



**Nov 24, 2020**

**Check in**



**DUFFERIN  
COUNTY  
EQUITY  
COLLABORATIVE**

## Land Acknowledgment

We would like to begin by respectfully acknowledging that Dufferin County resides within the traditional territory and ancestral lands of the Tionontati (Petun), Attawandaron (Neutral), Haudenosaunee (Six Nations), and Anishinaabe peoples.

We also acknowledge that various municipalities within the County of Dufferin reside within the treaty lands named under the Haldimand Deed of 1784 and two of the Williams Treaties of 1818: Treaty 18: the Nottawasaga Purchase, and Treaty 19: The Ajetance Treaty.

These traditional territories upon which we live and learn, are steeped in rich Indigenous history and traditions. It is with this statement that we declare to honour and respect the past and present connection of Indigenous peoples with this land, its waterways and resources.



### **Pronunciation Guide:**

Tionontati – “Tee-oh-nahn-TAH-tee”

Attawandaron – “At-tah-wahn-da-ron”

Haudenosaunee – “ho-DEE-no-Sho-nee”

Anishinaabe – “ah-NISH-IH-nah-bay”





# **Agenda** meeting #7

**Call to order**

**Check in zoom poll**

Co-Chair Welcome - impact at Federal / Provincial level

Work group spotlights – 10 mins each

*Employment*

*Health Equity*

*Housing*

What's next – regrouping for 2021

Blog Invitation for sharing human stories

**Check out zoom poll**



## Impact at Local / Provincial / Federal levels – Anna McGregor

Despite the pandemic, or even as a result of the pandemic, we still are making progress and there is good news to share. Governments are listening and are taking action.

### **At a local municipal level:**

**Ontario Works Division** successfully implemented Electronic Document Management (EDM) in June 2020. Only the second office in the province to do so. The modernised approach has meant it has been an easier transition to remote service delivery during the pandemic. Dufferin has provided insight and guidance to several other areas looking to follow their lead. Dufferin also moved to be 100% electronic for payments to clients and was the only Ontario Works office in the province selected for two-way communication through MyBenefits app.



## Impact at Local / Provincial / Federal levels – Anna McGregor

### local municipal level

**Housing Services Division** successfully implemented regular support calls to tenants during the pandemic to help ensure tenants had the services and resources they needed. Feedback from tenants was very positive and included: *“I can’t thank you enough for these calls, they mean a lot”*. On the homelessness services side Dufferin was recognized as achieving an Advanced Quality By-Name list, for including all people experiencing homelessness in Dufferin, capturing additional key data points to help end homelessness, and include other service providers in the process of adding, referring, and updating Dufferin’s By-Name List. As only the 2nd community, in Canada, to achieve an Advanced Quality By-Name List, Dufferin County is a leading community, proving to others that it’s possible.



## Impact at Local / Provincial / Federal levels – Anna McGregor

### local municipal level

**Children's Services Division** really pulled together to help during the pandemic. The EarlyON team proved they were incredibly adaptable in switching from in-person to virtual programming without missing a beat. Both EarlyON and Jean Hamlyn staff took redeployments to Dufferin Oaks and did so with enthusiasm and empathy. Remaining staff continued to support child care providers with resources, funding, training - none have closed as a result of the pandemic. Jean Hamlyn DC Centre received the MyFM Spirt of Dufferin Award for Best Child Care Centre; and the success of the County and the JH team in "passing the torch" to the YMCA has been evident at the centre, which continues to offer quality child care in our community.



## **Impact at Local / Provincial / Federal levels – Anna McGregor**

### **At a provincial level:**

Social Services Relief Fund – the provincial government provided funding specifically targeted to help our most vulnerable population.



## **Impact at Local / Provincial / Federal levels – Anna McGregor**

### **At a federal level:**

Reaching Home Funding – the federal government provided more to support people experiencing homelessness during the COVID-19 outbreak.

The National Housing Council was launched on National Housing Day (22 Nov) it is a critical step toward ending homelessness, addressing Canada's housing crisis and advancing the progressive realization of the right to housing in Canada. Tim Richter of the CAEH has been appointed Co-Chair of the Council with Canada Mortgage Housing Corporation CEO Evan Siddall.





