



MUNICIPALITY OF MORRIS-TURNBERRY

COUNCIL AGENDA

Tuesday, December 19th, 2023, 7:30 pm

The Council of the Municipality of Morris-Turnberry will meet in Council Chambers in regular session on the 19th day of December 2023, at 7:30 pm.

1.0 **CALL TO ORDER**

Disclosure of recording equipment.

2.0 **ADOPTION OF AGENDA**

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the agenda for the meeting of December 19th, 2023, as circulated.

~

3.0 **DISCLOSURE OF PECUNIARY INTEREST / POTENTIAL CONFLICT OF INTEREST**

4.0 **MINUTES**

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the December 5th 2023, Council Meeting Minutes as written.

~

5.0 **ACCOUNTS**

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby approves for payment the December 19th accounts in the amount of \$318,565.12.

~

6.0 **PUBLIC MEETINGS AND DEPUTATIONS**

6.1 DEPUTATIONS

6.1.1 Brussels Fire Station

Brussels District Chief Max McLellan and Deputy-Chief Brian Deitner have requested the opportunity to address Council regarding the parking area proposed for the expansion of the Brussels Fire Station.

6.2 PUBLIC MEETINGS

6.2.1 Proposed Changes to the Fees and Charges By-Law

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby opens a Public Meeting to consider changes to the Morris-Turnberry Fees and Charges By-Law.

~

PUBLIC MEETING – FEES AND CHARGES

6.2.2 Call to Order

6.2.3 Declaration of Pecuniary Interest

6.2.4 Requirement

This Public Meeting is being held pursuant to the *Building Code Act*, which requires that Council hold at least one public meeting and that proper notice be given of its intent to consider a by-law to amend the fee schedule for services rendered under *the Building Code Act*.

Notice of the Public Meeting was issued in accordance with section 7(6) of the Building Code Act, section 1.9.1.2 of Ontario Regulation 332/12, and the Morris-Turnberry Notice By-Law on November 27th, 2023.

6.2.5 Comments

1. Staff
2. Public
3. Council

6.2.6 Close Public Meeting

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby closes the Public Meeting to consider changes to the Morris-Turnberry Fees and Charges By-Law.

~

6.2.7 Consideration of Fees and Charges By-Law

*Moved by ~
Seconded by ~*

THAT leave be given to introduce By-Law 65-2023, being a by-law to establish fees, rates, and charges for the Municipality of Morris-Turnberry, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

~

7.0 STAFF REPORTS

None.

8.0 BUSINESS

8.1 COMMUNITY SAFETY AND WELL BEING UPDATE AND 2024 BUDGET

A report has been prepared by Deputy Clerk Kim Johnston in this regard.

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby approves the proposal from Lakeside Web with respect to the creation and hosting of a Community Safety and Well Being website, as recommended by the Community Safety and Well Being Plan Working Group.

AND FURHTER THAT the proposed Community Safety and Well Being Plan Budget for 2024 as presented.

~

8.2 ANNUAL AND MULTI YEAR ACCESSIBILITY PLAN UPDATES

The County of Huron has provided the Multi Year Accessibility Plan for review and adoption. It is the recommendation of staff that the plan be adopted as presented, to maintain compliance with the Ontarians with Disabilities Act, 2001, S.O. 2001, c. 32 and Ontario Regulation 191/11.

The Huron County Accessibility Advisory Committee has also included an update of its accomplishments in 2023 for the information of Council.

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the 2024 Multi Year Accessibility Plan prepared by the Huron County Accessibility Advisory Committee.

~

8.2.1 NICHOL MUNICIPAL DRAIN SECTION 76 PROPOSAL

A report has been prepared in this regard by CAO/Clerk Trevor Hallam.

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby directs the Clerk to apply to the Ontario Drainage Tribunal for permission to appoint an engineer to vary assessments under Section 76 of the Drainage Act for the Nichol Municipal Drain,

AND FURTHER THAT notice of such application be given to the Municipality of Huron East,

AND FURHTER THAT should such permission be granted, GM BluePlan Engineering be appointed to prepare a report varying assessments for the Nichol Municipal Drain.

~

9.0 **COUNCIL REPORTS**

Kevin Freiburger

Jamie McCallum

Sharen Zinn

Jodi Snell

Jamie Heffer

10.0 CORRESPONDENCE, MINUTES, ITEMS FOR INFORMATION

- 10.1 Media Release – County of Huron – New Directors
- 10.2 Minutes – SVCA Board Meeting – October 19, 2023
- 10.3 Meeting Schedule 2024 – SVCA Board
- 10.4 Board Meeting Highlights – AMDSB – December 12, 2023
- 10.5 Resolution – City of Greater Sudbury – Changes to OHS
- 10.6 Outstanding Action Items

11.0 NEW BUSINESS

None.

12.0 BY-LAWS AND AGREEMENTS

12.1 BY-LAW ENFORCEMENT OFFICER CONTRACT

At the December 5th meeting of Council, staff were directed to return a by-law authorizing an agreement between the Municipality and Keppel Creek for the provision of Property Standards Officer and By-Law Enforcement Officer services. By-Law 64-2023 is presented here for consideration.

*Moved by ~
Seconded by ~*

THAT leave be given to introduce By-Law 64-2023, being a by-law authorize the Mayor and Clerk to execute and affix the Corporate Seal to an agreement between the Municipality of Morris-Turnberry and Keppel Creek for the provision of Property Standards Officer and By-Law Enforcement Officer services, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

~

12.2 PERSONNEL POLICY

At the October 17th meeting of Council, staff were directed to return a by-law adopting changes to the Municipality's Personnel Policy. By-Law 66-2023 is presented here for consideration.

*Moved by ~
Seconded by ~*

THAT leave be given to introduce By-Law 66-2023, being a by-law to adopt a Personnel Policy for the Municipality of Morris-Turnberry, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

~

12.3 BLUEVALE COMMUNITY COMMITTEE TERMS OF REFERENCE

At the December 5th meeting of Council, staff were directed to return a by-law adopting a Terms of Reference for the Bluevale Community Committee. The Terms of Reference were adopted by the Committee on December 6th By-Law 67-2023 is presented here for consideration.

*Moved by ~
Seconded by ~*

THAT leave be given to introduce By-Law 67-2023, being a by-law to adopt a Terms of Reference for the Bluevale Community Committee, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

~

13.0 CLOSED SESSION

None.

14.0 CONFIRMING BY-LAW

*Moved by ~
Seconded by ~*

THAT leave be given to introduce By-Law 68-2023, being a by-law to confirm the proceedings of the Municipality of Morris-Turnberry meeting of Council held on December 19th, 2023, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

~

15.0 ADJOURNMENT

*Moved by ~
Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry does now adjourn at ____ pm.

~

NEXT MEETINGS:

Special Meeting of Council – Tuesday, January 9th, 2023, 9:00 am
Regular Meeting of Council – Tuesday, January 16th, 2024, 7:30 pm
Regular Meeting of Council – Tuesday, February 6th, 2024, 7:30 pm



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1.0 **CALL TO ORDER**

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2.0 **ADOPTION OF AGENDA**

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3.0 **DISCLOSURE OF PECUNIARY INTEREST / POTENTIAL CONFLICT OF INTEREST**

4.0 **MINUTES**

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Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the December 5th 2023, Council Meeting Minutes as written.

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5.0 **ACCOUNTS**

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Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby approves for payment the December 19th accounts in the amount of \$318,565.12.

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6.0 **PUBLIC MEETINGS AND DEPUTATIONS**

6.1 DEPUTATIONS

6.1.1 Brussels Fire Station

Brussels District Chief Max McLellan and Deputy-Chief Brian Deitner have requested the opportunity to address Council regarding the parking area proposed for the expansion of the Brussels Fire Station.

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PUBLIC MEETING – FEES AND CHARGES

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1. Staff
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7.0 STAFF REPORTS

None.

8.0 BUSINESS

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A report has been prepared by Deputy Clerk Kim Johnston in this regard.

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The Huron County Accessibility Advisory Committee has also included an update of its accomplishments in 2023 for the information of Council.

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Seconded by ~*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the 2024 Multi Year Accessibility Plan prepared by the Huron County Accessibility Advisory Committee.

~

9.0 COUNCIL REPORTS

Kevin Freiburger

Jamie McCallum

Sharen Zinn

Jodi Snell

Jamie Heffer

10.0 CORRESPONDENCE, MINUTES, ITEMS FOR INFORMATION

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11.0 NEW BUSINESS

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Moved by ~
 Seconded by ~

THAT leave be given to introduce By-Law 67-2023, being a by-law to adopt a Terms of Reference for the Bluevale Community Committee, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

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13.0 CLOSED SESSION

None.

14.0 CONFIRMING BY-LAW

Moved by ~
 Seconded by ~

THAT leave be given to introduce By-Law 68-2023, being a by-law to confirm the proceedings of the Municipality of Morris-Turnberry meeting of Council held on December 19th, 2023, and that it now be read severally a first, second, and third time, and finally passed this 19th day of December 2023.

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15.0 ADJOURNMENT

Moved by ~
 Seconded by ~

THAT the Council of the Municipality of Morris-Turnberry does now adjourn at ____ pm.

~

NEXT MEETINGS:

Special Meeting of Council – Tuesday, January 9th, 2023, 9:00 am

Regular Meeting of Council – Tuesday, January 16th, 2024, 7:30 pm

Regular Meeting of Council – Tuesday, February 6th, 2024, 7:30 pm



MUNICIPALITY OF MORRIS-TURNBERRY

COUNCIL MINUTES

Tuesday, December 5th, 2023, 7:30 pm

The Council of the Municipality of Morris-Turnberry met electronically in regular session on the 5th day of December 2023, at 7:30 pm.

Council in Attendance

Mayor Jamie Heffer
Deputy Mayor Kevin Freiburger
Councillor Sharen Zinn
Councillor Jodi Snell

Staff in Attendance

Trevor Hallam CAO/Clerk

Others in Attendance

Lisa Harper United Way Perth Huron
Trevor Seip Northern Huron Community Committee
Mike Wilson Wingham Advance Times
Scott Stephenson The Citizen

1.0 CALL TO ORDER

Mayor Heffer called the meeting to order at 7:30 pm.

Mayor Heffer noted that Mike Wilson and Scott Stephenson would be recording the meeting for the purpose of writing articles.

2.0 ADOPTION OF AGENDA

Motion 284-2023

*Moved by Kevin Freiburger
Seconded by Jodi Snell*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the agenda for the meeting of December 5th, 2023, as circulated.

Carried.

3.0 DISCLOSURE OF PECUNIARY INTEREST / POTENTIAL CONFLICT OF INTEREST

None.

4.0 MINUTES

Motion 285-2023

*Moved by Jodi Snell
Seconded by Kevin Freiburger*

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the November 21st, 2023, Council Meeting Minutes as written.

Carried.

5.0 ACCOUNTS

Motion 286-2023

*Moved by Kevin Freiburger
Seconded by Sharen Zinn*

THAT the Council of the Municipality of Morris-Turnberry hereby approves for payment the December 5th accounts in the amount of \$1,514,133.74.

Carried.

6.0 PUBLIC MEETINGS AND DEPUTATIONS**6.1 DELEGATION – UNITED WAY PERTH HURON**

Lisa Harper of the United Way Perth Huron and Trevor Seip of the Northern Huron Community Committee provided council with an update on the activities of the Northern Huron Connection Centre and requested funding support for the Center.

Mayor Heffer thanked the presenters for the information and the update on the activities of the Centre.

Councillor Zinn asked for clarification regarding the paramedics and social workers at the center, and whether they are paid by United Way from funds raised. Ms. Harper confirmed that those professionals attend the center during their regular working hours and are paid by their employers.

Mr. Seip advocated donating to the Centre as a way of fulfilling legislated obligations related to the Community Safety and Wellbeing Plan adopted by the Municipality.

7.0 STAFF REPORTS

None.

8.0 BUSINESS**8.1 BLUEVALE COMMUNITY COMMITTEE TERMS OF REFERENCE**

A report was presented by CAO/Clerk Trevor Hallam in this regard.

Councillor Zinn voiced support provided the Municipality was not increasing the level of involvement in the operations of the Committee.

Deputy Mayor Freiburger confirmed that the Committee has receptive to the terms of reference when discussed at past meetings.

Motion 287-2023

*Moved by Kevin Freiburger
Seconded by Jodi Snell*

THAT the Council of the Municipality of Morris-Turnberry hereby directs staff to return the draft Terms of Reference for the Bluevale Community Committee as presented to the next meeting of Council for adoption under by-law.

Carried.

9.0 COUNCIL REPORTS

Kevin Freiburger

None.

Sharen Zinn

Attended a meeting of the Community Safety and Wellbeing Oversight Committee.

Jodi Snell

None.

Jamie Heffer

None.

10.0 CORRESPONDENCE, MINUTES, ITEMS FOR INFORMATION

- 10.1 Correspondence – Supporting Phragmites Management – Huron Clean Water Project
- 10.2 Minutes – Morris-Turnberry Joint Health and Safety Committee – November
- 10.3 Minutes – Bluevale Community Committee - November
- 10.4 Minutes - Huron County Community Safety And Well-Being Plan Oversight Committee
- 10.5 Board Meeting Highlights – AMDSB November 28, 2023
- 10.6 Meeting Schedule – Huron County Council, Boards, and Committees – 2024
- 10.7 Outstanding Action Items

11.0 NEW BUSINESS

None.

12.0 BY-LAWS AND AGREEMENTS

None.

13.0 CLOSED SESSION

- 13.1 Enter closed session.

Motion 288-2023

*Moved by Sharen Zinn
Seconded by Jodi Snell*

THAT the Council of the Municipality of Morris-Turnberry enter a closed session at 8:05 p.m., with the CAO/Clerk remaining in attendance, for the purpose of discussing confidential matters pursuant to the following sections of the Municipal Act:

- a) Section 239 (2) (k) regarding negotiations to be carried on by the municipality.*

Carried.

- 13.2 Return to open session.

Motion 289-2023

*Moved by Sharen Zinn
Seconded by Jodi Snell*

THAT the Council of the Municipality of Morris-Turnberry rise from a closed session at 8:26 p.m.

Carried.

- 13.3 Report and Action from Closed Session.

Council discussed negotiations with a contractor for the provision of By-Law Enforcement Services and received an update on the status of cross border negotiations for water and sanitary sewer services.

14.0 CONFIRMING BY-LAW

Motion 290-2023

*Moved by Kevin Freiburger
Seconded by Jodi Snell*

THAT leave be given to introduce By-Law 63-2023, being a by-law to confirm the proceedings of the Municipality of Morris-Turnberry meeting of Council held on December 5th, 2023, and that it now be read severally a first, second, and third time, and finally passed this 5th day of December 2023.

Carried.

15.0 ADJOURNMENT

Motion 291-2023

*Moved by Sharen Zinn
Seconded by Kevin Freiburger*

THAT the Council of the Municipality of Morris-Turnberry does now adjourn at 8:27 pm.

Carried.

NEXT MEETINGS:

Regular Meeting of Council – Tuesday, December 19th, 2023, 7:30 pm
Special Meeting of Council – Tuesday, January 9th, 2023, **9:00 am**
Regular Meeting of Council – Tuesday, January 16th, 2024, 7:30 pm

Mayor, Jamie Heffer

Clerk, Trevor Hallam

**Municipality of Morris-Turnberry
Account List for**

December 19 2023

General

Bell Canada	Turnberry Shop - Emergency Lines	113.28
Enbridge	Morris Office	89.27
Hydro One	Morris Office	411.48
Hydro One	Streetlights	1,071.79
Tuckersmith Communications	Office Internet & Security Monitoring	180.80
MicroAge Basics	Office Supplies	1,029.56
Pitney Bowes	Postage Machine Lease	191.20
North Huron Publishing Company Inc	Advertisements	62.15
CIBC VISA	Online Council Meeting	24.28
	Coffee Supplies	338.97
	Water	<u>142.44</u>
		505.69
Intact Public Entities	Claim Deductible - Legal	1,175.72
Realtax Inc.	Tax Collection Costs	1,717.60
Ausable Bayfield Conservation Authority	Source Water Protection	6,682.75
Township of North Huron	Water Billings	8,469.84
Wingham & District Hospital Foundation	Health Professional Recruitment	2,592.00
Huron-Perth Separate School Board	Levy Reconciliation	100.00
Property Owners	Property Tax Credits and Overpayments	22,160.10
WSIB	WSIB - November 2023	1,086.12
Minister of Finance	EHT - November 2023	768.95

Payroll

November 22 2023	Payroll	19,726.78
	Expenses	114.92
December 6 2023	Payroll	22,005.47
	Expenses	185.77
Council Pay	Payroll - November 2023	3,581.15
	Rec General	<u>375.19</u>

General Total 94,397.58

Building Department

Foxtan Fuels	Fuel	463.78
WSIB	WSIB - November 2023	257.67
Minister of Finance	EHT - November 2023	162.08

Payroll

November 22 2023	Payroll	4,680.34
	Expenses	-
December 6 2023	Payroll	5,231.11
	Expenses	-

Building Total 10,794.98

Property Standards

Keppelcreek	Property Standards & Bylaw Enforcement - Oct	1,079.89
Pai-Da Landscaping Ltd.	Bylaw Enforcement Costs	<u>2,260.00</u>

Property Standards Total 3,339.89

Drainage

Drainage Superintendents Association of Ont	2024 Membership	185.00
CIBC VISA	Courier - BiVal MD & Schwartentruber MD	108.12
Maitland Conservation	Masson Municipal Drain & Bolt Municipal Drain	335.00
MRH Const. Inc.	Nichol Municipal Drain	77,472.80
Municipality of Central Huron	Bryant Municipal Drain	<u>13,264.91</u>

Drainage Total 91,365.83

Parks & Cemeteries

Hydro One	Kinsmen Park	<u>29.89</u>
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Parks & Cemeteries Total 29.89

Belgrave Water

Hydro One	Belgrave Water	1,261.37
Hydro One	Humphrey Well	104.65
Bell Canada	Belgrave Water	155.00
Kincardine Cable	Belgrave Water	41.75
Hay Communications	Belgrave Water	11.30
Allstream	Belgrave Water	141.70
WD Hopper & Sons Ltd.	Pump House Repairs	8,885.01

Water Total 10,600.78

Landfill

Hydro One	Morris Landfill	297.48
CIBC VISA	Morris Landfill	49.53
PE Inglis Holdings Inc.	Morris Landfill	180.80
Best Weigh Scale	Scale Maintenance	1,463.35
MGM Townsend Tire	Tractor Repair	478.70
Bluewater Recycling Assoc.	Curbside Pickup - December	14,631.02
SGS Canada Inc.	Turnberry Landfill	661.05

Landfill Total 17,761.93

Roads

Hydro One	Morris Shop	205.74
Hydro One	Turnberry Shop	267.80
Bell Canada	Turnberry Shop	113.28
Enbridge	Morris Shop	178.54
PBJ Cleaning Depot Group	Batteries, Water	120.48
MicroAge Basics	Office Supplies	263.24
CIBC VISA	M&T Shop Hazardous Waste Registrations	11.30
Town of St. Marys		20.00
Steffens Auto Supply	Shop Supplies	326.10
Radar Auto Parts	Shop Supplies	355.52
Foxtan Fuels	Fuel	15,533.12
Huron Tractor		1,440.69
Cottrill Heavy Equipment	Emission Test for 16-05 Tandem	128.00
Jade Equipment	Rental Grader - December	6,215.00
Alpine Tree Service Inc.	Cut Trees	4,068.00
BM Ross & Associates	Engineering (M070)	5,608.63
BM Ross & Associates	Engineering (M060)	393.91
Municipality of Morris-Turnberry	Turnberry Shop Water	119.58
WSIB	WSIB - November 2023	1,283.62
Minister of Finance	EHT - November 2023	807.44

Payroll

November 22 2023	Payroll	23,839.91
	Expenses	319.34
December 6 2023	Payroll	28,655.00
	Expenses	-

Roads Total 90,274.24

Account Total 318,565.12

Approved By Council:

December 19 2023

Mayor - Jamie Heffer

Treasurer- Sean Brophy



Municipality of Morris-Turnberry

COUNCIL AND COMMITTEE DELEGATION REQUEST

A delegation is a person or group of people who address Council or a Committee for the purpose of making a presentation. Please ensure this form is completed, with an attachment outlining your request for a Council delegation. This Request Form must be received by the Clerk no later than 12:00 noon on the Thursday preceding the Council meeting. The Request must be delivered by email, or in person.

