



**DUFFERIN
COUNTY
EQUITY
COLLABORATIVE**

2020 Report to the Community

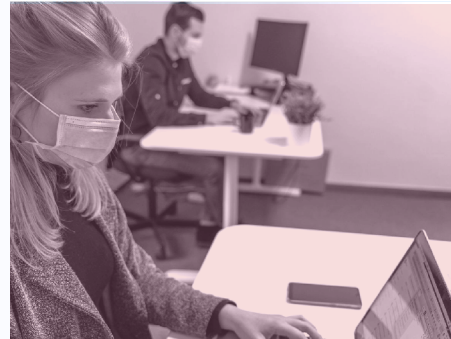


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01

GREETINGS FROM THE WARDEN

On behalf of the County of Dufferin, I am pleased to present the 2020 DCEC Report to the Community. The COVID-19 pandemic has impacted, and continues to impact us all, but not equally. It has increased awareness of some already existing inequities. It has also given us opportunity to address these with greater urgency and innovation. We continue the work across all sectors to address inequity in income, housing, access to food, stable employment and healthcare access, which are intertwined and have a significant influence on our communities health and quality-of-life, both individually and collectively.

Despite the challenges of this past year, DCEC continued to make progress on areas of inequity in Dufferin. This report highlights the important work already achieved and in progress in our community. It also pushes us to do more. The County of Dufferin is grateful and applauds the DCEC members who have been dedicated to addressing poverty and inequity in Dufferin, and who have risen to the changing landscape as a result of the COVID pandemic.

Darren White

Warden
County of Dufferin

REFLECTIONS FROM THE CO-CHAIRS

It goes without saying that 2020 has been like no other year in recent history. The ways in which we carried out our important work may have been different, but our DCEC members continued to do the work with safety and community well-being in the forefront, as can be seen in the 2020 DCEC Report to the Community. COVID-19 has presented a host of new challenges for everyone, but has also been a year of great accomplishments. 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.

As a collaborative, DCEC remains committed to serving the community through an equity lens. Understanding the impacts of COVID-19 on the human services sector requires recognizing the potential barriers to services and supports. It is with the strength in collaboration that DCEC members work towards ensuring every resident of Dufferin can 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 2021. We are all in this together.

Anna McGregor

Director of Community Services
The County of Dufferin

Louise Brooks

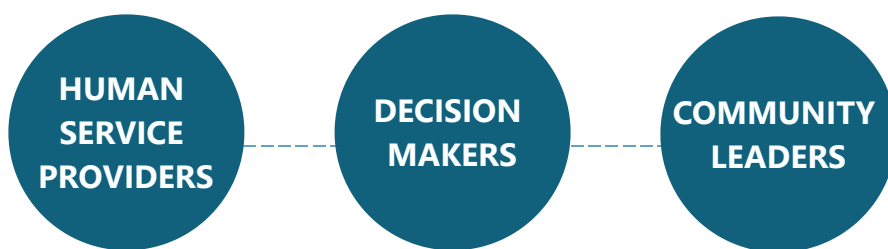
Health Promotion Specialist (HPS)
Wellington-Dufferin-Guelph Public Health



02

WHO WE ARE

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:



VISION & MISSION



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

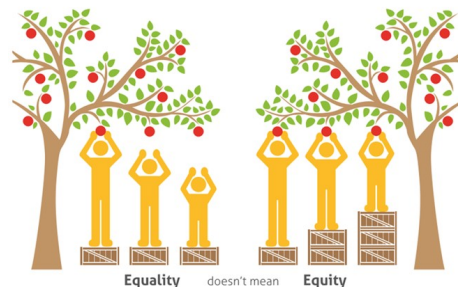


A COLLABORATIVE BROAD BASE OF STAKEHOLDERS WHO ARE WORKING TOGETHER TO IMPROVE THE QUALITY OF LIFE OF DUFFERIN COUNTY RESIDENTS

WHY EQUITY?

The equity lens for this collaborative focuses on goals designed to ensure everyone in our community has a range of opportunities so they can be successful, regardless of their starting point. Equity is achieved when each individual can reach their full potential and are not disadvantaged from attaining it because of barriers. Equality doesn't mean equity.

