

For Information

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

FROM: Cathy Granger, Acting Commissioner of Health Services

OBJECTIVE

To provide an update on the development of the Community Safety Well-being Plan and share preliminary goals and priorities for the systemic discrimination area of focus.

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 residents.
 - The initial areas of focus of this plan include family violence, mental health & addictions and systemic discrimination.
 - Priorities for the systemic discrimination area of focus are an important opportunity for the Region to champion equity and inclusion alongside partner organizations.
 - 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.
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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.

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):

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- **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 underlying 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 (see Appendix II). 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, community & social service providers. The Extended Leadership Table (EXLT) is an additional table created to ensure important perspectives of community providers, 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.

2. Systemic Discrimination Area of Focus

Action tables were formed for each of the three areas of focus (Family Violence, Mental Health and Addictions, Systemic Discrimination) and are currently finalizing goals, key outcomes and opportunities for implementation that will be informed by the community consultation findings. These recommendations will be shared with the System Leadership Table in July 2020 for further input before finalizing the CSWB Plan. The systemic discrimination area of focus aligns with the Diversity, Equity and Anti-Racism (DEAR) Committee's focus on systemic barriers and equity and inclusion in the Region.

Systemic discrimination refers to policies or practices that appear to be neutral on their surface but may have discriminatory effects on individuals based on their identity or background e.g. age, gender, race, ethnicity, sexual orientation, ability, immigration status and other intersecting factors (Ontario Human Rights Commission). Systemic discrimination and exclusion of vulnerable populations can lead to disparities in access to services and supports and inequitable outcomes. For example, systemic barriers in education and employment for racialized youth including Black youth, 2SLGBTQ youth and Indigenous youth. Additional terms and definitions can be found in Appendix III.

The Systemic Discrimination Action Table has been meeting since November 2019 and currently includes representatives from the Regional Diversity Roundtable, Indus Community Services, Peel District School Board, Dufferin-Peel Catholic School Board, Region of Peel (Human Services, Corporate Services and Public Health), Canadian Mental Health Association Peel Dufferin, Peel Regional Police, United Way Greater Toronto, United Way Black Community Advisory Committee and the Peel Planning Group (for developmental services sector in Peel). The Region's Office of Diversity & Inclusion is represented at the

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systemic discrimination action table to facilitate ongoing communication and alignment with Regional initiatives.

Key themes from past discussions have included:

- the need for accountability mechanisms to advance equity across organizations;
- the important role of data in understanding groups who are facing systemic barriers and measuring progress in addressing disparities;
- recognizing that particular youth populations such as racialized youth may feel unsafe or excluded in the community;
- considering meaningful opportunities for people with lived experience to be part of decision-making; and
- leveraging existing efforts in the community (e.g. Diversity & Inclusion Charter of Peel, initiatives for sociodemographic and disaggregated data collection).

There is also recognition of how systemic discrimination intersects with the other areas of focus and the importance of applying an equity lens across the work.

From these discussions the group has proposed the following preliminary goals:

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

- Reaffirming commitment to diversity, equity and inclusion among partners at System Leadership Table
- Building education and awareness of senior leaders in anti-oppression and equity
- Creating opportunities for meaningful engagement of people with lived experience in the design and implementation of Community Safety & Well-being Plan activities
- Building organizational capacity in equity and inclusion and publicly reporting on progress

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 can include partnering with organizations that are already collecting demographic data to identify common questions, data standards and data sharing processes.

The Region can build on existing equity initiatives within the organization and offer internal trainings and tools to support staff in applying an equity lens in their work. As one of many partner organizations that make up the System Leadership Table, the Region can play an important role in championing equity and inclusion.

3. Impact of COVID-19 on 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. 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

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the collaborative work to address system gaps through the CSWB Plan will support long-term efforts.

Community organizations have also raised concerns that vulnerable communities face heightened risk during the pandemic and there is a need to consider equity in recovery planning. In the context of systemic discrimination, organizations are learning of the barriers that different groups can face in accessing services during this time. The long-term need to embed an equity lens into decision-making and to push for sociodemographic and disaggregated data to inform policies and practices is a consistent theme in community discussions.

4. Community Consultations

As a result of the COVID-19 pandemic, in person consultations were shifted to a digital strategy that was launched in May. Community consultations with service providers, youth and families/caregivers were completed for each area of focus. Consultations sought perspectives on each area of focus including gaps and challenges in Peel and generating 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 facilitated by youth animators. Preliminary findings from the community consultations will be shared with Regional Council in an update report in July 2020.

5. Next Steps

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.

CONCLUSION

The Community Safety and Well-being Plan provides a unique opportunity for the Region of Peel and community partners to collectively work together to address systemic discrimination, champion equity and inclusion and advance the safety, connectedness and well-being of all Peel residents.

APPENDICES

Appendix I – Community Safety & Well-being Planning Framework

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

Appendix III – Systemic Discrimination Key Terms and Definitions

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 a distinct "P".

N. Polsinelli, Interim Chief Administrative Officer