Email: thallam@morristorynberry.ca
Address: 41342 Morris Road, PO Box 310, Brussels, ON N0G 1H0

REQUESTED DATE OF MEETING: December 19, 2023

NAME OF PERSON(S) MAKING PRESENTATION (and title/position, if applicable)
Brussels District Chief Max McLellan. Brussels District Deputy-Chief Brian Deitner.

GROUP/ORGANIZATION DELEGATION REPRESENTS: Brussels Fire Station

FULL MAILING ADDRESS OF DELEGATION(S):
51 Cn Rd, Brussels, ON N0G 1H0

TELEPHONE #: EMAIL ADDRESS:

GENERAL NATURE OF DELEGATION:
To express concerns regarding the parking area proposed for the expansion of the Brussels Fire Station.

PLEASE INDICATE THE ACTION/DECISION BEING REQUESTED OF COUNCIL:
That Council support an increase to the parking area to accommodate the full firefighter compliment of the station.

A delegation wishing to appear before the Council or Committee on Municipal business shall make a formal request to the Clerk in writing by Thursday noon prior to the meeting. A written brief is required outlining the subject matter of the presentation.

At the discretion of the Clerk, the Delegation will be scheduled to make a presentation to a Council Meeting or Committee meeting. Delegations are limited to ten (10) minutes to address Council. If the delegation has printed information such as reports, power point presentations and other written material that are to be presented to Council or Committee, it must be delivered to the Clerk by Thursday noon prior to the meeting.

For further information on the procedure for appearing before Council as a delegation, please contact Trevor Hallam, Clerk, at 519-887-6137 ext. 21 or thallam@morristorynberry.ca.

The Information submitted will be considered to be public information and therefore subject to full disclosure, under the Municipal Freedom of Information and Protection of Privacy Act.

(Submitted by phone)

Delegation Applicant Signature

Clerk or designate

Dec 14, 2023

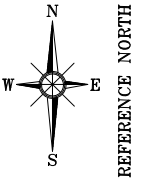
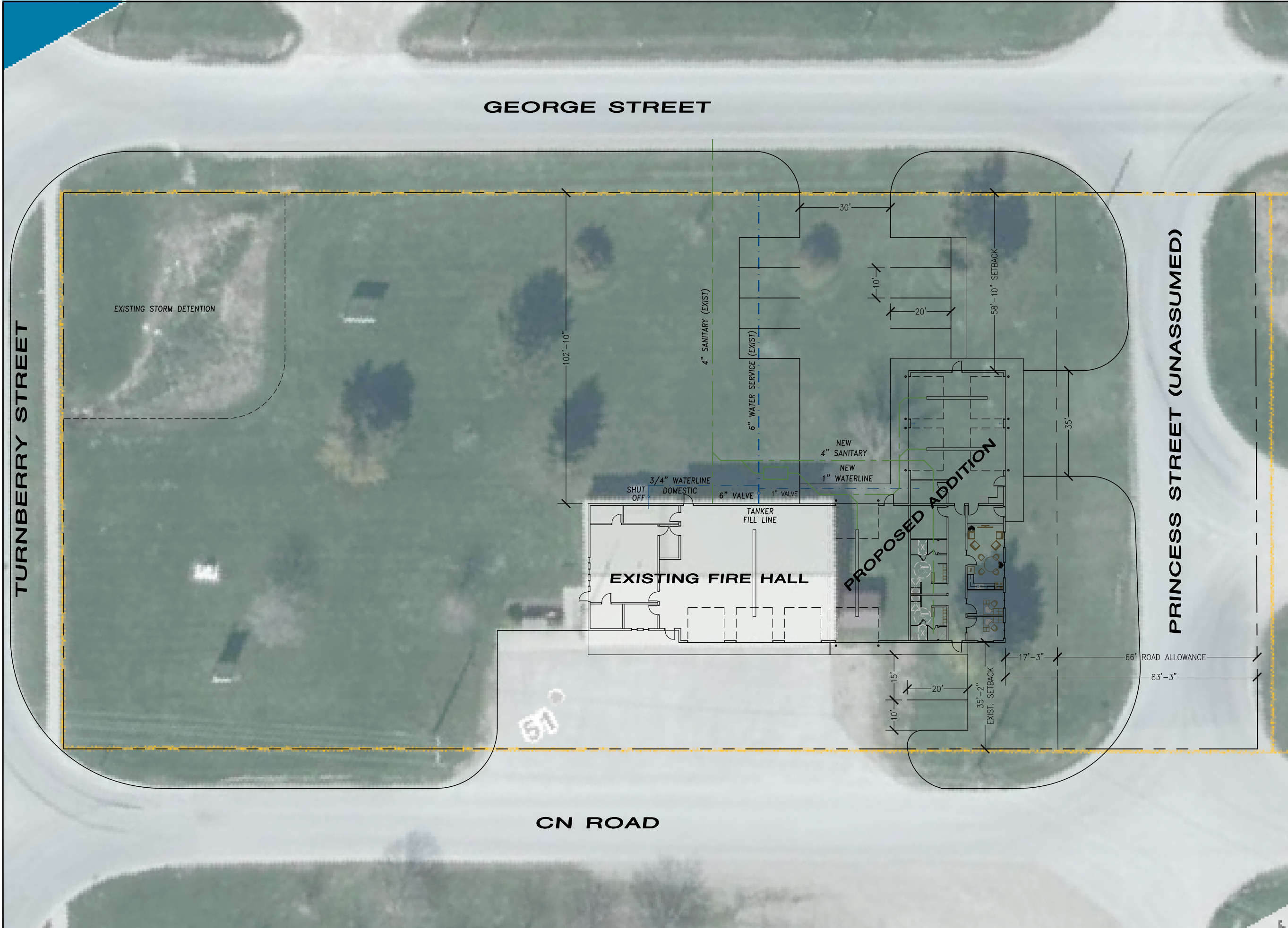
Date
Dec 14 2023

Date Received

OFFICE USE:

Confirmed meeting date Dec 19.

Confirmed with Requestor on Dec 14 (date) by Phone (phone/email).



**HURON EAST
JOINT OPERATIONS CENTRE
FIRE HALL / AMBULANCE**

BRUSSELS ONTARIO

ISSUED FOR DISCUSSION	GENERAL SITE PLAN
SCALE 1" = 1'-0"	DWG.# SP-1
DATE JAN 31, 2023	0



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 65-2023

Being a by-law to establish fees, rates, and charges for the Municipality of Morris-Turnberry.

WHEREAS Section 391 of the *Municipal Act*, 2001, S.O. 2001, c. 25 provides that a municipality or local board may pass by-laws imposing fees or charges for services;

AND WHEREAS Section 69 of the *Planning Act*, R.S.O. 1990, c. P.13 provides that a municipality may establish a tariff of fees for the processing of applications made in respect of planning matters;

AND WHEREAS Section 7 of the *Building Code Act*, 1992, S.O. 1992, C.23 provides that a municipality may pass by-laws requiring the payment of fees and prescribing the amounts of fees for the issuance of permits and related matters;

AND WHEREAS it is deemed necessary to establish fees, rates, and charges in the Municipality;

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry enacts as follows:

1. That Schedules 'A' and 'B' attached hereto and forming part of this by-law are adopted as the fees, rates and charges for the matters described therein for the Corporation of the Municipality of Morris-Turnberry;
2. That the fees or charges imposed pursuant to this By-law constitute a debt owing to the Corporation of the Municipality of Morris-Turnberry, and without limiting any collection remedy otherwise available to the municipality, the Corporation of the Municipality of Morris-Turnberry may add outstanding fees and charges, including interest on the unpaid balance pursuant to this By-law, to the tax roll for any real property within the municipality owned by the person responsible for paying the fees and charges, and the amount may be collected in a like manner as municipal taxes;
3. That this by-law shall be cited as the "Consolidated Fee By-Law";
4. That this by-law shall supersede by-law 59-2021 and all previous by-laws or resolutions and parts of by-laws or resolutions inconsistent with the provisions of this by-law regarding fees, rates, and charges for the Municipality;
5. That this by-law shall come into force and effect on the date it is passed.

Read a FIRST and SECOND time this 19th day of December 2023

Read a THIRD time and FINALLY PASSED this 19th day of December 2023

Mayor, Jamie Heffer

Clerk, Trevor Hallam

Schedule 'A' By-Law 65-2023

*All applicable taxes included unless otherwise noted

Administration			
Tax Certificate		\$	50.00
Duplicate Tax/AR Statement		\$	10.00
Zoning Certificate		\$	80.00
Photocopies		\$	0.20 per sheet
Fax		\$	1.00 per sheet
Misc. Postage			Full cost recovery
Returned Cheques/PAP		\$	40.00 per occurrence
Written confirmation of Prior Year Tax Payments		\$	10.00 per property
Mortgage Company Processing Fee		\$	15.00 per property
Statement Processing Fee		\$	2.00 per statement
Tax Sale Tender Package		\$	25.00 per package
History Book (single)		\$	20.00
History Books (set of 2)		\$	30.00

Interest			
Accounts Receivable			1.25% per month
Tax Arrears			1.25% per month
Municipal Drain - Maintenance			1.25% per month
Municipal Drain - Capital Project	Accruing on all project related invoices commencing at the time of payment by the Municipality.	Bank Prime Interest at the time of invoicing by the Municipality	per month
Municipal Drain - Capital Project Assessment Financing	Financed for a maximum term of 3 years	Bank Prime Interest at the time of financing approval	per annum

Licences and Services			
Marriage License		\$	100.00
Marriage Solemnization		\$	395.50
Lottery License			2% of prize value
Commissioning of Oaths	At municipal office only		No Charge

Planning			
Cash in Lieu of Parkland	per newly created lot	\$	500.00
Site Plan Control	Initial application	\$	1,000.00
	Amendment to existing site plan		Full cost recovery
Drainage Apportionment Agreement	As a condition of Severence	\$	200.00
Sewage system review	Severance - up to 2 lots	\$	268.00
	Severance - >2 lots	\$	509.00
	Plan of Subdivision - >5 lots	\$	1,058.00
	Minor Variance	\$	127.00
	Rezoning	\$	127.00
	Official Plan Amendment	\$	181.00
	Sourcewater Protection	\$	127.00
Third party consultation, peer review or any expenses related to any application			Full cost recovery
Re-circulation due to change made by applicant		\$	200.00
Lot Grading Deposit	per lot	\$	2,000.00
Other Planning Fees			Refer to Schedule 'B'

Water and Sanitary Sewer			
Belgrave System			
Water rate			See Budget for current year
Initial billing set up		\$	100.00
Turn on/off curb stop		\$	150.00
New connection installation			Actual cost of construction
Capital charge per connection		\$	6,974.56

Schedule 'A' By-Law 65-2023

By-Law Enforcement			
Animal Control			
Dog Licence - First Dog		\$	20.00
Dog Licence - Additional dogs		\$	30.00
Dog Licence - First Pit Bull, Staffordshire Terrier, Cross of either, or dogs deemed to be vicious		\$	100.00
Dog Licence - Additional Pit Bull, Staffordshire Terrier, Cross of either, or dogs deemed to be vicious		\$	110.00
Licensing late penalty		\$	20.00

Animal Control (continued)			
Replacement Licence Tag		\$	10.00
Administration Fee - Seizure and Impounding		\$	50.00
Boarding		Actual cost of boarding	
Kennel Licence		\$	125.00
Prohibited Animal Fee		\$	85.00

Clean Yards			
Inspection, when inspection of the property pursuant to a complaint confirms that the property does not comply with the Corporation's Clean Yards By-Law		\$	80.00
Services and Materials expended in carrying out the requirements of an Order when the owner has failed to comply		Actual costs plus 20%	

Property Standards			
Inspection, when inspection of the property pursuant to a complaint confirms that the property does not comply with the Corporation's Property Standards By-Law		\$	80.00
When an order issued and not appealed or has been confirmed		\$	140.00
Appeal of a property standards order		\$	140.00
When an officer of the Corporation attends a Property Standards Appeal Committee meeting where an order has been upheld		\$	140.00
When an officer of the Corporation attends a court hearing where a conviction has been granted		\$	625.00
Services and Materials expended in carrying out the requirements of an Order when the owner has failed to comply		Actual costs plus 20%	
Certificate of compliance issued at the owner's request		\$	25.00

Zoning			
When an officer of the Corporation attends a court hearing where a conviction has been granted		\$	625.00
Zoning Certificate		\$	80.00

Landfill and Waste Disposal			
General Waste by weight		\$	100.00 per tonne
Minimum Charge		\$	10.00
Concrete and Bricks (no re-bar)		\$	100.00 per tonne
Construction/Demolition Waste		\$	100.00 per tonne
Appliances containing refrigerant		\$	40.00 per appliance
Yard waste/Wood without nails or metal		No Charge	
Recyclables		No Charge	
Scrap Metal		No Charge	
E-Waste		No Charge	
Tires		No Charge	
Non-Contaminated soil	2 weeks notice and pre-authorization required. Testing may be required.	No Charge	
After Hours entry	\$100.00 minimum charge	\$	100.00 per hour
Curbside pickup receptacles		Cost recovery of current Bluewater Recycling Fees	

Schedule 'A' By-Law 65-2023

Public Works			
Entrance Construction Permit	Deposit	\$	500.00
	Fee	\$	250.00
	Damage to Municipal Property		Cost of repairs
Special Signage			Cost of supply and installation
Equipment (including operator, subject to availability)	Grader	\$	2.00 per minute, 30 minute minimum
	Tandem or Backhoe	\$	1.50 per minute, 30 minute minimum
Equipment (Clean up or remediation)			With notice, standard equipment rates
			Without notice, 2x standard equipment rates.
Tile Drain Loan Inspection		\$	100 + mileage per hour

Fire and Emergency Services			
Unauthorized Burn Response			Full Cost Recovery
Fire Response - Indemnification Technology	Per Truck		Current MTO rate per unit per hour or portion thereof for each unit
	Per personnel hour		Current rate per person per hour
	Other costs including but not limited to: Foam, Metered Water, Air Tank Refilling, Cleaning Equipment, DSPA or similar type unites, cost to replace damaged or destroyed equipment, specialized response costs such as Water Bomber Drops.		Full Cost Recovery. Should the insurer pay the coverage to the property owner, the property owner is liable to remit these funds to the municipality or its representative.

