

REPORT TITLE: **Community Safety and Well-being Plan 2020-2024**

FROM: Cathy Granger, Acting Commissioner of Health Services

RECOMMENDATION

That the Community Safety and Well-being Plan, attached as Appendix I to the report from the Commissioner of Health Services, titled “Community Safety and Well-being Plan 2020-2024”, be adopted;

And further, that the additional resources to implement and sustain the Community Safety and Well-Being Plan (2020-2024) as outlined in the subject report, be approved;

And further, that a copy of the Community Safety and Well-Being Plan (2020-2024) be forwarded to the Ministry of the Solicitor General, as required by the *Police Services Act, 1990*;

And further, that a copy of the subject report and Plan be forwarded to the Cities of Brampton and Mississauga and the Town of Caledon, for their information.

REPORT HIGHLIGHTS

- Peel’s Community Safety and Well-being (CSWB) Plan was 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 within the three areas of focus: family violence, mental health and addictions and systemic discrimination.
 - There is strong alignment between Peel’s CSWB Plan and the Region’s 20-year strategic plan of *Community for Life*; several Regional initiatives and strategies align with the goals of the CSWB Plan.
 - Regional support and resources for implementation are key considerations as CSWB partners begin implementation activities.
 - The CSWB Plan approval will be accompanied by a communications campaign to support awareness across the Peel community.
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DISCUSSION

1. Background

Peel’s CSWB Plan is a legislated requirement under the Police Services Act, 1990 and is a Term of Council Priority (2018-2022) aimed at addressing underlying factors that contribute to crime and promote well-being, belonging and safety. This comprehensive and

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collaborative Plan aims to create a sustainable and long-term approach for supporting Peel residents. The report titled “Progress Update on Community Safety and Well-being Plan” was shared with Regional Council on July 9, 2020 which provided an overview of the progress of the Plan including the impact of COVID-19 and findings from the digital community engagement sessions with youth, families and service providers. Furthermore, elements of the CSWB Plan and draft goals for each of the three areas of focus were presented along with the CSWB indicator framework.

The vision for the CSWB Plan is “Peel is a safe, inclusive and collaborative community where all residents thrive.” Initial areas of focus for this iteration of the Plan were identified as family violence, mental health and 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 reviewed and updated annually, as required, to reflect the emerging needs of Peel residents.

Recent events in the community have brought to the forefront the importance of addressing the root causes of issues that negatively impact safety and well-being within each area of focus in order to maximize opportunities for all residents to thrive. Peel’s CSWB Plan provides an opportunity to take collective action with a shared commitment towards advancing well-being and safety in our community.

The goals of the Plan are well aligned with the Region’s 20-year Strategic Plan - A Community for Life - specifically within the areas of Living and Thriving, and the commitment to diversity, equity and inclusion.

The CSWB Plan approval will be accompanied by a communications campaign to support awareness across the Peel community. The pre-launch component of the campaign was initiated in mid-October and the post-approval component will be launched upon Council approval on October 22, 2020 as outlined in the communication plan developed by a working group of community partners.

2. Community Safety and Well-being Planning Approach

a) Timeline and Milestones

The CSWB Plan has been under development since 2018 with the following milestones achieved:

- **Fall 2018** – System Leadership Table (SLT) formed and governance structure approved for plan development.
- **January – November 2019** – Secretariat staff hired to support plan development.
- **Spring/Summer 2019** – Research and analysis completed including jurisdictional and environmental scans as well as review of crime trends and data from Peel Regional Police and OPP – Caledon, and Peel Public Health’s Comprehensive Health Status Report to inform planning.
- **June 2019** – SLT and Extended Leadership Table established. Shared principles and collective impact approach adopted.
- **Fall 2019** – Areas of focus identified: family violence, mental health and addictions and systemic discrimination; with an overall focus on youth (12-24 years old).

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- **November 2019 – February 2020** – Action tables convened to establish shared priorities and goals, opportunities for collective action and strategies for implementation identified.
- **March 2020** – Decision to pause community engagement due to COVID-19 but continue with completion of Plan on schedule.
- **May – June 2020** – Community engagement delivered digitally.
- **July – August 2020** – Draft CSWB Plan developed and shared with SLT and action tables for feedback.
- **June – September 2020** – Communications plan to support the family and intimate partner violence awareness campaign created.
- **August 2020** – Communications plan for pre-launch and launch of CSWB Plan developed.
- **September – October 2020** – CSWB Plan finalized for adoption.
- **October 2020 – forward** – Ongoing implementation and review.

b) Key Inputs in Planning Process

i) Ministry Framework

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

- **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.

