

WRCPC Agenda

December 10, 2021

9:00 am to 11:30 am

Video Conference

Chair: Richard Eibach

Minutes: M A. Allen

1. Territorial Acknowledgement (James Bond)
2. Welcome
3. Approval of Agenda
4. Declaration of Conflict of Interest
5. Approval of the November 12, 2021, Minutes (attached)
 - 5.1 Business Arising
6. Truth & Reconciliation Commission of Canada: Calls for Actions & Sectors (60 min)
 - a. Karen Spencer/Donna Dubie (The Healing of The Seven Generations)
 - b. James Bond
7. Standing Items:
 - a. Indigenous Peoples Update (5 min)
 - b. Regional Councillor Update (5 min)
8. Break (10 min)
9. Motion: Decriminalizing Small Quantity of Drugs – Sara Escobar (15 min)
10. Nominating Committee Update – Irene O’Toole (15 min)
11. Sustainability Plan – Richard Eibach/Irene O’Toole (15 min)
12. The Development of the Memorandum of Understanding – Chris Cowie (15 min)
13. Executive Director update – Deb Bergey (5 min)
14. Other Business
15. Adjournment

WRCPC Minutes

November 12, 2021

9:00 am to 11:30 am

Video Conference

Present: Amanda Trites, Arran Rowles, Chris Cowie, Clarence Cachagee, Fitsum Areguy, Irene O'Toole, James Bond, Janice Ouellette, Jenn Hutton, Joe-Ann McComb, Jonathan English, Karen Spencer, Kathy Payette, Kathryn McGarry, Kelly Anthony, Lu Roberts, Mark Pancer, Myeengun Henry, Richard Eibach, Rosslyn Bentley, Sarah Shafiq, Sharon Ward Zeller, Tom Galloway, Trisha Robinson

Regrets: Angela Vanderheyden, Barry McClinchey, Bryan Larkin and Jamie Sheridan, Cathy Harrington, David Jaeger, Dave Dunk, Doug McKlusky, John Goodman, John Shewchuk, Judah Oudshoorn, Patricia Moore, Peter Ringrose, Sarah Escobar, Sue Weare

Staff: Deb Bergey, Abbi Longmire, Julie Thompson, Michael Parkinson, Shama Saleh

Chair: Richard Eibach

Minutes: M A. Allen

1. Territorial Acknowledgement vs Land Acknowledgement:

Clarence Cachagee provided an explanation between Land and Territorial Acknowledgement. Please see attachment.

2. Welcome & Territorial Acknowledgement:

Richard Eibach provided the Territorial Land Acknowledgement.

Richard thanked Council members for moving towards reconciliation, by working with one another to support each other towards authentic change.

3. Approval of Agenda:

Moved by Sharon Ward-Zeller

Seconded Kathryn McGarry

Carried

4. Declaration of Conflict of Interest:

None

5. Approval of the October 15, 2021, Minutes:

Richard Eibach thanks Shama Saleh for preparing the October 15, 2021 Minutes.

Moved by Lu Roberts

Seconded by Karen Spencer

Carried

5.1 Business Arising:

None

6. Group Norms Discussion:

Lu Roberts, as Chair of the Anti-racism working group, shared with the WRCPC a list of Group Norms developed through a collaborative process to use within the Anti-racism working group.

Lu shared that some information may not be applicable to the WRCPC and that the Council may already have adopted some norms, but that the Council might want to consider using the norms for the larger Council.

Please see the following:

Group Norms:

1. Acknowledging that while we strive for all voices to be equal, we each must be aware of our positional power in the conversation
2. Embracing a circle process where everyone has a voice and their opinions can be shared without interruption
3. Listening with the intent to understand
4. Allowing for silent reflection
5. Working at understanding it is ok to feel really uncomfortable in difficult conversations
6. Committing to resolving any concerns within the meeting, recognizing that members may need to process thoughts and feelings outside the group at times
7. Respecting confidentiality of conversations unless otherwise stated
8. Treating all members with respect. Disagreement will occur. However, we should voice disagreement in a way that respects the person and their experiences
9. Allowing people to speak without fear of judgment. Assuming positive intentions and understanding people come from different levels of knowledge and experience
10. Allowing people the opportunity to evolve their thinking without holding them to past statements
11. Exploring the possibilities, not restrained by assumptions about what is practical
12. Allowing for individual perspectives, don't need to be a spokesperson for all

13. Supporting/ acting as an ally to working group members at the Council – allyship
14. Uplifting and supporting those who have not historically been at the table and ensuring they are not alone in their voice
15. Don't privilege formal credentials over other equally valuable ways of knowing such as lived experiences

The WRCPC reviewed the Group Norms and provided feedback:

The Council members shared that the Group Norms provides the opportunity to allow for learning to take effect, leading to new ways of looking at things with new perspectives.