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## EMPLOYMENT

### EMPLOYMENT ACTION PLAN & OUTCOME DIARY

**GOAL:** Members of the community will have equitable access to employment with the ability to achieve economic well-being

**INTENDED OUTCOMES:** definition

Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity).

**Listed outcomes:**

1. Increase awareness of challenges employers and employees face in Dufferin
2. Increase awareness and access to local skills training, vocation and apprenticeship opportunities
3. Advocate for Living Wage and benefits



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## EMPLOYMENT

- \$10.4 Million for Broadband Expansion in Dufferin!
- During COVID, a couple on Ontario Works who have had ongoing health issues in the past have both been able to secure employment.
- History of transient housing however they have now secured stable affordable housing effective November 1, 2020
- Will continue to receive Extended Employment Health Benefits from Ontario Works for 6



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## EMPLOYMENT

A client accessed **Employment Services through - Georgian College Career and Employment Community Services** – Orangeville office. The client accessed the career counselling support needed to access Second Career funding.

- **Client's Quote/ Details:** "My journey with the Second Career program began because of Covid. After the shutdown because of Covid the company that I worked for for the past six years did not re open. When I started to search for jobs I found that my options were limited. While I was job searching I found The Second Career program and reached out to find out what might be available. I was blown away by the response and the help that I got through out the application process. My contact was friendly, knowledgeable, helpful, understanding and patient. It was a very stressful time for me and the staff was wonderful. I was successful in my application and have received funding and support to return to school to upgrade my education and skills to successfully re join the job market in my desired field. Thank you so much Second Career".



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## EMPLOYMENT

### Grace Tipling Hall Revitalization

Social Enterprise project (currently undertaking feasibility study)

Goals include:

- Increase Skills for underserved demographics (Youth and Young adults)
- Skills training – Marketing, business management, accounting, the arts (acting, set design, lighting etc.)
- Increase tourism to support local businesses
- Provide Entertainment opportunities for the community
- Source for good paying jobs



- October labour market stats\*\*
  - Unemployment rate 6.5% (11.1% in June)
  - Actual number of unemployed 16,100 (25,900 in June)
  - Participation rate 61.4% (57.8% in June)  
(percentage of labour force working or seeking work)
- October on-line job postings according to Findyourjob.ca
  - 469 postings at 233 companies
  - 87.6% are fulltime and 87.4% are permanent
  - 320 list college/apprenticeship, secondary education or occupation-specific training
  - Top 5 jobs posted: Retail salespersons, Material handlers, Home support workers/housekeepers, Other labourers in manufacturing, Other customer service and info reps

\*\* The stats are for the rural parts of our Economic Region and include Dufferin, Wellington and Simcoe Counties.



- Each year, we do a labour market update.
- WPB has been constantly meeting organizations and businesses to discuss trends and have done a couple of targeted outreach conversations as part of our community consultation.
- We have identified some short term actions that we feel our communities may be interested in pursuing over the 2021-22 year.
- Our ask: To have DCEC members take part in an action planning session to explore and prioritize potential activities, partners for activities.
- Our proposed session date: December 9<sup>th</sup>, 15<sup>th</sup> or 16<sup>th</sup> (before school holidays begin). A Doodle poll will follow.



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**HEALTH EQUITY**



### **HEALTHY EQUITY ACTION PLAN & OUTCOME DIARY**

**GOAL:** Members of the community will have equitable opportunities to be healthy, by having access to quality care that is fair, dignified and appropriate to needs

**INTENDED OUTCOMES** definition: Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity). (Be **specific** on how we will **measure** the outcome, qual &/or quant data, etc)

#### **Listed outcomes:**

1. Increase our knowledge and understanding of lived experience and what would help to lessen negative impact
2. Awareness raising and capacity building for health equity at the local institutional levels
3. Raise awareness of the root cause of health equity issues (food insecurity, housing, transportation, access to primary care, etc.) within the community
4. Identify and remove service barriers to reduce health inequities
5. Utilize data and evidence to ensure evidence informed system and community planning (i.e. data sharing)



