



**DUFFERIN
COUNTY
EQUITY
COLLABORATIVE**

2021

Report to the Community



Table of Contents



2 From the Co-Chairs

3 Who is DCEC?

4 Why Equity?

5 Where we have been

6 How we create change

7 Priority areas

11 Call to Action

12 Moving Forward &
Closing Thoughts from
the Warden

A Appendix

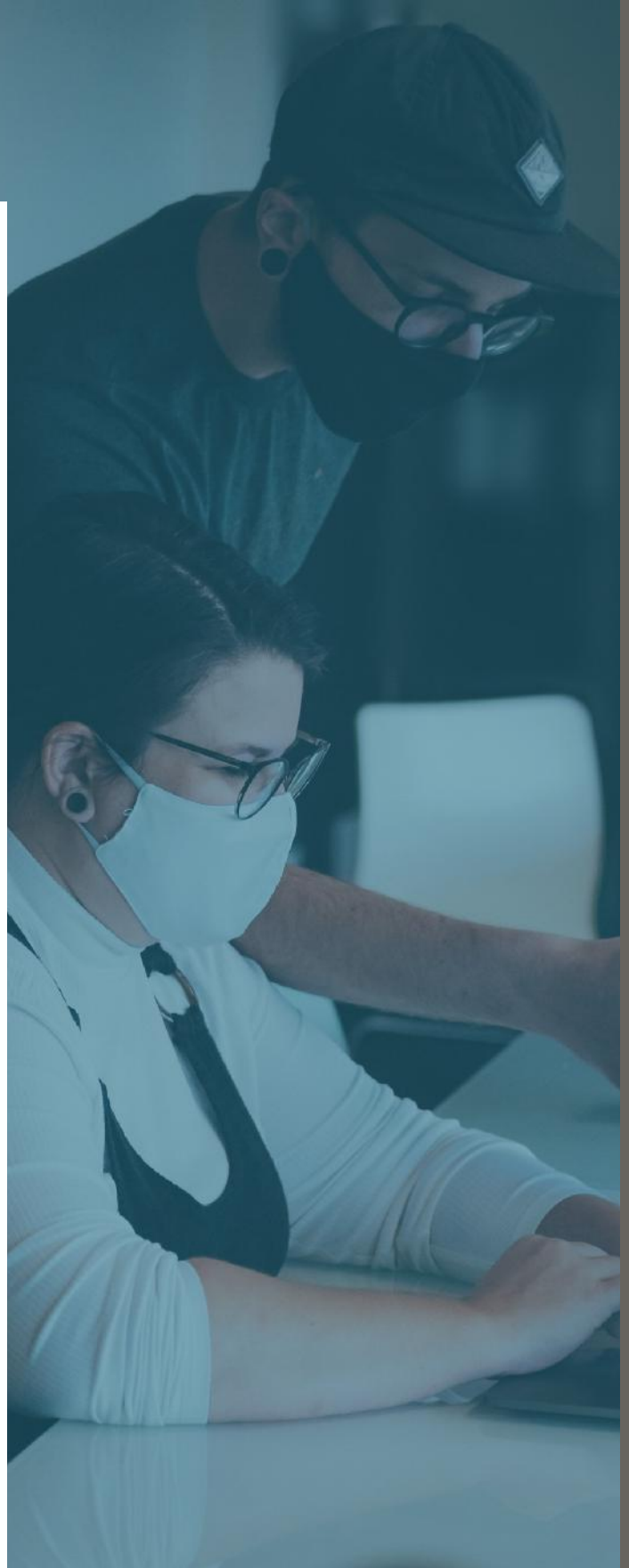
From the Co-Chairs

The same but different, that is how 2021 can be described. Despite the ongoing challenges still present with the pandemic, the DCEC members continued to do the work, as can be seen in the 2021 DCEC Report to the Community. DCEC members continue to adapt and find new ways to ensure those who need services and supports are able to access them in this constantly changing environment.