Equity recognizes that some groups in our community may require extra support and resources to provide the same opportunities to reach and maintain their optimal well-being. Understanding barriers that individuals face and providing an opportunity to reduce those barriers, is the first step to achieving equity. Barriers may include low income, inability to access to healthy food, etc. However, it is important to keep in mind that equity is subjective and personal.



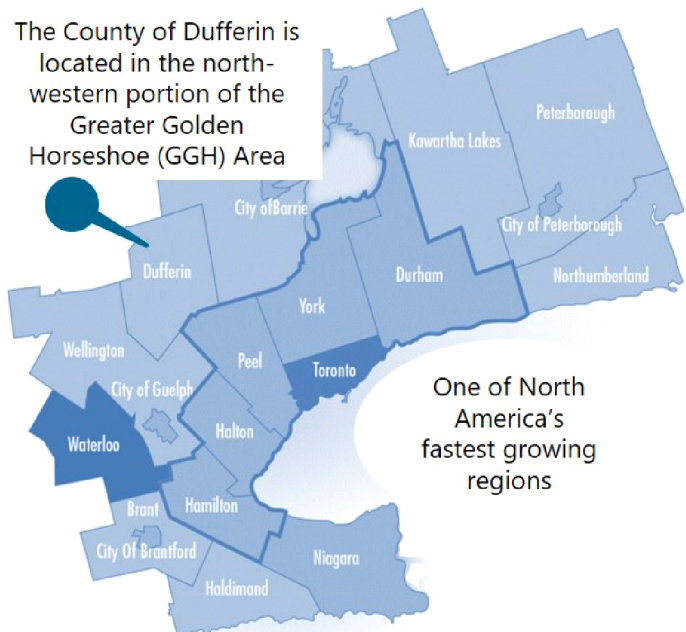
(adapted from Health Quality Ontario, 2018)

DCEC is working towards reducing inequities, removing barriers and creating equitable opportunities that support the well-being for all members of our community.

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WE ARE DUFFERIN COUNTY

The County of Dufferin is located in the north-western portion of the Greater Golden Horseshoe (GGH) Area



One of North America's fastest growing regions

Made up of **1,486** square kilometers and **8** towns and townships:

- Amaranth
- East Garafraxa
- Grand Valley
- Melancthon
- Mono
- Mulmur
- Orangeville
- Shelburne



40.7

Median age of the population in Dufferin County

Dufferin is predicted to have **85,000** residents by 2041

Dufferin County's population as of 2016 **61,735**

65% of the population reside in the three main urban centres of:



Grand Valley population growth from 2011 - 2016 **8.4%**

Orangeville population growth from 2011 - 2016 **3.3%**

Shelburne population growth from 2011 - 2016 **39%**

IF DUFFERIN COUNTY WAS A VILLAGE OF 100 PEOPLE



45

tenant households would spend more than 30% of their household income on shelter costs



73

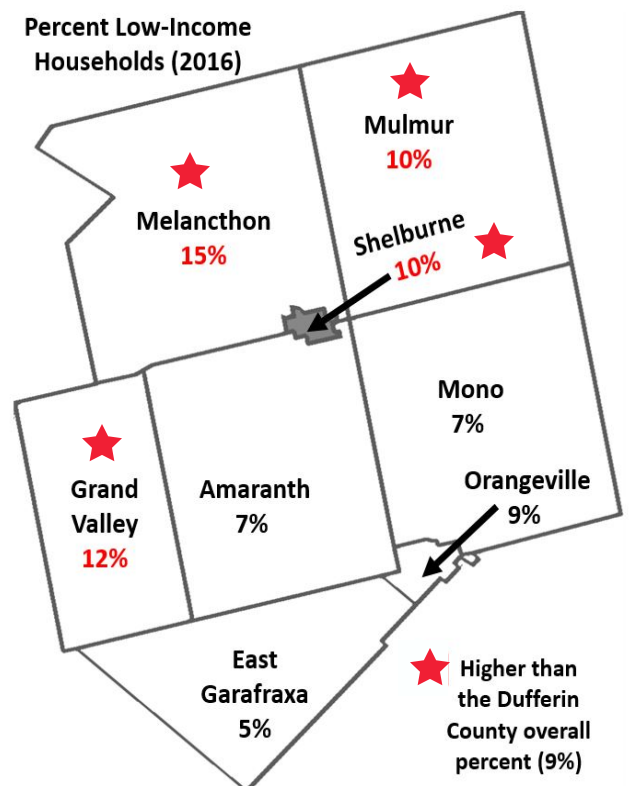
of those 15+ would commute outside of their municipality for work



