

# Dufferin County Equity Collaborative (DCEC)

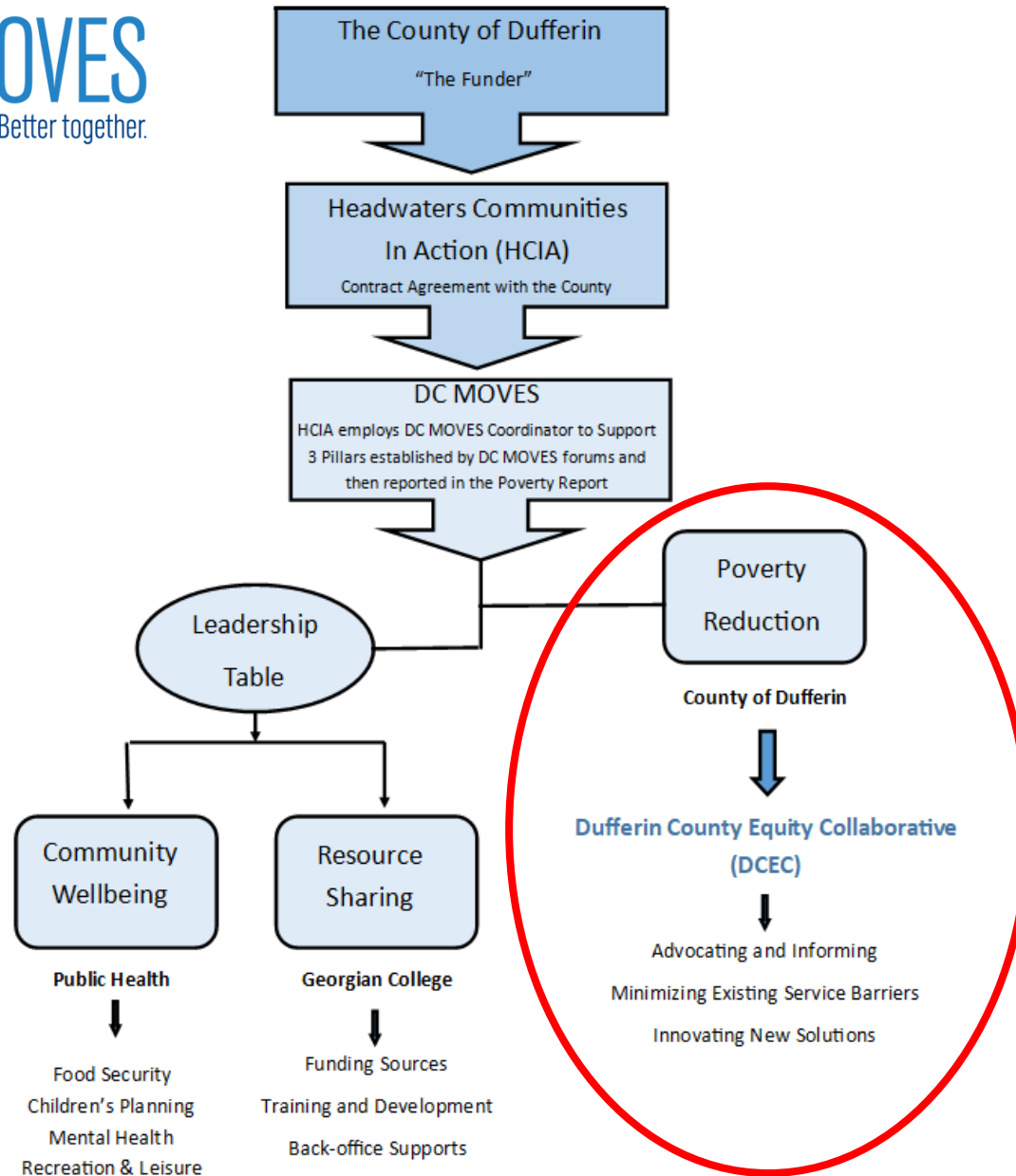
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Co-Chair DCEC  
Presentation to DC MOVES  
September 23, 2021



**DUFFERIN  
COUNTY  
EQUITY  
COLLABORATIVE**



**DC MOVES**  
Better together.



# Collaboration

*“Intersectoral collaboration is essential to addressing complexities of social, political, economic and environmental factors that influence... inequities”*

(Jeffrey Turnbull, 2018)

## Why

- No one can do this work on their own
- Many levers of change on determinants of health lie outside the health sector
- Collaboration includes, residents, clients, patients and families

# Equity Definition



“Equity means that all people can reach their full potential and are not disadvantaged from attaining it because of their race, ethnicity, religion, gender, age, social class, socioeconomic status or other socially determined circumstance.”

(Whitehead & Dahlgren, 2006)

# Equality versus Equity



# Terms of Reference

1. Purpose
2. Guiding Principles
3. Decision Making Process
4. Membership
5. Role of Members
6. Role of Co-Chairs (County of Dufferin & Orangeville Food Bank)
7. Role of Coordinator
8. Conflict of Interest
9. Meetings

# Data

How did the Community Priorities emerge:

- Multiple sources of data and evidence
- Building upon previous planning and reports

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"So things are good, stuff is OK, and I reiterate my request for more specific data."

