



DCEC  
Oct 27, 2021  
meeting #9



**DUFFERIN  
COUNTY  
EQUITY  
COLLABORATIVE**





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## AGENDA

- Check in welcome
- Call to order / housekeeping
- Landscape update
- Recapping the last year
- Introducing our Asset Map
- Confirming the work going forward
- Confirming the members
- Next steps/ next meeting
- Closing thoughts



## Terms of Reference

### 6.0 CO-CHAIRS

#### Selection of Co-Chairs

- DCEC shall have 2 Co-Chairs.
- One *Permanent* Co-Chair will be the Director of Community Services at the County of Dufferin and will be an active member of “DCEC”.
- One *Fixed-Term* Co-Chair will serve a one year term and will be an active member of “DCEC”.
- The members may volunteer or be nominated for the Fixed-Term Co-Chair position.
- Fixed-Term Co- Chair will be voted in by a 50% plus 1 vote.

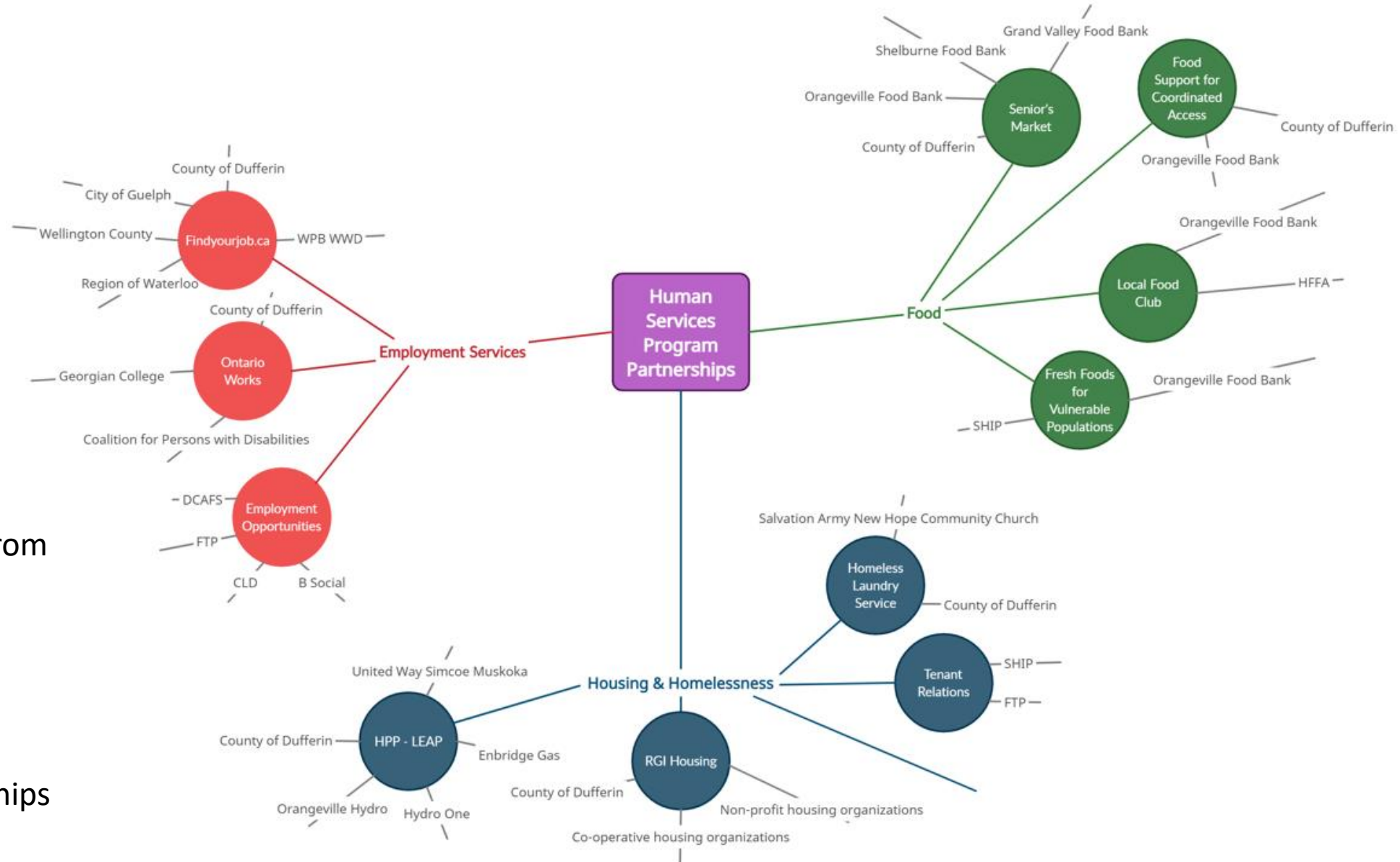


## Terms of Reference (con't)

### **6.0 CO-CHAIRS**

#### Responsibilities of Co- Chairs

- Attend and preside over “DCEC” meetings in conjunction with the DC MOVES Coordinator.
- Be a voting member of the “DCEC”.
- Establish the “DCEC” meeting agenda with DC MOVES Coordinator.
- Facilitate “DCEC” meetings in a focused, encouraging, inclusive, respectful and timely manner.
- Follow-up with members who are not attending.
- Establish work groups/task forces/sub-committees as may be required.
- Be cognizant of the areas, ideas and perspectives that may not be represented on the committee, and suggest where appropriate, that the perspectives of those areas be sought.
- Represent the committee in public presentations/communications as may be required.



We currently have data from

12 agencies







Reporting 155 programs

Listing over 300 partnerships

## 2021-22 EMPLOYMENT ACTION PLAN

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

### DEFINITIONS:

Intended Outcomes	Actions & Tasks Within That Action	Pathway(s)	Horizons	Timeline	Assigned To:
<p>Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity). (Be <b>specific</b> on how we will <b>measure</b> the outcome, qual &amp;/or quant data, etc)</p>	<p>The steps, activities, etc., which are required to achieve the outcomes</p>	<p>Method of change. Impact will be achieved by taking action in each of the three pathways to change. Please pick which pathway(s) the action falls under:</p> <ul style="list-style-type: none"> <li>Advocating, informing &amp; building awareness </li> <li>Minimizing service barriers </li> <li>Innovating solutions </li> </ul>	<p>The 3 horizons is a strategy framework to think about the future. Crisis management, recovery and transformation can happen all at the same time, or we may shift back and forth between these horizons for the next few years. Please think about and use the horizon(s) to help plan out your working group actions:</p> <ul style="list-style-type: none"> <li>Crisis management </li> <li>Recovery </li> <li>Transformation </li> </ul>	<p>Be specific</p>	<p>Be as specific as possible</p>

## 2021-22 EMPLOYMENT OUTCOME DIARY

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

### 2021-22 OUTCOME DIARY:







INTENDED OUTCOMES	UPDATES ON ACTIONS OR OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES (WITH #S)	STATUS	DATE COMPLETED
1. Increase awareness of challenges employers and employees face in Dufferin		<ul style="list-style-type: none"> <li>No longer having face to face interactions</li> <li>Businesses temporarily or permanently closed due to lockdowns</li> <li>Employees forced to leave work to care for children/loved ones or to protect themselves from illness</li> <li>Fluctuating unemployment rates/employers not hiring as much because of the pandemic</li> <li>New challenges for employers/employees from pandemic (i.e. health and safety measures, working from home, mental health, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>New ways of sharing information and communication with clients and the community (i.e. Two-Way Digital messaging now available for OW clients)</li> <li>Rural Resiliency Task Force conducted a COVID BR+E to understand the challenges businesses face and create an action plan to assist businesses</li> <li>Promoted the FindYourJob.ca tool to business owners and employees</li> <li>Launched the Ready to Re-Open <u>inDufferin</u> program</li> <li>Started Agriculture Roundtables on a monthly basis</li> <li>Worked with the Western Ontario Warden's Caucus to conduct regional surveys</li> </ul>		



