
For Information

REPORT TITLE: **Progress Update on Community Safety and Well-being Plan**

FROM: Cathy Granger, Acting Commissioner of Health Services

OBJECTIVE

To provide an update on the Community Safety & Well-being (CSWB) plan development and share preliminary results from the community engagement.

REPORT HIGHLIGHTS

- Peel's Community Safety & Well-being (CSWB) Plan is being developed collaboratively with community partners to create a sustainable and long-term plan for Peel residents.
 - CSWB planning tables have developed shared goals, priorities and action steps for the initial areas of focus: family violence, systemic discrimination and mental health and addictions.
 - Due to COVID-19, in-person community consultations were shifted into a digital strategy launched in May to seek perspectives from youth, families/caregivers and service providers on plan development.
 - The community engagement findings and collaborative input from community partners will inform the final CSWB Plan to be shared with Regional Council in the fall.
 - Regional support and resources for implementation are key considerations as CSWB partners move from planning to implementation.
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DISCUSSION

1. Background

Peel's Community Safety & Well-being (CSWB) Plan is a legislated requirement under the *Police Services Act, 1990* and is a Term of Council Priority. The Plan is being developed collaboratively with community partners to create a sustainable and long-term plan for residents. The report titled "Region of Peel Community Safety and Well-being Plan Development Update" was shared with Regional Council on February 13, 2020 and provided an overview of the legislative requirements, plan development progress and the current organizational structure.

The vision for the CSWB Plan is "*Peel is a safe, inclusive and collaborative community where all residents thrive.*" Initial areas of focus for the plan were identified as family violence, mental health & addictions and systemic discrimination with an emphasis on youth (aged 12-24) across all areas of focus. The first iteration of the plan will follow a four-year time frame and will be refreshed and updated to reflect the emerging needs in the community.

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The Ministry of the Solicitor General's Community Safety & Well-being Planning Framework is being applied to develop a comprehensive approach to mitigate harm and promote safety and well-being along the four domains of intervention (see Appendix I):

- **Social Development:** Addresses underlying causes of social issues through upstream approaches that promote and maintain individual and community wellness;
- **Prevention:** Applies proactive strategies to known and identified risks that are likely to result in harm to individuals or communities if left unmitigated;
- **Risk Intervention:** Identifies and responds to situations of acutely elevated risk and mobilizes immediate interventions before an emergency or crisis-driven response is required; and,
- **Incident Response:** Requires intervention by first responders such as police, paramedics, and other crisis-driven services in the human services sectors.

Other key approaches to advance this collaborative work and identify shared priorities include taking a social determinant of health lens to understand factors that contribute to community safety & well-being and applying an equity lens across all areas of focus.

The System Leadership Table (SLT) is a multisectoral advisory group convened to work together to develop the Plan. SLT is co-chaired by Interim CAO, Nancy Polsinelli and Peel Regional Police Chief Nishan Duraiappah and is made up of legislatively required members including police services, local municipalities, education, health, and community & social service providers. The Extended Leadership Table (EXLT) is an additional table created to ensure important perspectives of community members, content experts and elected officials are included in the development of the Plan. Chair Iannicca and Councillors Pat Saito, Michael Palleschi and Johanna Downey sit on the EXLT. Planning, coordination and other supports are provided by the Secretariat. Appendix II provides an overview of planning tables including SLT, EXLT and the Action Tables.

2. Plan Progress

a) Impact of COVID-19 and CSWB

On April 14, 2020, the Province extended the State of Emergency and allowed the Solicitor General to extend deadlines for municipalities to prepare and adopt their CSWB Plan. In Peel, our partners have agreed to move forward with plan development and stay the course for the January 2021 deadline. The priority areas of mental health and addictions, family violence and systemic discrimination continue to be pressing needs in Peel during the pandemic and the collaborative work to address system gaps through the CSWB Plan will support long-term efforts.

For example, through Peel's newly established Community Response Table and the CSWB Family Violence Action Table, stakeholders working in areas of violence against women and family violence have come together to strategize on how to support families who may be experiencing abuse or are at increased risk of abuse during the COVID-19 pandemic. This has led to rapid responses to address immediate needs during the crisis and recovery phases such as developing supports for those navigating the court system during the pandemic and creating outreach material targeted to women who may feel unsafe in their home. These responses can also inform improvements in service delivery in the longer term.