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of the children age 5 and younger would live in low income households

Percent Low-Income Households (2016)



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Equity this way ->

2020 and beyond



Feb. - Apr. 2019

- Decision to focus on priority areas: Housing & Homelessness, Employment & Health Equity
- Survey and vote on actions for roadmap
- Started the Tamarack Institute - Vibrant Communities' - *Getting to Impact* program
 - Large group meeting to review actions for priority areas. Invited participants to join a working group for one of the priority areas

May - June 2019

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

Sept. - Oct. 2019

- Largest *Bridges Out of Poverty* workshop in Dufferin was held with 94 attendees
- Attended the 2019 Cities Reducing Poverty Ending Poverty in Canada event
- The County of Dufferin proclaimed October 17 as the *International Day for the Eradication of Poverty* in Dufferin County

Dec. 2019

- Released the *2018/2019 Report to the Community*

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Dec. 2018

- DCEC launch meeting
- Review of TOR by attendees and call to membership
- Review of new draft of roadmap and priorities

Sept. - Nov. 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

Mar. - May 2018

- Finalization process for roadmaps
- 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



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Jan. 2017

- The DC MOVES leadership table was formed, with members from Public Health, Georgian College, HCIA and the County of Dufferin

February - November 2017

- Consultant completed *Reducing Poverty in Dufferin County: A Proposed Strategic Framework*
- Position of DC MOVES Coordinator initially filled
- 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

Jan. 2018

- Community Poverty Reduction Summit was held
- Elaine Capes became DC MOVES Coordinator



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Nov. - Dec. 2016

- 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

Feb. - Oct. 2016

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

November 2015

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

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CURRENT COMMUNITY PRIORITY AREAS

There are a multitude of barriers which effect an individuals ability to reach their full potential. However, the DCEC stakeholders agreed in that three factors in particular are a priority, these factors are:

- housing and homelessness
- employment
- health equity

In 2018/2019 the collaborative acknowledged that there is a need to include the voice of those who have lived/living experience of poverty and inequity. Therefore, a fourth area of focus has been added to DCEC's priorities:

- the creation of a Lived Experience Advisory Network (LEAN)



HOUSING & HOMELESSNESS



EMPLOYMENT



HEALTH EQUITY



LEAN

PATHWAYS TO CHANGE

Impact in the priority areas will be achieved by taking action using each of the three 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 stakeholders and decision-makers 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 client perspective

INNOVATING SOLUTIONS



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

IMPACT:

The effects of outcomes that contribute to our vision

OUTPUT:

The number of people affected or number of items produced by an action

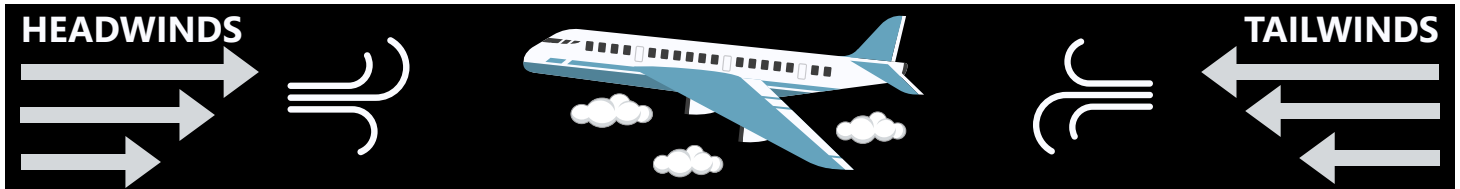
OUTCOMES:

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

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HEADWINDS & TAILWINDS

This assessment was adapted from the Tamarack Institute. It is 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). Headwinds work against us, while tailwinds work for us.



