creative Space              | 132    | Self-efficacy                               | P= 0.03  | +0.41                 |
|                             |        | Connection to Community                     | P=0.005  | +1.43                 |
| Music Academy               | 129    | Self-esteem                                 | P= 0.015 | +0.52                 |
|                             |        | Connection to Community                     | P= 0.011 | +1.64                 |
| Players Theatre             | 71     | Self-esteem                                 | P= 0.026 | +1.30                 |
|                             |        | Connection to Community                     | P= 0.014 | +1.91                 |
| Kids Creating Change        | 97     | Self-Esteem                                 | P= 0.003 | +1.50                 |
|                             |        | Positive values                             | P= 0.011 | +2.25                 |
| Smiles                      | 89     | Social Competency (talking to others)       | P= 0.004 | +1.09                 |
|                             |        | Support (expressing yucky feelings)         | P= 0.005 | +1.33                 |
|                             |        | Positive Identity                           |          |                       |
|                             |        | • Recognizing strength                      | P= 0.005 | +1.18                 |
|                             |        | • Good feelings about oneself               | P= 0.000 | +1.25                 |
|                             |        | Constructive Use of Time (Ability to relax) | P= 0.000 | +1.40                 |
|                             |        | Empowerment                                 | p= 0.001 | +1.49                 |
| Trusting Loving Connections | 144    | Perception of parenting stress              | P= 0.000 | -3.22                 |
|                             |        | Perception of child behaviour as difficult  | P= 0.001 | -2.79                 |

# PROGRAM FINDINGS



These findings were also supported by qualitative analysis of 52 interviews conducted with children, youth, caregivers, and facilitators of programs.

## Self-esteem

*"Well, like I said, it's all about how they feel they've achieved something. And so at the end, after their classes, they always come out and they're like beaming... just big radiant smiles and they're always just being like... This is what we did. Oh my goodness, you have to listen to this song or you have to look at my new painting or look at what I created and they're just like, they're so excited to demonstrate something that they've done and that they've achieved. And they've never come out of it sad or disappointed with what They have created. It's always like they feel so much better. They stand taller... like they speak louder, like they are just excited"*

[Caregiver]

## Social competency

*"people kept looking at me like they didn't like me...forgot after a few days and started making new friends."*

[Participant]

# Individual Resilience Promotion.

# PROGRAM FINDINGS

These findings were also supported by qualitative analysis of 52 interviews conducted with children, youth, caregivers, and facilitators of programs.

*A had a lot of fun and friends and every time I'd say "I'm so excited Mommy, let's go quick." Cause I'm excited for my friends and stuff... Uhm, we [child and friends] got along really well. We all became good friends. And we asked our parents like sometimes like like can we have the phone number so we can like play together. We were always happy to see each other because we were having fun together.*

[Participant]

*"So that comes back around to that collective resilience piece. We're all striving, we're all helping each other in this group, you come in and have a bad day, we're all going to be there for you, we're all going to understand because we've all been there, right? You know, whether it's related to your family, whether it's related to the loss of a parent, or a friend or a partner, or whatever that looks like agency involvement, you know, worker giving you bad news, they've all been there, and they can all empathize. And so it just brings them into a room where this all happens, magically."*

[Facilitator]

*Um, I'd say it's helped in progressing her. Yeah, she's come a long way. She's been in my care for three years now, and even compared now to a year ago. There's a huge difference in [child]. Yeah, and I think a lot of these programs have helped not only herself but myself to have a better understanding of her, and how to help her"*

[Caregiver]



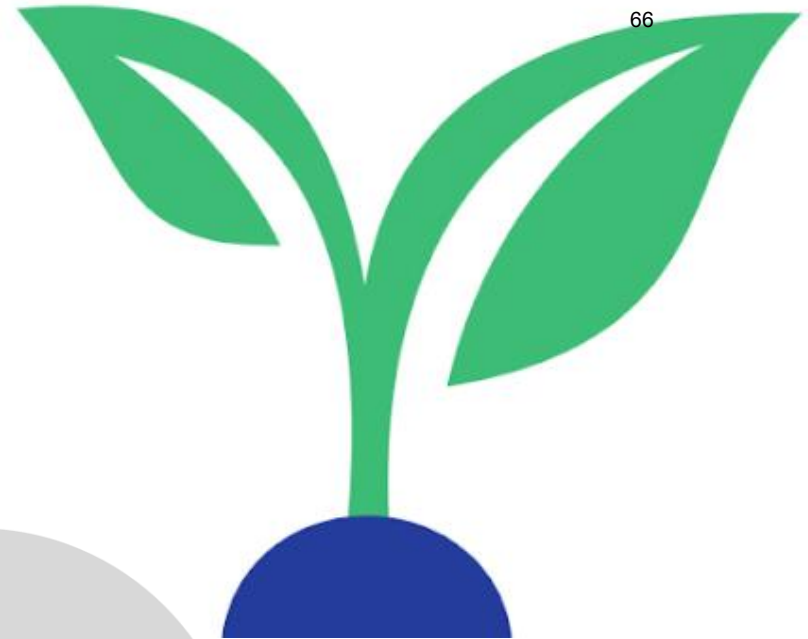
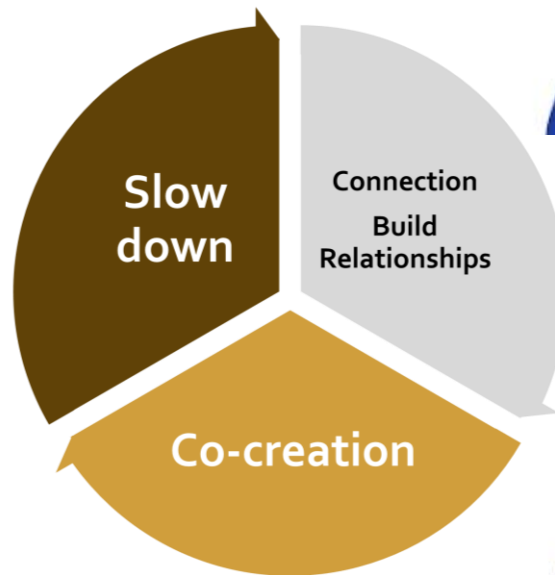
## Collective Impact: Collective Resilience



# 2021 SUMMIT RESULTS

One goal of the Resilience Project is to learn and grow together. As part of that we just hosted our 2nd Resilience Summit in February. The purpose of the Summit was to share our learning with others and deepen our own understanding of the power of collective resilience. One goal of the Resilience Project is to learn and grow together. The purpose of the Summit was to share our learning with others and deepen our own understanding of the power of collective resilience. As part of that we just hosted our 2nd Resilience Summit in February 2021. We provide qualitative analysis of the discourses the summit ignited, as well as thematic analysis of jam boards that were used in the beginning and end of sessions meant to harvest knowledge.

The overall message from the summit when considering collective resilience is the importance of slowing down, connecting and building relationships, and co-creating



**MOMENTUM**  
The Power of Collective Resilience

# SUMMIT RESULTS



**“If you want to go fast, go alone. If you want to go far, go together.”**  
*African Proverb*

Slow down

- The thought leaders in the : Akinoonmage Inaakoneigewin presentation, mentioned “Learning to live in the rhythm of the land.” For the project, we considered how we could use this knowledge. In the Western world productivity tends to be viewed in a singular way, however, the pandemic has flipped the way we see this. For example, working from home has become less stigmatized and even praised, whereas pre-pandemic discourse was not favorable.
- Taking this further into the land as the presenters did, there is also power in watching the plants grow around you, when it is understood that one plant’s growth supports another. Further, it isn’t just watching the plants grow, but allowing your own schedule to connect with the growth seasons, because in the end, each task we complete is connected to another. The heartbeat of El Salvador, as well Akinoonmage Inaakoneigewin demonstrated the impact of going against this truth, as the land and people have been exploited without consideration of their growth seasons.

# SUMMIT RESULTS

- It takes time and patience to place adversities faced around the globe into their own historical and current contexts. We saw this when considering the Akinoonmage Inaakoneigewin, Generational Knowledge, Heartbeats of El Salvador, and Youth on Collective
- Resilience as the space was opened for different stories of adversities to be explained. As participants sat through these sessions, the Jamboards demonstrated a theme of Healing Through Stories (historical and current). In one of the sessions this moved to participants to engage in global action. There is power in understanding the adversities other's have face, when the themes of systemic inequities are similar, yet geographically the adversities faced are far removed from one another. We need to slow down and listen to what others are experiencing, whether that is locally in the Waterloo Region or globally. Truth and Reconciliation needs this for the calls to action to be met. Black, racialized, and LGBTQ2S+ peoples need this for oppression and inequities to halt.

## Learn to live in the rhythm of the land

**Story Telling**

**Maple Syrup**

**Gathering**

**Gardening**

**Hunting, Trapping & Fishing**

**13 Moons of the Anishinaabe Calendar**

1. GICHIMANIDOO-GIIZIS / Great Spirit Moon-*January*
2. NAMEBINI-GIIZIS / Suckerfish Moon-*February*
3. ONAABANI-GIIZIS / Snow Crust Moon-*March*
4. ISKIGAMIZIGE-GIIZIS / Sugarbush Moon-*April*
5. AAGIBAGAA-GIIZIS/ Budding Moon-*May*
6. ODEMINI-GIIZIS / Strawberry Moon-*June*
7. ABITAA-NIIBINI-GIIZIS / Halfway Summer Moon-*July*
8. MIIN-GIIZIS / Berry Moon-*August*
9. MANOOMINIKE-GIIZIS / (Wild) Ricing Moon-*September*
10. WAATEBAGAG-GIIZIS / Leaves-Turning-Moon-*Late September*
11. BINAAKWE-GIIZIS / Falling-Leaves-Moon-*October*
12. GASHKADINO-GIIZIS / Freezing Over Moon-*November*
13. MANIDOO-GIIZISOONS / Little Spirit Moon-*December*

# Slow down



# Connection & Building Relationships

## SUMMIT RESULTS



- From the beginning of the project, we have been aware of the importance of connection and building relationships with one another as partners. Across each presentation connection and building relationships was front and center. In fact, it seems there is no collective resilience if connections or relationships are not established.
- The power of interconnectedness also came to our attention. Whether working together to create a mural, understanding how our histories connect us, and what this means for community services. The summit highlighted the impact of Art in all it is forms on building resilience and helping with healing. I think. The process of creating art together and exploring our pain and hope together.