Permission to evolve thinking and giving allowance to others is a norm that relates to any kind of group setting e.g., boards, committees, or community volunteers. The statement provides a balance between allowing discussions that can be uncomfortable and trying to let everyone's voice heard.

It is ok to feel uncomfortable in difficult situations. Silencing any person will not benefit the group or the individual. It is important for individuals to feel safe to speak. It has much to do with respecting people's cultural differences.

The Council members provided recommendations for additions and changes to some wording.

Lu reminded the Council that the Group Norms is a living document that will evolve. The Norms are guidelines and actions for individuals to strive in the direction of.

Motion that the WRCPC adopt the Group Norms document as a working model:

Moved by Kelly Anthony

Seconded by Mark Pancer

Lu Roberts shared that discussions can be challenging because the WRCPC consists of sector leaders that bring to the table their expertise.

Amanda Trites teaches sessions at Conestoga College, through an Indigenous perspective. Session participants carry credentials and expertise from their field of work. During the sessions, there is an understanding of the concept of leaving credentials at the door and acknowledging that difference in power. All individuals can take part in the learning and contributing. There is space left at the end of the session for participants to reflect or set goals or to deal with issues that arise.

The WRCPC acknowledged that Group Norms is a living document that will continue to evolve as the Council evolves. Considering this, Council agreed to a slight revision to the motion, to change the wording from working model to living document.

Carried

Council members suggested a process where WRCPC can reaffirm its values regularly.

Myeengun Henry proposed that the Council review and reaffirm the values and norms on a season calendar basis. “We acknowledge our commitment once every season, spring, summer, fall, and winter.”

Chris Cowie shared that Community Justice Initiatives developed a list of values and agreements for its ongoing Circles. The Circles reaffirm these values during the Circle, providing an opportunity to make changes. The WRCPD can reaffirm its values periodically during introductions at Council. This will provide an opportunity to reaffirm, re-evaluate, and make changes and additions if applicable.

Mark Pancer proposed that Council may want to develop a workbook, session, and program based on the Group Norms, possibly providing examples.

Lu Roberts noted the changes and recommendations by Council members. Lu Roberts will update the Group Norms, based on the feedback and recommendations.

7. Conflict Resolution Policy with a Restorative Framework:

Anti-racism working group is in the first stages of governance review. The group recommended developing a conflict resolution policy embedded in the practices. The group also recommended forming a subcommittee to create a restorative process for the conflict resolution policy using the WRCPD principles.

Motion to develop a working group to develop a conflict resolution policy with a restorative framework:

Moved by Lu Roberts

Seconded by Amanda Trites

The Council acknowledged that there is currently a Region of Waterloo Conflict of Interest policy. Understanding that the bulk of the Council is from the community, the Council may not want to use that process. It is in the spirit of what and whom the Council is that it should move towards a conflict resolution process.

Kelly Anthony and Chris Cowie volunteered to be part of the working group.

A Council member identified a couple members with expertise in restorative approaches who might want to be part of the working group. The Anti-racism group and staff will follow up with both of them.

Carried

8. Standing Items:

a. Indigenous Peoples Update:

Myeengun Henry shared that Canada has recently adopted The United Nations Declaration on the Rights of Indigenous Peoples ([UNDRIP](#)) and is now [law](#).

Myeengun shared that UNDRIP will affect many sectors and industries, e.g., justice, and submitted that the WRCPC hold some information sessions to promote understanding about the law.

Richard Eibach recommended that the Facilitating Committee look at placing this presentation on one of the future Council agendas.

Tom Galloway will inquire to see if UNDRIP can be placed on a future Regional Council agenda.

Karen Spencer shared that Family and Children's Services of WR (F&CS) is committed to doing the work differently for Indigenous children and families identified in the child welfare system. F&CS is trying to provide culturally responsive services to indigenous children and families.