HEADWINDS

- **Funding** – no idea what funding will look like moving forward. Will increased funding disappear when things settle down? New programs and services were created; can we keep those going if/when we lose funding?
- **Uncertainty** - don't know when it will all level out and don't know what the new reality will be. It's a period of immense change and uncertainty.
- **Responsibility** - question of who's in charge. Also, individuals have taken on new responsibilities during the pandemic, as we return to office/normal life, some of the extra work will be more challenging to accomplish.
- **Complacency** - people may go back to old habits or may just totally give up (i.e. education).
- **Technology & Connectivity** - lack of internet speed/availability in Dufferin. The virtual world excludes some of our population, mostly vulnerable populations, that don't have the supports they used to have. How do we keep them informed and supported?
- **Mental Health** - how can providers/front line workers keep themselves well to keep the general population well?
- **Housing Boom** - explosion in housing market and exodus out of the city to areas like Dufferin. Ownership and rentals have risen in price.
- **Equity, Fairness & Government** - need more fairness and income equity. Government unwillingness to fund more dollars into people's hands is a hinderance. Social assistance programs are contributing to homelessness/poverty, the cost to live far exceeds the assistance currently provided.

TAILWINDS

- **Funding** - increased for the priority areas - housing & homelessness, employment, and health equity. Able to set up new, and expand existing, programs and services.
- **Information Sharing** - has been quick and detailed. Greater levels of information sharing. It has led to awareness and understanding of issues, and how we can address these issues.
- **Responsibility & Value** - fewer absences from work. A low rules environment. All levels of government have decided that the human service providers are valuable - undervalued before.
- **Reflection** - now have the chance and time to become contemplative about things around us.
- **Technology & Connectivity** - virtual saves time in traveling. Greater collaboration, providers see each other more frequently now, albeit virtually.
- **Diversity & Inclusion** - issues around diversity have meant that we are diving deeper into these areas. Tailwind was created by tragedy, but now open to questions about recovery for all.
- **Innovative Solutions** – transitions went from years to months (i.e. crisis has made the shift to going online/remote quickly). New and innovative programs/services are being offered (i.e. created mental health immediate access supports).
- **Equity, Fairness & Government** - income inequality is now top of mind and broadly discussed. Minds and services are being transformed at all different levels. May see a guaranteed income come out of this. Disconnect has become visible. CERB is what people need to survive - big difference from current social assistance levels. Acknowledging that more income is needed for all people.

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PRIORITY #1 - HOUSING & HOMELESSNESS

GOAL

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



2020 HIGHLIGHTS

Despite a challenging year with the pandemic, members of the DCEC Housing & Homelessness working group were able to move the needle on eliminating chronic homelessness in Dufferin. They also addressed housing instability and assisted with creating housing affordability in the community:

- Dufferin was recognized as achieving an **Advanced Quality By-Name list** (BNL) for including all people experiencing homelessness in Dufferin. As the 2nd community in Canada to achieve an Advanced Quality BNL, Dufferin County is leading the way and proving to others that it's possible
- Dufferin County has **reduced chronic homelessness** by **more than 50%** and sustained it for at least three consecutive months in 2020
- Over the past year Services and Housing In the Province (SHIP) in partnership with Choices Youth Shelter **provided enhanced supports** to **Choice's Youth Transitional Housing program including**: rent subsidies to assist in program operations; staffing to support program needs; funding and coordination for renovations to the home; service model enhancements and logistical leadership
- In addition SHIP received funding from the Central West Local Health Integration Network (CW-LHIN) for the Dufferin community that focuses on **supporting individuals who are homeless** and who are **involved in the criminal justice system**. The support model includes: 1 full-time staff specializing in justice and rent subsidies
- Dufferin County Housing Services Division have entered into a contract with Dufferin Area Family Health Team (DAFHT) to provide **2 Housing Support Workers** who provide direct support to those who are chronically homeless
- Housing Services also hired a **Housing Placement Worker** to act as a **landlord liaison** and work directly to support landlords and assist tenants in keeping their homes
- In spring 2020, Dufferin County Housing Services introduced **3 new housing allowance programs**: the Ontario Priorities Housing Initiative (OPHI) Housing Allowance Program provided allowances to **57 households**, the Canada-Ontario Housing Benefit (COHB) provided **17 households** with the benefit, and Chronic Homeless Housing Allowance Program (CHHAP) assisted **6 households**. The successful implementation of OPHI and COHB has led to a decrease in the average number of households on the centralized wait list for community housing