# Connection & Building Relationships

- In order to foster collective resilience, we need to enter genuine reciprocal relationships, conversation, which requires intentionally slowing down and nurturing our relationships with one another. During the Resilience Summit, this process became evident in the moment when the racialized immigrants and refugees acknowledged their deep connection with the Salvadoran presenters who traced their history of colonization, civil war and post-war challenges. This makes it clear that we live in a global community and global issues need to be examined through interconnections of local and global.
- Racialized minorities living in this region need to examine the impact of their own and their ancestor's histories on their native land which they left behind. Similarly, the white settlers need to do the same in terms of the impact of their ancestors' colonizing ways of being. Now, we find the colonized and colonizers on this land appropriated from the Indigenous people. This truly makes me embrace the futurities that includes us all.

## COLLECTIVE RESILIENCE:



# SUMMIT RESULTS







# Conclusion

The Resilience Project started from a place of wanting to heal from, and prevent, child abuse and neglect. Using a collective impact approach we are taking a collaborative stance to address political, economic, and social inequities that exist in our society.

We are only in the beginning of witnessing the power of collective resilience. We have begun to experience healing through stories of adversity and resilience to mobilize into action. We will continue to grow together into the future.

# Thoughts on measuring resilience<sup>73</sup>

## Measuring resilience has been complicated:

- Community setting:
  - children, youth, and caregivers are just looking to get settled into their activity.
  - Participants can get questionnaire fatigue
- Organizational resilience
  - Up until date there is no clear definition or measurement of organizational resilience. This notwithstanding, researchers have used the concept to explicate how organizations can survive and thrive during adversity or turbulence. Lengnick-Hall and colleagues (2011), for instance, defined organizational resilience as an organization's ability to effectively absorb, develop situation-specific responses to, and eventually engage in transformative activities to make the most of disruptive situations that potentially threaten organizational survival. Annarelli and Nonino (2016) also defined the concept as the capacity to face disruptions and unexpected events in advance due to the strategic awareness and the effective management of internal and external shocks. In current discourse, this concept is promising for its ability to capture and address the issue of organizational vulnerability, particularly in these precarious times.
  - In our resilience work, we recognize the important role of grassroots organizations in fostering resilience within vulnerable individuals and communities. To ensure that these organizations are well-positioned to support their communities, we promote organizational resilience using a collaborative model that ensures that organizations connect and work together, rather than compete for, limited resources. This approach to organizational resilience has led to a shared vision within the region to collectively promote outcomes for vulnerable persons, while fostering organizational resilience against systemic risks.

## Qualitative vs quantitatively or the dance of the mix?

- Interviews capture the nuances of resilience best but are resource intensive and require a good working relationship between the researcher and participants.
- Giving photovoice, emergent learning, and other ways of knowing knowledge and analysis a spotlight is important if we really want to decolonize how we measure impact. This is especially important when considering that not all organizations, programs, services, activities are best geared to quantitative analysis.



# Thoughts on collaboration

By raising awareness of social inequities, the Resilience Project connects local to global adversity and resilience experiences. The project involves program planning and implementation, and research and knowledge dissemination components. The Resilience Project continues to take part on the global stage as the project partners implement programs in different countries and share learnings with one another. The Resilience Team breaks down barriers and provides collective learning on a larger scale that paves the way for new services and systems that the partner organizations can develop.

However, as mentioned earlier, this takes time, respect, reciprocal relationship building, and resources.

We can only move at the speed of trust.

In our world we believe in the phrase – growing together... Overtime our interconnectedness has strengthened our resolve to build and blossom together, a process that is best reflected by the rooting system found underneath any garden.



Growing Together.

Published by the Research and Innovation Department,  
Family and Children's Services of Waterloo Region

65 Hanson Avenue

Kitchener, ON, N1C 4DR, Canada

Contact: [Resilienceproject@facswaterloo.org](mailto:Resilienceproject@facswaterloo.org)

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(March 2021). Building Community Resilience: A summary of  
findings from 2017-21.



Partners:

Adventure 4 Change  
 African Family Revival  
 Organization  
 Bridges to Belonging  
 Canadian Aweil Youth  
 Association  
 Eritrean Islamic Association  
 Family and Children's Services  
 Kitchener Waterloo Art Gallery  
 Levant  
 Muslim Social Services  
 Women's Crisis Services

Funded by:

Fairmont Foundation

# YOUTH RESILIENCE PROJECT REPORT 2020





# DEFINING THE SCOPE

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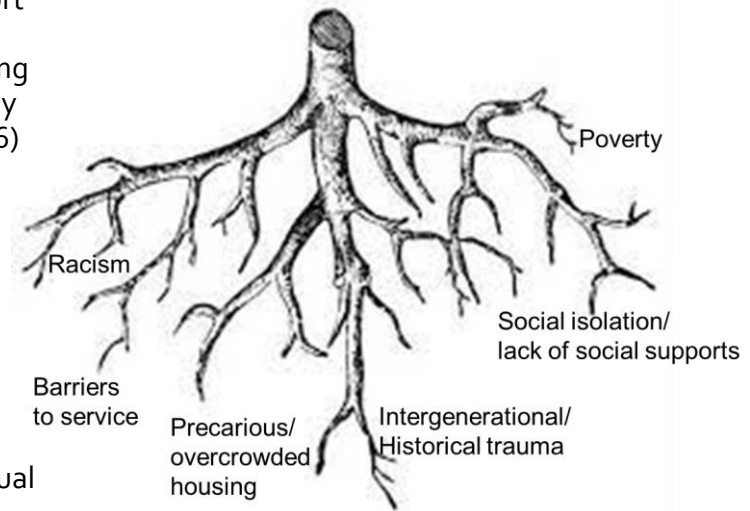
**The Need to Promote Resilience**

# Root Causes

Knowing well that the gateway to any individual's ability to thrive is a connection to their community since 2017, Resilience Project Partners have been working together using collective impact approach to reduce barriers in receiving services and support to promote resilience in the Waterloo Region. Starting from a place of wanting to heal from, and prevent, child abuse and neglect, we looked to the research occurring around the globe have done that tells us that many factors that contribute to family stress often result from systemic inequities (Stoddart, Trocme, Fallon & Fluke, 2016)

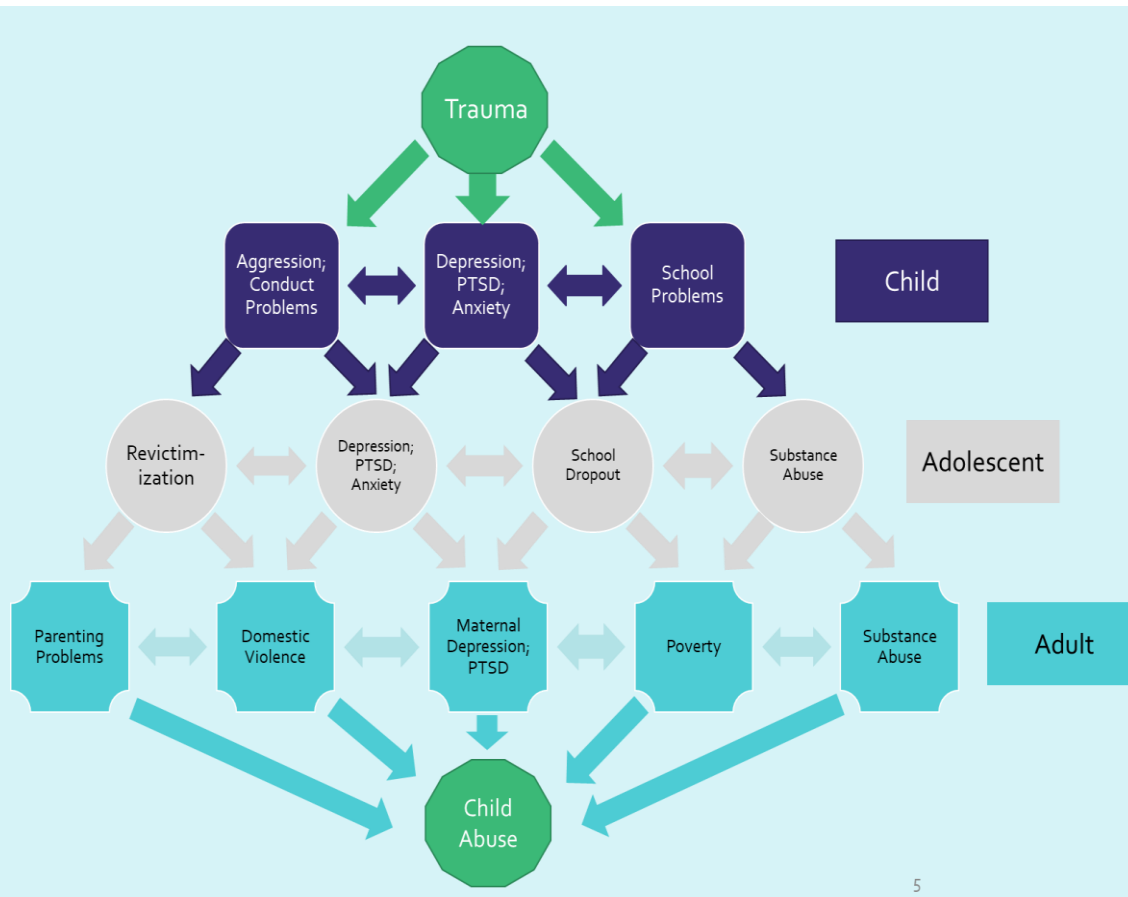
- **Social Isolation\*\***
- Poverty
- Unstable/overcrowded housing
- Child functioning concerns (emotional/mental and cognitive/physical)

Many of these inequities have been illuminated for all society to see during the pandemic. It does not make sense then to try to solve these inequities with individual solutions. We have been exploring how we can come together as a community to neutralize some of the stressors that impact families, and how our work together can have positive impacts on us all as individuals, organizations and communities.



# Interruption of Intergenerational Trauma Transmission

4



- Youth we work with have experienced trauma (e.g., exposure to domestic violence, war and genocide, child abuse and neglect, poverty, forced migration, resettlement trauma, racial trauma etc.). The project aims to disrupt the transmission of intergenerational trauma (Putnam & Harris, 2008) by targeting trauma symptoms experienced in the adolescence stage that can continue to impact people as they transition to adulthood and become parents themselves. By placing the healing of youth at the center of our programming, we are investing into our collective futures.