Karen shared that there is some question in the community that F&CS is not doing enough to keep children safe. Karen and her team are happy to have conversations with community members and WRCPC that have these concerns. F&CS have extensive safety plans in place. The more engagement of conversations about how we can all support the most vulnerable children and families in our community, the better for the children and families and all those involve.

Kathy Payette shared that she currently participates on the KW4OHT team on a committee called the Community Council Design Committee (CCDC). The goal of the committee is to ensure broad representation and to also ensure their input goes forward to the steering committee of the KW4OHT. The engagement group has reached out to the Family Partners at the Family Centre. The Family Centre Partners include BIPOC and Indigenous representation. The objective is to meet with these community groups/councils to ensure KW4OHT learnings are based on the experience of all populations. The KW4OHT wants to work in partnership with the community in redesigning the health and wellness system. The engagement group is looking to bring the voices of all groups back to the KW4OHT. The engagement group will also begin to reach out to Wellbeing Waterloo Region, and the Region. Kathy has spoken to Richard Eibach and Irene O'Toole about engaging the WRCPC, and how the Council can link to these groups in a way that will be helpful. Kathy Payette will provide updates to the WRCPC as appropriate.

Amanda Trites shared that her team at The Healing of The Seven Generations works very closely with the Two Row team at F&CS. Some of the issues that The Healing of The Seven Generations team encounters are within the healthcare system. The role of the team is to advocate for the clients who are involved with F&CS. There is now concern that The Healing of The Seven Generations Team is not only advocating for the F&CS clients, but it is now also advocating for the Two Row workers who are experiencing incidents of oppression, and racism within the healthcare system. With the introduction with [Bill C92](#), an Act respecting First Nations, Métis and Inuit children, youth and families, change within the systems have been slow. Karen Spencer her team and F&CS are trying to rebuild processes so that they

are not the leading cause of these difficulties, but there is little support from the biggest systems. The hope is that it is about rebuilding those relationships and for the systems to acknowledge that changes are happening slowly. This does not mean that the teams are incapable, but it is uncomfortable. 'It is not within our comfort that we change, it is in our discomfort'. There is a need for other systems to provide the support for change, and to help build that understanding.

b. Regional Councillor Update:

The Regional Council has adopted in principle the living wage proposal. The Region of Waterloo (ROW) hopes to become a living wage employer. Regional Council has asked staff for a report pertaining to the proposal.

The ROW Strategic Plan review includes climate action and justice specifically pertaining to geographical location of housing.

The Province is the primary funder of the shelter system. Varieties of other organizations within the community provide the services. The Region is hoping for both a temporary and permanent solution to the temporary closure of the House of Friendship shelter and to additional winter requirements for shelter space.

The Region of Waterloo staff will be presenting the ROW Budget 2022 on November 24, 2021. A public input session on the same day. The WRPS will be presenting its budget on November 29, 2021. A public input session will follow on December 8, 2021.

There are currently rent subsidy program and childcare initiatives focused on marginalized communities.

Regional Council has asked Regional staff to report on the prospect of creating an Indigenous hub facility.

[COVID-19 boosters](#) are currently available for prescribed groups. Public Health will be supplying popup clinics for the BIPOC and Indigenous community.

Richard Eibach thanked Tom Galloway for the op-ed written about upstream initiatives. The op-ed was shared on social media and other news venues. Tom was also invited to the 570 NEWS Mike Farwell show to discuss the piece.

c. Regional Liaison: Proposal Report Process Update:

A Regional staff report about the WRPCPC proposal will go forward to Regional Council on November 24, 2021.

Richard Eibach, Irene O'Toole, Deb Bergey, Douglas Bartholomew-Saunders, Arran Rowles, will be meeting on December 18, 2021 to talk further about the proposal.

The Region of Waterloo staff will be returning to the office starting on November 29, 2021. It will be a staged approach.

The Region has continued to provide in person services throughout the pandemic, but there will now be more opportunities to offer in person assistance.

9. Break: (10 min)

10. Nominating Committee Update:

The Nominating Committee will review the WRCPC sectors to identify gaps and ensure a sector membership balance. The Committee will also be reviewing the Administration Liaison position.

Irene asked the Council members to provide any recommendations and referrals.

WRCPC will approve the sector slate in January 2022, and the new membership will meet its inaugural meeting in February 2022.

