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#### 4. Business Arising from the Minutes

- Use of Space Policy Update
  - Processes are being finalized.
- Canadian Index of Well-Being Survey
  - Connecting the University of Waterloo with SWPH to assist in summarizing themes and highlights from the data.
  - A report back on key findings is planned for 2026.
- Updated Community Safety and Well-Being Plan
  - Feedback was gathered at the Summit:
    - Some positive feedback was received, as well as some criticism.
    - Criticism of the engagement strategy and the lack of sufficient one-on-one interviews. It was suggested that the Action Coalitions could connect with more people with lived experience.
    - Consistent feedback on the lack of distinction between the rural and urban experience. The experiences are different for the two and consideration should be given to this for the implementation of the Plan. S. Hamulecki suggested that rural and urban distinction could be added as a specific value in the Plan.
    - P. Heywood suggested that the Steering Committee draft a letter to the participants of the Summit outlining how the feedback was considered and incorporated into the Plan. S. Hamulecki indicated that an email was sent to all participants summarizing the feedback and included an attachment with the changes incorporated and highlighted.
    - The Consultant is summarizing and categorizing the feedback to incorporate into the Plan where possible. Focus will be given to incorporating people with lived experience into each Action Coalition.
  - Community Safety and Wellbeing Coordinator - FTE request to Oxford County Council:
    - The draft Plan recommends an FTE to fill in gaps, connect with people with lived experiences, assist service providers, and provide admin support to the Situation Table and Femicide Prevention Table.
    - County Council will make a decision on December 10. A “Plan B” will need to be developed if the FTE is not approved.
    - The Coordinator would attend each Action Coalition and meet with Action Coalition Chairs regularly. They would attend each area municipality to conduct regular focus groups to gather feedback.
    - The FTE would gather data and share it with various agencies.
    - B. Martin noted that the FTE is outlined on page 294 of the Oxford County budget and that organizations that are in support of the FTE should reach out to County Council.
  - Warden Ryan noted that there is no funding associated with the Plan, so it's important to consider that for the implementation. Much of the feedback

received thus far has inquired about how the Plan will fund some of the work of the community groups and the actions being taken. It won't. The Plan identifies opportunities to collaborate, reduce redundancies, connect organizations, etc. but does not suggest funding for community groups.

- B. Martin commented that the draft Plan is missing the who, when, and how. There are no KPIs or evaluation components, and there are not enough specifics. Even with an FTE, there is no roadmap and no measures for that person's success. She further commented that there is no mechanism for demonstrating the progress of the Plan.
- P. Heywood suggested that the University of Waterloo could evaluate the priorities outlined, determine how they can be measured, and make suggestions (at no cost) as part of their curriculum.
- Warden Ryan commented that the Action Coalitions should set their own KPIs, as the Advisory Committee has no authority to direct these groups. Many of them operate as their own entities and already set their own plans and may not respond well to perceived oversight from the Committee. The Advisory Committee should be informed of the targets and support the Coalitions in achieving them. The point of the Plan is to help existing organizations do more with what they already have.
- P. Heywood recommended that a strong governance structure be set for the Advisory Committee to integrate Action Coalition goals into the overall Plan.
- Feedback from the DEI Action Coalition:
  - The group found the Plan to be soft, fluffy, with no intended outcomes.
  - They were concerned that "People and Belonging" was being used rather than DEI language.
  - They noted that the Steering Committee is more privileged than Action Coalition members, and it seems that the Committee would be telling the Coalition what to do, but they don't have the resources to do it as volunteers.
- The final Plan will be presented to the area municipal Councils in January.

## 5. Action Coalition Updates (Round Table)

- Oxford Housing Action Collaborative (on hold)
- Oxford Mental Health and Addictions Action Coalition (Peter Heywood)
  - Next meeting scheduled for December 4.
- Diversity, Equity and Inclusion Action Coalition (Ayesha Sajid)
  - Coalition members shared their feedback on the revised draft of the Community Safety & Well-Being Plan, which has been shared with StrategyCorp.
  - Members have approved the DEI Postcard.
  - Tami Murray has stepped down from the Coalition. Katie Schuett, Vice President of Oxford Pride, will be the new representative.

- Domestic Abuse Resource Team (Ashley Brown)

### **October Training – Strangulation Awareness**

- DART hosted a strangulation-awareness training facilitated by St. Joseph's Hospital. The session focused on recognizing signs and symptoms of strangulation, understanding potential complications, and outlining recommendations for service providers. Thirty-two participants attended the session. This training was developed in response to emerging trends in Oxford County. As a next step, the table has initiated a Strangulation Working Group to support a broader county-wide campaign planned for Spring 2026.

### **November – Mock Case Review**

- DART facilitated a mock case review with both the Leadership and Operations Tables to strengthen shared understanding of the High-Risk Table process and the associated privacy filters. The review generated meaningful dialogue and helped partners better visualize the High-Risk Table's purpose, limitations, challenges, and practices.

### **Oxford Femicide Prevention Table**

- The Oxford Femicide Prevention Table launched its working group in November. Approximately six members participated, including representatives from the OPP, Probation and Parole, VAW services, and the Community Health Centre. The group is collaboratively developing a shared protocol and operating agreement.
- National Day of Remembrance and Action on Violence Against Women  
DART, in partnership with the Oxford County Community Health Centre, will be hosting two 'December 6th Vigils':
  - Saturday, December 6th at the Woodstock Courthouse at 5:30 p.m.
  - Monday, December 8th at Theatre Woodstock at 12:00 p.m.
- Community members are welcome to join in honouring victims of intimate partner violence and reflecting on our collective commitment to prevention and safety.

## **6. Next Steps & New Business**

- Police updates at Steering Committee meetings
  - It was suggested at a previous meeting that the Police representatives provide updates at each meeting, similar to the Action Coalitions. N. Novacich requested clarification on the expectations and specific reporting requests.
  - It was requested that trends relating to the Plan's priorities, including highlights and metrics, be reported. This could include information and statistics on mental health calls, hospital visits, MHEART updates, encampment responses, and the sharing of any survey data. There would be no expectation of generating new reports but rather sharing information from existing reports (i.e. Board reports, Council reports, Community reports etc.).

- Oxford County Grant Program
  - Recommendations for funding are going to County Council on December 10.
  - 20 organizations applied for \$531,000 in funding. \$240,848 in funding is recommended for 9 of the organizations.
  - The Committee discussed organizations that apply on behalf of other entities, which is not currently eligible under the policy.

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

- January 26<sup>th</sup>, 2026

8. Adjournment

Resolution No. 3      Moved by: A. Brown  
                                    Seconded by: N. Novacich

RESOLVED that the Safe and Well Oxford Steering Committee  
meeting adjourned at 11:32 a.m.

DISPOSITON: Motion Carried