STEERING COMMITTEE MEETING AGENDA

Monday, December 2nd, 2024
10:00 a.m. to 12:00 p.m.
Oxford County Administration Building
Room 129

1. Call the Meeting to Order

2. Review of Agenda for meeting of December 2nd, 2024

3. Review of Minutes of October 28th, 2024 meeting (attached)

4. Business Arising from the Minutes

   - Update to Area Municipalities & follow up
   - Grant Funding Applications Update (Sarah)
   - Summit – Follow-up
     - Feedback: survey results & steering committee thoughts (attached and survey results link)
     - 2025 Summit: Location, date & attendee list
   - Website Update & Communication Plan
   - Health In All Policies Update (Sarah)
   - Suggested Resolution from Warden Ryan:

     Whereas the Safe and Well Oxford Steering Committee has heard from several community partners that there is a need for space to expand the offering of their services more broadly throughout Oxford County; and

     Whereas all nine Safe and Well Oxford municipal partners own or operate spaces that at various times are under-utilized;

     Therefore, be it resolved that the Safe and Well Oxford Steering Committee recommends to all nine municipal partners that policies be developed whereby identified Safe and Well Oxford partners could make use of these under-utilized spaces at no cost, to deliver services consistent with the Safe and Well Oxford plan; and,

That the nine Safe and Well Oxford municipal partners be invited to collaborate with the Safe and Well Oxford Steering Committee, and specifically the SWO co-lead, to develop the relevant policies; and

That this recommendation be circulated to all nine SWO municipal Councils asking for their support and participation.

5. Action Coalition Updates (Round Table)

- Oxford Housing Action Collaborative (TBD)

- Oxford Mental Health & Addictions Network (Peter Heywood)

- Diversity, Equity and Inclusion (DEI) Action Coalition (Ayesha Sajid)

- Domestic Abuse Resource Team (Diane Harris)

6. Next Steps & New Business:

7. Upcoming Meeting Dates – Oxford County Administration Building – Room 129:

    2025 meeting dates

8. Adjournment

safe & well
OXFORD COMMUNITIES

STEERING COMMITTEE MEETING MINUTES

Monday, October 28th, 2024
10:00 a.m.
Oxford County Administration Building
Room 129

1. Call the Meeting to Order

The meeting was called to order by Chair Marcus Ryan at 10:04 a.m. and a quorum was present.

Attendees:

Marcus Ryan, Bernia Martin, Randy Peltz, Rod Wilkinson, Rafal Schubert, Amy Maddess, Tina Diamond, Ayesha Sajid, Sarah Hamulecki, Amy Humphries

2. Review of Agenda for meeting of October 28, 2024

Resolution No. 1   Moved by: Randy Peltz
Seconded by: Tina Diamond

RESOLVED that the agenda for the Safe and Well Oxford Steering Committee meeting of October 28, 2024, be approved.

DISPOSITON: Motion Carried

3. Review of Minutes of September 24, 2024, meeting

Resolution No. 2   Moved by: Bernia Martin
Seconded by: Randy Peltz

RESOLVED that the minutes of the Safe and Well Oxford Steering Committee meeting of September 24, 2024, be approved as presented.

DISPOSITON: Motion Carried

4.   Business Arising from the Minutes

- *Update to Area Municipalities and follow up (Sarah Hamulecki)*
  - Sarah is continuing to pursue endorsement of the Inclusion Charter with Tillsonburg, Norwich, East Zorra-Tavistock and Blandford-Blenheim.

  - Sarah sent a follow-up letter to Tillsonburg and Blandford-Blenheim requesting endorsement of the Charter. Tillsonburg will not be endorsing until a staff report has been presented to Council. No response has been received from Blandford-Blenheim.

  - East Zorra-Tavistock is presenting a report to Council on November 19. Norwich considered a report on October 22. Norwich deferred a decision and discussed the possibility of establishing its own inclusion charter. Sarah and Warden Ryan plan to propose a meeting with the Norwich CAO for further discussion.

  - Warden Ryan commented that it could be problematic for a single comprehensive Safe and Well Oxford Plan if a municipality adopts a separate charter. The wording in the Plan regarding the Inclusion Charter was reviewed and determined that one Charter is meant to be created for all area municipalities.

  - It was discussed that some large private sector companies are drawing back on DEI initiatives. The Action Coalition Charter addresses many of the concerns other companies are dealing with. It was suggested that clarification on what the Charter does and does not cover would be helpful.

- Grant Funding Model/Criteria (Sarah)
  - The Grants deadline was October 15. 16 applications were received, 7 of which broadly fit within the Safe and Well Oxford mandate. Other application themes were Food Insecurity and Seniors. A preliminary review of applications has taken place, leaving 2-3 applications for SWO to consider. Most applications cover operational costs, which are not generally covered by the policy, deeming many applications ineligible by County staff. The Steering Committee approved Sarah reviewing the applications on behalf of SWO given the tight timeline for grant approvals as she would not be recommending approval or denial, but rather commenting on alignment.