Eight new members joined the WRCPC in 2021. The Nominating Committee is not recommending large changes to the membership, as it anticipates a richer partnership with Community Justice Initiatives (CJI).

The Nominating Committee will provide an update at the next Council meeting in December 2021.

Irene O'Toole asked the Council members to contact her if they are interested in being part of the Council in 2022.

Irene will email Council members and request their membership intentions for 2022.

11. Truth & Reconciliation Commission of Canada: Calls for Actions & Sectors:

a. Kathy Payette – Lutherwood:

Kathy Payette provided an update about Lutherwood's creation of an infrastructure for mental health and recreation (hub) at Benjamin Road.

There are three pillars: Mental health treatment, modern recreation, culture, and appropriate service to serve all vulnerable youth. There will be culture-specific recreation and use of the land.

This is one concept that Lutherwood can move forward with for Reconciliation with the Indigenous community.

The most innovative part of this hub is reimagining the beautiful site on Benjamin Road, and how can Lutherwood be part of the community and more than a service for children and youth mental health.

Opening up the land provides great opportunities for Lutherwood and the community, e.g., WRCPC Youth Reference Group.

12. Motion: Drugs Action Team Position Paper Discussion:

Irene O'Toole, on behalf of WRCPC's ad hoc committee on drug-related issues, put forward the following Motion:

That WRCPC's ad hoc committee on drug-related issues develop a position paper with recommendations on drug policy models for Council's consideration, specifically reviewing:

- a. Status quo (prohibition of certain drugs)
- b. Decriminalization (of simple possession of certain drugs)
- c. Legalization – regulation

In addition, the ad hoc committee will present the key findings and recommendations to WRCPC in 2022.

The subcommittee will follow a similar process undertaken for the WRCPC's position paper on prostitution. The committee will review the evidence and the wisdom of community, highlighting the advantages and disadvantages of the models, and bringing a recommendation to Council for consideration and potentially, adoption by WRCPC.

The Council has previously been supportive of safe supply initiatives, currently regulated under a medical model. The subcommittee may offer additional commentary on safe supply, specifically given the relationship to criminalization.

WRCPC has highlighted the impacts of criminalization of certain people and certain substances for more than a decade but has no formal position on a preferred regulatory model. In 2020, the (Un)Safe research and the Shelter research presented to Council again highlighted the harms of criminalization.

WRCPC staff continue to be asked about Council's position. It is certain to remain an issue in 2022 and beyond.

Moved by Irene O'Toole

Seconded by Sharon Ward-Zeller

Carried

13. Executive Director Update:

Deb Bergey shared that the Region has extended Abbi Longmire and Shama Saleh's contract until April 1, 2022. Shama Saleh's hours will change from full time to part-time.

David Siladi will be returning from his leave starting the first week in January 2022.

Staff will be returning to the office in a staged approach starting on November 29, 2021.

The WRCPC will be receiving a WRCPC newsletter for November and December in place of staff emailing out notices.

WRCPC were encouraged to check out the Speakers Series, the Forgiven Forgotten film, I'mpossible podcast, and Chelsea's Story details at www.preventingcrime.ca