Bluevale Hall Rental			
Upstairs floor only	no alcohol	\$	113.00
Downstairs floor only	no alcohol, includes kitchen	\$	113.00
Both floors	no alcohol	\$	169.50
Under 2 hour rental		\$	56.50
Happy Card Players		\$	39.55

Building Permits and Fees			
Single Family Residential & Additions			
per square foot		\$	0.95
unfinished basement		\$	0.55
plus finished basement		\$	0.55
plus attached garage		\$	0.55
base fee in addition to		\$	200.00

Accessory Buildings - Residential			
per square foot		\$	0.55
base fee in addition to		\$	100.00

Residential - Renovations			
per square foot		\$	0.85
per \$1000 of value of work		\$	14.00
base fee in addition to		\$	100.00

Multi-Residential			
per square foot		\$	0.95
plus finished or unfinished basement		\$	0.55
plus attached garage		\$	0.55
base fee in addition to		\$	200.00

Schedule 'A' By-Law 65-2023

Mobile Homes			
per square foot		\$	0.95
plus finished or unfinished basement		\$	0.55
plus attached garage		\$	0.55
base fee in addition to		\$	200.00

Commercial/ Industrial/ Institutional			
per square foot		\$	0.85
base fee in addition to		\$	200.00

Commercial / Industrial / Institutional - Additions & Renov			
per square foot		\$	0.85
per \$1000 of value of work		\$	14.00
base fee in addition to		\$	100.00

Commercial/ Industrial/ Institutional -Accessory			
per square foot		\$	0.60
base fee in addition to		\$	100.00

Farm Buildings - Housing Livestock			
per square foot		\$	0.35
base fee in addition to		\$	100.00

Farm Buildings for other than Housing Livestock			
per square foot		\$	0.35
base fee in addition to		\$	100.00

Agricultural -Additions & Renovations			
per square foot		\$	0.35
per \$1000 of value of work		\$	12.00
base fee in addition to		\$	100.00

All Tarped Structures			
per square foot		\$	0.30
base fee in addition to		\$	100.00
Tent or Tents occupying an area >60 sq. m		\$	140.00

Manure Storage Facilities			
Solid - per square foot		\$	0.25
Liquid - per foot of diameter		\$	11.05
base fee in addition to		\$	100.00

Bunkers & Tower Silos			
per \$1000 of value of work		\$	14.00
base fee in addition to		\$	100.00

Granary			
Per \$1000 of value of work		\$	14.00
base fee in addition to		\$	100.00

Swimming Pools			
Above Ground - flat fee		\$	100.00
In ground - flat fee		\$	100.00

Solid Fuel Burning Appliances-Woodstoves-Chimneys			
per \$1000 of value of work		\$	14.00
base fee in addition to		\$	100.00

Decks, Balconies and Porches			
per square foot		\$	0.55
base fee in addition to		\$	100.00

All Alternate Energy Projects - (Wind/Solar etc.)			
per \$1000 of value of work		\$	18.00
base fee in addition to		\$	100.00

Schedule 'A' By-Law 65-2023

Septic/Sewage System Permits			
Permit - Class 2 & 3		\$	560.00
Permit - Class 4 & 5		\$	560.00
Permit - Tank Repair only or Leaching bed repair		\$	290.00

Greenhouse			
per square foot		\$	0.25
base fee in addition to		\$	100.00

Demolition			
All demolition		\$	150.00

Other			
Plumbing Permit - per fixture unit		\$	12.00
Occupancy Permit		\$	120.00
Any Construction started without a permit			5 x original permit fee
Minimum Permit fee		\$	100.00
Change of Use		\$	230.00
Copy of Permits/Application		\$	100.00
Any other Building or Structure not specified			\$100.00 + \$14.00/\$1,000 of construction value
Inspection Only - No permit		\$	120.00
Conditional Permit			Same as permit
Inspection Requested and Not Ready		\$	120.00
Re-inspection fee			\$120.00 + mileage

2024 FEES	Municipal	County	TOTAL
Official Plan Amendment (OPA), Local OPA, County OPA	\$1,189.00	\$2,911.00	\$4,100.00
Zoning By-law Amendment (ZBLA)	\$696.00	\$1,412.00	\$2,108.00
Minor Variance (1 or 2)	\$705.00	\$934.00	\$1,639.00
Minor Variance (3 or more)	\$924.00	\$1,176.00	\$2,100.00
Consent-Technical (e.g. lot additions, easements, ROW's, Validation Certificates, re-creation of original lots, etc.)	\$585.00	\$1,756.00	\$2,341.00
Consent-New Lot Creation (e.g. new lots, surplus farm severances)	\$845.00	\$2,536.00	\$3,381.00
Plan of Subdivision/Condominium	\$3,122.00	\$6,242.00	\$9,364.00
Lots/Blocks/Units over 10	add \$60 per lot/unit/ block	add \$116 per lot/unit/ block	add \$176 per lot/unit/ block
Draft approval extension	\$520.00	\$1,561.00	\$2,081.00
Phasing, Final Approval*	\$293.00	\$878.00	\$1171 per final approval/phase*
Changes to a Draft Approval Plan or Conditions*	\$143.00	\$438.00	\$584*
*Note: Where Final Approval, Phasing or Changes to draft plan conditions result in the creation of additional lots/blocks/units, an additional fee of \$176/lot/block/unit shall apply.			
Combined Local OPA & ZBL	\$1,443.00	\$3,711.00	\$5,154.00
Combined County & Local OPA	\$1,359.00	\$5,436.00	\$6,795.00
Combined County OPA, Local OPA & ZBL	\$1,819.00	\$6,089.00	\$7,908.00
Removal of Holding (H) Symbol	\$292.00	\$291.00	\$583.00
If combined with a planning application and when H is imposed by the Municipality	\$0.00	\$0.00	\$0.00
Renewal of Temporary Use Zoning By-law	\$522.00	\$1,059.00	\$1,581.00
By-law to Deem lots not in a Plan of Subdivision, or the repeal of such By-law *	\$234.00	\$233.00	\$467.00
Where combined with any other planning application	\$116.00	\$117.00	\$233.00
Part Lot Control *	\$1,171.00	\$1,170.00	\$2,341.00
	add \$60 per additional conveyable Part over 2	add \$116 per additional conveyable Part over 2	plus \$176 per additional conveyable Part over 2
*in both cases, applicants cover all legal costs & by-law prep			
Application Re-circulation fee (resulting from a change/meeting cancellation requested by the applicant)	Fee to be paid to Municipality responsible for re-circulation.	Fee to be paid to Municipality responsible for re-circulation.	\$312.00
Agreements: site plan control, subdivision, condominium, development, lot grading & draining (Planning costs to be reimbursed like legal, and engineering). Application fee determined by local municipality	Cost recovery for legal, engineering and planning costs. Application fee determined by local municipality	Cost recovery for legal, engineering and planning costs. Application fee determined by local municipality	Cost recovery for legal, engineering and planning costs. Application fee determined by local municipality
Natural Heritage Review by County Biologist (if development is proposed within 120m of a Natural Heritage feature) -comments on planning application -review terms of reference and EIS)		\$228 (\$46.50/hour)	\$228 Variable

MUNICIPALITY OF MORRIS-TURNBERRY

REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Kim Johnston, Deputy Clerk

DATE: December 19, 2023

SUBJECT: Community Safety and Well Being Plan – Status Update and Budget for 2024.

RECOMMENDATION

That Council receive the report on the Huron County Community Safety and Well Being Plan for information purposes; and

THAT Council concur with the staff recommendation to contract Lakeside Web to create and host a website for the Huron County Community Safety and Well Being Plan; and

THAT Council approve the proposed budget for the Community Safety and Well Being Plan for 2024.

BACKGROUND

As a result of amendments to the Police Services Act, 1990, that came into effect on January 1, 2019, all municipalities across Ontario were required to develop and adopt a Community Safety and Well-Being (CSWB) Plan (the “Plan”) on or before July 1, 2021. To prepare the Plan, municipalities were required to establish a multi-sectoral advisory committee and to conduct consultations with members of the public. Municipalities also had the discretion and flexibility to develop joint plans with surrounding municipalities.

The Plan was required to identify priority risk factors and strategies to reduce these risk factors such as new services, or changing/coordinating existing services, and set measurable outcomes. This allows municipalities to take a leadership role in defining and addressing priority risks in the community through proactive, integrated strategies that ensure vulnerable populations receive the help they need from the providers best suited to support them.

The Huron County Community Safety and Well-Being Working Group (the “Working Group”) was established in the fall of 2019 in order to develop a consolidated Plan for Huron County. Many of the preliminary issues identified (i.e. Affordable housing, transportation, mental health, substance misuse) are interdependent and multi-jurisdictional. It therefore follows that the Plan would benefit from input and guidance from multi-jurisdictional providers, and that a consolidated Plan for Huron County would be beneficial, noting overall risk factors while also identifying any risk factors and strategies specific to a particular municipality.

In February 2020, a survey was created and distributed throughout the County to assess each municipality’s well-being and feelings of safety of residents. The survey was administered by the Canadian Municipal Network on Crime Prevention on behalf of the Working Group as part of the development of the Plan. Community engagement sessions were planned but unfortunately not held due to the onset of the COVID-19

The cost of the Plan creation was also agreed to be divided equally among all 9 lower-tier municipalities.

Based on survey results and evidence-based research, the Plan identified the following four (4) priority areas for action based on their research and community engagement:

1. Mental Health and Addiction;
2. Housing and Homelessness;
3. Domestic and Family Violence; and
4. Community Security.

The Huron County Community Safety and Well-Being Plan was adopted by all 9 lower-tier municipalities on July 1, 2021. A copy of the Huron County Community Safety and Well-Being Plan is attached for reference at Schedule A.

It should be noted that while the Plan creation was mandated by the Ministry of Solicitor General, no information has been provided with respect to the role of the Plan moving forward. There has been no indication that funding for the Plan will be made available by the Province and no direction as to the ‘end goal’ for the Plan. More information from the Province is likely to be released following adoption of the changes to the Police Services Act, in 2024.

As set out in the approved Plan and the Terms of Reference for the Oversight Committee, the following framework was established:

- **Oversight Committee** - An oversight committee with multi-sectoral representation and reflective of the community to guide campaigns and initiatives, and address four identified priority areas of action through providing expertise and knowledge and sharing information.
- **Municipal Working Group** – A working group consisting of designates of all 9 lower-tier municipalities in Huron County, the Working Group guides and directs key tasks required to complete the generic County wide Plan. The Working Group provides guidance to the Oversight Committee and operates as liaisons to their respective municipalities and Councils.
- **Municipal Implementation Team or Coordinator** – Appointed staff or coordinator responsible for the implementation of the Plan based on recommendations from the Oversight Committee and their own municipality’s needs and goals.

Oversight Committee Meeting Summary for 2023

Morris-Turnberry’s representation on the Oversight Committee is Councillor Sharen Zinn.

Over the course of 2023, the Oversight Committee met four (4) times. Detailed descriptions of the meetings are described below in **Table 1**.

Table 1: Summary of 2023 Oversight Committee Meetings

Meeting Date	Meeting Overview
March 22, 2023 (Inaugural meeting)	<ul style="list-style-type: none"> • Committee orientation • Committee appointments
May 24, 2023	<ul style="list-style-type: none"> • Mapping high level discussion of actions/initiatives currently being undertaken in which communities (participating lower-tiers) that relate to our 4 priority areas. • Discussion on future work of committee and next steps.
September 25, 2023	<ul style="list-style-type: none"> • Educational session discussions related to priority areas • Committee membership discussion • CSWB media statement • 2023 projects and initiatives discussion • Priority area mapping review
November 28, 2023	<ul style="list-style-type: none"> • Committee Re-orientation (for new members and committee direction) • Ontario Municipal Social Services Association (OMSSA) CSWB Update • Action plan for Oversight Committee (campaigns related to priority areas, indicators) • Review of proposed 2024 budget

Working Group Meeting Summary for 2023

Morris-Turnberry’s representation on the Working Group is Kim Johnston.

Over the course of 2023, the Working Group met four (4) times. Detailed descriptions of the meetings are described below in **Table 2**.

Table 2: Summary of 2023 Working Group Meetings

Meeting Date	Meeting Overview
December 5, 2022	<ul style="list-style-type: none"> • Oversight Committee composition. • Oversight Committee Terms of Reference. • Social Media Schedule preparations.
February 6, 2023	<ul style="list-style-type: none"> • Municipal and Sector appointments to Oversight Committee. • Municipal by-laws. • Oversight Committee Inaugural meeting discussion • Shared drive determined for resource sharing.
June 1, 2023	<ul style="list-style-type: none"> • Review of Oversight Committee minutes and priority mapping task. • CSWB funds for 2023.
October 3, 2023	<ul style="list-style-type: none"> • Review of Oversight Committee minutes. • Review of framework and roles for the Oversight Committee, Working Group and Implementation teams at municipal level. • Discussion on CSWB collective website for participating municipalities to house resources, campaigns and indicator reporting. • CSWB Budget discussion for 2024.
November 30, 2023	<ul style="list-style-type: none"> • Review of CSWB website and selection of creator and host. • Campaign considerations regarding ensuring collective approach. • Discussion on proposed CSWB budget for 2024 (held by municipalities).

Social Media Communication Schedule

In 2023, a Social Media Communication Schedule was established by the Working Group to identify information messaging as related to the four priority areas that can be actioned by participating lower-tier municipal staff.

Schedule “B” – Social Media Communication Schedule outlines the 2023 items.

Now that Morris-Turnberry has created a social media page – Facebook – therefore making it much easier for us to participate in the communication schedules.

Priority Area Mapping

In 2023, the Oversight Committee undertook a priority area mapping exercise for the four priority areas identified within the CSWB Plan.

The purpose of the priority area mapping exercise was to identify initiatives, campaigns and programs that exist county-wide related to the four priority areas. The exercise also identified redundancies and gaps across the county that exist within the priority areas.

Schedule ‘C’ – Priority Area Mapping provides the updated list as determined by the Oversight Committee members, as of October 12, 2023.

2024 Action Plan

At the November 28, 2023 meeting, the Oversight Committee identified 4 campaigns for 2024, each prioritizing one of the Priority Areas. Each municipality is expected to participate in all 4 campaigns so that shared messaging and information is distributed to all Huron County residents during the same time period in order to make the greatest impact. It should be noted that municipalities are not limited to these 4 campaigns and may create or participate in additional campaigns as their own municipality’s needs and abilities dictate.

The campaign for the first quarter of 2024 relates to Mental Health and Addictions; the campaign for the second quarter relates to Domestic and Family Violence; the campaign for the third quarter relates to Community Security; and the final campaign relates to Housing and Homelessness.

Ad hoc committees have been created to gather messaging and information to be distributed to each municipality through the Oversight Committee and Working Group during each campaign. This will ensure that consistent and appropriate messaging is delivered across the County.

In addition to these campaigns, a general information campaign regarding the Community Safety and Well Being Plan (what it is, where to find information) will be undertaken throughout the year. A generic template identifying all 9 lower-tier municipalities has been drafted, which will allow for branded cohesive messaging to be distributed throughout the County by individual municipalities much in the same way as the election materials were prepared. Attached at Schedule “E” are drafts of the generic templates to be used in the general information campaign throughout 2024.

At the moment, there is no ‘one-stop-shop’ for information regarding the Community Safety and Well Being Plan or the Priority Areas. The Oversight Committee recommended that a stand-alone website similar to websites created by other municipalities be established (see <https://cswbp-brucegrey.ca/>). This website would provide information on what the Plan is, how it was established, what the 4 priority areas are, who the members are, provide links to services and organizations relating to the 4 priority areas (as set out in the Priority Area Mapping Task), and provide updates as well as copies of any reports generated.

Proposed 2024 CSWB Plan Budget

The Working Group reviewed the recommendations from the Oversight Committee at their November 30, 2023 meeting and attach a proposed budget for 2024 as Schedule “D”. Included in the budget is the cost of the creation of a website through Lakeside Web which includes the creation and one year of running the website. At the November 30, 2023 meeting, the Working Group reviewed 3 estimates received in relation to the creation and hosting of a website for the Huron County Community Safety Well Being Plan. After review, the following motion was made:

MOVED by: Stacey Jeffery

SECONDED by: Brad McRoberts

That the proposal from Lakeside Web with respect to the creation and hosting of a Community Safety and Well Being website, be recommended by the members of the Working Group to their respective Councils.

CARRIED

A copy of the estimate received from Lakeside Web is attached as Schedule “E”.

In addition to the funds requested in the proposed budget, it is staff’s recommendation that Council also approve the sum of \$1350.00 to be allocated to the Municipal Community Safety and Well Being budget for 2024, bringing the total amount allotted to \$5000.00.

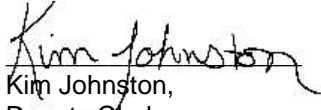
2024 Reports to Council

The Oversight Committee will be meeting at least quarterly during 2024. These meetings will allow the various Ad hoc committees to provide the Oversight Committee with the package of materials and messaging for upcoming campaign(s) and to provide an opportunity to have a debrief following each campaign. A memo to Council will be prepared following each Oversight Committee meeting to provide updates and information regarding upcoming campaigns.

OTHERS CONSULTED

Huron County CSWB Working Group
Trevor Hallam, CAO/Clerk

Respectfully submitted,

A handwritten signature in black ink that reads "Kim Johnston". The signature is written in a cursive style with a horizontal line underneath the name.

Kim Johnston,
Deputy Clerk

Encl.

- Schedule "A" – Community Safety and Well Being Plan
- Schedule "B" – Social Media Communication Schedule
- Schedule "C" – Priority Area Mapping (as of October 12, 2023)
- Schedule "D" – Proposed Budget for 2024
- Schedule "E" – Estimate received from Lakeside Web

Community Safety and Well-Being

for HURON COUNTY



JUNE 2021

Community Partners



Avon Maitland District School Board
Betamarsh
Big Brothers Big Sisters
Children's Aid Society
Choices for Change
CMHA
Community Living
Domestic Assault Response Team (DART)
Emergency Medical Services
Equity, Diversity and Inclusion Working Group
Faith Community
Gateway Centre of Excellence in Rural Health
Huron Community Family Health Team
Huron County Economic Development

Huron County Food Distribution Centre
Huron County Immigration Partnership
Huron County Social Services
Huron Perth Addictions and Mental Health Alliance
Huron-Perth Catholic District School Board
Huron Perth Centre
Huron Perth Children's Aid Society
Huron Perth Community Support Services
Huron-Perth Healthcare Alliance
Huron Perth Human and Justice Coordinating Committee
Huron Perth Public Health

Huron Respite Network
Indigenous Issues Working Group
ONE CARE
Ontario Provincial Police
Poverty to Prosperity
Probation and Parole
REACH Fanshawe College
Rural Response for Healthy Children
Safe Homes for Youth
Tanner Steffler Foundation
United Way Perth Huron
Victim Services
VON
Women Shelter and Second Stage Housing
YMCA



Community safety and well-being... is a shared responsibility by all members of the community and requires an integrated approach.



“The Ontario Provincial Police – Huron Detachment supports a collaborative approach to addressing local priorities where everyone is safe, has a sense of belonging, access to services and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

Community safety and well-being cannot rest solely on the shoulders of the police. It is a shared responsibility by all members of the community and requires an integrated approach. The Huron OPP are committed to fighting crime, victimization and violence on every front with a vision of a safe community and secure Ontario.”

Inspector Jason Younan, Detachment Commander,
Huron Ontario Provincial Police

Messages from the Municipalities

The Township of Ashfield-Colborne-Wawanosh

The Township of Ashfield-Colborne-Wawanosh is a rural community of small villages and hamlets with strong ties to agriculture that make the community a place our residents are proud to call home. In ACW, we are passionate about the safety and well-being of our community and our residents. We are eager to move forward initiatives on access to health care services, community security and safety, adequate and affordable housing, food security, and recreational opportunities. We are committed to working together with our neighbouring municipalities in Huron County to make sure our community is protected and healthy through the Community Safety and Well-being Plan. The events of 2020 have proven that we care about our most vulnerable residents and are stronger when we act together.



Glen McNeil

Mayor of the Township of
Ashfield-Colborne-Wawanosh

The Municipality of Bluewater

In Bluewater, our vision is to build communities that are proactive, inclusive, responsive, respectful, and forward-looking. To ensure the safety and longevity of our communities, it is important for us to come together with our partner municipalities and social agency partners to create a plan for how we can continue to provide services and resources that keep our residents safe, well, active and happy. The Community Safety and Well-Being Plan will help us to not only meet the needs of our residents but surpass what we have done before. The Municipality of Bluewater is committed to putting the safety and well-being of our communities first by ensuring that the resources needed for our residents to prosper are accessible, available, and affordable so that we all benefit.