—

*When a flower  
doesn't bloom  
you fix the  
environment in  
which it grows,  
not the flower*  
-Alexander Den  
Heijer

To define or not  
resilience?

- The most well know definition of resilience centers resilience within the individual:  
*"the ability to overcome adversities (traumatic events or conditions, hardships or suffering). People and communities who have developed resilience can...resist the effects of hardship or bounce back and return to, or even excel, level of functioning."*

- As we began our work together back in 2014, we started with the most common western definitions of Resilience. These definitions frame resilience as an interaction between individual characteristics or traits along with external factors that influence families and communities (the environment around an individual) that work together to help people "overcome adversity". While it is clear to us that there is an element of individual resilience needed for a person to move forward, it has become abundantly clear that there is more to recovery than what meets the eye...

- For instance, the Adverse Childhood Experiences Study (citation) laid the foundation for understanding of adversities and their impact on adult outcomes. While thinking about Adverse Childhood Experiences was helpful when we started our work, we have moved beyond this and our understanding of resilience has also grown. Grown from framing resilience as individual recovery from adversity to understanding resilience as the strength of a collective community.



## “Hidden” Resilience

- Making do with the strengths youth must cope in a ‘risky environment’ (neglect, abuse, conflict, lack of opportunity, violence, etc.).
- Defiance, avoidance, aggression, depression, self-harm, etc., may be all ways of **trying to evoke** from environment (others or self) the resources needed to cope.
- When environment lacks the pathways to resources of resilience, youth will navigate toward what is most within reach. i.e., associate with peers / risky behaviours that compensate for lack of meaningful relationships, lack of power and identity / sense of justice / etc.
- Thus, it is key that we challenge ourselves on what we consider if resilience, and value the behaviours of youth in communicating to us a need and/or a strength.

(Ungar, 2008. National Dialogue on Resilience and Youth)

# Collective Impact Approach

The collective impact approach involves working together on a common goal with common measures - in our case that is resilience. While we may take varied approaches for the different individuals and communities we are working with, by working together and communicating our collaborative work we are able to amplify our impact.

The key to engaging in promoting resilience is ordinary magic, and one's own community is at the centre of that magic. The Resilience Project relates to multiple grassroot organizations with global lived experiences that support their capacity to engage diverse communities.

*"Resilience is both the capacity of individuals to navigate their way to the psychological, social, cultural, and physical resources that sustain their well-being, and their capacity individually and collectively to negotiate for these resources to be provided in culturally meaningful ways." (2004, Ungar).*



**Resilience is Interconnected**





# PROGRAM PLANNING

Promoting Resilience in our Future

# 9 Resources / Tensions that must be kept in balance when Promoting Youth Resilience:

**Collective action:** joining with others, whether local or global with a shared vision to address root causes.

**Critical Consciousness Raising:** raising awareness of root causes that sustain inequities.

**Belonging / Contributing:** balancing one's personal interests with a sense of responsibility to the greater good; feeling like one is part of something larger, socially, politically, spiritually.

**Social Justice:** finding a meaningful role in one's community; social equality; rights to participation; opportunities to contribute to righting a wrong, helping others.

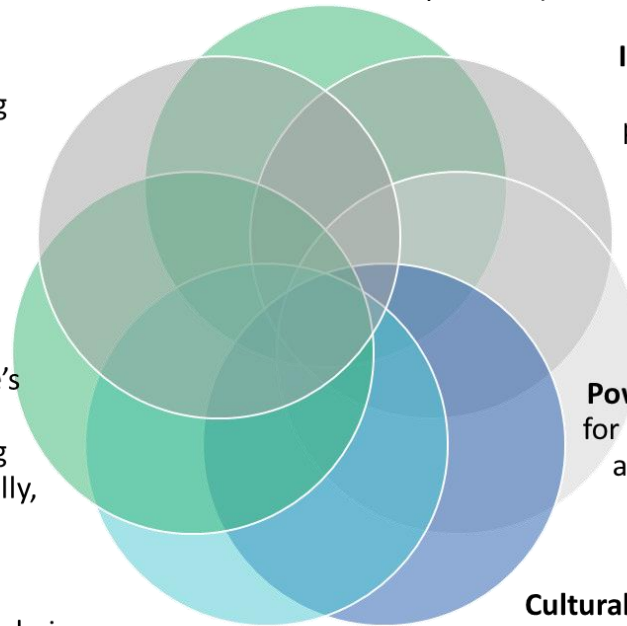
**Access to resources:** financial and educational resources, medical services, employment opportunities, food, clothing, shelter. Resources must make sense to the youth, has to resonate with their lived experience).

**Relationships:** with significant others, peers, mentors, family members within both one's home and community.

**Identity:** personal and collective sense of who one is that fuels feelings of satisfaction / pride; sense of purpose to one's life; ability to see one's strengths and weaknesses; aspirations; beliefs and values, spiritual and religious identification.

**Power and Control:** experiences of being able to care for oneself and others; personal and political efficacy; ability to change social and physical environment in order to access resources; political power.

**Cultural / Heritage:** feeling connected to and guided by one's cultural beliefs and practices; being able to be guided by one's values and beliefs that have been handed down to us from the generations or between family members, or other community members.





Provide opportunities for power and control

Hope and life purpose

Encourage sense of culture and historical roots

Strengthen relationships

- positive attachment bonds with caregivers
- Positive relationships with other nurturing adults
- Friends/positive peer relationships

Encouraging powerful identities

- Self-esteem
- Self-efficacy (mastery)
- Self-regulation
- Skill development

Strengthen sense of belonging

- Family
- Community
- Schools/organizations
- Culture

Promote social justice

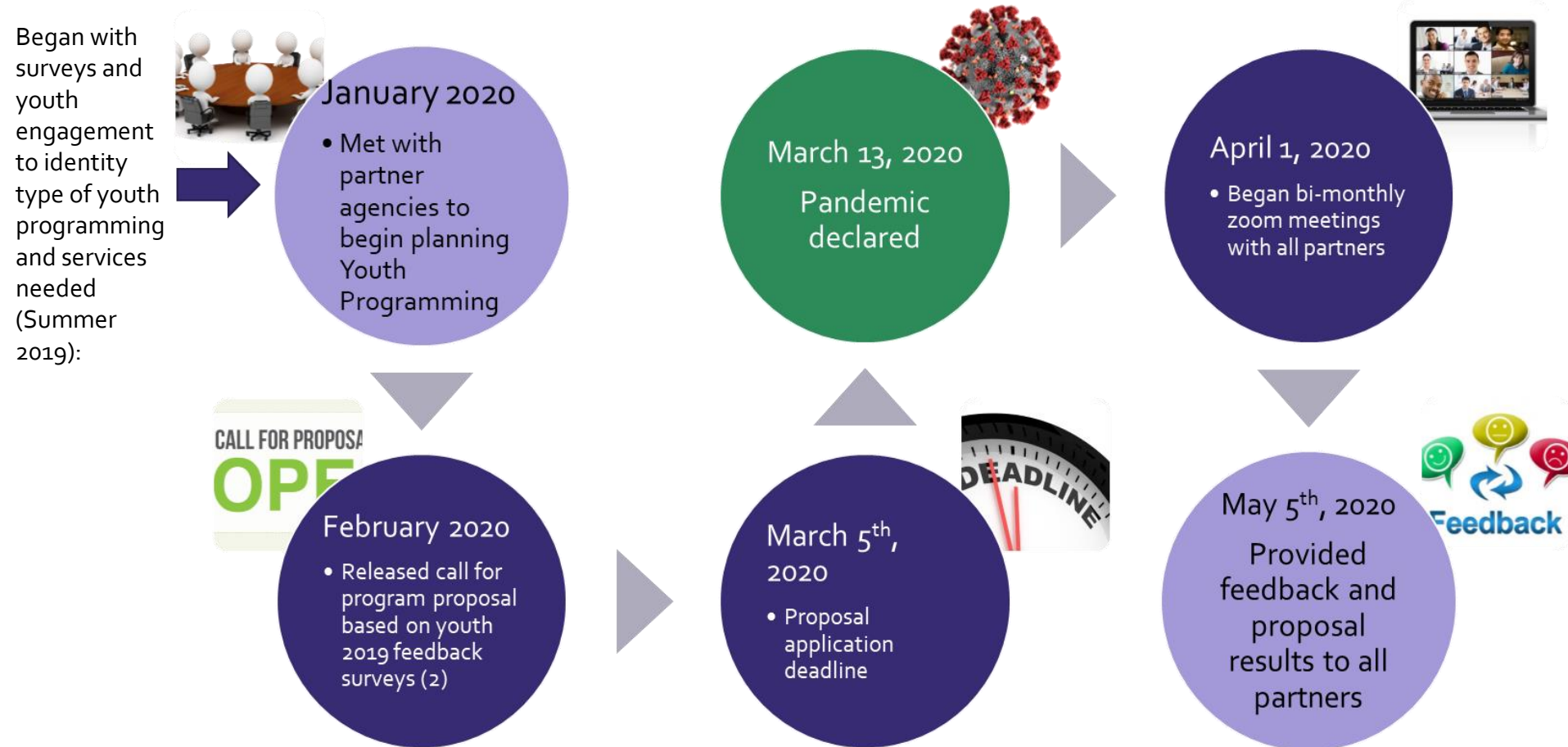
- Service to others
- Responsibility for others
- Equity
- Empathy

# Promoting Resilience in our Future

- Using previous research, we provide programs designed to promote relationships through strengthening relationships, encouraging powerful identities, strengthening sense of belonging, promoting social justice, hope, and life, as well encouraging sense of culture and historical roots (Masten, 2010; Search Institute, 2018; Stoddart & Wilson 2016; Ungar, 2018)



# Consultation and Collaborative Planning Process



# Summary of Proposals Received & Funded

Art Programming – KWAG, Creative Space, FCS

Recreation/Sports Programming – Eritrean, Levant, A4C, CAYA

I AM – Youth Relationships – WCS, FCS

Empowerment for Girls – AFRO, FCS, A4C

Youth Mentorship/Social Justice – Resilient Rebels - FACS

Cooking 101 – Levant, FACS

LINKS Program – Bridges to Belonging

Crafting Your Own Story – FACS, FACS Foundation

Experience Based Programs – A4C, FACS

Teen Grief – Hummingbird Centre, Bereaved Families

Tutoring – Eritrean Association

- 20 program proposals
- 12 partner organizations
  - Eritrean Association of KW
  - African Family Revival Organization (AFRO)
  - Women’s Crisis Services (WCSWR)
  - Adventure 4 Change (A4C)– Waterloo
  - Levant
  - KW Art Gallery (KWAG)
  - Bridges to Belonging
  - Hummingbird Centre for Hope
  - Bereaved Families of Ontario – WR
  - Canadian Aweil Youth Association (CAYA)



# PROGRAM IMPACT

Voices of Youth, Caregivers, and Facilitators



# PROGRAM IMPACT - YOUTH

Self-esteem/confidence

- “I don’t like how people control you to not be yourself; saying they are better - basically doing body language to tell you that you can’t be yourself outside of this group. The cool kids tell you that you can’t be yourself by their body language, but I don’t care because being weird means being me and that’s who I am and I don’t care if no one accepts that because it’s me and I can be crazy at times so.”