DCEC remains vigilant. We are stronger together. It is with the strength in collaboration that DCEC members work towards the vision that every resident of Dufferin County will have the opportunity to reach their full potential. As co-chairs, we would like to thank all of our active members and look forward to continuing to advance equity in the Dufferin community in 2022.

Anna McGregor
Director of Community Services

Heather Hayes
Executive Director



About DCEC

The Dufferin County Equity Collaborative (DCEC) formed in 2018. It was created when the Dufferin County Poverty Reduction Task Force and the Local Health Integration Network Poverty Sub-Collaborative recognized they could benefit from combining their skills and knowledge. The tables joined and held their first meeting on December 13, 2018. The collaborative is comprised of member agents representing a diverse cross section of:

- HUMAN SERVICE PROVIDERS
- DECISION MAKERS
- COMMUNITY LEADERS

VISION & MISSION:



**EVERY RESIDENT OF
DUFFERIN COUNTY WILL
HAVE THE OPPORTUNITY
TO REACH THEIR FULL
POTENTIAL**



**A COLLABORATIVE BROAD
BASE OF STAKEHOLDERS
WHO ARE WORKING
TOGETHER TO IMPROVE
THE QUALITY OF LIFE OF
DUFFERIN COUNTY
RESIDENTS**

VOTING MEMBERS:

- Alzheimer Society of Dufferin County
- Canadian Mental Health Association (CMHA) Peel-Dufferin
- Catholic Family Services Peel-Dufferin
- Choices Youth Shelter
- Community Member
- County of Dufferin
- Dufferin Area Family Health Team
- Dufferin Child & Family Services
- Family Transition Place
- Friends and Advocates Peel
- Georgian College
- Habitat for Humanity
- Hospice Dufferin
- Town of Orangeville
- Orangeville Food Bank
- Services and Housing in the Province (SHIP)
- TeleCheck (Headwaters Health)
- United Way Guelph Wellington Dufferin
- Upper Grand District School Board
- Workforce Planning Board of Waterloo Wellington Dufferin



Why Equity

Equity involves trying to understand what people need to participate and prosper in the community, and providing them with the right level of supports and resources to reach their full potential. Understanding barriers that individuals face and providing an opportunity to reduce those barriers (i.e. low income), is the first step to achieving equity. It is important to keep in mind that equity is subjective and personal. DCEC is working towards reducing inequities, removing barriers and creating equitable opportunities that support the well-being for all members of our community.

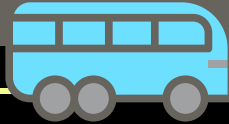
CURRENT PRIORITY AREAS:

There are a multitude of barriers which effect an individuals ability to reach their full potential. However, the DCEC stakeholders agreed that currently in the community certain factors in particular are top priority. The collaborative has also acknowledged that there is a need to include the voice of those who have lived/living experience of poverty and inequity. Therefore, DCEC is also working towards a partnership with those who have lived experience. Present priority areas include:



Where we Have Been

Equity this way ->



Nov. 2015

- Dufferin Housing/Poverty Forum was held. Importance was placed on establishing a local Poverty Task Force and local strategy

Feb. - Oct. 2016

- First meetings on poverty reduction and first two DC MOVES Forums
- Consultant was hired to create an environmental scan of poverty in Dufferin. Early results were discussed at the Forum
- Pillars of Community Wellbeing, Poverty Reduction and Resource Sharing were set



<-Equity this way

Nov. - Jan. 2017

- The pillars were presented to County Council along with a request for funding
- Formalized structure of DC MOVES was established as well as the pillars
- The DC MOVES leadership table was formed, with members from Public Health, Georgian College, HCIA and the County of Dufferin



Feb. - Nov. 2017

- Consultant completed *Reducing Poverty in Dufferin County: A Proposed Strategic Framework*
- Dufferin County Poverty Reduction Task Force (DCPRTF) held its start-up meeting and became members of Cities Reducing Poverty and wrote letters to the Province on Housing & Income Security Reform