Paul Klopp

Mayor of the Municipality
of Bluewater



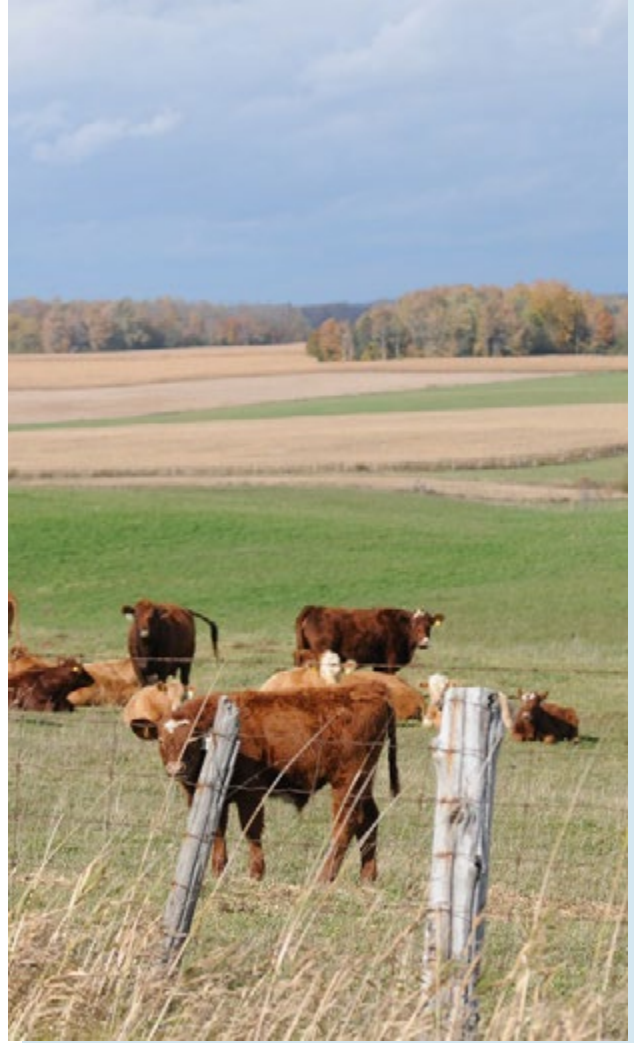
The Municipality of Central Huron

As we continue to address the impact that COVID-19 has had on our communities, it is important that we facilitate partnerships with all levels of government, health & education sectors as well as our community based organizations to ensure that local plans are as efficient and effective as possible in making communities safer and healthier places. With a collaborative effort, this Community Safety & Well-being Plan can support and enhance partnerships while dedicating our precious human and financial resources where they are needed most.



Jim Ginn

Mayor of the Municipality
of Central Huron



The Town of Goderich

Safety and well-being of the residents of Goderich is Councils top priority. Our Community Safety and Well-Being Plan has been developed collaboratively with our neighbouring municipalities. This Plan allows municipalities in Huron County to work with one another on social problems facing our respective communities. A coordinated effort will be made with social agencies across Huron County communities in order to move forward with initiatives addressing the priorities identified in the Plan. Goderich looks forward to enhancing and strengthening these partnerships in order to improve the safety and well-being of our community and our residents.



John Grace

Mayor of the Town of Goderich

The Township of Howick

Howick Township is the most northeasterly of Huron County. All lower tier municipalities of Huron County worked collaboratively to develop a Community Safety and Well-Being Plan in partnership with police services and other various sectors, including health/mental health, education, community/social services and children/youth services to identify and achieve community safety and well-being objectives in each municipality. Many of the preliminary issues (i.e. affordable housing, transportation, mental health, substance misuse) are interdependent and multi-jurisdictional.



Doug Harding

Reeve of the Township
of Howick

The Municipality of Huron East

Over the past year, with its unprecedented trials and tribulations, Huron East residents have shown great resiliency, compassion, and caring for their community. Together with the other municipalities within Huron County, Huron East has further committed to advancing community safety and inclusivity through the development and maintenance of a Community Safety and Well Being Plan. Working as a collective will ensure that not only Huron East, but Huron County as a whole, will become a safer and more inclusive community for its residents.



Bernie MacLellan
Mayor of the Municipality
of Huron East

The Municipality of Morris-Turnberry

Everyone has a role to play in the Safety and Well-being of a community, and for the Municipality of Morris-Turnberry the safety and well-being of our residents is the highest priority. This Community Safety and Well-Being Plan will provide us with a roadmap for how to approach some of the tough issues that our residents face.



Jamie Heffer
Mayor of the Municipality
of Morris-Turnberry



The Township of North Huron

The Township of North Huron is a community of communities and the safety and well-being of our residents is and will forever be, a top priority. We recognize that efficient and effective local planning is crucial to ensuring that our communities are safe and healthy, and that is why North Huron Council and staff have been eagerly engaged in the development of the Community Safety and Well-Being Plan to address the root causes of social issues and crime by developing crime prevention methods that will improve the quality of life for all. The Township of North Huron strives for a safe, secure and thriving community.



Bernie Bailey

Reeve of the Township
of North Huron

The Municipality of South Huron

Building this plan together with the input of our residents and support of neighbouring municipalities demonstrates our collective will to foster an inclusive community for all. As a retired OPP Constable with 30 years of policing experience, I know that this level of collaboration is absolutely vital to address inequities in access to basic social needs and make our communities safer across the region.



George Finch

Mayor of the Municipality
of South Huron



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Acknowledgements

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SECTION 1:

Introduction



Community safety and well-being are priorities in every Ontario community. Changes made to the *Ontario Police Services Act* in 2019 require municipalities to develop and adopt plans that address root causes of crime and complex social issues by focusing holistically on social development, prevention, and risk prevention. These plans – referred to as Community Safety and Well-Being (CSWB) plans – recognize that complex issues cannot be addressed in isolation or solely on an incident response basis. As such, municipalities must work on CSWB plans in partnership with multi-sectoral advisory committees that include representatives from social and community organizations, school boards, boards of health, the police service, and any other local service providers working to protect or enhance safety and well-being.

The broad goal of a CSWB plan is to establish a roadmap for how partners can collaborate across different sectors to make Ontario communities safer, more inclusive, more resilient, and places where all residents thrive. It is in the spirit that Huron County has approached the development of its CSWB Plan, which involved all nine municipalities: the Township of Ashfield-Colborne-Wawanosh; Municipality of Bluewater; Municipality of Central Huron; Town of Goderich; Township of Howick; Municipality of Huron East; Municipality of Morris-Turnberry; Township of North Huron; and, Municipality of South Huron. Myriad other organizations contributed to the development of this Plan by participating on working groups and committees, providing input through surveys and interviews, and by working on-the-ground to address safety and well-being in Huron every day.

Preventing crime and enhancing safety requires addressing issues before they arise or incidents occur. That is why this Plan is based on a collective impact approach that strives to bring people together to work towards a common agenda based on equity. This Plan also applies a social determinants of health lens that recognizes that the social, economic, and environmental conditions affect health, safety, and well-being. As well, the plan takes a place-based approach to focusing resources and attention on geographic areas and groups in the population most in need.

Partnerships and community lie at the heart of a strong and enduring risk and crime prevention system that can build and sustain capacity to promote well-being and safety.¹ Partnerships should strive to deliver place-based,

evidence-informed preventative actions that respond to the Huron context. To create local circumstances where everyone feels safe, has a sense of belonging, has timely access to services and opportunities, and can have their needs met across Huron County, we must all work together.

What is in this Plan?

To advance Community Safety and Well-Being in Huron County, this Plan:

- Examines population data and other statistics for municipalities in Huron County to understand the context within which we are working, where resources are distributed and to identify potential risks and challenges to be addressed;
- Provides an overview of the legislative framework guiding the development of this Plan and the process taken by the nine Huron County municipalities to understand risk and needs;
- Establishes an approach to community safety and well-being in Huron based on collective impact, equity, and social determinants of health to ensure risk and needs are understood holistically;
- Identifies Priority Areas for action to be addressed through this plan;
- Presents an Evaluation Matrix to help us measure progress; and,
- Discusses next steps for Plan implementation.

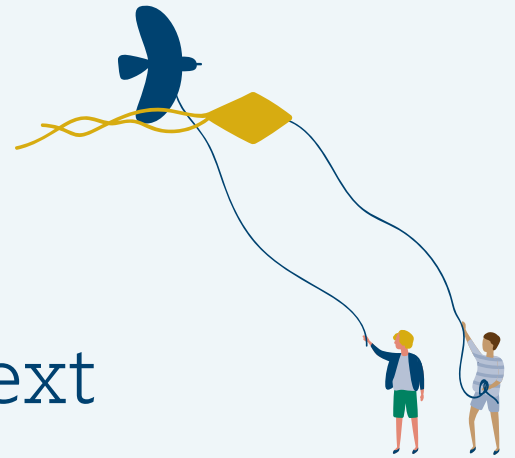
Impact of COVID-19 Pandemic

The COVID-19 pandemic has upended most aspects of daily life in Huron County—not to mention globally. A state of emergency was first declared in March 2020 to combat what would soon become a global pandemic. COVID-19 had an immediate and resounding impact in our community. More than one year later, we continue to feel the effects—and will for many years to come.

The COVID-19 pandemic has placed unprecedented restrictions on everyday life. Loneliness and feelings of isolation are being felt by many. As the pandemic has unfolded, only some of the potential impacts on community safety and well-being have been realized—including crime, health, public safety, security, and risk prevention.² The COVID-19 pandemic and accompanying economic disruption will have large-scale effects in areas of social and health determinants, highlighting inequalities in labour markets that have disproportionately affected individuals from vulnerable and marginalized backgrounds.

The COVID-19 pandemic has revealed inequities in access across the County including lack of access to decent work and experiences of discrimination. Many vulnerable populations in the region have more acutely experienced the economic impacts of the pandemic. Huron County has had to endure a ‘shockwave’ created by the pandemic that has cast new light on many long-standing challenges. Social and economic recovery from the pandemic requires a new tethering of police services to the broader economic logic of social investment. Through proactive harm reduction and social inclusion, Huron County’s CSWB Plan can help to advance our recovery.

SECTION 2: Huron County in Context



Huron County—known as Ontario’s West Coast—is located along the shores of Lake Huron. The County is one of the most agriculturally productive areas in Ontario and is an innovator in applying agricultural technologies in new ways. The County is a unique blend of rural and urban, creating a vibrant landscape on which urban amenities are united with rural benefits—providing the right fit across our nine municipalities for families and businesses.

Like many primarily rural Ontario counties, Huron must manage with several demographic and socio-economic challenges and considerations, including (see [Appendix A](#) for more detail):

- **An older—and aging—population than the Ontario average.** With a growing senior and elder population, Huron communities must be cognizant of providing appropriate services and policies to support healthy aging-in-place.
- **Population growth and outmigration.** Since at least 2009, Huron County has had more outmigration than in-migration. However, natural population growth has outpaced outmigration. As such, the County’s population is projected to exceed 72,000 in the next 25 years. A notable trend is that most outmigration is occurring within the County’s young adult cohorts. This trend, over time, will likely lead to older adults making up a greater proportion of the County’s total population.
- **Lower individual after-tax and median household incomes.** Compared to Ontario overall, individual annual after-tax incomes for individuals in Huron County is approximately \$16,000 lower.
- **Lower ethnic and cultural diversity than more urban communities.** Less than 8% of Huron residents identify immigrants and only 1.5% of residents identify as being a visible minority—compared to nearly 30% on average for both Ontario-wide. Attracting newcomers to rural regions has been a historic challenge across Canada.



- **External pressures on the real estate market challenge affordability.**

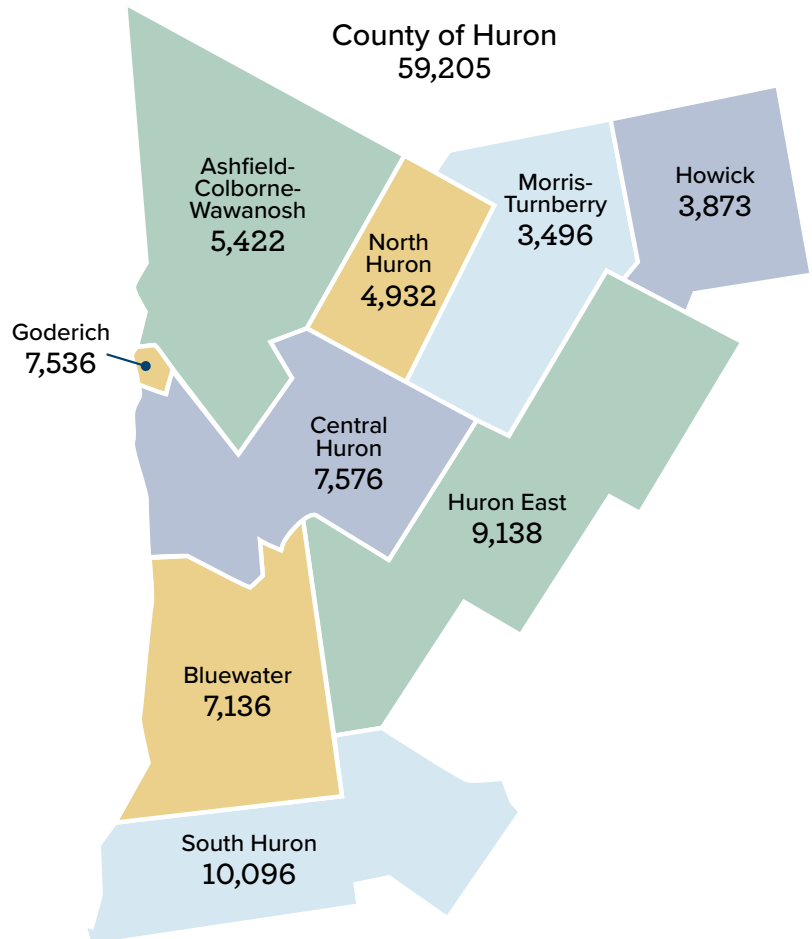
The impacts of COVID-19 on Huron's real estate market have been felt in terms of new residents with higher purchasing power moving to the County from major urban centres. The average home price in the County has increased from around \$350,000 in 2020 to nearly \$500,000 as of March 2021. This has created a situation in which many Huron residents—particularly those on fixed incomes—must grapple with higher assessed property values.

- **Housing Availability and over housing trend.**

Housing vacancy rates are at an all time low of 0% occupancy rates in the region³ on average. As the population continues to age and the availability of housing options in the region we are seeing larger homes with fewer occupancy creating an over housed scenario.

Statistical Overview

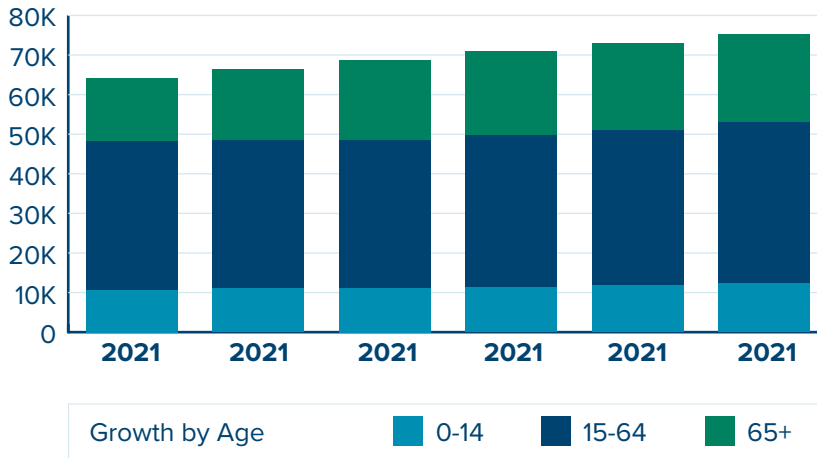
2016 POPULATION DISTRIBUTION BY MUNICIPALITY⁴



AGE BREAKDOWN

Population	Huron County	Ontario
Aged 0 to 14	9,985 (16.8%)	2,207,970 (16.4%)
Aged 15 to 64	35,855 (60.5%)	8,988,865 (66.8%)
Aged 65+	13,455 (22.7%)	2,251,655 (16.7%)
Aged 85+	1,780 (3.0%)	301,075 (2.2%)
Total	59,295	13,448,490
Average Age	43.6	41.0

POPULATION GROWTH IN HURON 2021–2045

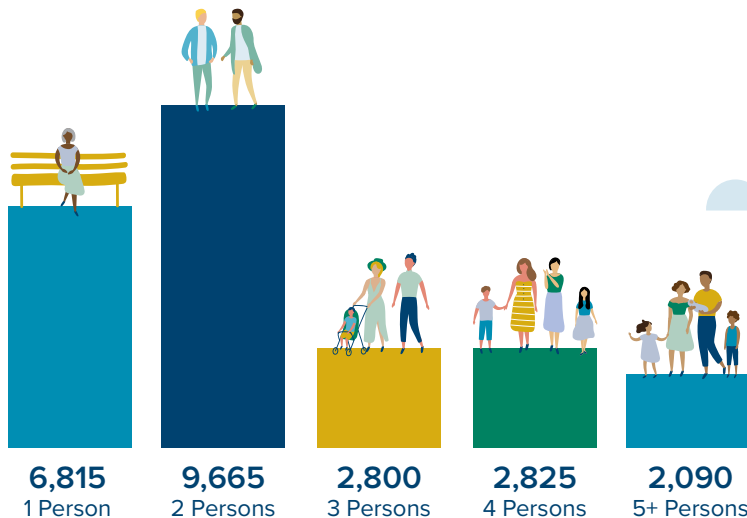


Population projections⁵ shows a continued steady population growth. These projections, prepared by the Ontario Ministry of Finance, do not take into consideration pandemic trends.



By 2045, Huron County’s population is expected to **increase by 11,197** residents (17.46%).

HOUSEHOLD COMPOSITION⁶



2.4 persons is the average household size in Huron.

Compared to Ontario with a 2.6 average, Huron is likely somewhat overhoused when considering the average number of bedrooms in houses and household size.