### Health Equity @ Headwaters:

- Initiated an Accessibility and Equity Committee in October 2020 (delayed due to COVID-19) with representation from patients/community members, volunteers, staff etc.
- Multi-year accessibility plan launched
- Accessibility policy revised and approved
- Equity, Diversity and Inclusion Policy under revision
- Wayfinding strategy endorsed by Accessibility and Equity Committee
- Safer Spaces Strategy under development and committing to broad educational roll out this fiscal year
- Request for Proposal for interpretation services renewed with broad hospital partnership
- Promotion of Over the Phone interpretation services
- Smudging Ceremony policy under development





## Health Equity @ DAFHT:

- Members of the SWAT team which was a mobile swabbing team that was dispatched in the spring to swab all congregate settings (residents and staff)
- Developed a Cold and Flu Clinic for all of Dufferin-Caledon (do not have to be a DAFHT patient) in order to be assessed for flu/cold/COVID
- Developed a Flu Shot Clinic for all of Dufferin-Caledon (do not have to be a DAFHT patient) in order to address the increase in need of the general population for the flu shot this year
- Addressing homelessness and access to primary care by hiring two Housing Support Workers (supports non-DAFHT patients as well as DAFHT patients)



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## HOUSING & HOMELESSNESS



### HOUSING ACTION PLAN & OUTCOME DIARY

**GOAL:** Members of the community will have equitable opportunities to find and maintain housing. Housing instability and homelessness will be prevented

#### **Intended Outcomes:**

Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity). (Be **specific** on how we will **measure** the outcome, qual &/or quant data, etc)

#### **Listed outcomes:**

1. Increase awareness of housing and homelessness challenges in Dufferin County
2. Explore options to increase supply of affordable housing options
3. Increase access to affordable rental housing options
4. Greater prevention initiatives to help maintain existing housing



## HOUSING & HOMELESSNESS

### **Services and Housing In the Province (SHIP)**

Over the past year SHIP in partnership with Choices Youth Shelter provided enhanced supports to Choice's Youth Transitional Housing program.

The supports involved the following:

- SHIP provided rent subsidies to assist in program operations
- SHIP provided staffing to support program needs
- SHIP funded and coordinated renovations to the home
- SHIP developed and enhanced service model and provided logistical leadership



## HOUSING & HOMELESSNESS

### Services and Housing In the Province (SHIP)

In addition SHIP received funding from the CWLHIN for the Dufferin Community that focuses on supporting individuals who are homeless and how are involved in the criminal justice system.

The support model includes:

- 1 FTE staff specializing in justice
- Rent subsidies to assist this targeted population.



- **Community Services - Housing**

- Launch of the OPHI (Ontario Priorities Housing Initiative) Housing Allowance which provided 57 housing allowances to households on the Housing Access Dufferin wait list. Those eligible receive \$200.00, \$275.00 or \$350.00 per month
- Launch of the COHB (Canada Ontario Housing Benefit) which provided 20 housing benefits to households on the Housing Access Dufferin waitlist. This benefit is portable.



- Federal funding was utilized to create an enhanced Co-ordinated Access system
- A Co-ordinated Access Table was formed to provide Community collaboration to best support those on the By-Name-List.
- We have entered into a contract with DAFHT (Dufferin Area Family Health Team) to provide 2 Housing Support Workers who provide direct support to those who are chronically homeless
- We have hired 1 Housing Placement Worker to work directly to support landlords who house our homeless population.



- Our Co-ordinated Access System, obtained a 7/7 on the Reaching Home scorecard in January 2020
- Our Co-ordinated Access System was further recognized by B4Z (Built For Zero), when we achieved 16/16 on their Co-ordinated Access Scorecard in October 2020 (one of only 4 in Canada)
- We received National recognition for having achieved an Advanced Quality By-Name-List in October 2020 (we are only the second community in Canada to have reached this)
- We have reduced Chronic Homelessness by 42% since July 2019



- Created the CHHAP (Chronic Homeless Housing Allowance Program)
- CHHAP was achieved through the repurposing of existing funding
- Provides an allowance of up to \$821.00 per month to those that are chronically homeless
- Those that receive this allowance are also provided with ongoing supports from the Housing Services Workers