May - June 2019

- Work completed by groups
- Conducted six-month review meeting in June. Reviewed each working group's progress to date
- Revealed the DCEC logo, social media and website

Equity this way ->

Feb. - Apr. 2019

- Group chose three areas of focus
- Survey and vote on actions for roadmap
- Started Tamarack Institute - Vibrant Communities' - *Getting to Impact program*
- Reviewed actions for priority areas. Invited members to join a working group for one of the areas



Sept. - Dec. 2018

- The two poverty groups joined
- New TOR presented. Moved away from DC MOVES leadership
- New name Dufferin County Equity Collaborative (DCEC) adopted
- County of Dufferin & Public Health became co-chairs
- DCEC launch meeting
- Review of TOR by attendees and call to membership
- Review of new draft of roadmap and priorities



Jan. - May 2018

- Community Poverty Reduction Summit was held. Elaine Capes became DC MOVES Coordinator
- Finalization process for roadmaps and inventory of agency actions
- Connected with the CW-LHIN
- Questions raised on Terms of Reference (TOR) and connection to DC MOVES
- Discussion of joining DCPRTF & CW-LHIN Poverty Sub Collaborative

Sept. - Dec. 2019

- Largest *Bridges Out of Poverty* workshop in Dufferin was held (94 attended)
- Attended the 2019 Cities Reducing Poverty Ending Poverty in Canada event
- The County proclaimed October 17 as the *International Day for the Eradication of Poverty* in Dufferin
- Released the *2018/2019 Report to the Community*

Mar. - Dec. 2020

- COVID-19 disruption
- Despite the challenges of the pandemic, DCEC continued to make progress on areas of inequity in Dufferin
- Headwinds and tailwinds of the pandemic explored
- Released the *2020 Report to the Community*

How we Create Change



PATHWAYS TO CHANGE:



ADVOCATING, INFORMING & BUILDING AWARENESS

- Championing and giving a voice to the need for system and policy changes that reduce inequities
- Increasing public, influencer and decision-maker awareness and will
- Informing key parties about local needs and priorities to influence policy, and service design, delivery and evaluation



MINIMIZING SERVICE BARRIERS

- Defining the boundaries, actors and relationships in the system and providing service from a system lens
- Understanding service access through a client, patient, etc. perspective
- Responding (to needs and designing system accordingly) from the client perspective



INNOVATING SOLUTIONS

- Informing planning and decisions through evidence
- Creating or adjusting programs, services, and practices
- Recognizing and acting on opportunities to make immediate change to improve services

SPEAK OUR LANGUAGE:



IMPACT:

The effect of outcomes that contribute to our overall vision



OUTCOMES:

Actions, behaviour changes, etc., by key system actors that contribute to our goals (i.e. increase the awareness of housing and homelessness issues with local decision makers)



HORIZONS:

The three horizons is a strategy framework to think about the future. These horizons are:



Crisis Management

- CRISIS MANAGEMENT



Recovery

- RECOVERY



Transformation

- TRANSFORMATION

They can happen all at the same time, or we may shift back and forth between these horizons for the next few years

Priority Area - Housing & Homelessness

2021 GOAL:

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

Despite the increasing house prices and ongoing challenges present with the pandemic, members of the DCEC Housing & Homelessness working group were able to move the needle on eliminating chronic homelessness in Dufferin.

2021 INTENTIONS & REALITIES:

INTENDED OUTCOMES	REALIZED OUTCOMES
Increase awareness of housing and homelessness challenges in Dufferin County	<ul style="list-style-type: none">Continued disbursement of the "Are You Homeless in Dufferin" contact cards out to the communityCreated the housing postcard campaign to give voice to people who were struggling with housing and homelessness. Over 1,000 postcards were distributed to agencies in the community to pass on to their clients, staff, and volunteers. The postcards were self-addressed and people were asked to fill it out and send them to the Town of Orangeville to help stress the need for more affordable housing in the area
Explore options to increase supply of affordable housing options	<ul style="list-style-type: none">No action taken in 2021 due to COVID-19
Increase access to affordable rental housing options	<ul style="list-style-type: none">Implemented OPHI/CHHAP/COHB Housing Allowances. OPHI provided housing allowances to 55 households. COHB provided a total of 22 households with a portable housing benefit. CHHAP provided 16 chronically homeless individuals with a portable housing allowance
Greater prevention initiatives to help maintain existing housing	<ul style="list-style-type: none">Increased funding - Social Services Relief Funding and Reaching Home funding to help obtain/maintain housing

