



DCEC
Feb 23, 2021
meeting #8



**DUFFERIN
COUNTY
EQUITY
COLLABORATIVE**

AGENDA

- Check in with each other
- Landscape update
- Work Group Spotlights
- Tailwinds/Headwinds review
- What's next
- Closing thoughts



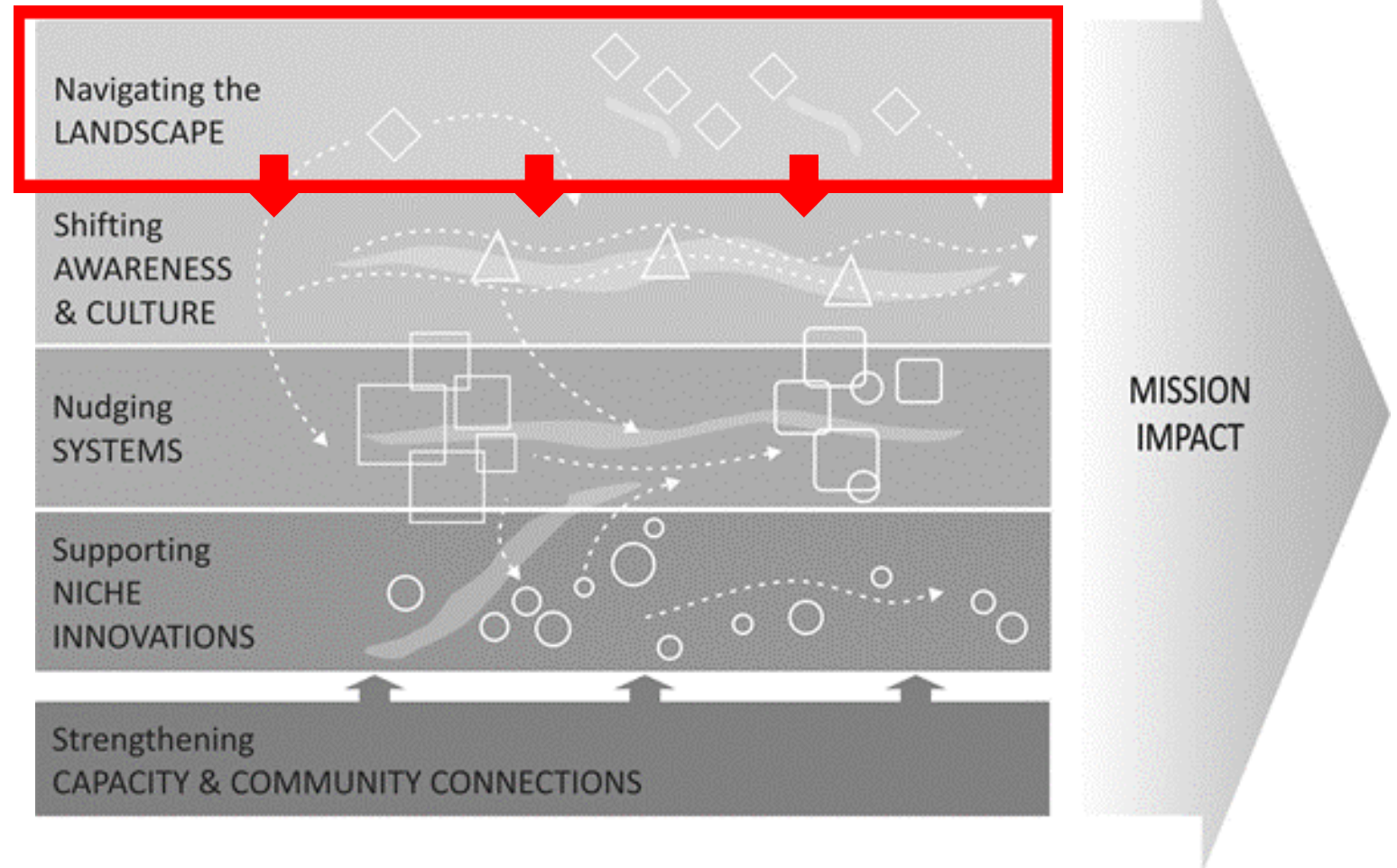
Check in with each other

ZOOM POLL **Are you experiencing burn out ?**

<https://hbr.org/2019/07/6-causes-of-burnout-and-how-to-avoid-them>

Context Matters (shared from the Tamarack Inst)

- How has the Covid-19 disruption influenced our DCEC work?



Context for DCEC

Our 3 pathways for change to achieve the Vision:

Every resident of Dufferin County will have the opportunity to reach their full potential



ADVOCATING, INFORMING & BUILDING AWARENESS



MINIMIZING SERVICE BARRIERS



INNOVATING SOLUTIONS



How has the **context** in which we are doing our equity work shifted and impacted our goals, actions, and intended outcomes?