ii) Research and Analysis

Extensive research and analysis has been undertaken to inform the Plan and its’ areas of focus including analysis of local police, public health and census data, environmental scans of existing strategies and initiatives in Peel that align with the Ministry framework, jurisdictional scans, as well as discussions with community partners.

iii) Community Engagement

As a result of the COVID-19 pandemic, in-person consultations were cancelled and were subsequently transitioned to a robust digital strategy in May and June 2020 for each area of focus. Across all consultation sessions, 91 youth, 75 families (parents, family members or caregivers) and 219 service providers were engaged. Consultations sought perspectives on each area of focus including gaps, challenges and ideas for potential solutions. Targeted outreach with existing youth groups and

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service provider networks was also conducted to complement the general consultations. Youth consultations were co-designed and facilitated by youth ambassadors. There will be future opportunities for community engagement as the Plan continues to evolve over time and adapt to meet emerging needs.

iv) Partnerships

Over 25 local organizations have come together to develop a sustainable and long-term plan for Peel residents and to establish a shared commitment to action. Additionally, many residents including service providers, youth and families have participated in community consultations sharing their perspectives and shaping our priorities and goals for the coming years. Building meaningful partnerships and facilitating collaboration across sectors is pivotal to the successful implementation of the CSWB Plan.

v) Role of the Region and Secretariat

The Secretariat, made up of Region of Peel staff, have provided backbone support, coordinated collaborative planning tables (see Appendix III), and subsequently led the drafting of the CSWB Plan and presentation to Council for adoption. The Secretariat at the Region of Peel will continue to function in this role as the CSWB Plan comes to fruition through implementation planning in collaboration with system and community partners.

3. The Areas of Focus and Goals

The CSWB Plan consists of three areas of focus (family violence, mental health and addictions and systemic discrimination) with six overall goals for 2020-2024. A summary of the goals and related strategies collectively identified by partners are summarized in the table below:

Table 1 – An Overview of CSWB Plan Goals and Strategies

Areas of Focus	Goals	Strategies and Strategic Actions
Family Violence	Create and strengthen Peel's pathways to safety	<ul style="list-style-type: none"> Working on systems mapping of existing pathways to safety in Peel to identify high needs areas and inefficiencies in existing services and supports for victims of abuse Improving data collection, management and reporting practices across the violence against women sector Learning from the coordinated efforts within the violence against women sector and stakeholders working in family violence in response to COVID-19
	Increase awareness and public education of family violence	<ul style="list-style-type: none"> Developing a family violence and intimate partner education and awareness campaign

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Mental Health and Addictions	Promote mental wellness and positive relationships among youth and families	<ul style="list-style-type: none"> Working with existing youth initiatives and youth serving organizations in Peel to foster supportive environments and help youth to form connections and develop skills
	Improve access to mental health and addictions (MHA) services and supports for youth by simplifying pathways and coordinating efforts	<ul style="list-style-type: none"> Transforming care pathways for young people who need access to mental health and addictions supports Developing Situation Table(s) in Peel to mitigate risk for crisis situations
Systemic Discrimination	Publicly review, develop and sustain anti-oppressive and equity practices and policies in Peel	<ul style="list-style-type: none"> Reaffirming commitment to equity and inclusion among partners at System Leadership Table including publicly committing to addressing systemic discrimination and anti-Black racism within organizations Building senior leaders' understanding and awareness of anti-oppression and equity through training and ongoing capacity building Building organizational capacity in equity and inclusion through identification of systemic barriers within organizational policies and practices, implementing practice and policy changes to address gaps and adopting common tools for applying an equity lens in decision-making. Publicly reporting on progress to address systemic discrimination within organizations to promote greater accountability and transparency <p>Creating opportunities for meaningful engagement of people with lived experience including supporting and funding capacity building opportunities to co-create initiatives</p> <p>Building and nurturing partnerships with existing community networks to create opportunities for ongoing dialogue and feedback from community members</p>
	Implement effective data practices in order to assess impact and respond to inequities	<ul style="list-style-type: none"> Piloting the collection of sociodemographic data with a group of System Leadership Table organizations and developing data sharing mechanisms to enhance understanding of disparities in Peel that can inform policies and practices

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Advocacy to other levels of government to advance community safety and well-being in Peel, including advocacy for resources and equitable policies is a global goal across all areas of focus.

a) Stakeholder Commitment

A stakeholder agreement was developed for partners to formally adopt the CSWB Plan and commit to working together towards advancing its goals. The stakeholder agreement outlines the roles of CSWB partners and their commitment towards collaboration through joint planning efforts, by aligning and integrating (where appropriate) organizational activities with the CSWB plan strategic priorities and by supporting implementation activities. The stakeholder agreement was presented to SLT members on September 22, 2020 and is attached in Appendix IV.