Social Competence

- “The group helps me come out of my shell and be social with other people I probably wouldn’t have known if it weren’t for this group or wouldn’t have talked to as much, since a lot of us are not in the same class.”

Belonging/Support

- “I like this group too because it is a place I can be open and there is other people that can relate with me with the stuff I am going through- and you can kind of let go of all that stuff here in this group for about an hour”

Opportunity

- “I look forward to seeing the program again. One thing that would be better if the competition would cover all of the city rather than half of it. That would open more opportunities and exposure. I am looking forward to seeing it again. “

# PROGRAM IMPACT: YOUTH



## Amanda's Story <sup>90</sup>

A few years ago, a young girl named Amanda joined one of our weekly groups. Amanda was in grade 8 and having a rough time. How rough? Very. She had just been moved to a new foster home, got kicked out of school, had been caught smoking and was breaking other rules too. She would show up to the youth group in her pajamas and talk the whole way through instead of participating in the planned activities.

For so many of the youth involved with Family and Children's Services, this type of behavior often ends up in them getting kicked out of groups or activities in the community. But at the youth groups run through the agency, the facilitators understand, and they were committed to her. The facilitators tried to help her feel and see that they believed in her and weren't going to give up on her.

When the group started up again after summer break, the facilitators were surprised that Amanda returned. This year, she suddenly became one of the most reliable and helpful participants, taking on important jobs within the group. This sense of responsibility, and the confidence to connect with her peer's while being her true self, were new experiences for her. Her foster parents said that Amanda was still facing challenges at school and at home, but this group was the one thing she really looked forward to.

Then COVID-19 happened. Suddenly, Amanda's regular visits with her birth family couldn't happen in person anymore. She couldn't get together with her sisters for their birthdays. She was missing them so much, even though they had virtual visits. For Amanda, it just wasn't enough. The group's facilitators worried that she'd quit the group – also meeting virtually – or get into trouble.

However, even with these added stresses, Amanda joined the group's Zoom calls every week, and shared her feelings with her friends and the staff. When her mother's birthday was approaching, though, she told the group that she was having a really difficult time. She wanted to see her mom – and not just on a screen! As the birthday got closer, Amanda told the group members: "I don't care about these rules! I am going to run away and go see my mom." She hadn't been much for following rules before, but the group had seen how much progress Amanda had made. They kept encouraging her. And she kept showing up, every week.

When her mom's birthday arrived, Amanda found a creative solution. She bought flowers and a birthday cake and took them to her mom's house. Then she sat in the driveway while her mom stayed at the front door. And they could talk in person, outdoors, two metres apart. Seeing her mom on her birthday was hugely important for her. Having the group's support made it possible for Amanda to express those feelings, and ultimately find a way to achieve her goal – without breaking the rules and increasing the risk to her mother. Thanks to donations from our community, these groups will continue through the pandemic, even if virtually. And for teens facing big challenges, knowing that they can count on this support, no matter what, makes such a difference.



## PROGRAM IMPACT: CAREGIVERS

- This group has been beneficial to my family in several ways, my family was in a bad spot. My daughter was making bad decisions and was struggling with everything that was and had been going on and was in need of help, she didn't have a safe healthy outlet Other than myself which I was a mess struggling and trying to find answers and help so she was turning to making bad decisions bad choices to which I needed help to prevent. This group was her safety net, it gave her a safe place to rethink rebuild rebound and grow. In the beginning she wasn't sure – in fact, probably hated that I was making her do this but it was this or something else bad.*
- She's been in this group for a lot of years and has asked even begged to be allowed to go back every year, we have watched it grow bigger and better. This is the real only youth group that is available to teens which is structured and allows growth, rebuilding relationships both with home and friends as well as community which a lot of teens and youth have little to no ties too... it's safe and gives teens a healthy outlet, which to my daughter - has been a godsend.....Helping, guiding and teaching these teens new things, new friends, new skills, new adventures... She has done so many new things within this group I could never have gotten her to see - let alone do, and has developed some really amazing skills that more teens should get to experience. I just wish it was available more days a week for more hours and with a variety of opportunities - that some of the teens wouldn't get to experience at home or school...*





## PROGRAM IMPACT: FACILITATORS

"I think of another youth, I think its really kind of a sad story, but she came into our program probably two years ago, had come into care and it was kind of a nasty apprehension and police were involved and big big feelings and then she heard about a police officer in our group and she was like I can't be here and kind of like a very big reaction and fast forward two and half years later, this youth reaches out to the police officer on her own when she is struggling, through email, reaches out, checks in with [police officer], she was going through some situations in her own life in terms of legal stuff reached out to him because she had questions, and concerns and worries about what to expect, what happens when I go to the police station and they are asking me this and they are asking me that, and what does that look like – he was able to help her through that stuff, right – and I'm like that is a huge success – this is a huge – that literally was like F'ing police, no way I am gonna do it, I can't do it to emailing him and text messaging him and feeling like she has a place where she can go to get support and I feel like that is amazing. That's amazing that she keeps coming back to group, this is also a youth that for the most part sometimes won't go to school or do what she is supposed to do and her care provider has said that this is the only good thing for her right now, and if that's not a success story, I don't know what is."





members at picnic



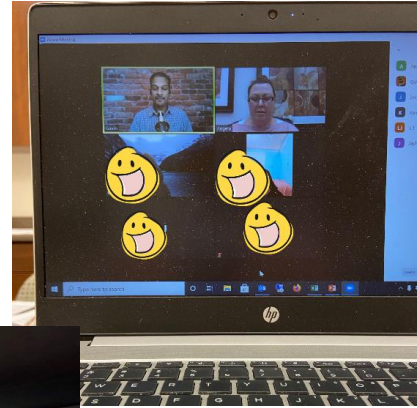
children at picnic

discussion about the

kids playing soccer



a group photo after the presentation







The Resilience Project  
presents

# MOMENTUM

The Power of Collective Resilience

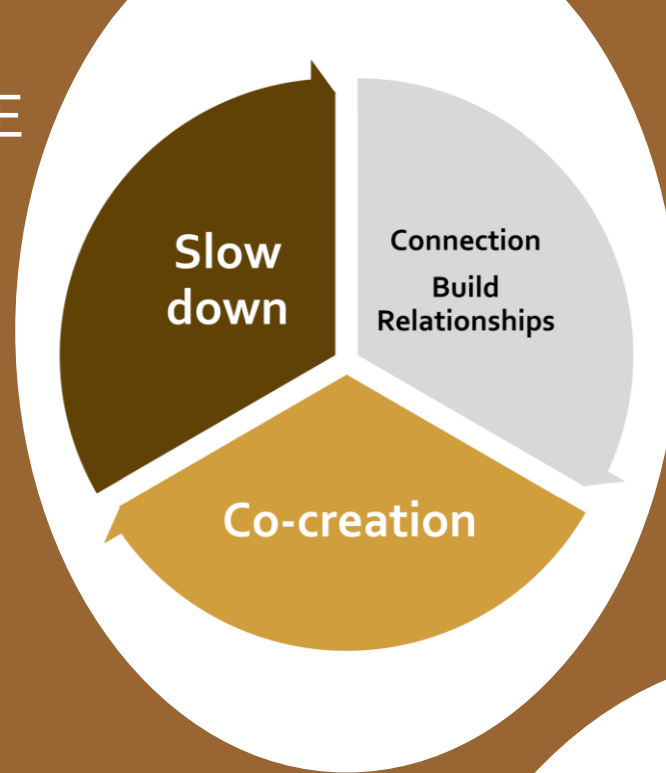
# RESILIENCE SUMMIT

Spotlighting Youth Presenter Voices

# SUMMIT RESULTS: SPOTLIGHTING YOUTH VOICE

96

## 2021 SUMMIT RESULTS



One goal of the Resilience Project is to learn and grow together. As part of that we hosted our 2nd Resilience Summit in February, 2021. The purpose of the Summit was to share our learning with others and deepen our own understanding of the power of collective resilience. We wish to share the qualitative analysis of the discourses the summit ignited, as well as thematic analysis of jam boards that were used in the beginning and end of sessions meant to harvest knowledge.

The overall message from the summit when considering collective resilience is the importance of slowing down, connecting and building relationships, and co-creating. The next few pages focus on these concepts through the youth participants' lens.



**“If you want to go fast, go  
alone. If you want to go far,  
go together.”**  
*African Proverb*



## Slow down

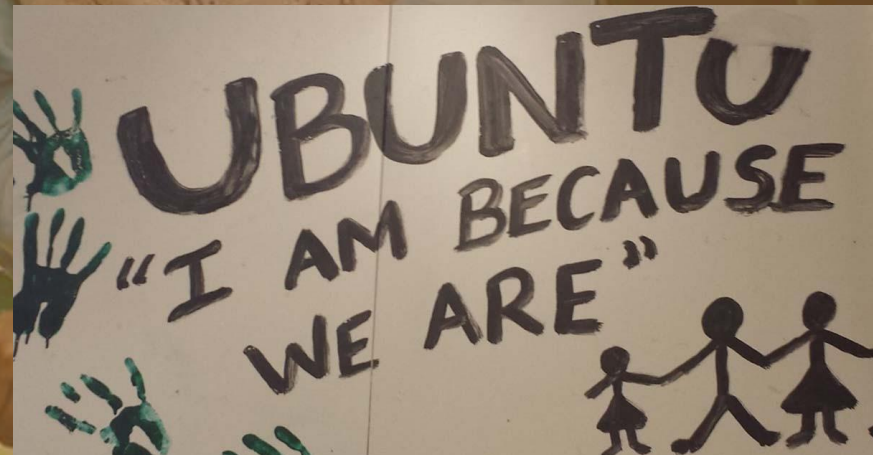
- Youth participants made it clear, they need the adults around them to slow down before jumping into action. One youth mentioned that often she has been given resources without asking her which resources she needs. Another youth commented that adults have connections to resources, can they make these available to youth. Thus, this idea of slowing down, checking in to see what is needed, what barriers youth are experiencing in connecting to resources, and using such “adult connections” to support youth in their vision and goals.