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b) Community engagement

As a result of the COVID-19 pandemic, in person consultations were cancelled and the community consultations shifted to a digital strategy that was launched in May. Community engagement with service providers, youth and families/caregivers were completed for each area of focus by consultants. Consultations sought perspectives on each area of focus including gaps and challenges in Peel and ideas on potential solutions. To complement the general consultation sessions, there was also targeted outreach conducted with existing youth groups and service provider networks. Youth consultations were co-designed and facilitated by youth ambassadors. In total 91 youth participated in youth consultation sessions, 75 people participated in family consultation sessions and 219 service providers participated in provider consultation sessions.

The following key themes have emerged from the consultations completed to date:

- **Interconnectedness:** Recognizing the interconnectedness of systems to create a responsive and collective vision to support our communities. There is a need for greater levels of collaboration that can lead to more co-planning and data sharing amongst sectors across Peel.
- **“No wrong door” approach:** Youth and families are expressing the need for a no wrong door approach so youth can process experiences at a variety of different places and with many people.
- **Whole community approach to addressing issues:** There is a need for continuous conversation and engagement with the community to contribute to the development, implementation and evaluation of the plan. There can be a lot of stigma around the areas of focus (systemic discrimination, mental health & addictions and family violence) so opportunities to engage with faith/spirituality communities & grassroots organizations to continue to acknowledge the issues and understand needs and informal supports available at a community level are important.
- **Accountability and transparency:** The need for accountability to undertake action and implement change as well as considering how to be transparent with findings and share learnings back with the community.
- **Engaging youth in ‘normalizing’ conversations and addressing stigma:** Schools and other youth spaces in the community can be leveraged to have safe spaces for dialogue and address stigma around the three areas of focus. The diverse experiences of youth and how they connect to these issues emphasizes the importance of co-creating messages and considering how to adapt these messages for different communities.

Preliminary findings validate the CSWB Plan approach to continue to explore ways to engage residents in the planning and implementation phases. The final consultation findings with recommendations will be shared with CSWB planning tables as they finalize the CSWB Plan components.

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3. Elements of the CSWB Plan

a) Areas of Focus

Action Tables for Family Violence, Mental Health & Addictions and Systemic Discrimination have met 6 times since November 2019 to determine shared goals and priorities, advise on the community engagement and identify key strategies and activities for the implementation phase. Action table members sought to address system gaps in Peel, focus on what could be achieved collectively that couldn't be done individually, leverage progress on existing initiatives, and consider strategies across the four domains of intervention (social development, prevention, risk intervention and incident response).

Key enablers across all areas of focus include:

- Advocacy to other levels of government to increase resources and advance community safety & well-being in Peel;
- Communication and engagement with community partners and residents on plan development, implementation and sustainability; and,
- Shared measurement to continue to monitor progress and measure success.

Advocacy for funding increases in community services across Peel will be a global goal across all areas of focus. Based on preliminary discussions, the following draft goals and possible activities have been identified for each area of focus. Action tables will finalize key activities and strategies using input from the community engagement and they will identify key outcomes and performance measurement of activities in consultation with members of the Data, Monitoring and Evaluation action table.

i. Family Violence

Draft Goal 1: Create and strengthen Peel's pathways to safety.

- Systems mapping of existing pathways to safety from family violence in Peel in order to provide an overview of the range of services and holistic supports available to victims of abuse in the community and to identify gaps.
- Improving data collection practices across the violence against women (VAW) sector to gain a better understanding of the local situation in Peel.
- Learning from the coordinated response efforts during the COVID-19 pandemic to support individuals at risk of family violence.

Draft Goal 2: Increase awareness and public education of family violence.

- Developing a public education and awareness campaign to raise awareness of family violence as a community issue where every individual has a role to play in protecting vulnerable residents. This is aligned with Council's resolution passed on February 13, 2020 to develop a public education and awareness campaign to highlight the issue of domestic violence.

ii. Systemic Discrimination

Draft Goal 1: Publicly review, develop and sustain anti-oppressive and equity practices and policies among System Leadership Table partners.