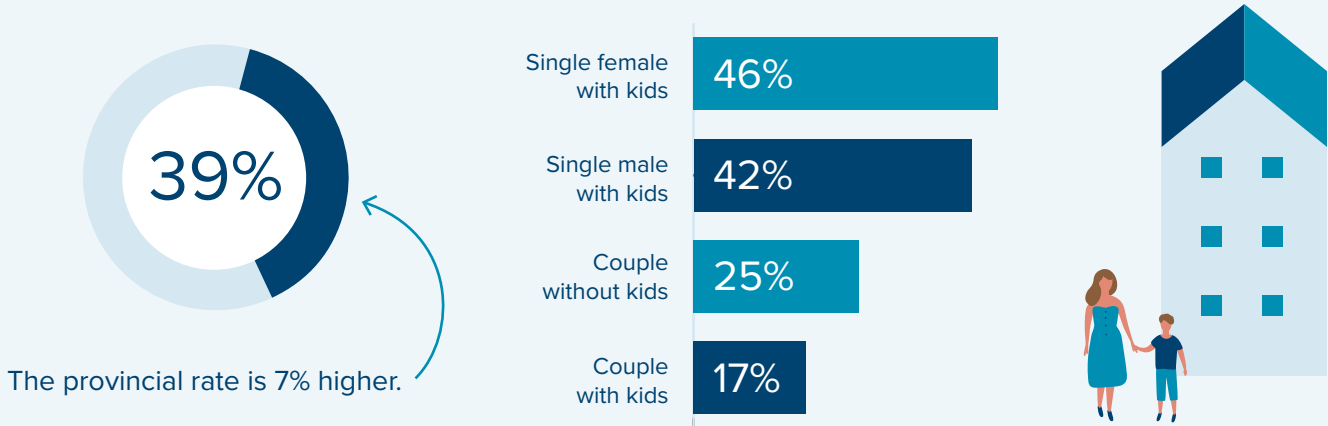
RENTER HOUSEHOLD INCOME

Income	Huron	Ontario
Average	\$45,082	\$53,691
Median	\$36,064	\$41,750

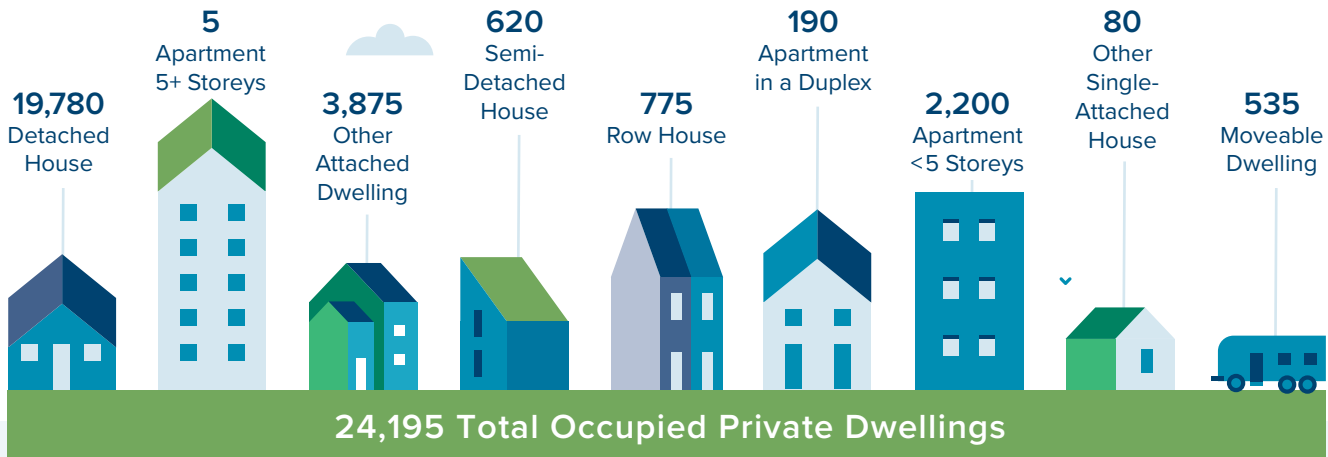
\$815

The average monthly cost of rent and utilities in Huron. The Ontario average is just over \$1,109.⁸

HOUSEHOLDS SPENDING 30%+ OF INCOME ON RENT AND UTILITIES⁷



HOUSEHOLD AND DWELLING CHARACTERISTICS



AFTER-TAX INCOME (POPULATION AGES 15+)⁹

2016 Income	Huron	Ontario
Individual median income in private households	\$30,303	\$46,260
Median income of economic families	\$72,501	\$79,531
Lone parent in low-income households (based on LIM-AT*)	\$24,540 (29% of persons)	\$28,890
Couples in low-income households (based on LIM-AT*)	\$35,330 (5.6% of persons)	\$35,572

ETHNICITY AND CULTURAL DIVERSITY

Identify As	Huron	Ontario
Indigenous	1.4%	2.8%
Immigrant	7.2%	29.1%
Visible Minority	1.5%	29.3%



⁹The Low Income Measure (LIM), after tax, refers to a fixed percentage (50%) of median adjusted after-tax income of private households. The household after-tax income is adjusted for different household sizes and reflects the fact that a household's needs increase, but at a decreasing rate, as the number of members increases.

EDUCATION AND EMPLOYMENT

Overall, the region is well educated, and unemployment rates are low. Employers in some Huron communities have experienced labour shortages, with an identified need to attract more workers to the community.



83% of Huron's population aged 25 years or over having earned a high school diploma or above (post-secondary certificate, diploma or degree)

61.0% Employment Rate

4.0% Unemployment Rate

62.7% Participation Rate

21.9% of the population were employed part-time — that's higher than the provincial average of 18.6%.¹⁰

Factors Impacting Community Safety and Well-Being in Huron

The conditions in which we live, grow, work, and age contribute to community safety and well-being. Improving the social determinants of health and working toward system change are central features to improving safety and well-being for Huron residents. It is first important to determine what community safety and well-being means to Huron residents. For a more detailed overview of each of the factors identified here, please see [Appendix B](#).



What is Community Well-being?

Community well-being is the combination of social, economic, environmental, cultural, and political conditions identified by individuals and their communities as essential for everyone to thrive and fulfill their potential.

What is Community Safety?

Community safety is about helping communities to be and feel safe. It is important that people feel safe where they grow, live, work, and spend leisure time. There are ways that people can get involved to help improve safety in their own communities.

Economic Stability

- Economic stability underpins many social determinants of health, including education, employment, and income.
- Huron residents feel that the pandemic has increased financial stress due to job loss and job uncertainty.
- Economic elements have both protective and adverse effects on community safety and well-being and should be recognized as a critical foundation upon which safety and well-being depends.

Employment

- Precarious employment has become a much more significant issue in the County in the context of the COVID-19 pandemic. Ensuring residents can earn a living wage¹¹ is critical to economic stability.

Mental Health and Well-Being

- Police data suggests that there has been an increase in service calls during the pandemic, particularly for wellness checks and mental health calls.
- Huron (and Perth) residents have reported poor rates of mental health and are vulnerable to COVID-19 mental health impacts because of unique characteristics associated with living in a rural area.

Housing

- Huron has become a retreat for those looking to avoid the challenges associated with urban density. As such, housing prices have increased significantly since the start of the pandemic. The average house price in Huron has increased from around \$350,000 in January 2020 to nearly \$500,000 in March 2021.
- Increased demand for housing has lowered vacancy rates and has challenged affordability, with affordable housing nearly impossible for some residents to obtain. The “Housing First” model advocates for housing stability as the starting point for community safety and well-being and significant work is needed in this area.

Crime and Safety

- There have been year-over-year increases in incidences of violent crime (up 7%), mental health act calls (21%), and highway traffic act occurrences (3%). There have been slight declines in domestic disturbances (7%), and thefts (27%).
- With more Huron residents at home than normal, it is possible that domestic disturbances are being under-reported due to challenges related to social distancing, public health restrictions, and lack of alternative housing options. Thefts are likely also down because of people being at home more often.



SECTION 3:

Planning Framework & Process



As was discussed in the Introduction, legislative changes to the *Ontario Police Services Act* came into effect in 2019 that require Ontario municipalities to develop Community Safety and Well-Being (CSWB) Plans.

Under this new legislation, municipalities developing CSWB Plans are required to:¹²

- Establish a multi-sector advisory committee to guide Plan development;
- Conduct consultations with the advisory committee, members of the public including youth, members of racialized groups, First Nations, Métis and Inuit communities, as well as community organizations that represent these groups;
- Create a Plan that identifies priority risk factors (e.g. systemic discrimination and other social factors that contribute to crime, victimization, addiction, drug overdose and suicide);
- Identify strategies to reduce the prioritized risk factors (e.g. new services, changing/ coordinating existing services); and
- Establish measures to monitor Plan implementation.

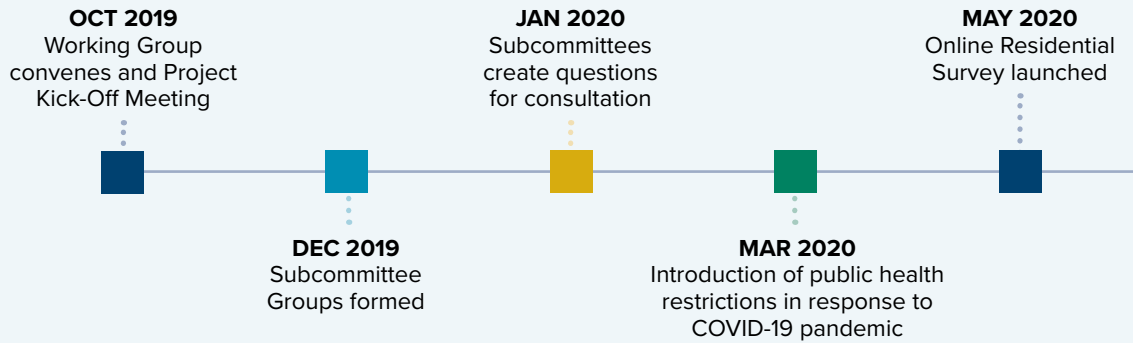
How This Plan Was Developed

In 2019, the nine lower-tier municipalities in Huron County joined forces with police, boards of education, health, child welfare, social services, community organizations, and other committees to initiate CSWB planning processes. One aspect of this planning work included conducting an online survey of residents to identify needs and challenges, which commenced in January 2020. Planning work was disrupted by the COVID-19 pandemic in 2020, with the nine municipalities deciding to place Plan development on hold to respond to emerging needs of Huron County residents. However, the resident survey remained open over the initial stages of the pandemic.



Timelines

This Plan was developed over four phases which are described in brief on the following pages.



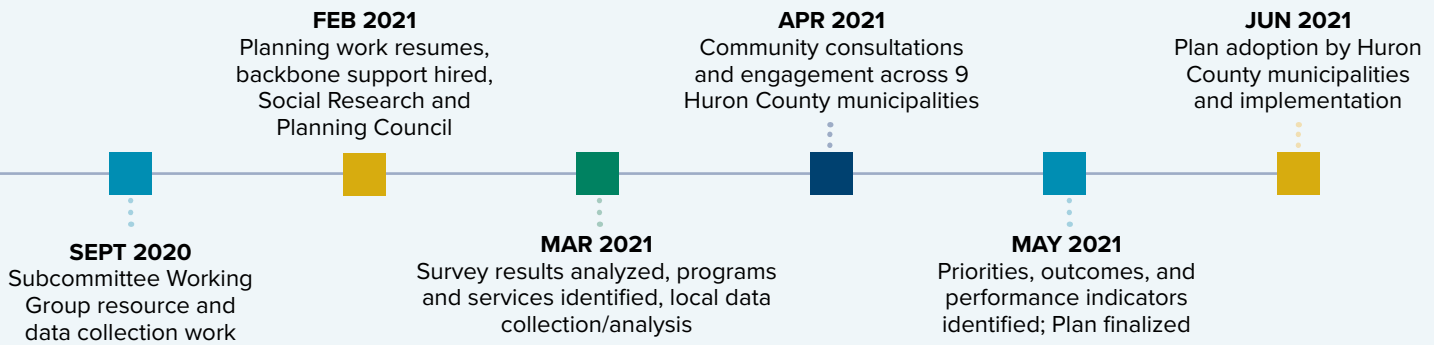
Plan Development Process

Phase One: Working Group

Phase One of plan development involved establishing a Working Group of representatives from the nine member municipalities. The Working Group was tasked to then establish an organizing structure, gather community resources, and develop a residential survey with the Canadian Municipal Network on Crime Prevention.

Advisory Committee

- Education Rep
- Seniors/Adults with Disabilities Rep
- Poverty/Housing Rep
- Crime Rep
- Medical Rep
- Children/Youth Rep
- Mental Health Rep
- Under 30 Advisory Rep
- Evaluation Advisory Rep
- Working Group
(Lower Tier Municipality Reps)



Sub-Committees (Reports directly to the Working Group)

Education

- Avon Maitland District School Board
- Huron Perth Catholic District School Board
- Private Schools
- School Services Advisory Council
- Fanshawe
- REACH

Seniors/Adults with Disabilities

- ONE CARE
- Alzheimer's Society
- H/P Community Support Services Network
- Community Living

Poverty/Housing

- United Way Perth Huron
- Huron County Food Banks
- Huron Out of the Cold
- Huron's Women's Shelter
- Ontario Works/Pathways
- Huron County Social Services
- Housing/Homelessness Committee
- Poverty to Prosperity

Crime

- Victim Services Huron
- Probation and Parole
- OPP
- H/P Human Services Justice Coordinating Committee
- DART
- Huron Perth Situation Table
- Betamarsh

Medical

- Huron County Health Unit
- AMGH
- Exeter, Clinton, Wingham Hospitals
- Medical Clinics
- EMS
- Home and Community Care
- VON
- Family Health Team

Children/Youth

- Rural Response for Healthy Children
- Salvation Army – Youth/Restorative Justice
- H/P Centre for Children and Youth
- Children's Aid Society
- Huron County Social Services
- Safe Homes for Youth

Mental Health

- CMHA Huron Perth
- United Way - Mental Health
- AMGH - Psych Dept.
- H/P Addiction and Mental Health Alliance
- Choices for Change

Under 30 Advisory

- Community representatives under the age of 30

Evaluation Advisory

- Huron Perth Public Health
- Papineau Consulting
- Municipal Council Members
- Municipal Staff
- Economic Development

Phase Two: Subcommittees

During Phase Two, several Subcommittees were struck and tasked with taking a deep dive into specific risk areas of focus. These Subcommittees/risk areas included:

- **Education**
- **Seniors/Adults with Disabilities**
- **Poverty and Housing**
- **Crime**
- **Medical and Physical Health**
- **Children and Youth**
- **Mental Health**
- **Addictions**

Two additional Subcommittees were established: an Evaluation Action Team and an Under 30 Advisory Committee. The Evaluation Action Team was tasked with identifying local data sources and potential indicators to measure implementation. The Under 30 Advisory Committee was established to ensure that Huron County youth needs and perspectives were of particular focus.



Phase Three: Advisory Committee

The Huron CSWB Advisory Committee had a broad mandate to apply a cross-sector, interdisciplinary lens to known, emergent, and anticipated community and system-level issues. This diverse Advisory Committee came together with cross-sector representation to identify and reduce risk factors that can contribute to individuals engaging in or becoming victims of crime. Working together is not a new approach for the nine municipalities in Huron; however, the CSWB planning process expanded on collective impact, cross-sector structures, and processes in place to leverage the best possible outcomes in improving safety and well-being of all residents.

The Advisory Committee identified that the Huron CSWB Plan should focus its actions in the areas of prevention and social development, while ensuring greater coordination, collaboration, and resource sharing.

Representatives included leaders from the following sectors:

- Economic Development and Immigration Partnership Network
- Social Services
- Housing and Homelessness
- Poverty and Income
- Huron Perth Public Health
- Mental Health
- Addictions/Substance Use
- Medical
- Emergency Services
- Police
- Education and Employment
- Healthy Child Development
- Domestic and Family Violence
- Seniors
- Disabilities and Neurodivergent
- Physical Health

Phase Four: Public Consultations and Stakeholder Interviews

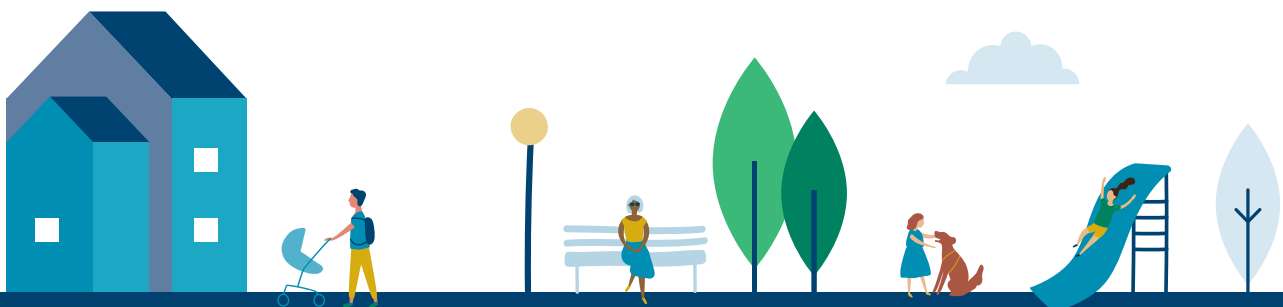
To help identify local risks, partners involved in the development of the CSWB Plan in Huron conducted wide-ranging public consultations seeking perspectives on experiences, priority areas, challenges, and strategies for solutions. Service providers, youth, families, and other stakeholders were engaged through this process. In total, more than 1,500 survey responses, consultations, and discussions were analyzed to identify perceptions and feelings of community safety and well-being in Huron. Consultation work also sought to identify work already underway in Huron to address specific issues, to avoid duplication, identify strengths, resources, best practices, and capture opportunities for future action. The following is an overview of consultations.

Online Residential Survey: the CSWB Advisory Committee partnered with the Canadian Municipal Network on Crime to create an Online Residential Survey to understand Huron residents' current feelings of safety and well-being. The aim of the survey was to both understand perceptions and subsequently focus on local actions that may improve quality-of-life-for all. The survey included questions about day-to-day life, health, education, employment, safety, recreation, and leisure activities, as well as thoughts on living, working, and playing in Huron. Through this survey, Huron residents were able to share experiences that help shape daily life, identify community priorities, and indicate where changes may be most needed to support community safety and well-being.

Community Consultations: four engagement tactics were employed for local community consultations.