Priority Area - Employment

2021 GOAL:

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

In 2021, businesses were still responding to public health measures as they were implemented and reversed off and on. Individuals and families continued to be faced with challenging situations (i.e. increase in costs of goods/services, etc.). Yet the members of the DCEC Employment working group continued on with determination.

2021 INTENTIONS & REALITIES:

INTENDED OUTCOMES

Increase awareness of challenges employers and employees face in DC

Increase awareness and access to local skills training, vocation and apprenticeship opportunities

Advocate for Living Wage and benefits and Basic Income

REALIZED OUTCOMES

- Developed *Work from Home* series - 3 videos for employers and 2 for jobseekers now available as professional development (www.youtube.com/channel/UCGFsggLdDcM8NbldLL453yw)
- Recorded *Let's Talk Hiring Dufferin*- information for employers about how to access people and changes they need to make in recruitment (www.youtube.com/channel/UCGFsggLdDcM8NbldLL453yw)

- Promoted Findyourjob.ca (backed by Dufferin County) provides info around jobs and tags apprenticeship opportunities (added jobseeker accounts to customize search)
- Recorded *Is Apprenticeship for me?* Video series (www.workforceplanningboard.com/projects/apprenticeship)

- No action taken due to COVID-19

Priority Area - Health Equity

2021 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

The pandemic continues to be a challenge for those in health and wellness related sectors as third and fourth waves occurred. Those in healthcare who serve the public also have a markedly higher risk of becoming infected with COVID-19. Members of the DCEC Health Equity working group demonstrated fortitude and met several objectives.

2021 INTENTIONS & REALITIES:

INTENDED OUTCOMES	REALIZED OUTCOMES
Awareness raising and capacity building for health equity at the local institutional levels	<ul style="list-style-type: none"> • Aligned with the Hills of Headwaters Collaborative Ontario Health Team (OHT) considering Diversity, Equity and Inclusion, to ensure we have the voices of the community represented in creating processes and policies reflective of their needs • Continued supporting the Cold & Flu Clinic, which allowed access to health care for all patients in our community • Ongoing support of the establishment of the Congregate Settings Working group, keeping those at most risk front and centre
Increase our knowledge and understating of lived experience and what would help to lessen negative impact	<ul style="list-style-type: none"> • Suggested more patient stories and representation at all levels or working groups, etc. • Met with persons with lived experience
Raise awareness of the root causes of health equity within the community	<ul style="list-style-type: none"> • Created communications directed at the community that increased knowledge and understanding of health equity and causes of inequity
Identify and remove service barriers to reduce health inequities	<ul style="list-style-type: none"> • Ensured providers have access to education (such as Sanyas Cultural safety training) as knowledge is power
Utilize data and evidence to ensure evidence informed system and community planning (i.e. data sharing)	<ul style="list-style-type: none"> • Suggested reach out to the OHT digital working group for data sharing agreement templates • Connected with the OHT around data that may be available to us, in order to inform planning

Partners with Lived Experience

Formerly known as the Lived Experience Advisory Network (LEAN), Partners with Lived Experience was re-named to better reflect the deep investment of DCEC in including those who have lived/living experience in the collaborative.

Unfortunately, due to public health restrictions, most meetings, services and programs have been virtual since the start of the pandemic. This made a continuation of a participation barrier. As such, this focus was temporarily put on hold for 2021. However, an application was submitted to the United Way in the fall of 2021 for a funding opportunity, which will assist with building our partnership with people with lived experience throughout 2022.