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- Reaffirming commitment to diversity, equity and inclusion among partners at the SLT.
- Building education and awareness of anti-oppression and equity for senior leaders.
- Creating opportunities for meaningful engagement of people with lived experience in the design and implementation of CSWB activities.
- Building organizational capacity in equity and inclusion and publicly reporting on progress among partners at the SLT.

The recent demonstrations on anti-racism and concerns of anti-Black racism in the Peel community further support the need to take immediate action on systemic discrimination and continue to create opportunities for community dialogue and have mechanisms for accountability and transparency.

Draft Goal 2: Implement effective data practices in order to assess impact and respond to inequities.

- Piloting the collection of sociodemographic data with a group of System Leadership Table organizations and developing data sharing mechanisms. This could include partnering with organizations that are already collecting sociodemographic data in order to identify common questions, data standards and data sharing processes.

iii. **Mental Health & Addictions**

Draft Goal 1: Promote mental wellness and positive relationships among youth and families.

- Working with existing youth initiatives and youth serving organizations in Peel to foster supportive environments for marginalized youth to form connections and develop skills.

Draft Goal 2: Improve access to mental health and addictions services and supports for youth by simplifying pathways and coordinating response.

- Transforming care pathways for young people (aged 16-25 years) who need access to mental health and addictions services and supports including an understanding of both informal and formal pathways to care.
- Developing Peel Situation Table(s) to mitigate risk for crisis situations where individuals in crisis could be redirected to other supports such as housing or mental health services.

Recent deaths involving police and individuals with mental health challenges in Peel and Toronto have reinforced the need for upstream solutions so that community members can access the support they need.

b) **CSWB Indicator Framework**

The Data, Monitoring and Evaluation table is developing a “Community Safety and Well-Being Indicator Framework”, consisting of a set of population-level indicators organized

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into domains (i.e., broad concepts related to CSWB such as health, safety, living standards, education, etc.). This framework will illustrate to the community and partner organizations the multidimensional approach applied to defining community safety and well-being and provide baseline data that can be used to describe and understand the current context in Peel as it relates to CSWB. This can ultimately inform and guide future focus areas and activities of the plan.

Data for these indicators will be presented in a future comprehensive statistical report that will outline how each concept influences CSWB, how data for Peel compares to other geographies (e.g. Ontario), as well as how it changes over time and across different sub-populations. The Data, Monitoring and Evaluation table are currently in the process of defining and carefully selecting domains and indicators for inclusion in the framework based on Peel's CSWB Plan Vision, results of the community engagement process, and a set of established selection criteria.

4. Next Steps

Over the summer, the community engagement findings and collaborative input from community partners will inform the final CSWB Plan and recommendations for implementation. The CSWB Plan will be presented to Regional Council for endorsement in the fall.

RISK CONSIDERATIONS

Promoting community safety and well-being and mitigating risks in the community requires a coordinated and sustained multi-sectoral approach. The Region has a legislative responsibility to coordinate the development, implementation and monitoring of the CSWB Plan. Continued resources will be required to support completion of the plan and facilitate implementation of priorities under each of our areas of focus. In addition to the coordination and facilitation role of the secretariat, staff resources are needed to support or lead early implementation activities already underway, such as the family violence awareness campaign.

CONCLUSION

The Community Safety and Well-Being Plan presents a unique opportunity for the Region of Peel and community partners to work together to address systems gaps and design a sustainable and coordinated approach. Ultimately collaborative action will support advancing the safety, connectedness and well-being of all Peel residents.

APPENDICES

Appendix I – Community Safety and Well-being Planning Framework

Appendix II – Community Safety and Well-being Plan Organizational Structure

For further information regarding this report, please contact Brian Laundry, Director, Strategic Policy & Performance, Ext. 2514, brian.laundry@peelregion.ca.

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Reviewed and/or approved in workflow by:

Department Commissioner and Division Director.

Final approval is by the Chief Administrative Officer.

A handwritten signature in black ink that reads "Nancy Polsinelli". The signature is written in a cursive style with a large initial "N" and "P".

N. Polsinelli, Interim Chief Administrative Officer