SUMMIT RESULTS:  
SPOTLIGHTING YOUTH VOICE



# Connection & Building Relationships

- From the beginning of the project, we have been aware of the importance of connection and building relationships with one another as partners. However, the youth participants highlighted the need to have adult allies, those who believe in the vision of youth, and are willing to support from behind. As well as the need for intentional mentorship from adult to youth.
- Across each youth's discussion, connection and building relationships was front and center. In fact, it seems there is no collective resilience if connections or relationships are not established.
- In order to foster collective resilience, we need to enter genuine reciprocal relationships, conversation, which requires intentionally slowing down and nurturing our relationships with one another.



SUMMIT RESULTS:  
SPOTLIGHTING YOUTH VOICE

# SUMMIT RESULTS: SPOTLIGHTING YOUTH VOICE

99

## Co-Creation

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- Coming together to develop a common understanding of our history and vision of the future is another central piece to collective resilience. The concept of ubuntu says “I am because we are,” tells us we are not one without others, to co-create we need to slow down, build relationships, need to invite everyone in the community to be part of the solution. And this is what our youth told us we needed to do.
- Co-creation is the concept of nothing about us without us. The youth were clear with us that they wanted programs, activities, services to center and raise the voice of youth.
- The youth created a call to action – and the adults committed to:
  - hearing their voice,
  - really removing barriers for youth to led. Including providing mentorship,
  - questioning if there are shared resource that are possible “do we have more than we need?”,
  - and being intentional about meaningful opportunities for co-collaboration and co-creation.





# SUMMARY

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Thoughts on Collaboration & Next Steps





# Next Steps

- The Resilience Project has received unrestricted operational funding for the next 3 years to strengthen the collaboration and sustainability of project.
- We endeavour to disrupt inequities created by systems charged with servicing the population.
- We will continue to seek the voice of youth & youth-led organizations to inform our program planning and implementation.



Resilience Project – **1 of 3 collaboratives** invited to be considered for a Hallman Foundation's General Operating Support(GOS) grant



3-year term



Unrestricted funding to cover organizational expenses



<https://www.lshallmanfdn.org/Pilot-Projects.htm>



Will include collaborative learning with other projects and Hallman and their consultant



# Conclusion

The Resilience Project started from a place of wanting to heal from, and prevent, child abuse and neglect. Using a systems approach we are taking a collective stance to address political, economic, and social inequities that exist in our society.

We are only in the beginning of witnessing the power of collective resilience. We have begun to experience healing through stories of adversity and resilience to mobilize into action. We will continue to grow together into the future.

In our world we believe in the phrase – growing together... Overtime our interconnectedness has strengthened our resolve to build and blossom together, a process that is best reflected by the rooting system found underneath any garden.



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(May 2021). Youth Resilience Project Report: 2020.

# The Truth and Reconciliation Commission of Canada: Calls to Action

WRCPC Subcommittee Report November 18, 2016



In order to readdress the legacy of residential schools and advance the process of Canadian reconciliation, the TRC made 94 calls to action.



## Positive Momentum

- Several people have put careful work into trying to meet the assignment objectives, collecting information on various justice-related initiatives. So far the initiatives include: local FASD initiatives; F&CS reconciliation processes and their new Original Dispute Resolution role; the Aboriginal Support Worker role at court; Land Acknowledgement program in development for local school boards, and some reconciliation efforts within the WRPS. **A pattern is emerging here of positive changes that are mostly the result of local initiatives rather than systemic change. Many of these initiatives seem vulnerable to funding changes.**

Gladue refers to a right that Aboriginal People have under section 718.2 (e) of the Criminal Code. Gladue is also a sentencing principle which recognizes that Aboriginal Peoples face racism and systemic discrimination in and out of the criminal law system, and attempts to deal, with the crisis of overrepresentation /inequities of Aboriginal Peoples in custody, to the extent possible, through changing how judges sentence.

One of our staff lawyers, Erin McGoey, is our local lead on aboriginal issues for Legal Aid Ontario. Erin, along with staff lawyer Caroline Price, and some others (including James Boppre of the Healing of the Seven Generations, as well as Brennan Smart, criminal defence lawyer) are working on setting up Gladue legal training for members of the local Bar. I understand they will be approaching Crown Mark Poland as well, so he may become involved or may delegate someone from his office to follow up on this. My understanding is that this is to be an ongoing initiative, possibly leading to some kind of aboriginal diversion program in the criminal courts or possibly to the implementation of a Gladue Court (which we don't yet have in this jurisdiction).

This enactment amends the Criminal Code to establish a procedure for assessing individuals who are involved in the criminal justice system and who may suffer from a fetal alcohol disorder. It requires the court to consider, as a mitigating factor in sentencing, a determination that the offender suffers from a fetal alcohol disorder.

The enactment also requires the court to make orders to require individuals who are determined to suffer from a fetal alcohol disorder to follow an external support plan to ensure that they receive the necessary support to facilitate their successful reintegration into society. Lastly, it makes consequential amendments to the Corrections and Conditional Release Act. (...legislative amendments which would single out one specific disability for special treatment to the exclusion of others was not supported. It was noted that the criminal law does not currently single out specific disabilities and no policy rationale for singling out FASD in this way was identified.)

When the [Truth and Reconciliation Commission](#) (TRC) released the summary of its final report on June 2, 2015, professors, students and staff at Lakehead University's Bora Laskin Faculty of Law in Thunder Bay, Ontario were encouraged to see the recommendations related to teaching Aboriginal law at Canadian law schools.

*Truth and Reconciliation Commission's Recommendation 28:*

*We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.* [\[1\]](#)

We are Canada's youngest law school, about to welcome our third cohort of 60 students, and we place a strong emphasis on Aboriginal issues throughout our program.

Local Aboriginal leaders and communities were instrumental in establishing this law school in northern Ontario with its focus on northern issues. Our Faculty has a tripartite mandate – small firm practice, Aboriginal legal issues, and natural resource/environmental law – and our curriculum continues to develop in these key areas.

All of our students take three mandatory courses on Aboriginal legal issues. In first year, students take a semester-long course called Indigenous Legal Traditions, which examines the laws and legal traditions of various Indigenous nations, with an emphasis on the Anishinaabe and the Métis nations. It is taught from an Indigenous perspective, focusing on Indigenous peoples' own laws, worldviews, and understanding of their treaties with the Crown. One objective of the course is to analyze the impact of residential schools on Indigenous laws. To this end, excerpts from the Truth and Reconciliation Commission's interim report, *They Came for the Children*, have been required reading. Going forward, these will be replaced with excerpts from the Commission's final report.

All students in first year also take Aboriginal Perspectives – an experiential learning course that gives students the opportunity to begin to immerse themselves in

Indigenous worldviews. An Anishinaabe elder offers teachings over a number of weeks, discussing talking circles, smudging, and Anishinaabe perspectives. Similarly, a Métis knowledge-holder explains the unique history and perspectives of the Métis Nation. We also bring in a broad range of guest speakers on Aboriginal issues, including residential school survivors who discuss their personal stories of the impact of intergenerational trauma. In this course, students supplement class sessions with direct engagement with Indigenous culture, for example by participating in Lakehead University's Pow Wow, Fall Harvest, medicine walks, ceremonies, sweat lodges, and many other such events.

Finally, in second year, all students take a full-year course on Aboriginal peoples and the law, which examines Canadian law pertaining to Aboriginal and treaty rights. Going forward, this course will also deal with the *United Nations Declaration on the Rights of Indigenous Peoples*.

We build Aboriginal issues into the rest of the curriculum where appropriate, such as *Gladue* principles in criminal law. We also endeavor to offer a range of upper year electives for students interested in learning more about Aboriginal legal issues. We have more work to do, though. We want to improve on our Aboriginal Perspectives course, continuing to strengthen our relationships with Indigenous communities in our region, and focusing on the specific recommendation of "intercultural competency". We aim to incorporate all aspects of Recommendation 28 into our curriculum. We are committed to providing a first-rate legal education – both Canadian and Indigenous – to all of our Indigenous and non-Indigenous students. The Committee recognised that we are in the very early stages of understanding Indigenous Legal Traditions; hence, the primary focus of this year has been relationship building and education. The Faculty's Transnational Justice and Research Network (TLJN), the Windsor Yearbook of Access to Justice and Professor Valarie Waboose hosted a number of events focusing on missing and murdered Indigenous women, Indigenous approaches to education and Indigenous legal traditions featuring John Borrows, Sarah Buhler, Bev Jacobs, and Deborah McGregor. Faculty and students also participated in the second annual Aboriginal Education Day on Walpole Island First Nation.

The Faculty has partnered with the Ministry of the Attorney General's Debwewin Program to host two students on Walpole Island First Nation. This program funds students to work fulltime throughout the summer on issues related to Indigenous participation and understanding of the jury system, as well as on issues identified by the Chief and Council. The Faculty is working on a draft set of Protocols for student placements for discussion with the Chief and staff.

In April 2016, Professor Valarie Waboose, in partnership with Associate Dean Smyth, organized a four-day intensive introduction to Anishinaabe Law for members of the law faculty, hosted by Walpole Island First Nation on Bkejwanong Territory.

Instructors included Professor John Borrows, Professor Heidi Stark, Hannah Askew, as

well as a core group of elders and teachers from the Bkejwanong First Nation. Through the generosity and guidance of our hosts, the camp was a transformative experience for all attendees. A subcommittee is developing plans to be able to offer the Camp for faculty and students in upcoming years.

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## Positive Momentum

- Useful insights have emerged about the diversity of TRC-related work going on in the community, and the lack of coordination, collaboration and communication between these initiatives (and the draining effect that has on FNMI folks who are tapped to contribute to these processes). Some positive ideas came out last meeting about the possibility of using WRCPC's TRC work as a catalyst to bring other TRC-related groups together to discuss next steps.