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PRIORITY #1 - HOUSING & HOMELESSNESS

2020 INTENTIONS & REALITIES

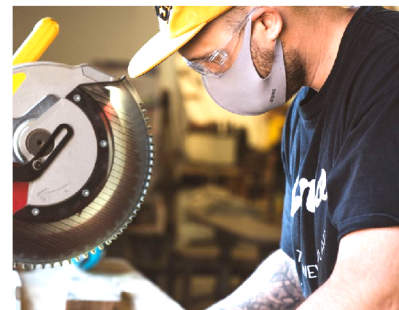
INTENDED OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES
<p>Increase awareness of housing and homelessness challenges in Dufferin County</p>	<ul style="list-style-type: none"> • Number of individuals on the BNL and a visible unsheltered population • Skyrocketing rents/lack of affordable housing • Decrease in shelter capacity due to COVID-19 measures • Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> • Creation and distribution of over 3,000 "<i>If you know someone is homeless</i>" cards and extensive media campaign led to increased awareness
<p>Explore options to increase supply of affordable housing options</p>	<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"> • OPHI provided 57 housing allowances to households on the waitlist. COHB provided 17 housing benefits to households on the waitlist • Hiring of a landlord liaison led to better landlord engagement
<p>Increase access to affordable rental housing options</p>	<ul style="list-style-type: none"> • Individuals struggling to pay rent because of COVID-related issues (i.e. lost job, etc.) • 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 led to rental housing being more affordable • Creation of CHHAP and CATH led to more than a 50% reduction in chronic homelessness
<p>Greater prevention initiatives to help maintain existing housing</p>	<ul style="list-style-type: none"> • Lack of housing supports/changes to supports available because of COVID • Increase in Federal/Provincial funding 	<ul style="list-style-type: none"> • Hiring of two Housing Support Workers and creation of CATH led to individuals being able to keep existing housing • Hiring of landlord liaison led to better relationships with landlords • Funding available to assist with arrears

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PRIORITY #2 - EMPLOYMENT

GOAL

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



2020 HIGHLIGHTS

Over the past year, many businesses were forced to lay-off workers temporarily or permanently, as well as adapt to the public health policies and customer behaviors caused by the pandemic. Whole industries, (i.e. personal care, etc.), were forced to temporarily close. Individuals and families were thrust into challenging situations such as the loss of a job, suddenly working from home, no child care and homeschooling, etc. Still the members of the DCEC Employment working group continued on with determination:

- During COVID, a couple on Ontario Works (OW) who have had ongoing health issues in the past have both been able to **secure employment**. Moving them from transient housing to secured stable affordable housing
- Georgian College Career and Employment Community Services – Orangeville provided **career counselling support** for a client to access Second Career funding
- Grace Tipling Hall in Shelburne is undergoing revitalization including a **Social Enterprise project**. The goals of the project are to provide: needed skills training; increased tourism to support local businesses; entertainment opportunities for the community; and a source for good paying local jobs
- Workforce Planning Board (WPB) of Waterloo Wellington Dufferin has been meeting organizations and businesses to discuss trends. They identified **short term actions** asking DCEC members take part in an action planning to explore and prioritize potential activities/partnering opportunities
- Dufferin County Economic Development established the **Rural Resiliency Task Force** and **conducted a COVID BR+E** to understand the challenges businesses face and create an **action plan to assist businesses**
- They also encouraged Dufferin residents to shop local and take stay-cations in an effort to support the local economy through **social media campaigns** and launch of the tourism inDufferin initiative.
- Dufferin Board of Trade (DBOT) also **launched a shop local campaign** including an “open to serve” campaign highlighting local human service agencies and my Dufferin service listing
- A \$10.4 Million Broadband Expansion was announced for Dufferin