## 2021-22 HEALTH EQUITY ACTION PLAN

**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

### DEFINITIONS:

Intended Outcomes	Actions & Tasks Within That Action	Pathway(s)	Horizons	Timeline	Assigned To:
Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity). (Be <b>specific</b> on how we will <b>measure</b> the outcome, qual &/or quant data, etc)	The steps, activities, etc., which are required to achieve the outcomes	Method of change. Impact will be achieved by taking action in each of the three pathways to change. Please pick which pathway(s) the action falls under: <ul style="list-style-type: none"> <li>Advocating, informing &amp; building awareness </li> <li>Minimizing service barriers </li> <li>Innovating solutions </li> </ul>	The 3 horizons is a strategy framework to think about the future. Crisis management, recovery and transformation can happen all at the same time, or we may shift back and forth between these horizons for the next few years. Please think about and use the horizon(s) to help plan out your working group actions: <ul style="list-style-type: none"> <li>Crisis management </li> <li>Recovery </li> <li>Transformation </li> </ul>	Be specific	Be as specific as possible

## 2021-22 HEALTH EQUITY 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






### 2021-22 OUTCOME DIARY:

INTENDED OUTCOMES	UPDATES ON ACTIONS OR OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES (WITH #S)	STATUS	DATE COMPLETED
1. Awareness raising and capacity building for health equity at the local institutional levels		<ul style="list-style-type: none"> <li>Essential of daily living became hard to find bringing lived experience to those not previously familiar with resource scarcity</li> <li>Realization that individuals need appropriate income and financial support</li> </ul>	<ul style="list-style-type: none"> <li>Brought food security, housing and equitable access to health service into national focus</li> <li>Informal networks and loose affiliations became true partners during the crisis</li> <li>Shared community of supports across all congregate settings that care for those most at risk</li> </ul>		
2. Increase our knowledge and understanding of lived experience and what would help to lessen negative impact					
3. Raise awareness of the root cause of health equity issues (food insecurity, housing, transportation, access to primary care, etc.) within the community		<ul style="list-style-type: none"> <li>Raise awareness of the root cause of health equity issues (food insecurity, housing, access to primary care, etc.) within the community</li> </ul>	<ul style="list-style-type: none"> <li>Food Bank's collaborative response to COVID-19 increased community knowledge of services and increased accessibility</li> <li>An increased public awareness around food</li> </ul>		

# 2021-22 HOUSING ACTION PLAN

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

## DEFINITIONS:

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Behaviour changes, etc., by key system actors that contribute to our goals (i.e. change in decision makers awareness of equity). (Be <b>specific</b> on how we will <b>measure</b> the outcome, qual &/or quant data, etc)	The steps, activities, etc., which are required to achieve the outcomes	Method of change. Impact will be achieved by taking action in each of the three pathways to change. Please pick which pathway(s) the action falls under: <ul style="list-style-type: none"> <li>Advocating, informing &amp; building awareness </li> <li>Minimizing service barriers </li> <li>Innovating solutions</li> </ul>	The 3 horizons is a strategy framework to think about the future. Crisis management, recovery and transformation can happen all at the same time, or we may shift back and forth between these horizons for the next few years. Please think about and use the horizon(s) to help plan out your working group actions: <ul style="list-style-type: none"> <li>Crisis management </li> <li>Recovery </li> <li>Transformation </li> </ul>	Be specific	Be as specific as possible

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### 2021-22 OUTCOME DIARY:

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1. Increase awareness of housing and homelessness challenges in Dufferin County		<ul style="list-style-type: none"> <li>Number of individuals on the BNL and a visible unsheltered population</li> <li>Skyrocketing rents/lack of affordable housing</li> <li>Decrease in shelter capacity due to COVID-19 measures</li> <li>Increase in Federal/Provincial funding</li> </ul>	<ul style="list-style-type: none"> <li>Creation and distribution of over <b>3,000</b> "If you know someone is homeless" cards and extensive media campaign led to increased awareness</li> </ul>		
2. Explore options to increase supply of affordable housing options		<ul style="list-style-type: none"> <li>Ever growing housing waitlist</li> <li>Lack of landlord engagement</li> <li>Increase in Federal/Provincial funding</li> </ul>	<ul style="list-style-type: none"> <li>OPHI provided <b>57</b> housing allowances to households on the waitlist. COHB provided <b>17</b> housing benefits to households on the waitlist</li> <li>Hiring of a landlord liaison led to better landlord engagement</li> </ul>		
3. Increase access to affordable rental housing options		<ul style="list-style-type: none"> <li>Individuals struggling to pay rent because of COVID-related issues (i.e. lost job, etc.)</li> <li>Inability to afford first and last month rent</li> <li>Increase in Federal/Provincial funding</li> </ul>	<ul style="list-style-type: none"> <li>Creation/implementation of Housing Allowance and Housing Benefit programs led to rental housing being more affordable</li> <li>Creation of CHHAP and CATH led to more than a</li> </ul>		

## 2021-22 LEAN ACTION PLAN

**GOAL:** Members of the community have an opportunity to share their experience, provide input and work collaboratively with Dufferin agencies to reduce inequities in the community

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1.					
2.					
3.					
4.					



## Confirming Voting Members

### **VOTING MEMBER AGENCIES:**

- Alzheimer Society of Dufferin County
- Bethell Hospice Foundation
- Canadian Mental Health Association Peel-Dufferin
- Catholic Family Services Peel-Dufferin
- Choices Youth Shelter
- Dufferin Area Family Health Team
- Dufferin Child & Family Services
- Dufferin County Community Services
- Family Transition Place
- Friends & Advocates Peel
- Georgian College
- Habitat for Humanity
- Headwaters Health Care Centre
- Hospice Dufferin
- Humber College
- Central West Local Health Integration Network
- Ontario Telemedicine Network
- Orangeville Food Bank
- Ontario Provincial Police
- Services and Housing In the Province
- Telecheck-Dufferin
- United Way Guelph Wellington Dufferin
- Upper Grand District School Board
- Wellington-Dufferin-Guelph Public Health
- Workforce Planning Board of Waterloo Wellington Dufferin



## Confirming Work Group members

### **Housing & Homelessness:**

- Carol Barber, Cory O’Handley, Joanne Johnston, Lyn Allen, Norah Kennedy, Yvonne B

### **Employment:**

- Brenda Burman, Carol Maitland, Charlene Hofbauer, Christine Madden, Diane Morris, Joe Andrews, Karisa Downey, Shirley Hannigan

### **Health Equity:**

- Emelyn Rozas, Heidi Vanderhorst, Lianne Barbour, OFB, Tim Smith, Wendy Taylor-Brett

### **LEAN:**

- Christa Jewell, Heather Hayes, John Oosterhof





## What's Next

- Submit your updated Action Plans and Outcome Diary docs by **Jan 12<sup>th</sup> 2022** for consolidation and drafting of our 2022 Roadmap (send to Elaine and Julie please)
- Next large group meeting **Feb 10<sup>th</sup> 2022**, 9 to 11 to review progress and 2021 Report to Community

## Closing thoughts – polls



1. Thinking of what we covered today, was it:  
 $1/13$  too much,  $1/13$  not enough,  $11/13$  just right
2. Thinking of the work assigned, is it:  
too much, not enough,  $13/13$  just right

Poll results shown in purple