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## Positive Momentum

- Another interesting theme that came out of last meeting was a desire for WRCPC to be more visible at FNMI events in the community, and the question of whether or not WRCPC might consider using land acknowledgements at the beginning of Council meetings.

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- Adequate resources
- Cultural competency training
- Accountability
- Consultation
- Respect and self-determination
- Legislation that protects Aboriginal way of life
- Adopting and implementing *United Nations Declaration on the Rights of Indigenous Peoples*

Funding for programs, education, child welfare systems, Aboriginal healing centres  
Include history and legacy of Residential Schools, understanding the UN Dec on the rights  
of Indig. Pple, Aboriginal rights, Indig teachings and practice and skills based training in  
intercultural competency, conflict resolution, human rights, and anti-racism  
Through annual reports in pretty much each of the areas identified  
With Aboriginal groups and communities  
For Aboriginal Spiritual Practices, healing practices, Aboriginal Justice systems,  
Child-welfare Organizations, Education and curriculum, culture and language



- Reduce the number of Aboriginal Children in care
- Fully implement Jordan's Principle
- Enact legislation that establishes national standards for Aboriginal child apprehension
- Develop culturally appropriate parenting programs

Calls upon the federal, provincial, territorial and Aboriginal governments  
Provision of adequate resources to be able to keep Aboriginal families together and training for social workers and others who conduct child-welfare investigations  
Focus on family healing, consider the impact of the residential school experience on children and their caregivers.  
Compared to non-Aboriginal children, and the reasons for apprehension  
Affirm the right of Ab. Govn'ts to establish and maintain own child-welfare agencies and culturally appropriate placements





- Repeal section 43 of the Criminal Code
- Joint strategy to eliminate education and employment gaps
- Eliminate discrepancy in education funding
- Draft new Aboriginal education legislation
- Provide adequate funding for First Nations students seeking post-secondary education
- Develop culturally appropriate early childhood education programs for Aboriginal families

Legal for teacher, parent, or someone acting in place of parent to use force by way of correction against a child in their care, if the force does not exceed what is reasonable under the circumstances

With Ab groups – between Ab and non-Ab people

Between FN children being educated on reserves and those educated off reserves – prepare and publish annual reports on this funding and education and income attainment

With the full participation and informed consent of Ab. Peoples – provide sufficient funding, develop culturally appropriate curricula, protecting the rights to Aboriginal languages, full participating of parents in their children's education, and respecting and honouring Treaty relationships



- Acknowledge that Aboriginal rights include Aboriginal language rights
- Enact an Aboriginal Languages Act
- Appoint Languages Commissioner
- Post-secondary degree and diploma programs in Aboriginal languages
- Enable Survivors and their families to reclaim names changed by residential school system

Fundamental and valued element to Canadian culture and society, urgency to preserve them

Ab language rights reinforced by Treaties

Responsibility to provide sufficient funds for revitalization and preservation

Best managed by Ab. People and communities, must reflect diversity of Ab languages

In consultation with Ab groups, help promote Ab. Languages and report on adequacy of funding

Waiving admin costs for a period of 5 years for name-change process and revision of official documents





- Acknowledge that the current state of Aboriginal health is a direct result of previous Canadian government policies, including residential schools
- Implement health-care rights of Aboriginal people
- Recognize, respect and address distinct health needs of the Metis, Inuit, and off-reserve Aboriginal peoples
- Provide sustainable funding for healing centres

As identified in international law, constitutional law and under Treaties

Between Ab and non-Ab communities, publish annual progress reports and assess long-term trends

Focus on indicators: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health, chronic diseases, and availability of health services

To address the physical, mental, emotional and spiritual harms caused by residential schools and to ensure that the funding of healing centres in Nunavut and the NWT is priority

- Recognize the value of Aboriginal healing practices and use them in treatment of Aboriginal patients
- Increase the number of Aboriginal professionals working in the health-care field
- Provide cultural competency training for all health-care providers
- Require all health-care students to take a course dealing with Aboriginal health issues

Those who can effect change in health-care system – in collaboration with Aboriginal healers and Elders where requested by Ab. Patients

And ensure the retention of Ab. Health-care providers in Ab. Communities.

Medical and nursing schools – including history and legacy of residential schools, UN Dec on Rights of Indig. Pe., Treaties, and Indig teachings and practices,

Require skills based training in intercultural competency, conflict resolution, human rights and anti-racism



- Ensure lawyers and law students receive appropriate cultural competency training
- Eliminate the overrepresentation of Aboriginal people in custody over the next decade
- Provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment

Includes history and legacy of Res Sch. UN Dec., Treaties, Aboriginal rights, Indig law, and Aboriginal-Crown relations

Particularly Aboriginal Youth And to issue detailed annual reports that monitor and evaluate the progress in doing so

For Aboriginal offenders and will respond to the underlying causes of offending.

- Recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder
- Eliminate barriers to the creation of additional Aboriginal healing lodges
- Work with Aboriginal communities to provide culturally relevant services to inmates

And to develop, in collaboration with Aboriginal people, preventative programs that can be delivered in a culturally appropriate manner

And to undertake reforms to the criminal justice system to better address the needs of offenders with FASD

Within the federal correctional system

On issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.



- Collect and publish data on the criminal victimization of Aboriginal people
- Create adequately funded and accessible Aboriginal-specific victim programs
- Appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls
- Recognize and implement Aboriginal justice systems

Develop a national plan to... including data related to homicide and family violence  
And services

Inquiry to include investigation into missing and murdered Aboriginal women and girls and  
links to the intergenerational legacy of residential schools

In a manner consistent with the Treaty and Aboriginal rights, the Constitution Act and the  
UN Dec

## What has been done?

- Gladue legal training
- **Bill C-235 Dec. 13, 2016** Failed That the Bill be now read a second time and referred to the Standing Committee
- Bora Laskin Faculty of Law – Thunder Bay
- Windsor Law ( two Indigenous law professors added to Faculty last year)

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- Waterloo Region FASD Action Group
- Federation of Law Societies of Canada
- Native Court Support Worker
- Crown Attorney
- Municipal Government
- Local MPPs

Waterloo Region FASD Action Group was established in 2008 as a result of an identified need for prevention, support and intervention initiatives. There is already a diagnostic group working on assessment of children under 18.

In 2012, Lutherwood received a Trillium Grant to create training opportunities for health and social service providers. This resulted in our present FASD Community of Practice. We currently have over 130 members. We meet face to face 3 times a year for professional development and every month I send out an update. Included in the update is research, programs that may be of interest etc.

In 2014, we received a 3 year Lyle Hallman Grant. That included funds for the equivalent of 2.0 FTE and allocated money for program development. This included the facilitation of the diagnostic clinic, caregiver consultations and support group, REACH For It! program, a Social Thinking Group, and of course the development of the Integrated plan with the support of the Action Group.

Membership of the Action Group includes: Carizon, ROW Public Health, DSRC, Waterloo Region Family Network, Lutherwood, Waterloo Regional Police Service, House of Friendship, F&CS and a number of caregivers with lived experience. So, for the past two years we have been working on this integrated approach. It's finally ready and now we are beginning to plan for implementation.

The Federation of Law Societies of Canada is committed to developing an appropriate response to the Calls to Action issued by the Truth and Reconciliation

Commission of Canada and in particular, Call to Action 27. We agree that it is vitally important that lawyers in Canada understand the history and legacy of the residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal– Crown relations.

A Federation conference held following the release of the TRC’s final report brought together representatives of the law societies, Indigenous leaders, academics and other key stakeholders to begin a national dialogue on the Calls to Action and to explore how the Federation and the law societies might respond appropriately and effectively to do their part to promote reconciliation. There was a clear consensus amongst participants that responding to the Calls to Action should be a priority for both the law societies and the Federation.

A Working Group has been established by the Federation Council to recommend the best process for developing a response and its recommendation is expected to be considered later this fall. The individual law societies, collectively responsible for the regulation of the legal profession in Canada, have also indicated their commitment to responding to the Calls to Action and many have already launched specific initiatives to do so.

As a key stakeholder in the legal system in Canada, the Federation of Law Societies recognizes its responsibility to work towards reconciliation. Fulfilling this responsibility is and will remain a priority for our organization.

What are the funding sources for the Native Court Support Worker role?

Nothing at this point, donations only.

How sustainable is the funding for this role?

We are currently seeking sustainable funding with not much luck.

What collaborations led to this role?

This role came about because of the need in the Native community here in the Waterloo Region, the largest population of incarcerated population in Native. We have established a partnership with the Head Crown Attorneys office, Justices in the Waterloo court, various Lawyers in this community, Gladue report writers (Aboriginal Legal Services), Waterloo Police Services, Legal Aid Services,

Is the current Native Court Support Worker aboriginal?

Yes

What is the long-term vision for this role?

The long term vision is to obtain funding for another court worker, and an assistant.

As the current court worker has a large population of clients (Native)

Is one position sufficient?

Absolutely not

If this role is the result of local initiative, what could be done to institute this type of role throughout the provincial and federal justice system? What challenges and/or benefits would arise from institutionalization of the support worker role?

This is totally a local initiative at this point, there are other court workers in other Native communities funded by bands or short term funding. The very first thing must be core funding.

Is there evidence that describes the positive impact of release from bail on criminal proceedings?

Yes there is. It is at the Healing of The Seven Generations office.

Is anyone collecting comparative data on numbers of community members being diverted from incarceration, and/or receiving better sentences as a result of Native Court Support Worker interventions?

Yes there is. It is at the Healing of The Seven Generations office.

James Boppre now has a formal, physical office space in the courthouse on the 6<sup>th</sup> floor

There are no formal rules for intake or working together with other justice stakeholders

James Boppre's approach: pragmatic, client-focused, spirit of working together

His role has been universally welcomed by justice stakeholders

He can connect people to community resources, help with making diversion plan, offer connections to school, housing, community and life supports

Duty counsel reports that his support services have been especially helpful at the bail stage. Many people are being released that otherwise would not have been, including people with mental health challenges, the homeless, and other at-risk clients

The result is that more FNMI clients are better able to prepare their cases while living in community instead of detained in custody. Because of this, people are better able to properly address their criminal proceedings.