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PRIORITY #2 - EMPLOYMENT

2020 INTENTIONS & REALITIES

INTENDED OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES
<p>Increase awareness of challenges employers and employees face in Dufferin</p>	<ul style="list-style-type: none"> • No longer having face to face interactions • Businesses temporarily or permanently closed due to lockdowns • Employees forced to leave work to care for children/loved ones or to protect themselves from illness • Fluctuating unemployment rates/employers not hiring as much because of the pandemic • New challenges for employers/employees from pandemic (i.e. health and safety measures, working from home, mental health, etc.) 	<ul style="list-style-type: none"> • New ways of sharing information and communication with clients and the community (i.e. Two-Way Digital messaging now available for OW clients) • Rural Resiliency Task Force conducted a COVID BR+E to understand the challenges businesses face and create an action plan to assist businesses • Promoted the FindYourJob.ca tool to business owners and employees • Launched the Ready to Re-Open inDufferin program • Started Agriculture Roundtables on a monthly basis • Worked with the Western Ontario Warden’s Caucus to conduct regional surveys
<p>Increase awareness of, and access to, local skills training, vocation and apprenticeship opportunities</p>	<ul style="list-style-type: none"> • In person sessions/training no longer available • Inability for off-shore workers to arrive, leaving some local ag producers without staff 	<ul style="list-style-type: none"> • Most training/courses are now available online • Promoted re-skilling programs and job-matching programs offered by other organizations
<p>Advocate for Living Wage and benefits as well as Basic Income (BI)</p>	<ul style="list-style-type: none"> • Federal Government begins to issue CERB and other financial supports. Realization that individuals need appropriate income and financial support and that what the province currently provides is not enough (OW is \$733 a month, where CERB was \$2,000) 	<ul style="list-style-type: none"> • DCEC members were provided with information on BI and were sent a link to sign a People's Petition to support BI • Acknowledgement that BI should be added to this outcome • Guaranteed Livable Income speech given to the Senate was circulated to members • Recovery for All was supported by DCEC

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PRIORITY #3 - HEALTH EQUITY

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



2020 HIGHLIGHTS

The pandemic has brought with it many challenges, hardships and loss. For those in health and wellness related sectors it has been chaotic and there has been a stressful, endless demand to work longer hours and to do more within those hours. Those in healthcare who serve the public also have a markedly higher risk of becoming infected with COVID-19. Despite these, and other challenges, members of the DCEC Health Equity working group demonstrated resilience and met several objectives, here are just a few of examples:

- Dufferin County is undertaking the development of a provincially mandated Community Safety & Well-being (CSWB) Plan. Many DCEC members sit on the plan Advisory Committee. A **general public survey was conducted**, which highlighted new data about health, well-being and inequity. Over **450 individuals responded to the survey**. This increased our **knowledge** and **understanding** of those in the community who are facing inequities
- The Dufferin Area Family Health Team (DAFHT): participated in a **mobile swabbing team** which was dispatched in the spring to **swab all congregate care settings** (residents and staff); developed a **Cold & Flu Clinic** for all Dufferin-Caledon residents, patients or not, to be assessed for flu/cold/COVID; developed a **Flu Shot Clinic** for all of Dufferin-Caledon, patients or not, to address the increased need of the general population for the flu shot this year; and hired **2 Housing Support Workers** to address homelessness and access to primary care - supporting non-DAFHT patients as well as DAFHT patients
- Headwaters Health Care Centre (HHCC): Initiated an **Accessibility and Equity Committee** in October 2020 (delayed due to COVID-19) with representation from patients/community members, volunteers, staff etc.; launched a multi-year **accessibility plan** and a revised **accessibility policy**; are revising the **Equity, Diversity and Inclusion Policy**; implementing a **wayfinding strategy** endorsed by Accessibility and Equity Committee; developing a **Safer Spaces Strategy** and educational roll out this fiscal year; seeking renewed **interpretation services**; promoted **Over the Phone interpretation services**; developing a **Smudging Ceremony policy**