- Libraries across Huron conducted a three-month long **community narrative project** in 2019. This project involved conducting street interviews with community members that discussed aspirations, concerns, and specific issues identified by participants. This information was informative for verifying / ground-truthing survey data and literature reviewed.
- Several **virtual online public consultations** were hosted via digital platforms.
- Virtual **focus group discussions** with service organizations, community committees, youth, and one-on-one interviews were conducted on an ongoing basis during Plan development to identify priority areas, strategies, and outcomes.
- Finally, an **Under 30 Advisory Committee** was developed to ensure a youth voice was reflected in the Huron CSWB Plan. Through the Committee, additional efforts were made to engage youth to identify priority areas and review potential outcomes.

In the section that follows, Huron's approach to community safety and well-being is discussed. This approach is based on the Ontario CSWB Framework and focuses primarily on social development and prevention and provides a conceptual lens for addressing risk in Huron based on collective action, social determinants of health, and collective impact.



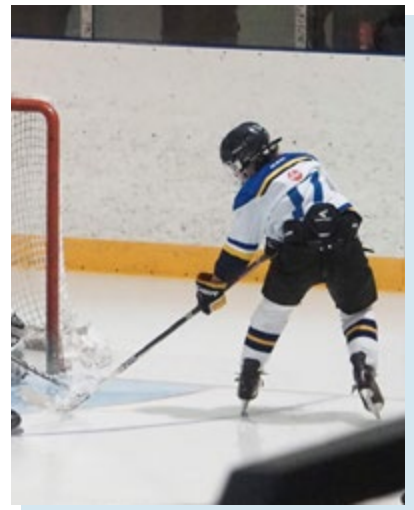
SECTION 4:

Huron's Approach to Community Safety and Well-Being



Ontario Community Safety and Well-Being Framework

The Ministry of the Solicitor General developed the Ontario Community Safety and Well-Being Planning Framework that was utilized by the Huron CSWB Plan Advisory Committee to advance a comprehensive approach for mitigating harm and promoting community safety and well-being.¹³ This Framework is based on the definition of CSWB as being: “a sustainable state where everyone in the community is safe, feels a sense of belonging, has opportunities to engage and participate, and where individuals and families are able to meet their needs for education, healthcare, food, housing, income, and social and cultural expression.”¹⁴ Long-term collaborative efforts are needed to realize this definition of CSWB and the Ontario CSWB Framework and its four nested rings illustrate the interconnectedness of safety and well-being.





While planning work should focus on all four of these category rings, particular attention should be focused on the two outer rings: social development and prevention.

These two rings, in addition with risk intervention, have the greatest potential to reduce risk 'upstream' in communities and reduce potential for harms occurring in the first place.

Social Development

Promoting and maintaining community safety and well-being, where a wide range of sectors, agencies and organizations bring different perspectives and expertise to the table to address complex social issues, like poverty, from every angle, ensuring all community members are aware of services available to them and can access those resources with ease.

Risk Intervention

Mitigating situations of elevated risk, where multiple sectors work together to prevent an incident, whether it is a crime, victimization or harm, from occurring, while reducing the need for, and systemic reliance on, incident response in order to increase access to and confidence in social supports, and decrease victimization rates and the number of emergency room visits.

Prevention

Proactively reducing identified risks and implementing evidence-based situational measures, policies or programs to reduce locally-identified priority risks to community safety and well-being before they result in crime, victimization and/or harm, where people participate more in risk-based programs, feel safe and less fearful, and are more confident in their own abilities to prevent harm.

Incident Response

Critical and non-critical incident response, or what is traditionally thought of when referring to crime and safety, including service responses such as police, fire, emergency medical services, child welfare organizations removing a child from their home, a person being apprehended under the Mental Health Act, or a school principal expelling a student.

The Huron CSWB Plan focuses primarily on social development and prevention, but also recognizes the importance of risk intervention work and the need for incident response resources.

- **Social Development** is about protecting and maintaining community safety and well-being. Long-term, sustained, upstream investments are measures to improve social determinants of health. A range of sectors, agencies, and groups work collaboratively to address complex issues to reduce risk.
- **Prevention** is about taking proactive steps to reduce risks that have been identified. Policies, programs, and other supports should be implemented to address local risks *before* they result in crime, victimization, and/or harm.
- **Risk Intervention** is about mitigating situations where there is an elevated risk of harm that may occur and intervening/preventing is just before it occurs.
- **Incident Response** is about responding to critical and non-critical incidences and situations that arise, such as crimes committed. Incident response efforts most closely fall within the scope of policing and first line responder duties.

By focusing on social development and prevention in Huron, it is envisioned that the need for risk intervention and, ultimately, incidence response, will be reduced.

A Systems Approach to Enhancing Community Safety and Well-Being in Huron

In addition to utilizing the Ontario CSWB Framework discussed above, the Huron CSWB Plan utilizes several concepts and lenses to ensure that we are working together as effectively, transparently, and productively as possible to support community safety and well-being in the region.

Each of the nine municipalities and sub-regions in Huron have unique qualities and bring diverse strengths and resources. As the CSWB plan was being developed, it was found that there are shared concerns and risks emerging in communities, including homelessness, mental health, and addiction issues that require a collective approach to effectively address, as no one community would be able to solve emerging issues on their own.



Our approach to working together is based upon the following:

Collective Impact

Partners of the Huron CSWB Plan are committed to utilizing a collective impact approach, which brings people together in a structured way to work towards a common agenda and plan of action to address complex social problems.¹⁵ The collective impact approach is characterized by five core elements that facilitate effective cross-sector collaboration:

1. **Common Agenda:** All participants have a shared vision for change that includes a common understanding of the problem and joint approach to problem solving through agreed-upon actions.
2. **Shared Measurement Systems:** All participants agree on how to measure and report on progress, with a short list of common indicators identified to drive learning and improvement.
3. **Mutually Reinforcing Activities:** A diverse set of stakeholders, typically across sectors, coordinate a set of differential and mutually reinforcing activities.
4. **Continuous Communication:** All participants are engaged in frequent, structured communication to build trust, assure mutual objectives, and create common motivation.
5. **Backbone Support:** Dedicated staff provide support and key functions for the sustained operation of the collective impact initiative.

Equity

Equity refers to fair, just, and respectful treatment of all, recognizing the need to treat people differently depending on their needs and circumstances. Equity means putting in place policies and allocating resources so that people with fewer resources and those who face exclusion and discrimination (e.g. on the grounds of race, sex, gender, age, disability, or income) realize improvements in their health and living conditions. Equity also involves removing barriers for people who experience historic and current disadvantages and for under-represented and marginalized groups.¹⁶ Systemic barriers and historic disadvantages hinder the ability of marginalized populations to feel safe and live to their full potential. As part of our approach to Plan development, the Huron CSWB Advisory Committee has considered how we can integrate anti-racist,¹⁷ anti-oppressive,¹⁸ and culturally safe¹⁹ approaches into all our work.^{20, 21}

Social Determinants of Health

The conditions in which people are born, grow, work, live, and age influence their overall health and well-being. These conditions, known as the social determinants of health, include social and economic factors that can positively or negatively influence health outcomes.²² The social determinants of health include income and income distribution, education, employment, job security and working conditions, early childhood development, food security, housing, social inclusion, social safety network, health services, Aboriginal status/ Indigeneity, gender, sexual orientation, race, immigration status, and disability. Factors beyond the control of individuals can influence their well-being, impacting the types of preventive and upstream measures that are needed to influence and improve population health.

Place-Based

A place-based approach means focusing resources and attention on particular geographic areas or sub-groups of the population where there are concentrations of issues to be addressed. Such an approach compliments existing universal programs or strategies.²³ For example, focusing on a specific neighbourhood or community to better understand the local context and design programs with community members. This approach recognizes that community safety and well-being is not a 'one size fits all' issue and emphasizes assets and strengths of a local community. A place-based approach will be applied to certain strategies and implementation considerations of the Huron CSWB Plan when relevant.

Issues impacting community safety and well-being in Huron are top of mind for community partners. These issues are often complex, systemic, and require collaborative efforts and action across multiple stakeholders at the same time to effectively address concerns. By taking a collective impact approach, we can better understand issues by working together and collaboratively planning and actioning processes to respond to a wide range of community and system level issues.



The key elements and functions of this approach include:

- Focusing on social development and prevention actions while also ensuring greater coordination, collaboration, and sharing of resources within the risk mitigation and incident response rings (upstream interventions);
- Focusing on emergent and anticipated community and system level issues/gaps that negatively impact vulnerable people and result in an increased demand on emergency and crisis-driven services (downstream interventions);
- Convening leaders from organizations in the region;
- Anticipating and identifying issues and services by exploring opportunities to enhance data collection and knowledge sharing;
- Ensuring that Huron is response-ready when emergent issues are identified;
- Working to achieve greater coordination between existing issue and planning tables and support consolidation where appropriate;
- Strengthening how the community plans and deploys resources to address priority issues; and,
- Creating opportunities to align resources and efforts to achieve collective impact for the identified community safety and well-being priorities.

This Plan emphasizes social development and prevention priorities to address issues in a proactive, upstream manner that may in turn mitigate increased demand for emergency and crisis-driven services downstream. This collective action approach is also flexible and open to responding to all issues and/or risk factors that impact community safety and well-being, particularly emergent issues. Collective action is about mobilizing resources and expertise and pivoting when needed to meet the needs of vulnerable Huron residents. Another important tenet of this approach is transparency in how issues are identified and actioned.

Collective Action: How Do We Identify Issues?

There are several steps involved in identifying issues related to community safety and well-being within a collective action approach. These steps and how they were followed in the Huron CSWB Plan development process are outlined below.

1 Listen: community safety and well-being issues were identified initially through the various Subcommittees established, ongoing engagement with community groups, other levels of government, and the Advisory Committee. Local partners are often most aware of on-the-ground issues and realities and it is important to listen to concerns and lived experiences.

2 Follow the Evidence: it is important that emerging research, reports, data, and statistics are reviewed and analyzed in relation to information learned through consultations. A wide-ranging environmental scan was conducted as part of Plan development that further substantiates priority areas identified.

3 Validate: with potential issues identified and supporting evidence gathered, the next step is to examine these issues in the context of the Huron region more broadly. Several criteria were considered:

- Is the issue supported by data/evidence?
- Does achieving a desired outcome require a collaborative or multi-sector approach?
- If the issue is not addressed, is there a risk to community safety or well-being?
- Has input been sought from people with lived experience of the issue under consideration?
- Is a group or organization well-positioned to successfully address the issue within its current capacity or resources?
- Does the issue require a broader community or system-level response? (i.e. the issue must be beyond the scale of an individual or family).
- Is the issue of a size and scope that is actionable by community partners?

4 Prioritize and Consult: with issues identified and validated, the next step is to prioritize issues and themes, as well as to consult with the public and other stakeholders to establish goals, strategies, and outcomes to address risks and issues related to community safety and well-being in Huron.

Through the Online Residential Survey and community consultations that occurred throughout the planning process, several key themes emerged that would form the basis of Priority Areas that have been established.

SECTION 5:

Priority Areas For Action



Utilizing survey and consultation findings to identify key themes ([Appendix C](#)), supplemented by a review of the literature and focus group discussions, four Priority Areas have been established to address community safety and well-being in Huron County: Mental Health and Addictions; Housing and Homelessness; Domestic and Family Violence; and Community Safety and Security.

This section begins by providing an overview of key themes identified through public consultations that informed Priority Areas identified. The four Priority Areas are then discussed, each presenting research highlights and Huron community perceptions as identified through the survey and consultation. The section concludes by discussing priority populations in Huron and the importance of shared decision-making that reflects our diversity in terms of achieving long-term success.

Key Themes from Public Consultations

Interconnectedness

The interconnectedness of issues like poverty and income directly impact housing, mental health, and domestic violence is recognized by Huron residents and service providers. It is important that systems, too, are interconnected to ensure coordination and integration for improved access to services and programs in the region.

Integration

Entry pathways into services and navigation within systems and programs in the region should be simplified. Better integration is needed to minimize victimization and to enable story-telling once services are accessed by residents.



Youth

Many planning and development decisions in Huron are made without youth participation. Existing youth communities should be empowered by creating safe spaces for dialogue to address stigmas associated with priority areas. Diverse experiences of Huron youth inform how they connect to safety and well-being issues and underscores the need to engage youth to co-create messages and understand how to adjust messages for different audiences.

Prevention

It is generally acknowledged by Huron residents and service providers that prevention is the most cost-effective approach for minimizing risk and issues related to community safety and well-being. Addressing risk before issues emerge is key for healthier communities and residents.

Advocacy

The chronic underfunding of rural community mental health, addiction, homelessness, and other social issues has created a situation in which there are few support options available for Huron residents. Options that are available often have lengthy wait times that impact emergency room visit numbers, police responses, lost workdays impacting income, and so forth. Collective advocacy for greater awareness of issues and for adequate funding will help increase community capacity to meet existing and growing demands/needs.



Holism

To address the complexity and interconnectedness of issues identified, a holistic community approach is needed that enables continuous learning and knowledge development about current and emergent issues. More voices need to be brought to the table more often to ensure supports developed meet needs and that stigmas are decreased.

Communication

Continuous communication, engagement, and management is needed. Dialogue amongst community partners is essential to address community safety and well-being issues in Huron. Strategic partnerships are critical for a successful future.

Data

Data, indicators, and measurement are key to monitor progress and measure success. Working together to identify and collect local data and identifying shared metrics will help Huron community partners to avoid duplication and build greater data literacy within the region.



Priority Populations in Huron

There are many different groups within Huron that experience a disproportionate burden of inequities, leading to differences in socio-economic outcomes. These inequities are not due to personal fault or responsibility; rather, many are largely avoidable. Social inequality and social disadvantage occur when resources are unevenly distributed. Equality means that all people can reach their full potential without disadvantage due to social position or other socially determined circumstance, such as ability, age, culture, ethnicity, family status, gender, language, race, religion, sex, social class, or socio-economic status. Many differences among people and groups are socially produced, unfair, and/or unjust because opportunities for safety, well-being, and health are limited due to systemic/social barriers.



Individuals and/or groups in Huron identified as more vulnerable to social, economic and/or health related risk factors are:

- Seniors
- People experiencing mental health and/or addiction challenges
- Lesbian, gay, bisexual, trans/transgender, queer or questioning people and other sexuality and gender diverse people and/or intersex people (LGBTQ2+)
- People of low socio-economic status
- People who are homeless or precariously housed
- Newcomer, minority populations, culturally and linguistically diverse
- People with disability
- Children and youth
- People who are more isolated or limited social networks
- Women and children in abusive situations

The needs of each individual and group are diverse. There is no one-size-fits-all approach to improving community safety and well-being. Goals, strategies, and outcomes need to be inclusive and reflective of such diversity. Shared decision-making, strategic partnerships, and involving people with lived experience at the heart of policy development and implementation are key to creating meaningful change.

Priority Area 1: Mental Health and Addictions



Mental health is a state of well-being, in which an individual realizes one's potential. Mental health is about *thriving*—enjoying life, having a sense of purpose, strong relationships, feeling connected to others, and managing life's highs and lows. 'Good' mental health might look different from one person to another. Achieving and maintaining good mental health is not a one-person journey. The settings and situations that individuals find themselves in, as well as people interacted with, can impact mental health and well-being. To ensure individual well-being, mental health must be a common theme and priority in every workplace, school, and neighbourhood in Huron. Good mental health is the lifeblood running through the veins of communities that enables resilience, confidence, and connections.

Individual family environments and social and economic circumstances influence the prevalence of poor mental health, as well as substance use disorders and/or addictions. Intersecting factors can include childhood trauma and other social determinants of health. Mental health and addiction are interrelated issues for many in Huron and it is important to recognize this.

Research Highlights

The Mental Health Commission of Canada estimates that the economic cost of mental illness nationally is around **\$51 billion** per year, which includes health care costs, low productivity, and impacts on health-related quality of life.^{24, 25}

In Ontario, the annual cost of alcohol-related health care, law enforcement, corrections, lost productivity, and other problems is estimated to be at least **\$5 billion**.²⁶

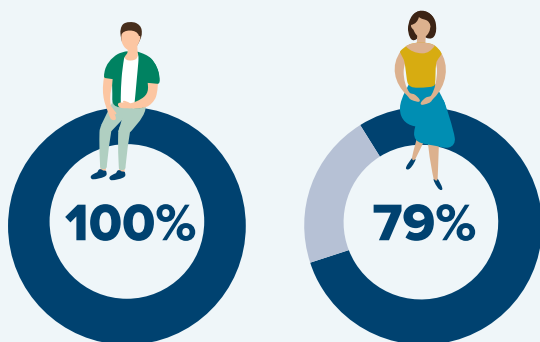
By the time Canadians reach 40 years of age, **1 in 2** have—or have had—a mental illness.²⁷

24,000 people in Huron Perth²⁸ could benefit from some level of mental health and addiction services.

Police data for Huron shows **an increase in alcohol and drug occurrences** in 2020 from previous years.



There has been a **26% increase of reportable mental health occurrences** dealt with by front line officers in Huron year-over-year (2020 to 2021).



A 2020 Huron Perth Residential Survey reported a **100% increase in males** and **79% increase in females** aged 18-29 who reported poor mental health.²⁹

Police data shows a reported **increase in overall mental health acts** in 2020 compared to previous years.

Mental health and addiction services are in high demand for residents and long wait times for services increases usage of hospitals and law enforcement.

There were **66 emergency department visits for opioid overdose** in Huron in 2019, an increase from 40 in 2018.³⁰

Community Perception

- Mental Health and addiction ranked the highest priority area across the region.
- There is a lack of coordination and it is hard to find services and supports.
- Residential treatment needed for addictions.
- Mental health should be integrated into schools and educate children younger.
- Open dialogue and transparency is needed to reduce stigmas.
- Streamline and coordinate services.
- Advocate for increased funding.
- Infrastructure resources are needed.
- Move from incident response and crisis to prevention.
- Proper diagnosis and faster sustained treatment required.
- Mental health and addictions are often the symptom not the cause.
- Lifespan model of services would be beneficial. (i.e. post-treatment supports and services)
- Specialized services for addictions and mental health needed.
- Have more social services available for those that cannot pay privately.