He can set people up for success by keeping in touch with them after he's connected with them through the court system, continuing to offer links to resources and cultural/spiritual connections

Mr. Poland highlighted 2 projects that are currently underway. The first is a painting of a mural in the cells area as a reminder of the importance of indigenous culture and values. The second is the installation of a grandfather (approx. 8ft stone) in the courtyard which will be etched with an appropriate expression of the importance of reconciliation to help continue the coming together of communities especially regarding justice issues.

Many agencies are involved in bringing these projects to completion so the work is complex. Some of the agencies that are being consulted are: Infrastructure Ontario,

SNC Lavalin, Ministry of the Attorney General (including the criminal and court services divisions), Indigenous Affairs.

Other Issues Discussed:

Should we have an Indigenous Persons Court here such as exists in Brantford for example? Is there the volume to justify? Have to have buy-in from all stakeholders.

Currently none of the 7 criminal court judges are of aboriginal descent.

There are Indigenous Education courses for lawyers but these are voluntary. To date none in the Waterloo Office have taken advantage of these.

The practice of having an appropriately designated and prepared eagle feather to swear upon as an alternative to a holy book or other affirmation is being discussed.

The court would have to be gifted with such a feather and process and rituals for its care and use would have to be implemented and sustained.

### **City of Waterloo-**

#### **Truth and Reconciliation Commission of Canada – Calls to Action**

##### **The following Calls to Action directly name Municipal Governments:**

# 43. “We call upon federal, provincial and municipal governments to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.”

# 47. “We call upon federal, provincial and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and *terra nullius*, and to reform those laws, government policies and litigation strategies that continue to rely on such concepts.”

#57. “We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

##### **The following Calls to Action are related to services provided at the City of Waterloo**

#67 to #70 address Museums and Archives. The City operates the City of Waterloo Museum. How might our museum help to tell the story of Aboriginal people in our community?

#87 to #91 address Sport and Reconciliation. The City supports affiliated minor sport organizations. While they are independent entities, we can provide information, resources and recommendations related to their operations. How might we help them implement these Calls to Action?

#92 addresses Business and Reconciliation. The sub-points call for meaningful consultation with Indigenous people before proceeding with economic development, as well as ensuring equitable access to employment. How might the City build these things into the way it does business?

**Additional Notes**

Health - #18 to 24. At the local level, the Region of Waterloo is responsible for Public Health. There may be opportunities for the City to support this work.

Justice - #25 to 42. The Waterloo Region Crime Prevention Council, which is hosted by the Region of Waterloo, has put together a working group to examine these Calls to Action. Again, there may be opportunities for the City to support this work.

We may also have a role to play in the following – 17, 55, 66, 75, 77, 93.

Met with C. Fife and C. Pettinger on Jan 11. Will put questions on order paper and respond. (28 day turnaround)



## Response from Local MPs

- *Canada is deeply committed to renewing the relationship with Indigenous people, based on recognition of rights, respect, co-operation, and partnership.*
- *Since coming into office, our government has launched an inquiry into missing and murdered Indigenous women, become an unqualified supporter of the UN Declaration on the Rights of Indigenous Peoples, and we have expanded the definition to fully implement Jordan's Principle.*
- *Budget 2016 makes historic investments for on reserve child and family welfare, education and housing and water.*
- *This new funding will support the construction, service or renovation of 2,700 housing units, as well as 195 water projects - including 26 that address long-term drinking water advisories - 118 schools and 126 other new infrastructure projects this fiscal year alone.*

## Response from Local MPs

- Budget 2016 also made historic investments in First Nations child welfare, with nearly \$635 million over five years in new funding, including \$71 million this year for immediate relief to address the most pressing concerns.
- For Jordan's Principle we have introduced a new approach, integrated with provinces and territories, to make sure no child falls through the gap. We have provided an additional \$382 million over three years in new funding to expand definition of Jordan's Principle and as a result an additional 900 children are now receiving services and supports.
- We will continue to work with Indigenous peoples and other stakeholders to ensure we continue to make real and meaningful progress on reconciliation, based on recognition of rights, respect and partnership.



To adopt the *United Nations Declaration on the Rights of Indigenous Peoples* and develop a national action plan, strategies, and other concrete measures to achieve its goals

Develop and sign a Covenant of Reconciliation

Support for the renewal or establishment of Treaty relationships

As the framework for reconciliation

Based on the principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships

that would identify principles for working collaboratively to advance reconciliation in Canadian society

Specific actions under the covenant are named again, and specifically addressed to churches

## Church Parties to the Settlement Agreement

Formally adopt and comply with the *United Nations Declaration on the Rights of Indigenous Peoples*

- Ensuring policies, programs and practices comply
- Respecting Indigenous peoples' right to self-determination in spiritual matters

Principles, norms and standards of as a framework of reconciliation  
Including the right to practise, develop, and teach their own spiritual and religious traditions, customs and ceremonies



- Repudiate concepts used to justify European sovereignty over Indigenous lands and people, such as the Doctrine of Discovery and *terra nullius*.



Develop ongoing education strategies to ensure that our respective congregations learn about our church's role in colonization, the history and legacy of residential schools and why apologies to former residential school students, their families and communities were necessary.

To develop and teach curriculum on

- the need to respect Indigenous spirituality in its own right,
- the history and legacy of residential schools and the role of the church in that system,
- the history and legacy of religious conflict in Aboriginal families and communities,
- and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.

In collaboration with Indigenous spiritual leaders, survivors, schools of theology, for all student clergy, and all clergy and staff who work in Aboriginal communities,  
Mitigate – make less severe, serious or painful

To establish permanent funding for community-controlled:

- healing and reconciliation projects
- Culture and language projects
- Education and relationship-building projects

And regional dialogues for Indigenous spiritual leaders and youth to discuss Indigenous spirituality, self-determination and reconciliation





- Commission and install a publicly accessible, highly visible, Residential Schools National Monument in the city of Ottawa and in each capital city

With the federal government, in collaboration with Survivors and other parties to the Settlement Agreement  
That honours Survivors and all the children who were lost to their families and communities

## Additional Sections

- Equity for Aboriginal People in the Legal System
- Professional Development and Training for Public Servants
- Education for Reconciliation
- Youth Programs
- Museums and Archives

Education for reconciliation calls for age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a

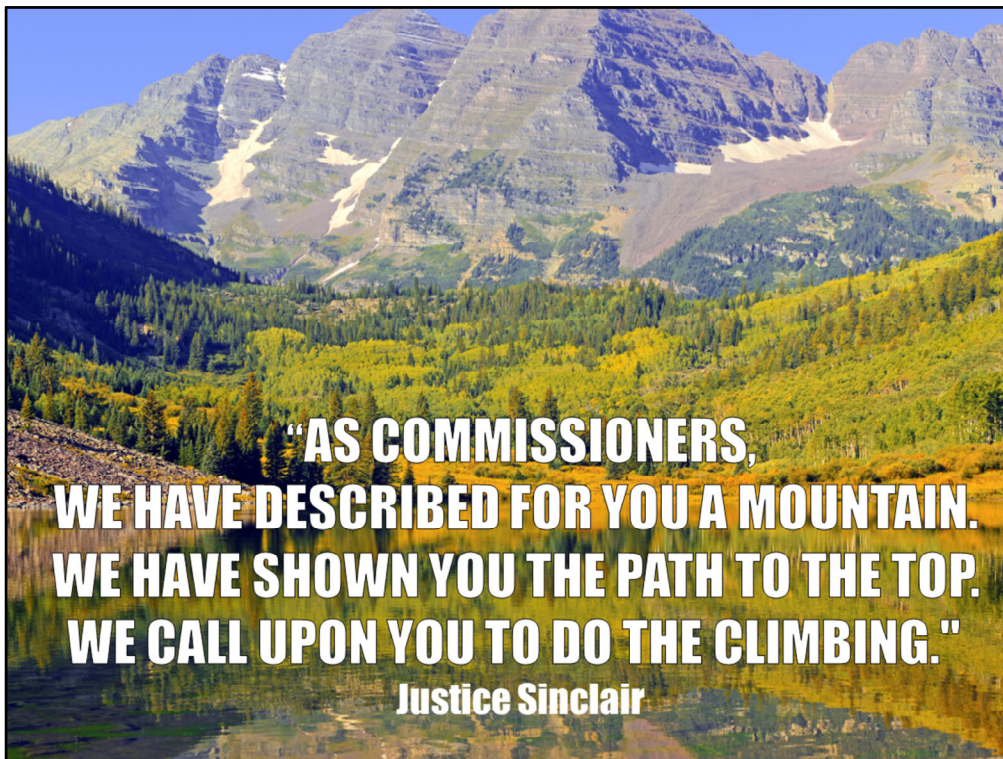
mandatory education requirement for Kindergarten to Grade Twelve students And educating teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.

all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

- Missing Children and Burial Information
- National Centre for Truth and Reconciliation
- Media and Reconciliation
- Sports and Reconciliation
- Business and Reconciliation
- Newcomers to Canada

## Sub-committee Recommendations

*That the WRCPC consider striking a similar sub-committee for 2017.*





**Monthly Financial Report**  
**For period ending December 31, 2020**  
**Waterloo Region Crime Prevention Council**  
 (\$ thousands)

|   | 2020       | 2020       | 2020       | % of       | 2020       | % of       |
|---|------------|------------|------------|------------|------------|------------|
|   | YTD        | YTD        | YTD        | YTD        | Approved   | Annual     |
|   | Budget     | Actuals    | Variance   | Budget     | Budget     | Budget     |
| <b>Expenditure</b>                          |            |            |            |            |            |            |
| Compensation                                | 492        | 407        | 85         | 83%        | 492        | 83%        |
| Benefits                                    | 125        | 110        | 15         | 88%        | 125        | 88%        |
| Supplies                                    | 7          | 2          | 5          | 29%        | 7          | 29%        |
| Equipment                                   | 2          | 3          | -1         | 150        | 2          | 150        |
| Professional Fees & Services                | 33         | 42         | -9         | 127%       | 33         | 127%       |
| Grants                                      | 12         | 14         | -2         | 117%       | 12         | 117%       |
| Communications                              | 31         | 23         | 8          | 74%        | 31         | 74%        |
| Travel                                      | 5          | 5          | 0          | 100%       | 5          | 100%       |
| Facility Occupancy Charges                  | 27         | 34         | -7         | 126%       | 27         | 126%       |
| Interdepartmental Charges                   | 7          | 2          | 5          | 29%        | 7          | 29%        |
| <b>Subtotal - Operating</b>                 | <b>741</b> | <b>642</b> | <b>99</b>  | <b>87%</b> | <b>741</b> | <b>87%</b> |
| Transfers to Reserves                       |            |            |            |            | 2          |            |
| <b>Subtotal - Debt / Reserves / Capital</b> |            |            |            |            | <b>2</b>   |            |
| <b>Gross Expenditure</b>                    | <b>741</b> | <b>642</b> | <b>99</b>  | <b>87%</b> | <b>743</b> | <b>86%</b> |
| External Recoveries                         |            |            | 0          |            |            |            |
| <b>Net Expenditure</b>                      | <b>741</b> | <b>642</b> | <b>99</b>  | <b>87%</b> | <b>743</b> | <b>86%</b> |
| <b>Revenue</b>                              |            |            |            |            |            |            |
| User Fees                                   | -14        |            | -14        | 0%         | -34        | 0%         |
| <b>Revenue Subtotal</b>                     | <b>-14</b> | <b>0</b>   | <b>-14</b> | <b>0%</b>  | <b>-34</b> | <b>0%</b>  |
| <b>Property Tax Levy</b>                    | <b>727</b> | <b>642</b> | <b>85</b>  | <b>88%</b> | <b>709</b> | <b>91%</b> |



## Information (Up)Stream

July 9, 2021

This bi-monthly update is now rebranded and reorganized based on the newly adopted strategic directions. This update aims to demonstrate the alignment of staff work with Council Directions through Working Groups and Strategic Directions.

