



**DUFFERIN  
COUNTY  
EQUITY  
COLLABORATIVE**

# 2022 REPORT TO THE COMMUNITY



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# FROM THE CO-CHAIRS

The equity landscape in Dufferin County was troubling in 2022. Our members responded to an onslaught of housing and homelessness priorities, a dynamic shift in the employment landscape, and a food security and health equity crisis. Despite these challenges, DCEC members facilitated resilience in our community. These efforts are summarized in the 2022 DCEC Report to the Community.

In 2022, DCEC stayed true to its vision: "Every resident of Dufferin County will have the opportunity to reach their full potential." As co-chairs, we would like to thank our members for their continued commitment to advancing equity in Dufferin County.

*Anna McGregor*

Director - Community Services

*Heather Hayes*

Executive Director



# WHO WE ARE

[DCEC.ca](http://DCEC.ca)

## VISION

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

## MISSION

A collaborative broad base of stakeholders who are working together to improve the quality of life of Dufferin County residents.

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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 Sub-Collaborative recognized they could benefit from combining their skills and knowledge.

The tables joined and held their first meeting on December 13th, 2018. The collaborative is composed of:

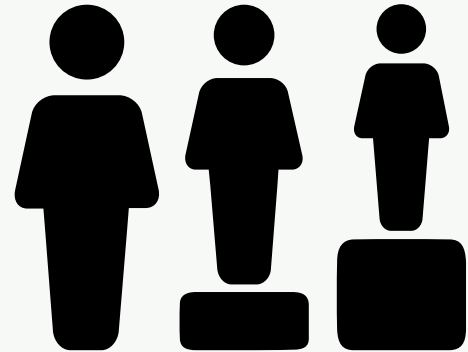
- Human Service Providers
- Decision Makers
- Community Leaders

## VOTING MEMBERS

- Alzheimer Society of Dufferin County
- Canadian Mental Health Association Peel-Dufferin
- Catholic Family Services Peel Dufferin
- Choices Youth Shelter
- County of Dufferin
- Dufferin Area Family Health Team
- Dufferin Child and Family Services
- Family Transition Place
- Friends and Advocates Peel
- Georgian College
- Habitat for Humanity
- Headwaters Communities In Action
- Headwaters Health
- Hospice Dufferin
- Muslims of Dufferin
- Orangeville Foodbank
- Services and Housing in the Province
- Town of Orangeville
- United Way Guelph Wellington Dufferin
- Upper Grand District School Board
- White Owl Native Ancestry Organization
- Workforce Planning Board of Waterloo Wellington Dufferin

# WHY EQUITY?

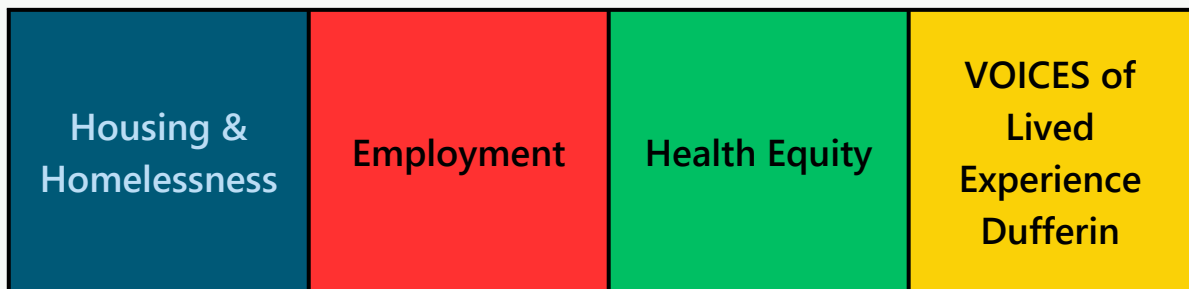
To achieve equity, we need to understand the obstacles that hinder performance and potential in our community. By providing measured supports and resources we can assist in this process. Equity is a complex, subjective, and personal subject. Acknowledging and acting with this in mind is crucial to our work at DCEC. We often ask our community and our Collaborative:



- What would help you get where you need to go?
- What is in the way?
- What is your experience with equity and your story in Dufferin County?

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## CURRENT PRIORITY AREAS



We acknowledge the complexity of equity, and the numerous obstacles that hold back individual potential. The Collaborative has agreed upon and identified four areas in our community that we believe are priorities. In 2022, VOICES of Lived Experience Dufferin successfully launched with funding from United Way Guelph Wellington Dufferin and the hiring of a coordinator. This priority area is crucial to the subjective and personal nature of the equity subject we work on.

# Where We Have Been



## 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 Well-being, Poverty Reduction, and Resource Sharing were set.

## Nov. - January 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 of Public Health, Georgian College, HCIA, and 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 Province on Housing & Income Security Reform.

## May - June 2019

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



## Feb. - April 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 and 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 underway for roadmaps and inventory of agency actions.
- Connected with CW-LHIN.
- Questions raised on TOR and connection to DC MOVES.
- Discussion of joining DCPRTF and 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 Oct. 17 as the "International Day for the Eradication of Poverty" in Dufferin.
- Released the 2018/2019 Report to the Community.

## March - 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.

## Jan. - Dec. 2021

- DCEC continued virtual meetings.
- Many partners experienced service disruptions due to the pandemic.

## Jan. - Sept. 2022

- 2021 Report to the Community released.

# CREATING CHANGE

## Pathways to Change

### Advocating, Informing, and 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 outcomes have on our overall vision.