Actions

MENTAL HEALTH AND ADDICTIONS

Intervention	Goal	Strategies
Social Development	Improve access to mental health and addiction services in Huron County.	Transform pathways for timely and appropriate mental health and addiction supports for those who need them (System Navigation, one door approach: all services within a sector are aware of one another and agree to share data).
		Improve service coordination amongst diverse stakeholders to support and simplify pathways utilizing a navigator. A navigator is assigned to each participant who follows them through the process of care, and there is also a team of experts to help collaborate on that care. They have wide knowledge about the types of resources available and how best to access them.
Social Development	Support the work of implementing initiatives in the Roadmap to Wellness to reduce barriers to access.	Adopt standardized processes for referrals. Utilize collaborative care plans, coordinated discharge plans, and support improved communications between service providers, Emergency Department/Hospital diversion, and digital health records.
		Explore feasibility of the following services: <ul style="list-style-type: none"> • Centralized intake • Digital health and virtual care offerings • Co-locating services, community hubs, and satellite locations in smaller population centres • Mobile and outreach service delivery
Prevention	Increase Mental Health and Addictions literacy/ awareness.	Create effective, efficient, and digital training tools for implementation to prevent the need for Mental Health and Addiction services.
		Expand overall health literacy including Mental Health and Addictions training provided by the Human Services & Justice Coordinating Committee to include other emergency responders, as well as primary care, judicial system, long-term care, home, and community care providers.
Incident Response	Optimize emergency response by enhancing supports for mental health.	Support Mobile Crisis Rapid Response where ongoing monitoring of needs and challenges are identified.
		Utilize mental health and addiction professionals to defuse and de-escalate crisis situations.
		Provide responses to Mental Health and Addictions issues in a timely manner with specialized services that meet immediate needs.

See [Appendix D](#): List of Community Activities addressing Mental Health and Addictions.

Priority Area 2: Housing Stability and Homelessness



Housing is a fundamental element in the social determinants of health and includes access, availability, affordability, quality, and homelessness. Recently, housing prices in Huron have rapidly increased—in many cases prices have doubled. At the same time, housing supply, especially affordable housing for both rental and ownership, is almost non-existent. Many Huron residents, including young families, low-income earners, and seniors are now potentially unable to afford to keep living in the community.

Canada's first *National Housing Strategy Act*³¹ declares that adequate housing is a fundamental human right affirmed in international law. It recognizes that adequate housing is essential to a person's inherent dignity and well-being and to building healthy, sustainable communities for all.³²

Housing is considered "affordable" if it costs less than 30% of a household's before-tax income (shelter cost-income ratio). The ratio applies to housing provided by the private, public, and non-profit sectors and includes all forms of housing tenure: rental, ownership, and co-operative ownership, as well as temporary and permanent housing. Given the current context in Huron with housing affordability and shifting demographics, it is important that we continue to approach housing through the lens of a continuum that is based on providing adequate, affordable, and accessible housing for all.

Homelessness is not a choice – it's about a lack of choice. It's about not having access to the resources to prevent falling into the current of homelessness, a current so powerful that it cannot be escaped alone.³³

HOUSING SPECTRUM





\$504,000

is the estimated median house price in Huron as of early 2021 and are rising.³⁴



A national housing deficit and low vacancy rates have caused rents to jump.⁴⁰ The average **two-bedroom rent** across major Canadian CMAs **increased by 3.6%** to \$1,165—making average rents unaffordable.

Research Highlights

Huron County has a Long-Term Affordable Housing and Homelessness Plan. Recently a 5-year review³⁵ was completed that looks at ending homelessness, system coordination, and expanding access to affordable housing, including housing with supports.

An individual accessing Ontario Works would need to **spend 85% of their monthly income on shelter** in Huron County.^{36,37}

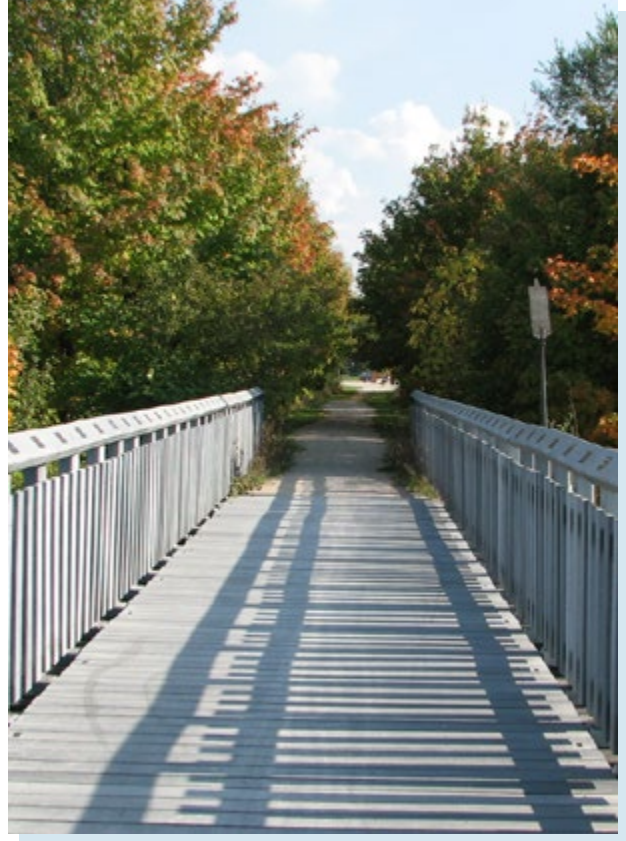
Costs of living (e.g. hydro, taxes, and groceries) are increasing and fewer than half of Huron residents make a living wage. A recent report **estimates the living wage for Huron County to be \$17.55 per hour**. With such a sizable population not earning a living wage, many young families and low-income earners are unable to afford housing.³⁸

During a one-day point-in-time-count in 2018, it was **identified that approximately 100 people in Huron were homeless**; this number does not account for those who remain hidden in their homelessness such as couch surfing or those who have left the community to seek emergency shelter in urban communities. Additionally, others who were not counted include people that are precariously housed, or facing other circumstances that place them at-risk of becoming homeless or being evicted.

Canada spends more than **\$30 billion annually on social service programs for the homeless**.³⁹ Homelessness is often caused by traumatic experiences, crises, violent situations and/or other related mental health, mental illness, drug, and alcohol addictions.

Community Perceptions

- More diverse housing options are needed.
- Sense of stagnation in housing market—stronger market regulation required.
- Innovation in housing development, partnerships, and collaboration with developers needed for collective impact.
- Engaging developers and private land sale opportunities for public use where possible.
- Increased subsidies to improve affordability are needed.
- Feeling that Huron County Official Plan Review will help to provide greater options for homeowners.



Action

HOUSING STABILITY AND HOMELESSNESS

Intervention	Goal	Strategies
Prevention	Coordinate efforts to reduce homelessness and prevent eviction.	Establish a bridge of supports to tenants and landlords to decrease evictions.
		Improve data collection, management, and reporting practices for non-market housing and supports.
Risk Intervention	Public awareness of the housing spectrum and importance of housing for all is increased.	Develop a communications strategy and public awareness campaign to educate Huron residents about the value of supportive / social housing to build local consensus.

See [Appendix D](#): List of Community Activities addressing Housing Stability and Homelessness.

Priority Area 3: Domestic and Family Violence



Domestic violence is identified as violence in intimate relationships, including those between the opposite-sex and same-sex partners. Relationships vary in duration and legal formality and encompass current and former dating partners, common-law, and married couples. Although both women and men can be victims of domestic violence, the overwhelming majority of domestic violence involves men abusing women.⁴¹

Domestic violence crimes are often committed in a context where there is a pattern of assaultive and controlling behaviour. This violence can involve physical assault, and emotional, psychological, and sexual abuse. It can also include threats to harm past or present partners, children, other family members, pets, and property. Violence is used to intimidate, humiliate, or frighten victims, or to make them feel powerless. Domestic violence may include a single act of abuse or several acts, which may appear minor or trivial when viewed in isolation, but collectively form a pattern that amounts to abuse.⁴²

Family violence is defined as any form of abuse or neglect that a child or adult experiences from a family member, or from someone with whom they have an intimate relationship.⁴³ Exposure to violence and experiences of abuse can lead to poor physical and mental health outcomes and potentially lead to injury or even death.⁴⁴

An intersection of individual, family, community, and societal factors can influence whether an individual experiences family violence.⁴⁵ For example, a history of child abuse or neglect, substance use, family conflict, poverty, and gender norms can all contribute to the risk of family violence.

An intersection of individual, family, community, and societal factors can influence whether an individual experiences family violence.

Research Highlights

Trauma and adverse childhood experiences (such as abuse and neglect) can be both a risk factor and outcome. Children exposed to intimate partner violence are more likely to perpetrate or be victims of intimate partner violence as adults.⁴⁶

Community Safety and Well-Being Community survey results suggest there are significant differences between sense of safety and security in Huron by gender and age, with **women feeling less safe than men** and youth under the age of 24 feeling less safe than those over 25.

Survey results also indicate that many respondents feel multiple sectors play a role in keeping Huron safe — not just police (e.g. mental health services, social services, schools, community services, employment services, and hospitals).

Crisis supports are offered by Victim Services, Huron-Perth Centre and Huron Women's Shelter 1049.⁴⁷

Trends identified include increases in domestic violence concerns as a result of COVID-19 measures, isolation contributing to increased elder abuse; and longer shelter stays due to increased risk of violence.⁴⁸



918 calls
made in 2019 to
the Children's
Aid Society

Children's Aid Society Data had 1,127 calls in 2019 and 918 calls in 2020 from concerned citizens about children who might need protection.

Youth in and from child welfare care also have greater involvement in the youth justice system and are more likely to become homeless.⁴⁹

Community Perceptions

- Extended training needed for emergency services to respond to domestic and family violence incidences.
- Education on family violence should be delivered earlier in schools.
- A culture shift needed to imbue a greater sense of gender equity into communities.
- More training for police and the judicial system (e.g. lawyers, judges, etc.) is needed to support victims of domestic and family violence.
- Awareness and education should look at the whole family and remove the oneness on the gender roles specifically.

Action

DOMESTIC AND FAMILY VIOLENCE

Intervention	Goal	Strategies
Social Development	Increase the understanding and awareness of domestic and family violence as an issue.	<p>Develop educational on-line tools that are accessible, appropriate, timely, and regularly updated and supported.</p> <hr/> <p>Develop education and awareness campaign on family and intimate partner violence, for:</p> <ul style="list-style-type: none"> • Public use in workplace training; and, • A youth friendly educational program for school aged Huron residents.
Prevention	The vision for Child Welfare in Ontario is widely accepted in Huron County.	<p>Develop a made-in-Huron approach to enhance lifelong supports provided to youth exiting care and enhance local community collaboration to prevent and support children, youth, and families from accessing child welfare services.</p> <hr/> <p>Support the new vision for Child Welfare in Ontario focussing on prevention, early intervention, and supporting children, youth, and families from marginalized communities.</p>
Risk Intervention	Learn from and support domestic and family violence responses during times of disruption, particularly during pandemic and recovery.	Develop a Huron resiliency strategy to better prepare for disruption (i.e. pandemic) to ensure continued services are not interrupted.

See [Appendix D](#): List of Community Activities addressing Domestic and Family Violence.



Priority Area 4: Community Security



This priority area includes the ability to meet basic needs, ability to enjoy life and participate in leisure activities, accessibility to transportation, having a sense of belonging, and being free from crime such as human trafficking, theft, assaults, and break and enter, and drug trafficking, as discussed by community stakeholders.

Security measures can include things like observation and monitoring (i.e. ‘eyes on the street’) and strategies such as Crime Prevention through Environmental Design (CPTED) that seeks to understand how the built environment can better promote a sense of safety and security. For extended periods during the COVID-19 pandemic, public health measures have restricted the ability of individuals to be outside of their residences. Beyond the sense of isolation that can come from such restrictions, they have also limited people’s ability to gather in public spaces or frequent other popular areas.

Over time, perception of a formerly ‘safe’ place or space can shift due to having a different ‘feel’. Lack of safety and security, whether risk is real or perceived, can affect economic growth and investment in communities. An important component of this Priority Area is to build the capacity of existing systems, services, and initiatives to effectively engage the community and to ensure that community members feel ‘free from fear’ in Huron.

When we consider the diversity of our community—ancestry, ability, age, country of origin, culture, gender, income, language, race, and sexual orientation—perception of safety and security can vary quite significantly, as can the feeling of belonging. Huron County must



recognize our diversity that exists, examine the accessibility of services, and ensure inclusion in our systems to ensure safety and security for everyone.

However, community security can also focus on changing the underlying social conditions of children and youth through initiatives such as nurse visits to “at risk” families with infants, parenting classes, availability of recreational programs, and a focus on social competency skills in school, to name just a few. All of these initiatives have been found to decrease crime.⁵⁰

A report by the National Council on Welfare on the cost of poverty identified incarceration of low-income offenders as a major cost to society. Low-income people are more likely to be arrested, detained without bail, jailed, and given the harshest sentences.⁵¹ Improving family incomes can have a positive effect on reducing crime. A Canadian Council on Social Development study showed that a child’s risk of poor outcomes dramatically diminished as family income reached \$30,000, and the risk diminished even further as family income reached \$40,000.⁵²

During times of economic distress, people have heightened awareness of and sensitivity to crime and the perception of rising crime in their community. During the COVID-19 pandemic, individuals have spent much more time within their neighbourhoods and at the community level. With many at home, preventative measures

to protect homes and neighbourhoods are required. While no community is immune to crime, working with neighbours, family members, and others to create a sense of community and safety can be key for combating crime—both real and perceived.

Research Highlights

Top 10 reasons the Ontario Provincial Police were called:⁵³

1. Traffic complaint/hazard, enforcement
2. No voice contact/unintentional calls
3. Motor vehicle collision
4. Request for OPP assistance
5. Alarm
6. Domestic dispute
7. Theft
8. Mental health
9. Family dispute
10. Suspicious person



95% of the 2.1 million calls to OPP PCCs were answered in 12 seconds of less.

Crime Prevention through Environmental Design (CPTED) is based on the principle that the built environment can and does influence people's behavior and that effective design can reduce the incidence and fear of crime. Building design, landscaping, lighting, access control, and creating a sense of ownership are all elements of design that can affect behavior and incidences/sense of crime.⁵⁴

Isolation and lack of connectedness in one's older adult years can have economic, social, physical, and mental health impacts. As Huron's older adult population continues to grow, it is important to take steps to build aging-friendly communities that foster a strong sense of belonging, and to support those who are most at-risk of poor outcomes due to a lack of social support.

There were **21,141 food bank and mobile food bank visits** in 2020.⁵⁵

Over 600 people in Huron Perth completed the **Discrimination Survey**⁵⁶ in 2021. The respondents experienced the following types of discrimination or mistreatment in the past three years:

- Inappropriate jokes
- Derogatory language
- Verbal threat
- Verbal abuse
- Physical threat
- Physical abuse
- Damaged property



Inappropriate jokes is the most common type of discrimination/mistreatment. **56% of those who self identified as Indigenous and 67% of those who identified as a visible minority** experienced it in Huron Perth.

The second highest ranking form of discrimination/mistreatment is derogatory language.

Community Perceptions

- Homelessness and mental health incidences seem to be more prevalent (unpredictable behaviours, wandering).
- More instances drug activity, drug abuse, addiction problems.
- Lack of community engagement and sense of belonging.
- Increased feeling of isolation, lack of social networks (access to ‘third spaces’/transformation of public spaces).
- Greater sense of feeling unsafe walking down the street.
- Being female, young, senior, single changes experiences of places and spaces in Huron.
- Access and wait times for health services need to be improved.
- Huron residents reporting a strong sense of community belonging also report better mental health compared to those who did not have a strong sense of belonging.



Action

COMMUNITY SECURITY

Intervention	Goal	Strategies
Social Development	Create welcoming and inclusive communities in Huron County.	Develop a Diversity, Equity, and Inclusion Strategy for Huron County*. All nine lower-tier municipalities work together to enhance welcomeness of communities (Appendix E). *Consider utilizing the City of Ottawa’s Equity and Inclusion Lens.
Prevention	Community cohesion and feelings of belonging are increased among those that are isolated and/or new to community.	Engage seniors, youth, those with disabilities, language barriers, and other priority populations to address isolation and build greater community connectedness.
Prevention	Increase understanding and awareness of Diversity, Equity, and Inclusion. ⁵⁷	Develop awareness and educational tools both virtually and in-person for public use in the workplace. Consider beginning with all leadership and management staff to create more positive and respectful environments and improve delivery of services.

See [Appendix D](#): List of Community Activities addressing Community Security.

SECTION 6: Evaluation Matrix



Through development of this Plan, local surveys, research, data, and reports were collected from across the region. An Evaluation Action Team was also established to collectively determine what success looks like, what measurements are needed, and what data is available to monitor potential impacts of plan implementation.

Two themes emerged out of Evaluation Action Team discussions:

- 1) that local data is important and data gaps should be addressed where possible; and
- 2) the Plan should focus on process indicators over outcome indicators at this time to best support implementation.



Over the long-term and as this Plan evolves, outcome indicators will become more important to measuring the success of goals and strategies. A major difference between process and outcome indicators is that process indicators are action-oriented and tend to be yes/no evaluations as to whether a process has been initiated or not. In contrast, outcome indicators are used to evaluate whether processes are having the desired impact at the community and regional scale. Outcome indicators are effective for measuring success of processes when observed over longer time periods. As the Huron CSWB Plan is a new initiative in the region, process indicators will be important during the first phases of Plan implementation. Over time, and as processes and initiatives are developed based on this Plan, tracking outcome indicators will become more important. As part of Plan development, a list of potential outcome measures has been compiled across several thematic areas and can be found in [Appendix F](#).

To support Plan implementation, an evaluation matrix template has been developed (see [Appendix G](#)). It is envisioned that working groups, Action Tables, committees, or other organizations working to implement this Plan will work together to populate matrices for goals and strategies. A sample evaluation matrix is presented on the opposite page to illustrate how evaluation can be integrated into Plan implementation. There are several questions that should also be engaged with during the development of an evaluation matrix:

- Is the goal of the intervention clear?
- Does the strategy clearly connect to the goal? Is there a clear action identified? Does the strategy have a temporal dimension? (i.e., should be complete within 6 months).
- Who is providing backbone support? Who is leading?
- Who should be involved with this strategy? (i.e., partner mapping).
- What resources are needed for strategy success? What gaps might exist? (i.e., knowledge, funding).
- What data do we need to make informed decisions or to track long-term outcomes?
- What happens after the strategy or action has been accomplished / implemented? (i.e., wind down).