Call to Action

We open the invitation to others to join the effort to improve the lives of the residents of Dufferin County. How you can be part of the action:

- Share this report with your contacts
- Spread the word about DCEC
- Visit the website, Facebook, Twitter and share our posts
- Answer surveys
- Visit and take part in *Join In Dufferin*
- Attend trainings and workshops that are available

WHERE TO FIND US:

Website:



<http://dcmoves.org/priority-pillars/dufferin-county-equity-collaborative/>

Facebook:



www.facebook.com/dufferincountyequitycollaborative

Twitter:



twitter.com/ActionHCIA

Join In Dufferin:



<https://joinindufferin.com>

ACKNOWLEDGEMENTS:

We are thankful for the time, dedication, and efforts of all individuals, local agencies and service providers involved in this collaboration. We appreciate and want to thank each and every one of you. Let us continue together with our collaborative approach to creating an equitable, safe and inclusive community.

DCEC is pleased to have partnerships with many of the local human services agencies. Together we have a larger impact. In particular, we would like to thank County of Dufferin Council, our co-chairs, voting members, member agencies and all partners. Thank you also to our working group members, and presenters. Special thanks also to the Tamarack Institute and the Cities Reducing Poverty Team.

Closing Thoughts from the Warden

On behalf of the County of Dufferin, I am pleased to present the *2021 DCEC Report to the Community*. The COVID-19 pandemic continues to impact us all, but not equally. We have carried on with our dedicated work to address inequity in Dufferin County.

Despite the continuing challenges of this past year, DCEC has made progress on areas of inequity in Dufferin. This report highlights the important work underway in our community. Of course, we always look to do more. The County of Dufferin is grateful and thanks the DCEC members who have been dedicated to addressing poverty and inequity in Dufferin, when we work together, amazing things can happen.

Wade Mills

Warden



MOVING FORWARD WE WILL:

- Expand collaborative to include the voice of people with lived experience
- Continue to strengthen collaboration with additional members and partners
- Leverage what we each bring to the table
- Take into account changes brought on by the pandemic
- Take care of ourselves and each other

APPENDIX A:

GLOSSARY OF TERMS, ACRONYMS, & ABBREVIATIONS

- BI - Basic Income
- BNL - By-Name List
- CAB - Community Advisory Board
- CAT - Coordinated Access Table
- CATH - Coordinated Access Transitional Housing Program: provides those who are identified as chronic on the BNL with a transitional unit for up to three months
- CHHAP - Chronic Homeless Housing Allowance Program
- Chronic homelessness: refers to individuals who are currently experiencing homelessness AND who meet at least 1 of the following criteria: they have a total of at least 6 months (180 days) of homelessness over the past year; they have recurrent experiences of homelessness over the past 3 years, with a cumulative duration of at least 18 months (546 days)
- COHB - Canada-Ontario Housing Benefit
- CSWB - Community Safety & Well-being
- CW - LHIN - Central West Local Health Integration Network
- DAFHT - Dufferin Area Family Health Team
- DBOT - Dufferin Board of Trade
- DCEC - Dufferin County Equity Collaborative
- DC MOVES - Dufferin County – Managing Organizing Validating Engagement Strategy
- DEI - Diversity, Equity, and Inclusion
- HCIA - Headwaters Communities in Action
- HHCC - Headwaters Health Care Centre
- Impact: the effects of outcomes that contribute to our vision
- LEAN - Lived Experience Advisory Network
- OHT - Ontario Health Team
- OW - Ontario Works
- OPHI - Ontario Priorities Housing Initiative Housing Allowance Program
- Outcomes: actions, behavior changes, etc., by key system actors that contribute to our goals (i.e. increase in decision makers awareness of equity)
- Output: the number of people affected or number of items produced by an action
- SHIP - Services and Housing In the Province
- TOR - Terms of Reference
- WPB - Workforce Planning Board