14. Other Business:

None

15. Adjournment:

Moved by Joe-Ann McComb

Seconded by Kathryn McGarry

Carried 11:13 am

Territorial vs Land Acknowledgement

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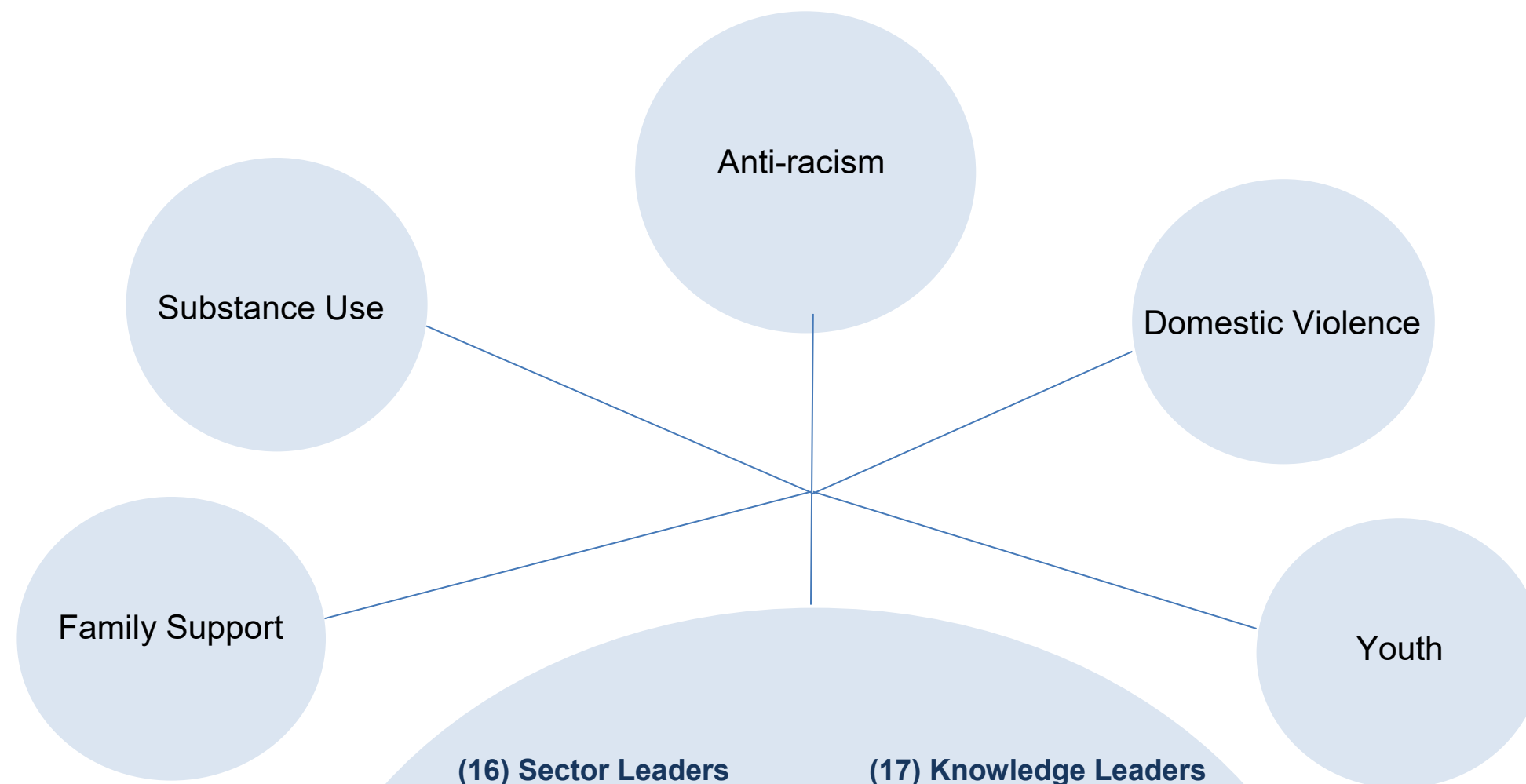
Territorial Acknowledgement:

- Acknowledges and expresses gratitude for the Peoples whose territory we are on
- Names the Nations that were here first
- Recognizes their traditional knowledge
- Recognizes their ongoing presence and influence
- Can be blended with a Land Acknowledgement

Land Acknowledgement:

- Acknowledges and expresses gratitude for the natural world and various parts of creation
- Often similar to Haudenosaunee Thanksgiving Address
- Can be blended with Territorial Acknowledgement

Subject Tables
(Action day to day)



CPC Leadership Roundtable

(16) Sector Leaders

- Education
- Restorative Justice
- Mental health
- Neighbourhoods
- Child Welfare*
- Domestic Violence
- Street Outreach
- Police
- Community Health Centre
- Family Support
- OHT
- Recreation
- Ecojustice
- Housing
- Plus 2 CJI 1 Board/1 Staff

(17) Knowledge Leaders

- Including:**
- Indigenous
 - Poverty Reduction
 - Persons living with a disability
 - LGBTQ2+
 - Older Adults
 - Youth
 - Cultural and Ethnic Group
 - Gender Equity/Other
 - Racial Equity
 - Gender Equity
 - Plus 2 RC

Lifetime Members

(8) Function Leaders

- Research/ and Knowledge mobilization
- Evaluation/ Data Infrastructure and Knowledge mobilization
- Partnerships
- Communication
- Funders
- Legislation
- Systems Change Navigator
- Community Development