4. Alignment with Regional initiatives

Peel's CSWB Plan is one of the key strategies under the Term of Council Priority on Advancing Community Safety and Well-being. The CSWB Plan's internal working group made up of Regional staff facilitates coordination, collaboration and alignment across departments within the Region. Key Regional plans underway that align with the Community Safety and Well-being Plan include Peel's Poverty Reduction Strategy, Peel Region's Strategy to Address Human Sex Trafficking and Peel's Housing and Homelessness Plan 2018-2028. An overview of recent Council motions and Regional initiatives that align with the CSWB plan areas of focus in family violence, mental health and addictions and systemic discrimination are outlined below:

- On February 13, 2020 Regional Council passed a motion to develop a public education and awareness campaign to tackle the issue of domestic violence in Peel (Resolution Number 2020-84) working with the City of Brampton, City of Mississauga, Town of Caledon, Peel Regional Police, Ontario Provincial Police and community organizations.
- On June 11, 2020, Regional Council passed a motion that recognizes Anti-Black Racism as a crisis in the Region of Peel (Resolution Number 2020-447) and commits to addressing systemic racism that results in inequities for the Black community and other marginalized groups.
- On June 25, 2020, Regional Council moved a recommendation report (Resolution Number 2020-507) on responding to mental health and addiction (MHA) needs in Peel including advocacy to the province to implement a population-based funding formula for MHA services and working with community partners to develop a targeted awareness and advocacy campaign that illustrates the experiences of children, youth and adults who face challenges accessing mental health and addictions services to support advocacy efforts for equitable funding for services in Peel.
- On July 9, 2020 Regional Council passed a motion on Mental Health and Policing (Resolution Number 2020-551) including a plan to increase the number of Mobile Crisis Rapid Response Team (MCRRT) units in Peel, improvements to the delivery model including making mental health workers the lead or equal partners in a mental health crisis situation and advocacy to provincial government for changes to the *Mental Health Act* and advocacy to funding.

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- The Office of Culture and Inclusion is working with other Regional departments to address Anti-Black racism and through their internal workforce focused activities to address systemic discrimination and embed equity across the organization including the workforce census and the employment systems review. The Office of Culture and Inclusion continues to work with the CSWB team and Systemic Discrimination Action Table to support alignment of activities and champion equity and inclusion across the Region.
- Peel Public Health's core strategic priorities on Promoting Mental Wellbeing and Advancing Health Equity and recent health equity work including collecting disaggregated data for COVID-19 cases, engaging community partners in informing and co-designing initiatives as part of COVID-19 response.
- The Region's Community Investment Program (CIP) funding for 2020 has included opportunities to apply for funding under the CSWB priority areas of family violence, mental health and addictions and systemic discrimination. The 2020 Capacity Fund, focused on supporting organizations to adapt to challenges and recovery as a result of COVID-19, which includes addressing systemic discrimination as one of the three priority areas.

5. Next Steps

Following adoption of the Plan, new structures will be developed to support implementation. This will include establishing leads, working groups, performance measures and plans for ongoing community engagement at different levels of involvement and need. Early activities to support implementation include mapping the mandates and the current activities of existing tables, collaboratives and networks related to family violence that are aligned with the strategies identified in the CSWB Plan. This will identify where work can be aligned or built upon to increase capacity, garner support for the CSWB Plan, identify organizations that can take a lead on initiatives and streamline governance structures.

Regional Council will receive regular updates as the Plan progresses and evolves.

RISK CONSIDERATIONS

The Region has a legislative responsibility to coordinate the development, implementation and monitoring of the CSWB Plan, as such continued resources will be required to support the long-term sustainability of the plan and facilitate implementation of priorities under each of our areas of focus. Further, the impact and response to COVID-19 may impact the implementation capacity of the Region and partner organizations.

FINANCIAL IMPLICATIONS

To implement and sustain the operations of the CSWB Plan, additional resources including six full-time regular staff, funding for community activities and other expenses are required for continued community engagement. The additional resourcing request includes the hiring of 1 FTE dedicated to supporting communications and ongoing community engagement efforts. The total estimated cost of the additional resources represents an increase to the base operating budget of \$1 million. The proposed 2021 Budget will reflect the inclusion of these additional resources.

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CONCLUSION

The Peel Community Safety and Well-being Plan is an exciting and unique opportunity for the Region of Peel and community partners to collectively and collaboratively work together to address system pressures and gaps and advance the safety, connectedness and well-being of all Peel residents to support a Community for Life.

APPENDICES

Appendix I – Community Safety and Well-being Plan 2020-2024

Appendix II – Ministry Framework

Appendix III – Organizational Structure and Planning Tables

Appendix IV – Stakeholder Agreement

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.



N. Polsinelli, Interim Chief Administrative Officer