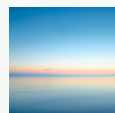
### Outcomes

- 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

- Crisis Management
- Recovery
- Transformation



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

# HOUSING & HOMELESSNESS

**GOAL:** All members of the community will have equitable access to safe and affordable housing.



## Planned Outcomes

## Realized Outputs & Outcomes

Increase community awareness and understanding of homelessness, the lack of safe and affordable housing in our community, and the impact these issues have on our community.

- Launched recruitment campaign for new members of the working group; one new member was added.
- Attended "Celebrate Your Awesome" on June 18, 2022, in Orangeville. Partners raised awareness on housing and homelessness while celebrating pride and diversity at the event.

Increase supply of safe and affordable housing.

- No update.

Increase access to safe and affordable housing.

- Increased Ontario Priority Housing Initiative (OPHI) allowances from 54 to 66 at County of Dufferin.
- Increased Canada-Ontario Housing Benefits (COHB) from 25 to 49 at County of Dufferin.

Increase initiatives to help obtain and maintain safe and affordable housing.

- County staff member was certified in Rent Smart. Hope to expand program to other staff and clients to build strong tenant-landlord relationships.
- Distributed housing challenges and priorities post cards in Orangeville. Post cards allowed community to easily submit their challenges and priorities to Town Council - Town of Orangeville.
- The County realigned housing supports to the Ontario Works division and created the Housing Stability Team. This team provides holistic support to clients on the BNL.



# EMPLOYMENT

**GOAL:** All members of the community will have equitable access to meaningful employment opportunities with the ability to achieve economic well-being.



## Planned Outcomes

## Realized Outputs & Outcomes

Increase community awareness of employment opportunities in Dufferin County.

- Dream Dufferin took place on September 14, 2022. This free event was attended by students, parents, and career seekers. 30 Businesses attended, and over 1000 attendees witnessed interactive trade displays.
- Career Education continues to get information into high schools through their Career Portal. Exploring a return of in-school events for students.

Increase initiatives that assist employer recruitment.

- The Workforce Planning Board (WPB) collected employer resources and put them in a convenient location the "Employer Resource Corner" on their website. Resources include ways to connect with job seekers, local labour market information, employee retention resources, organizations that provide support to employers, and business incentives.
- WPB released "Caring Occupations: Supporting Waterloo Wellington Dufferin." Statistics show ongoing supply and demand issues for health care & social assistance (73% women) and educational services (84% women).

Increase understanding and awareness of Living Wage.

- Living Wage calculations are now done by Ontario Living Wage Network. Dufferin-Wellington-Guelph-Waterloo area's living wage is \$19.95.

# HEALTH EQUITY

**GOAL:** All members of the community will have equitable access to resources for health, and to receiving care that is person centred.



## Planned Outcomes

## Realized Outputs & Outcomes

Raise awareness and capacity building for health equity in our community.

- Regrouped and increased membership of working group. Working group represents a variety of sectors and organizations.
- Two sub-groups have been created (Food Insecurity and Period Products).

Raise awareness of the root cause of health equity issues.

- Provided "Bridges out of Poverty" workshops in the community, and link to training for front-line staff.

Identify and utilize existing health equity knowledge and practices in the community.

- Engaged Dufferin County, Public Health, and Hills of Headwaters Ontario Health Team on health equity data.

# VOICES OF LIVED EXPERIENCE DUFFERIN

**GOAL:** The community will enact real change and consult VOICES of Lived Experience Dufferin on equity issues.



## Planned Outcomes

## Realized Outputs & Outcomes

Build a capacity and structure for consultation and engagement.

- Working Group has scheduled weekly meetings.
- Membership of the group has expanded to 5 plus 1 facilitator.

Mobilize and set a strong foundation and vision for the working group.

- Members are recording their stories and experiences of services in the community. Have defined terms, purpose, terms of engagement, identified key areas for community framework, created a group name (VOICES of Lived Experience Dufferin), and have a new logo.

Shift the perception of PWLE in the community.

- Conducted two community consultations and provided a written report with feedback on community initiatives that impact people in poverty. VOICES is ready to offer more of these services to the community.

Act as leaders, support, and technical experts on lived experience in the community.

- Work is underway for best-case practices (or framework) for working with VOICES.

# CLOSING THOUGHTS

## From the Warden

On behalf of the County of Dufferin, I am pleased to present the 2022 DCEC Report to the Community. In 2022, we saw equity gaps widen with the conclusion of the COVID 19 pandemic. DCEC has worked tirelessly to raise awareness around this issue, and fight this concerning trend. This report illustrates the crucial work underway in our community, and the collaboration required to advance equity.

On behalf of the County of Dufferin, I would like to thank DCEC and its partners. Their vision and determination provide a vital service to our community and its most vulnerable.

*Wade Mills*

Warden



# APPENDIX

BI	Basic Income
BNL	By-Name List - real-time list of all people experiencing homelessness, who want to be linked to services and work with service providers.
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.
Chronic Homelessness	Refers to individuals who are currently experiencing homelessness AND who meet at least 1 of the following criteria: <ul style="list-style-type: none"><li>• they have a total of at least 6 months (180 days) of homelessness over the past year.</li><li>• they have recurrent experiences of homelessness over the past 3 years, with a cumulative duration of at least 18 months (546 days).</li></ul>
CHHAP	Chronic Homeless Housing Allowance Program - ongoing financial supplement paid by the County to the landlord or eligible renter (from the BNL) to help them offset rental costs.
COHB	Canada-Ontario Housing Benefit
CSWB	Community Safety and Well-being

# APPENDIX

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.
OHT	Ontario Health Team
OPHI	Ontario Priorities Housing Initiative
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 or items produced by an action.
OW	Ontario Works
PWLE	Partners With Lived Experience

# APPENDIX

SHIP	Services and Housing in the Province
TOR	Terms of Reference
WPB	Workforce Planning Board