Highlights from:

- Employment
- Health Equity
- Housing and Homelessness



EMPLOYMENT

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

Intended outcomes (what we had planned to achieve)	COVID and other disrupters (what influenced actions?)	Realised outcomes (how did the disrupters impact the outcomes?)	How does this impact our intended outcomes for 2021?
Increase awareness of challenges employers and employees face in Dufferin	<ul style="list-style-type: none"> No longer having face to face interactions with people Businesses closed due to lock down 	<ul style="list-style-type: none"> We needed to look at a new way to share information with people 	<ul style="list-style-type: none"> Ontario Works has become 100% digital Two Way Digital messaging available for clients
Increase awareness and access to local skills training, vocation and apprenticeship opportunities	<ul style="list-style-type: none"> In person sessions /training no longer available 	<ul style="list-style-type: none"> How can we provide virtual training 	<ul style="list-style-type: none"> Almost all training courses are now available on line
Advocate for Living Wage and benefits	<ul style="list-style-type: none"> Federal Government begins to issue CERB and other financial supports 	<ul style="list-style-type: none"> Realization that citizens need financial support 	<ul style="list-style-type: none"> Benefits extended to September 2021




HEALTH EQUITY

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 (what we had planned to achieve)	COVID and other disrupters (what influenced actions?)	Realised outcomes (how did the disrupters impact the outcomes?)	How does this impact our intended outcomes for 2021?
<p>Identify and remove service barriers to reduce health inequities</p> <p>Creation of the Dufferin Caledon Cold and Flu Clinic was intended to provide assessment and testing to all residents of Dufferin Caledon demonstrating COVID like symptoms, needing to see a physician.</p>	<p>Need to ensure all residents have access to a physician that can “put a stethoscope on a patient’s chest”, recognizing there are a number of Dufferin Caledon residents without access to a primary care provider. These residents otherwise go to walk ins or ER depts.</p>	<p>On a weekly basis over 17% of the patients seen do not have a local primary care provider.</p>	<p>Recalibrated objective of the Hills of Headwaters OHT;</p> <ul style="list-style-type: none"> • Applying a health equity lens, increase utilization of acute care, community and mobile based testing and assessment by 10% (total testing up to 400+/day), with a focus on addressing for all at risk communities. • Increase the proportion of non-affiliated and non-rostered patients accessing the cold, cough and flu community clinic by 30%



HOUSING & HOMELESSNESS

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

Intended outcomes (what we had planned to achieve)	COVID and other disrupters (what influenced actions?)	Realised outcomes (how did the disrupters impact the outcomes?)	How does this impact our intended outcomes for 2021?
Increase awareness of housing and homelessness challenges in Dufferin County	<ul style="list-style-type: none"> - # on the BNL - Visibly unsheltered population - Skyrocketing rents/lack of affordable housing - Decrease in shelter capacity - Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> -Creation of the “If you know someone is homeless cards” -Media campaign 	<ul style="list-style-type: none"> - Increased awareness
Explore options to increase supply of affordable housing options	<ul style="list-style-type: none"> - Ever growing housing waitlist - Lack of landlord engagement - Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> - Incentives to leave the waitlist - Hiring of a landlord liaison 	<ul style="list-style-type: none"> - Reduction in waitlist numbers - Landlord engagement



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Intended outcomes (what we had planned to achieve)	COVID and other disrupters (what influenced actions?)	Realised outcomes (how did the disrupters impact the outcomes?)	How does this impact our intended outcomes for 2021?
Increase access to affordable rental housing options	<ul style="list-style-type: none"> - Struggle to pay rent - Inability to afford first and last month rent - Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> - Creation/implementation of Housing Allowance and Housing Benefit programs - Creation of CHHAP and - CATH program 	- Reduction in homelessness
Greater prevention initiatives to help maintain existing housing	<ul style="list-style-type: none"> - Lack of housing supports - Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> - Housing support workers - Landlord liaison - Funding to assist with arrears 	- Obtain and maintain housing

How has the Covid-19 disruption influenced our DCEC outcomes work? (adapted from the Tamarack Inst)



Level 1: Spot It

- Headwinds & Tailwinds Assessment
- A simple framework for identifying contextual factors that create resistance for your poverty reduction work (e.g. headwinds) and those that facilitate it (e.g. tailwinds).



Level 2: Track It

- Ripple Effect Mapping
- A simple technique for tracking the ripple effect of an intervention – or context shift – on our work.