1. Advance: Advancing upstream ideas and approaches that address the root causes of social and structural harms
2. Improve: Improving safety by reducing and eliminating the reliance on criminalization and punishment
3. Build: Building equitable and thriving communities by promoting restorative and transformative justice principles and practices

Please review this update before meetings. Any member of Council member can ask to have further information on any item included here. The updates are posted with Council agendas and minutes.

## Updates

| Which Strategic Direction does this support?<br>(check all that this activity supports) |  |                |   |                                       |   |  |
|---|--|----------------|---|---------------------------------------|---|--|
| Working Group   | Activities since June, 2021 WRCPC meeting  | Staff involved | Council Members involved  | Advance upstream ideas and approaches | Improve safety/ reduce/ eliminate criminalization | Build equitable and thriving communities |
| Anti Racism   | <ul style="list-style-type: none"> <li>• Discussed Speakers Series Event in relation to CPC strategic direction</li> <li>• Discussed membership of council and where we stand on that</li> </ul>   | Shama          | Lu, Fitsum, Sarah Shafiq, Sara Escobar, Amanda, Trisha, Karen, Joe-Ann, Richard, Sharon   |                                       | X   | X  |
| Keep Families Safe  | <ul style="list-style-type: none"> <li>• Julie Thompson co-presented with Wisam Osman on the work of the Keep Families Safe Coalition on work done preventing family violence in Waterloo region to the Canadian Municipal Network of Crime Prevention's Part Two Webinar on Preventing Violence in the</li> </ul> | Julie          | Kathy, Trisha, Janice, <b>Community:</b> Amy Ross, Amy Ross, Carolyn Albrecht, David Morneau, Dominique O'Rourke, Lori Palubeski, Lucia Harrison, |                                       | X   | X  |

|  |   |  |   |  |  |  |
|--|---|--|---|--|--|--|
|  | <p>Home During and After Lockdowns: Local Implementation.</p> <ul style="list-style-type: none"> <li>• Unmute, a play on Domestic Violence was commissioned by the Crime Prevention Council as part of the Keep Families Safe Campaign as well as the Women’s Crisis Services, and the Domestic Assault Review Team all from Waterloo region. The play was written and performed by Theatre of the Beat, and informed by the WCS, WRPCPC, and MCC.</li> </ul> <p>Performed over zoom, the facilitator then engaged the audience to think about parts of the play where characters could have intervened, changing the story of violence in the family. Scenes were then replayed and audience members were encouraged to say, "stop" when they saw an opportunity to change the story. They could then either direct the actor; or, step in the as the character playing out the rest of the scene demonstrating the impact of simple and compassionate interventions.</p> <p>"Wonderful. Deeply moving. Surprising. I was amazed at how readily people participated and how vulnerably everyone shared. Truly amazing."</p> <p>The Play can still be booked through Theatre of the Beat. It is an excellent, interactive way to get community members talking about family violence.</p> <p><b>UNMUTE Final Show Numbers 2020-21:</b></p> <ul style="list-style-type: none"> <li>• Performed the show 26 times in 2020-21</li> </ul> |  | <p>Rod Friesen, Sonia Dennis, Tara Bedard<br/>Wisam Osman</p> |  |  |  |
|--|---|--|---|--|--|--|

|                  |   |                |   |   |   |   |
|------------------|---|----------------|---|---|---|---|
|                  | <ul style="list-style-type: none"> <li>The total number of viewing screens was 1026 multiplied 1.5 since one registration could mean multiple viewers in the same household.</li> <li>Grand total of UNMUTE audience members to 1539.</li> <li>Toured across the country drawing about 75% of the audience local to the shows sponsor</li> </ul> <p><b>UNMUTE Podcast:</b></p> <ul style="list-style-type: none"> <li>Podcast released on May 26, 2021. To date, it has been downloaded 242 times!</li> <li>Our top three locations for listening to the podcast are Canada, the USA, and England.</li> <li>You can find UNMUTE on many podcast sites.</li> </ul> |                |   |   |   |   |
| Chelsea's Story  | <ul style="list-style-type: none"> <li>No update</li> </ul>   | Julie          | Pam Patel, MT Space;<br>Jessica St. Peter, SASC;<br>Lori Loft, Gr 8 Teacher |   | X | X |
| Youth Engagement | <ul style="list-style-type: none"> <li>Presentation on WR-YES was provided to the Special Committee on Opioid Response</li> <li>Applied to Substance Use and Addictions Program fund</li> <li>Applying to a federal grant with the support of Community Justice Initiatives called: Social Development Partnerships Program</li> <li>Working through the ethics application for community based research study</li> </ul>   | Shama          | Mark, Janice, Joe-Ann,<br>Kathy, Jonathan, Fitsum                           | X | X | X |
| Safe Supply      | <p><b>All completed presentations and webinars:</b></p> <ul style="list-style-type: none"> <li>Regional Council April (safe supply)</li> <li>Unsafe 1.0/ 2.0 April/ May/June (safe supply)</li> </ul>   | Michael & team | Irene O'Toole<br>Community: Jesse Burt,<br>Sara Escobar, and many others.   |   | X | X |

|                             |  |                          |   |   |   |   |
|-----------------------------|--|--------------------------|---|---|---|---|
|                             | <ul style="list-style-type: none"> <li>• Unsafe 3.O June (shelter report) - webinar recording can be viewed at: <a href="https://youtu.be/XbUxmgSx8QA">https://youtu.be/XbUxmgSx8QA</a></li> <li>• Very good attendance.</li> <li>• Conversations underway if community is interested in moving ahead on UPHN.</li> <li>• CMNCP has requested a presentation of substance use and equity for the Fall Conference.</li> </ul> |                          |   |   |   |   |
| Breaking the Silence        | <ul style="list-style-type: none"> <li>• BTS - Composed a video introducing the committee to women and Trans folk incarcerated in GVI to be show in the houses and living units as part of the internal communications system. Sent in information to be posted in all 3 of the GVI facilities on information relevant o the 2SLGTBQ community</li> </ul>  | Julie                    | Richard<br>Community: Jesse Belanger; Leanne Goss; Pam Albrecht; Scott Williams; Kristy Skelton |   | X | X |
| Upstream Assessment         | <ul style="list-style-type: none"> <li>• Richard and Mark have begun the process to test the assessment tool.</li> <li>• Planning is underway for CMNCP session in October.</li> </ul>   | Deb                      | Richard, Mark, Kelly<br>Community: Felix Munger   | X | X | X |
| Communications & Engagement | <ul style="list-style-type: none"> <li>• Website "Updates and Events" → <a href="#">blog</a> open to all council member suggestions.</li> </ul>  | Abbi                     |   | X | X | X |
| Strategic Plan              | <ul style="list-style-type: none"> <li>• Vision language to be amended.</li> <li>• Continue working on final document, to add partnership description with CJI.</li> </ul>   | Deb                      | All   |   |   |   |
| UPstream Series             | <ul style="list-style-type: none"> <li>• We launched the <b>Join Us Upstream</b> Virtual Rethinking Series. Four events held on Zoom: In total, we had 296 people attend, 68 of who</li> </ul>   | Julie, Abbi, Deb, Shama, | Fitsum, Karen, Richard, Irene   | X |   |   |

|                             |   |              |  |   |   |   |
|-----------------------------|---|--------------|--|---|---|---|
|                             | <p>attended two or more events. This was a huge team effort! Thanks everyone!</p> <p><a href="#">Event Recordings are now available on our website to watch online!</a></p> <ul style="list-style-type: none"> <li>We are planning more events for the fall. Stay tuned!</li> </ul> | Mary Anna    |  |   |   |   |
| Justice Dinner              | <ul style="list-style-type: none"> <li>On hold</li> </ul>   | Julie & team |  | X | X | X |
| Friends of Crime Prevention | <ul style="list-style-type: none"> <li>We will not be hosting Porch Chats this year – we will return to Porch Chats when we can chat on the actual Porch of the Governor’s House.</li> </ul>  | Julie        |  | X |   |   |
| General                     |   |              |  |   |   |   |

## Events Corner

- The End of Poverty summit:** Recordings and resources from the event are now all accessible via our [Plenary Page](#) and [Resources Page](#). (From Kelly Anthony)

## Media Corner

- Mike Farwell Show: Interview with Chris Cowie and Mark Pancer on WRCP and Upstream Speaker Series: <https://www.570news.com/audio/the-mike-farwell-show/>
- Presentation by Judah Oudshoorn to Polices Services Board: <https://youtu.be/WFGrhKxa5tA> (at the beginning)
- Reminder to follow and promote all our social media channels: [Facebook](#), [Twitter](#), [Instagram](#), and [LinkedIn](#)

## Reading Corner

Truth and Reconciliation Booklets have been ordered for all members, but here is the link: [http://trc.ca/assets/pdf/Calls\\_to\\_Action\\_English2.pdf](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)

## Staffing Corner

- Many of the team will be enjoying well-deserved time off over the summer!