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PRIORITY #3 - HEALTH EQUITY

2020 INTENTIONS & REALITIES

INTENDED OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES
Identify and remove service barriers to reduce health inequities	<ul style="list-style-type: none"> Recognizing there are a number of Dufferin/Caledon residents without access to a primary care provider. These residents go to walk ins or ER Development of Dufferin Diversity, Equity and Inclusion Community Advisory Committee The Pandemic removed any "NIMBYism" perspective held by community partners, highlighted that we are all expose to potential harm - particularly our vulnerable populations. A sense of being "truly in this together" was created 	<ul style="list-style-type: none"> Recalibrated objectives of the Hills of Headwaters OHT: <ul style="list-style-type: none"> Applying a health equity lens, increased utilization of acute care, community and mobile based testing and assessment by 10% Created the Dufferin Caledon Cold & Flu Clinic. Increased the proportion of non-affiliated and non-rostered patients accessing the cold, cough and flu community clinic by 30% Increased voice of those individuals who may have experienced barriers Community partners collaborated on greater levels and shared supports
Awareness raising and capacity building for health equity at the local institutional levels	<ul style="list-style-type: none"> Essential of daily living became hard to find bringing lived experience to those not previously familiar with resource scarcity Realization that individuals need appropriate income and financial support 	<ul style="list-style-type: none"> Brought food security, housing and equitable access to health service into national focus Informal networks and loose affiliations became true partners during the crisis Shared community of supports across all congregate settings that care for those most at risk
Raise awareness of the root cause of health equity issues (food insecurity, housing, access to primary care, etc.) within the community	<ul style="list-style-type: none"> Many experienced job losses, financial insecurity providing a small window into what others have experienced. It brought these issues into sharper focus for communities 	<ul style="list-style-type: none"> Food Bank's collaborative response to COVID-19 increased community knowledge of services and increased accessibility An increased public awareness around food insecurity and other health equity issues

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PRIORITY #4 - LIVED EXPERIENCE ADVISORY NETWORK

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

DCEC members started 2020 with the intention of adding a fourth area of focus to DCEC's priorities. Although the collaborative is still deeply invested in including the voice of those who have lived/living experience, it was acknowledged that this would be problematic during the pandemic. Due to public health restrictions, most meetings, services and programs have been virtual since mid-March. Having a Lived Experience Advisory Network (LEAN) that can only meet online is limiting and creates participation barriers. As such, the LEAN focus was temporarily put on hold for 2020. It is the intention of DCEC members to revisit this essential priority in 2021.

MOVING FORWARD

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.



- Keeping people healthy and safe will still be a priority
- Responding to immediate needs will still take precedence
- Focusing on providing service and core programming in spite of challenges
- Starting to think about the ripple effect of decisions and actions



- Keeping the "big picture" in mind as the focus is shifting from management to recovery. Monitor trends
- Track, develop and understand new ideas and practices which were developed during the crisis. Should they be adopted or adapted moving forward?
- What are the strategic implications of COVID-19 and recovery?
- How do we further foster an environment of collaboration and cooperation?



- Some things have and will fundamentally change as the result of the COVID-19 crisis. A crisis can produce real change
- What are the opportunities this disruption has created?
- What is possible to move forward now which was previously impossible?

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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

ACKNOWLEDGEMENTS

We gratefully acknowledge the efforts of all individuals, local agencies and service providers involved in this collaboration. We appreciate and want to thank all of you. Let us continue together with our collaborative approach to creating a vibrant, equitable, inclusive and healthy community.

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

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

Website:

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



Facebook:

www.facebook.com/dufferin-county-equity-collaborative



Twitter:

twitter.com/ActionHCIA



Join In Dufferin:

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GLOSSARY OF TERMS, ACRONYMS, & ABBREVIATIONS

- BI - Basic Income
- BNL - By-Name List: list of every person in a community experiencing homelessness, updated in real time
- BR+E - Business Retention and Expansion
- 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
- CERB - Canada Emergency Response Benefit
- 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
- 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
- NIMBY - Not in my backyard
- 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