# Community Priorities for Roadmap

- Housing and Homelessness
- Employment
- Health Equity

## Evolving Community Priority

- Lived Experience Advisory Network



# 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)

# PRIORITY #1 - HOUSING & HOMELESSNESS

## 2020 INTENTIONS & REALITIES

INTENDED OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES
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> "<i>If you know someone is homeless</i>" cards and extensive media campaign led to increased awareness</li> </ul>
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 housing allowances</b> to households on the waitlist. COHB provided <b>17 housing benefits</b> to households on the waitlist</li> <li>• Hiring of a landlord liaison led to better landlord engagement</li> </ul>
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 <b>50% reduction in chronic homelessness</b></li> </ul>
Greater prevention initiatives to help maintain existing housing	<ul style="list-style-type: none"> <li>• Lack of housing supports/changes to supports available because of COVID</li> <li>• Increase in Federal/Provincial funding</li> </ul>	<ul style="list-style-type: none"> <li>• Hiring of <b>two Housing Support Workers</b> and creation of CATH led to individuals being able to keep existing housing</li> <li>• Hiring of landlord liaison led to better relationships with landlords</li> <li>• Funding available to assist with arrears</li> </ul>

Why?

- The average resale price for homes within Dufferin have risen substantially over the past decade; however, incomes are not rising quickly enough to meet these increasing prices.
- There is an insufficient availability of affordable rental units in Dufferin.

## PRIORITY #2 - EMPLOYMENT

### 2020 INTENTIONS & REALITIES

INTENDED OUTCOMES	2020 DISRUPTERS	REALIZED OUTCOMES
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. <b>Two-Way Digital messaging</b> now available for OW clients)</li> <li>Rural Resiliency Task Force <b>conducted a COVID BR+E</b> to understand the challenges businesses face and create an action plan to assist businesses</li> <li>Promoted the <b>FindYourJob.ca</b> tool to business owners and employees</li> <li>Launched the <b>Ready to Re-Open inDufferin program</b></li> <li>Started Agriculture <b>Roundtables</b> on a <b>monthly</b> basis</li> <li>Worked with the Western Ontario Warden's Caucus to conduct <b>regional surveys</b></li> </ul>
Increase awareness of, and access to, local skills training, vocation and apprenticeship opportunities	<ul style="list-style-type: none"> <li>In person sessions/training no longer available</li> <li>Inability for off-shore workers to arrive, leaving some local ag producers without staff</li> </ul>	<ul style="list-style-type: none"> <li>Most training/courses are now <b>available online</b></li> <li>Promoted <b>re-skilling programs</b> and <b>job-matching programs</b> offered by other organizations</li> </ul>
Advocate for Living Wage and benefits as well as Basic Income (BI)	<ul style="list-style-type: none"> <li>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)</li> </ul>	<ul style="list-style-type: none"> <li>DCEC members were provided with information on BI and were <b>sent a link</b> to sign a People's Petition to <b>support BI</b></li> <li>Acknowledgement that BI should be added to this outcome</li> <li>Guaranteed Livable Income speech given to the Senate was <b>circulated to members</b></li> <li>Recovery for All was supported by DCEC</li> </ul>

Why?

- 'Employment provides income, a sense of identity and helps to structure day-to-day life' (Raphael, 2015).
- Multiple layers to this priority:
  - Education and Training
  - Types of Employment
  - Income
- Employment Services Transformation (EST)?

# 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"> <li>Recognizing there are a number of Dufferin/Caledon residents without access to a primary care provider. These residents go to walk ins or ER</li> <li>Development of Dufferin Diversity, Equity and Inclusion Community Advisory Committee</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Recalibrated objectives of the Hills of Headwaters OHT:               <ul style="list-style-type: none"> <li>Applying a health equity lens, <b>increased utilization</b> of acute care, community and mobile based testing and assessment by <b>10%</b></li> <li>Created the Dufferin Caledon Cold &amp; Flu Clinic. <b>Increased</b> the proportion of non-affiliated and non-rostered <b>patients accessing</b> the cold, cough and flu community clinic by <b>30%</b></li> </ul> </li> <li><b>Increased voice</b> of those individuals who may have experienced barriers</li> <li>Community partners <b>collaborated</b> on greater levels and <b>shared supports</b></li> </ul>
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 <b>national focus</b></li> <li>Informal networks and loose affiliations became <b>true partners</b> during the crisis</li> <li><b>Shared community of supports</b> across all congregate settings that care for those most at risk</li> </ul>
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"> <li>Many experienced job losses, financial insecurity providing a small window into what others have experienced. It brought these issues into sharper focus for communities</li> </ul>	<ul style="list-style-type: none"> <li>Food Bank's collaborative response to COVID-19 <b>increased community knowledge</b> of services and <b>increased accessibility</b></li> <li>An <b>increased public awareness</b> around food insecurity and other health equity issues</li> </ul>

Why?

- Health Equity – All individuals can reach their full health potential and there are not disadvantaged from attaining it due to social, economic factors.
- ‘Health is unevenly distributed between social groups in the population’ (Norwegian Ministry of Health and Care Services, 2007).



## **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.

### **Current Work**

- **Asset Mapping Exercise - ongoing**
- **Next DCEC meeting October 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?

# Reports to the Community

- [2019-11-28 Community Services Dufferin Oaks Museum Agenda Package](#)  
[\(dufferincounty.ca\)](http://dufferincounty.ca)
- [2021-08-26 HHS Agenda Package.pdf](#)  
[\(dufferincounty.ca\)](http://dufferincounty.ca)



## 2020 Report to the Community



# Web Site

- [Home • DC MOVES - Dufferin County - Dufferin County Managing Organising Validating Engagement Strategies](#)
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Thank you