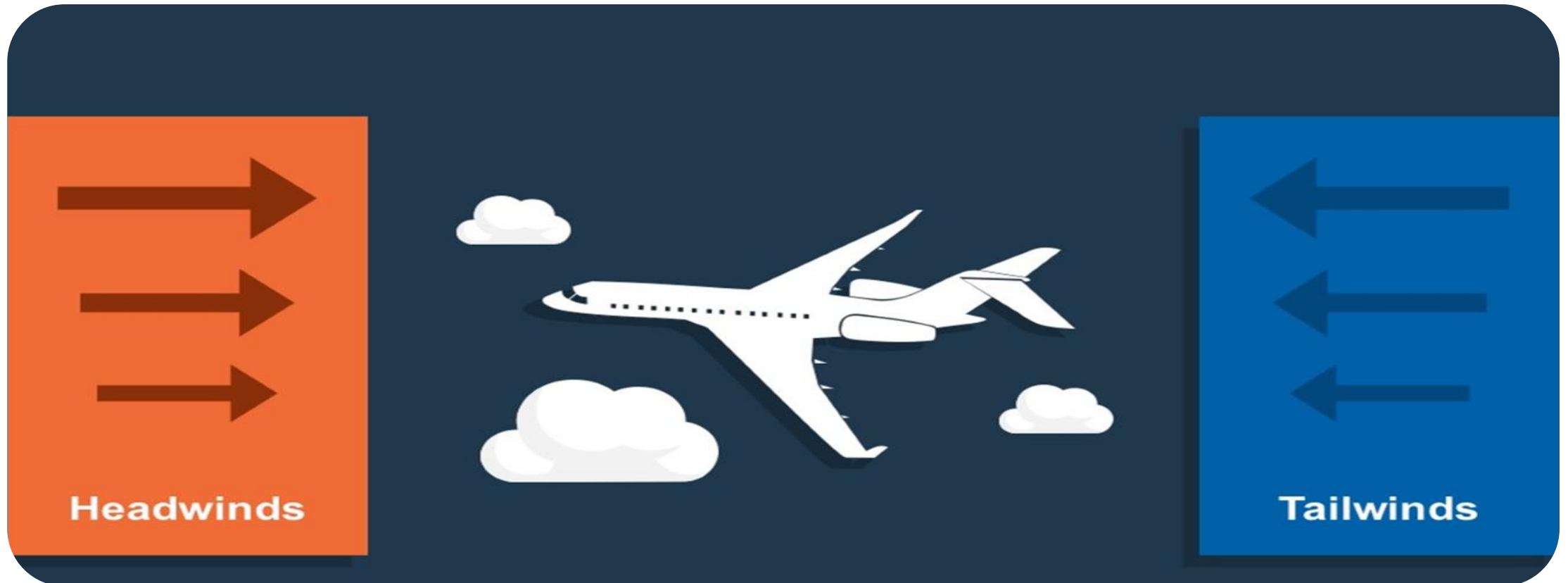
Level 3: Adapt to It

- Adaptive Management, Context Indicators Tracking & Sense-Making
- A variety of different techniques that higher capacity groups can adapt to their own context: advisory groups, context indicators, etc.

Headwinds & Tailwinds (adapted from the Tamarack Inst)

Level 1: Spot It

Headwinds & Tailwinds Assessment. A simple framework for identifying contextual factors that create **resistance** for our Equity work (e.g. headwinds) and those that **facilitate** it (e.g. tailwinds).



Break out instructions

1. List the tailwinds

Identify contextual factors/changing landscapes across the 3 pathways that have **facilitated efforts** for Housing and Homelessness, Employment and Health Equity

2. List the headwinds

Identify contextual factors/changing landscapes across the 3 pathways that have **created resistance** for Housing and Homelessness, Employment and Health Equity

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Set background

Clear frame



List the tailwinds

Identify contextual factors/changing landscapes across the 3 pathways that have facilitated efforts for Housing and Homelessness, Employment and Health Equity

ADVOCATING,
INFORMING &
BUILDING
AWARENESS

MINIMIZING
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BARRIERS

INNOVATING
SOLUTIONS





Set background

Clear frame



List the headwinds

Identify contextual factors/changing landscapes across the 3 pathways that have created resistance for Housing and Homelessness, Employment and Health Equity

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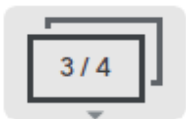
INNOVATING
SOLUTIONS



Group conversation tailwinds and headwinds

Where have these winds taken us ?

- Positive /negative shifts
- New opportunities
- Lost ground



Set background

Clear frame



Where have these winds taken us ?

Positive
/negative
shifts

New
opportunities

Lost
ground



What are the Ripple Effects

Level 2: Track it



How should we adapt

Level 3: Adapt to it



Closing thoughts



DCEC Feb 23, 2021 - Check-in



4 / 4



Set background

Clear frame



How do you feel about what has been accomplished at our meeting today