  - Randy commented that he found the policy criteria to be vague and without specific scope. The policy does not specifically state that ongoing operational costs are not eligible. Warden Ryan commented that it was intentionally

broad to allow for a variety of applications. A review of the Policy is scheduled before the 2026 County Budget.

- Summit - Planning and Agenda Update (Sarah)

  o Panel members are confirmed – 4 speakers from 3 other CSWB Plans – Pre-planned questions will be answered by each.

  o Action Coalition updates will be presented on placemats at each table.

  o A group exercise will take place to help inform the next Plan.

  o Wrap up may include a discussion regarding the Grant Policy.

  o Screens have been purchased and audio experts have been engaged based on feedback from last year and the inability to see and hear the presentations.

  o Attendance response is lower than expected. If the spaces are not filled by mid-week, the Committee will be advised to extend the invitation for open spaces accordingly.

5. Action Coalition Updates (Round Table):

- Oxford Housing Action Collaborative (*Randy Peltz)*
  o The Committee has been paused until the Housing and Homelessness plan is complete.

- Oxford Mental Health and Addictions Action Coalition *(Randy Peltz)*
  o No update.

- Diversity, Equity and Inclusion (DEI) Action Coalition (*Ayesha Sajid*)
  o The DEI Action Plan will be developed by Ayesha and then input will be sought from community stakeholders. The first draft is planned for November.
  o DEI Action Coalition Webpage is being developed for the Safe and Well Oxford website, including possible training opportunities and resources.

- Domestic Abuse Resource Team (*Amy Maddess*)
  o Working on Femicide Prevention through the Leadership Table – applied for a grant for $1.2 million over 3 years to fund the development of the Table
  o 16 days of activism planning is underway for November/December

6. Next Steps & New Business:

  a. Website Update & Communication Plan – ongoing (*Sarah Hamulecki*)

    o The Communications team will attend the Summit to take photos.

    o Bernia commented that Duane Kumala-Thomas, Operations Manager for the Downtown Woodstock BIA, might have some photos. Amy to provide contact.

- Amy advised that arrangements are being made for the City of Woodstock to start putting SWO Steering Committee agendas and meetings on the website.

b. Health in All Policies Update (*Sarah Hamulecki*)

- It was requested that other municipalities work with SWPH as a trial to use the information to roll it out to municipalities. Zorra and Ingersoll will meet with SWPH and Sarah to get more information.

c. Suggested Resolution from Warden Ryan

- Warden Ryan presented the suggested resolution as listed on the agenda recommending that all nine municipal partners create policies allowing Safe and Well Oxford partners to use under-utilized spaces at no cost, to deliver services consistent with the Safe and Well Oxford Plan.

- Bernia suggested that there be consultation with CAOs or Clerks first to determine if there is opportunity for the area municipalities to support, availability, cost etc. The Committee can then decide whether to move forward depending on the response. Warden Ryan will prepare a letter for area municipal CAOs inquiring as to the availability of space and opportunities to support.

7. Upcoming Meeting Dates – Oxford County Administration Building – Room 129:
- Friday, November 1st, 2024 at 1:00 p.m. (Safe and Well Oxford Summit – Oxford Centre Hall)
- Monday, December 2nd, 2024 at 10:00 a.m.
- Monthly meeting dates for 2025 will be proposed at the December meeting.

  - Randy Peltz suggested that Peter Heywood, Co-Chair of OMHAAC, be the representative on the Safe & Well Steering Committee moving forward. He will advise the group if that change is forthcoming.

8. Adjournment

Resolution No. 3   Moved by: Randy Peltz
                       Seconded by: Bernia Martin

                       RESOLVED that the Safe and Well Oxford Steering Committee meeting adjourn at 11:10 a.m.

                       DISPOSITON: Motion Carried

Potential Priority Risk Areas

- Early Years: 0-6 ages and families, 7-17 ages and families, transition aged youth
- Homelessness
- Poverty
- Truth, Reconciliation and Indigenous relations
- Accessible, affordable housing
- Vulnerable child/youth families (proactive)
- Access to primary care
- Seniors living in isolation
- Substance use prevention
- Elder abuse
- Lack of housing
- Food security
- Racism biased to minorities
- Early intervention for youth
- Housing and shelters
- Children's services before school
- Adequate, accessible childcare/early years support

Question 1: Based on what you've heard today and what you know about Community Safety and Well-Being Plans, what do you think will help Oxford to be successful in its implementation of the next plan?

- Municipal representation for all area municipalities on steering committee (to keep engagement up politically)
- Prevention begins in infancy
- Include more demographic groups in the table to provide their input, minorities
- Steering committee of experts and people with lived experience provincially and federally
- Making pools of community funding available to existing action collabs that are already versed in implementing strategies
- Clarity of measures and priorities
- Clear goals and objectives with detailed work plan and actions with rules and responsibilities identified and agreed upon (of partners, communities, etc.)
- Political buy-in at lower tier
- Living document
- Be clear about what data you are using to make decisions and report back on measurable goals – what was the impact of initiatives?
- Start soon, work well, revise and fix

- Stable funding
- The role of the Oxford Situation Table
- Better use of data
- Communication (lower and upper tier municipalities and community members)
- Bottom-up approach (instead of top down)
- Enhance relationships with community
- Identifying barriers
- Sustainable funding
- Clearer on "goal" – upstream vs downstream
- Mass collaborations
- Succession planning (agency and knowledge translation)
- Taking the plan and creating clear steps of action
- Ensuring people can see themselves represented in the plan and how it will impact them to get buy-in
- Better communication – quarterly updates
- Community partner check-ins – they're doing the work

Question 2: What do you think will be the biggest challenges that Oxford will face in implementing our CSWB plan?

- Municipal, county buy in
- Small vs. large municipalities
- Rural (extra barriers), urban
- Resources – staff (backbone), $
    - Analysis
    - Community partners
- Funding
- Community engagement
- Communication
- Documenting success
- Better plan
- Minority buy-in
- ROI justification
- How do we collect data and share
- Eliminate system silos
- Not know who does what/no directory of roles/services/etc.
- Mitigating staff/council changeover
- Consistent priorities
- Sustainable resources

- Municipal buy-in (political)
- Education and awareness
- Communication – based on target population
- DEI
- Demographic data
- Resources (staff and funding) x2
- Restriction in township regulations – competing priorities for lower-level municipalities
- Lack of alignment between cities, bigger populations vs smaller towns
- Ability to tailor to lower tier municipalities
- Use plain language – avoid acronyms – make it matter to the <u>whole</u> community
- Determining who is <u>accountable</u> for advancing the goals of the plan
- Standing up to the initiators who dump the project on Oxford

Question 3: If we were to start from scratch, what would you think we should do differently?

- More thorough env. scan of existing resources and structures
- Defining more specific deliverables within a specific time
- Integrating more lived experience
- More consultation from the beginning
- "go to where people are at"
- Relationship centered approach
- Caution in hiring consultation to develop new plan
- Add seniors living in isolation
- More concise priorities
- Authentic, early buy-in
- Measure results – ROI - benchmarks
- Single facility shelter – resources "under one roof"
- Recognize encampments as a form of shelter and include ways of getting into transition homes etc.
- More upstream resources identified
- Learning from all plans across the province
- Include local area municipalities in comms/governance
- Focus on action within jurisdiction – advocacy on others
- Clarify what was done and needs to be done
- What values are guiding the work?
- Include more with life experiences
- DEI may be better suited as a guiding principle that informs actions across pillars
- Get the demographics right
- Build multiple "tables" dealing with the pieces, sharing the info

- Use the narratives, along with the data
- Partners who are already collecting data
- Representation from community partners and groups
- Specific/measurable focus areas
- Flexibility to tailor based on identified (through data) needs in the community

Question 4: How should we incorporate indigenous communities and their input to the Safe and Well plan?

- Baseline training and learning for all community partners – to do better
- Build relationships
- Get involved with local indigenous events
- Building in budgets for consultation/speakers/learning opportunities
- Acknowledging that "meaningful" engagement takes time
- Build trust – show up at ceremonies
- Invest in indigenous community
- Go to people, better engage
- Public education sessions
- Invest in youth (building a fire, youth pow wow)
- Invite more indigenous folks at all levels of engagement when creating the plan
- Knowledge sharing amongst agencies when information is learned so the community doesn't have to "teach" again and again
- Ask if want to be involved and if not, ask how we can support them
- Ask them to participate – meaningful engagement
- Create relationships
- Engage partners who are already connected
- Respectfully
- Mine the Stats Canada Census data to identify participants
- Breakdown the stigmatization aka "those people"
- Community Advisory Committee – Indigenous
- Connect with Friendship Centers
- Building trust with leaders from the community
- Education
- Ask indigenous community and leaders what would be meaningful in terms of truth and reconciliation

Question 5: In what ways should we incorporate youth and feedback from youth?

- Run a contest with good prizes
- Planet Youth – collective action prevention model that focus on risk and protective factors
    - Data driven (all grade 10 students)
    - Creative ways to get survey out to youth who don't attend school
- Action collabs are free to connect with and deliver messaging to Wellkin Youth Hub and get to know the kids personally
- Create space that youth want to be in to engage – method of communication re: social media
- Make them part of the whole process – planning
- Seeking input from various groups
- Communities Building Youth Future!!!
- Community sports, cultural, mentorships
- Suicide prevention
- Age friendly language
- All literacy levels
- Demographic/newcomers
- Go to where youth are to get feedback
- Getting youth to "bring a friend" to a group
- Using social media or other platforms where youth already engage
- Create programs with an incentre for youth to attend
- Involve youth on Safe and Well Communities/task force/action tables
- Approach agencies with youth focus for their data/input
- Document lived experience of youth
- Invest in prevention = mental health initiatives
- Promote awareness of hubs
- Create leadership opportunities/paid positions
- Advisory committees
- Find your youth champions
- Creative collaborations
- Incentivize involvement
- Flexible schedules/programming
- Mentorship
- Engage TVDSB and LDCSB
- Authentic broad youth engagement
- Humanizing community leaders
- Sustainable funding to bring youth together