Transitioning from Process to Outcome Indicators

As this Plan is implemented and strategies are put into action, a shift in focus from process indicators (i.e. are we doing what we said we would?) to outcome indicators is recommended (i.e., is what we did/are doing having the community impact we would like?). For example, a goal may be to reduce homelessness in the region and a strategy could be to provide wrap-around services to those vulnerable to eviction or other dimensions of housing instability. A process indicator would be to establish a working group to identify services that should be provided or available. Once these services and approaches to providing them more holistically are determined, outcome indicators should be identified. For example, indicators such as number of evictions in the region or number of individuals accessing new wrap-around services could be selected. In some cases, data may not be available to track these indicators and strategies to address data gaps may be required. Evaluating the long-term impact of the wrap-around services initiative requires outcome indicators to be tracked over many months and, likely, years.



Sample Evaluation Matrix

PRIORITY AREA: COMMUNITY SECURITY

Intervention	Social Development
Goal	Create welcoming communities in Huron County
Strategy	Develop a Diversity, Equity, and Inclusion Strategy for Huron County to increase a sense of inclusion, belonging, and connectedness
Process Indicators	<ul style="list-style-type: none"> • Organization responsible for strategy development is identified (e.g., Action Table with all nine lower-tier municipalities represented) • Potential partners are identified, and roles defined • Action Plan developed that establishes specific goals, objectives, timelines, and work plan for strategy • Gaps and opportunities to be addressed through the strategy are identified • Input from priority populations is gathered (e.g., survey and interviews) • Draft strategy is reviewed by January 2022 • Strategy implemented by May 2023
Data Source(s)	<ul style="list-style-type: none"> • Community survey and interview data • Partner input
Key Themes Addressed	<ul style="list-style-type: none"> • Integration • Holism • Communication

SECTION 7:

Moving Forward Together 2021–2025



Advancing Community Safety and Well-Being Across Huron

Huron's Community Safety and Well-Being (CSWB) Plan takes a comprehensive and holistic approach to planning that intersects with many sectors. Across Huron, organizations are committed to improving community safety and well-being, and this Plan establishes a foundation and approach that organizations can embed in their own work.



With issues identified and prioritized, the next steps of the Huron CSWB Plan will be to determine how best to action and implement strategies to achieve outcomes that have been identified to date. Accountability of the Community Safety and Well-being Plan rests with the nine municipalities and potential implementation tactics may include:

- 1 Appoint an Oversight Committee** with representation from each municipality, police, health care, social services and 25% comprised of other key stakeholders (e.g. School Boards, Children and Youth Services, United Way, Violence Against Women, Immigration Partnership Network, Mental Health and Addiction Services, etc.) and to oversee and guidance of the Huron Community Safety and Well-Being Plan.

**Committee responsibilities could include:**

- Developing an implementation plan, monitoring and evaluating the Plan, and guiding efforts for collaboration and action as the overarching governing body for community safety and well-being planning occurring locally.
- Building an alliance among people and organizations from multiple sectors for a common purpose and provide opportunities for partners to share their opinions and experiences, and influence the direction of prevention, intervention, and capacity building activities.
- Helping to coordinate and mobilize key community groups, agencies, and initiatives through effective communication channels and undertake a problem-solving approach to identify risk factors and gaps that, left unchecked, have the potential to compromise the safety and wellbeing of vulnerable community members.
- Identifying and prioritize community safety and well-being issues for potential responses, which could include identifying existing or establishing new Action Tables.
- Measuring and reporting on Plan implementation, progress, and achievements.

The Oversight Committee will have in place the following core features to enable members to achieve collective impact:

- A common agenda among partners.
- Clearly articulated roles, responsibilities, and timelines.
- Continuous communication processes among stakeholders to maintain trust and alignment.
- A backbone organization that provides supports required to coordinate and convene partners.
- Mutually reinforcing activities aligned with priority objectives.
- Shared measurements to assess impacts.

2 Utilize Action Tables (new or existing) to operationalize goals and strategies to achieve stated outcomes for identified and emergent Priority Areas.

- Action Tables led by an appointed chair could recruit community partners or individuals best positioned to address issues and implement strategies. If an existing group is well-positioned to address the issue, the group could be asked to assume the de-facto role of an Action Table.
- Action Tables are accountable to the Oversight Committee and could be tasked with:
 - Address risks and other issues related to community safety and well-being, both those identified in this Plan and those that emerge over time.
 - Deliver on the Action Plan goals and outcomes to be achieved, identify timelines, establish measurable objectives, and resources required.
 - Deliver on the identified evaluation matrix template that outlines goals, strategies, and processes align with or address key themes identified within this Plan.
 - Action Tables would then provide regular updates to the Oversight Committee as progress is made on implementation of key activities of the Action Plan.

Next Steps

Moving the Community Safety and Well-Being Plan forward the following phases of work is extremely important and recommended:

1. Establish the Oversight Committee

(as described previously) and identify municipal staff that will provide administrative support to the Committee including:

- a. Drafting internal and external communications.
- b. Preparing and circulating meeting agendas and minutes.
- c. Preparing Committee documents (e.g., proposals, briefing notes) as directed by the Chairperson / Co-chairs.

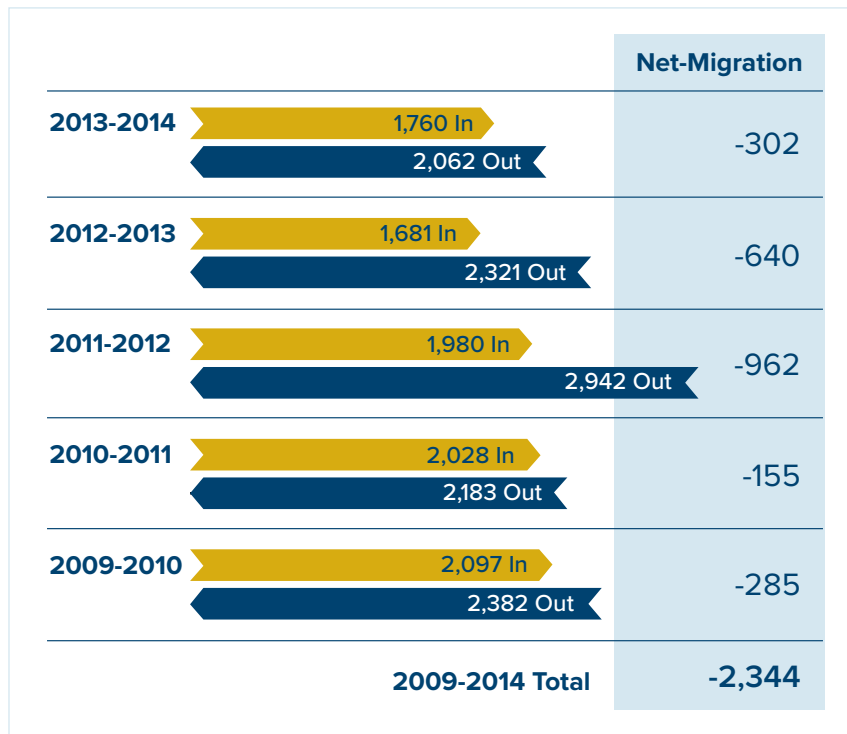
2. Develop an implementation plan.

Given the complexity and interconnectedness of factors that impact community safety and well-being in Huron, Plan implementation should be based on building on existing collaborations, initiatives, and system plans.

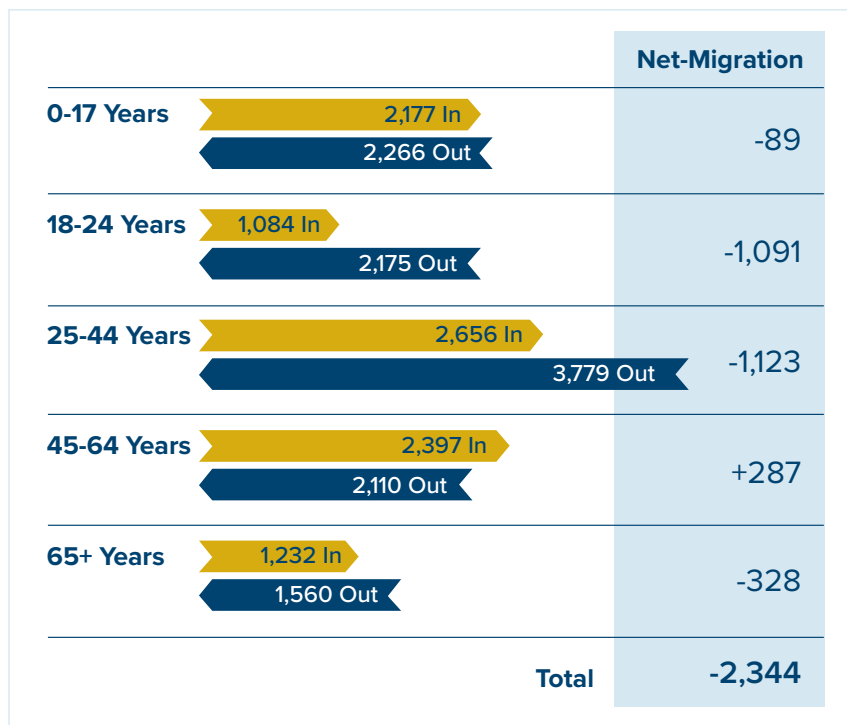
There are many efforts occurring in Huron that contribute to making the region feel safe and equitable for all. As an iterative and evolving Plan, we encourage service providers, residents, and local organizations to stay connected, share their work, and collaborate on new initiatives that contribute to community safety and well-being in Huron. We all have a role to play in making Huron a safe, inclusive, and connected community where all residents thrive.

Appendix A: Statistics and Data

MIGRATION CHARACTERISTICS: HURON COUNTY, 2009-2014



MIGRATION BY AGE COHORT: HURON COUNTY, 2009-2014



Migration Rates in Huron⁵⁸

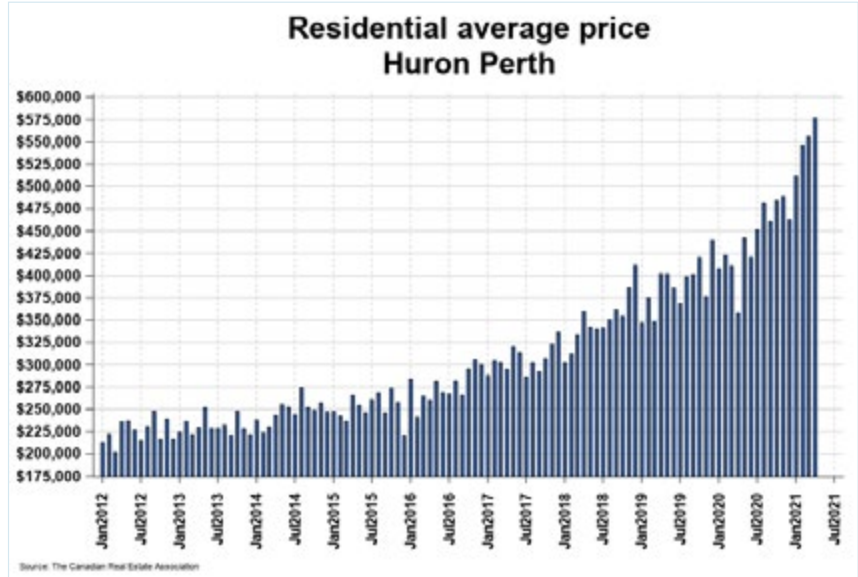
Between 2009 and 2014, Huron County attracted 9,546 persons through in-migration and lost 11,890 to out-migration, with net-migration resulting in a decrease of 2,344 persons.

Migration by Age Cohorts⁵⁹

In addition to looking at the total number of people who moved into or out of Huron County, the images above show migration by age cohort over the 2009 to 2014 period. The data reveals that the 25 to 44 age cohort accounts for most migrants moving into and out of Huron, at 2,656 and 3,779 persons, respectively. The 45 to 64 age cohort accounted for the only net gain of persons, at 287, while the 25 to 44 cohort accounted for the greatest net loss of people.

Housing Market⁶⁰

The number of homes sold through the MLS® System of the Huron Perth Association of REALTORS® totaled 232 units in April 2021. This was more than double the levels from a year earlier, increasing 197.4% from April 2020. Competition among buyers for a record low supply of listings has now driven year-over-year benchmark price growth into the neighbourhood of 40%.



The MLS® Home Price Index (HPI) tracks price trends far more accurately than is possible using average or median price measures. The overall MLS® HPI composite benchmark price was \$505,800 in April 2021, a substantial gain of 39.3% compared to April 2020.

The average price of homes sold in April 2021 was a record \$576,514, a jump of 61% from April 2020. The dollar value of all home sales in April 2021 was \$133.8 million, more than double the levels from a year earlier, surging 379% from the same month in 2020.

Household Spending on Rent

Household Type	Average Renter Household Income	Median Renter Household Income	Average Household Rent and Utilities
Couple with kids	\$66,104	\$59,222	\$947
Couple without kids	\$55,883	\$50,179	\$891
Single male with kids	\$40,995	\$44,005	\$799
Single female with kids	\$35,992	\$30,580	\$843

Appendix B:

Factors Impacting Community Safety and Well-Being in Huron

Across the municipalities of Huron, economic stability converges on social determinants of health and is an influential factor affecting overall community safety and well-being. These economic elements include education, employment and occupation, and income.⁶¹ Along with social factors, these elements may influence an individual's socio-economic position in society and are interrelated with all priority areas in Huron.⁶²

In the “How Much is Enough”⁶³ report prepared by the Social Research and Planning Council individuals in Perth and Huron Counties with lived experience talked about the impacts of not

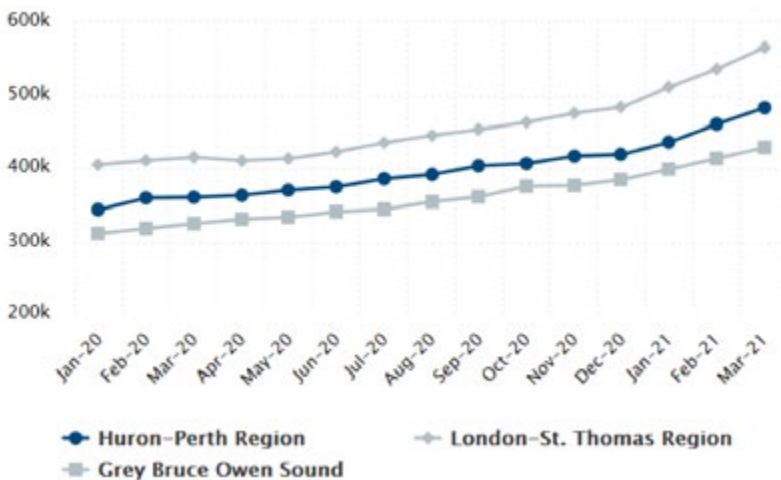
earning enough, which includes food insecurity, poor physical and mental health, limited transportation options, lack of stable housing, and lack of access to programming (e.g., childcare). Individuals mentioned that the pandemic has created increased financial stress due to job loss/layoffs and/or job uncertainty.

Economic elements and identified protective and adverse factors that affect economic stability for individuals and communities. Many of these factors are closely related to or underpin risks or issues that adversely affect community safety and well-being in Huron.

Economic Element	Protective Factors	Adverse Factors
Education ⁶⁴	<ul style="list-style-type: none"> • Higher skilled/labour jobs • Higher and stable income • Increased school connectedness • Sense of Community belonging • Access to nutritional food, exercise and physical health and healthcare⁶⁵ 	<ul style="list-style-type: none"> • Childhood trauma • Greater disadvantage leading to higher mortality rates amongst poorly educated • Poverty trap • Health issues
Employment and Occupation ^{66, 67, 68, 69}	<ul style="list-style-type: none"> • Sense of purpose • Job security • Financial security • Social status • Personal development 	<ul style="list-style-type: none"> • Unemployment Reduced income • Underemployment • Delinquency/Crime
Income ^{70, 71, 72}	<ul style="list-style-type: none"> • Higher standard of living • Greater choice in food availability and quality, housing, physical activity, social participation, and health care 	<ul style="list-style-type: none"> • Loss of income • Poor health (mental and physical health) Psychosocial stressors on family amongst lower income earners (Risks of Violence) • Social inequality

Housing and Homelessness

This region has become a retreat from the urban density concerns of the pandemic, housing prices are on a steady upward trajectory, which has contributed to the low vacancy rates in the region, making affordable housing nearly impossible to obtain.



Housing is one of the best-researched social determinants of health, and selected housing interventions for low-income people have been found to improve health outcomes and decrease health care costs. Improved housing conditions can save lives, prevent disease, increase quality of life, and reduce poverty. Housing has become increasingly important to health considering urban growth, ageing populations, and climate change.

A “Housing First” model⁷³ involves moving people experiencing homelessness—particularly people experiencing chronic homelessness—rapidly from the street or emergency shelters into stable and long-term housing, with supports. Stable housing provides a platform to deliver services to address issues frequently faced among the chronically and episodically homeless. The goal is to encourage housing stability and improved quality of life for persons served by Housing First and, to the extent possible, foster self-sufficiency.

Homelessness is associated with crime victimisation, which is a leading cause of death, exacerbates health problems, and increases the risk of violence. During the COVID-19 pandemic there has been a heightened law enforcement response to homelessness and homeless encampments locally and nationally. There is a culture of criminalization of poverty in the time of COVID-19. A National Youth Homelessness Survey⁷⁴ found that 59.6% of youth who are homeless experience violent victimization,

including high rates of sexual assault, compared to 7.6% of the general public.⁷⁵ This violence on the streets is often preceded by violence or neglect within the home, with many youth being kicked out or forced to leave home due to instances of abuse, destructive family relationships, or alienation due to gender-diverse or sexual identity disclosure. As a result, there are extremely high rates of school dropouts, involvement in crime, and incidences of human trafficking. Homelessness can have a lifelong impact on mental and physical health.

Homelessness can be attributed to historical trauma, discrimination, and racism, which translates to limited opportunities. Extreme poverty and lack of adequate housing and supports also put individuals at higher risk for homelessness. Women who are experiencing poverty and homelessness⁷⁶ is on the rise. 27% of shelter users are women, 16% are seniors living in poverty, and 1.9 million+ women are living on low income and are dangerously close to homelessness.⁷⁷

Homelessness is a complex problem that demands a response from governments, service providers, service recipients and the community

at large. We need to support every person that is on a journey out of homelessness. Whether it is providing safe and affordable housing units, addressing issues around mental health and addiction, or connecting individuals and families to other support services, we are there to provide tangible solutions that lead to positive outcomes.

Employment

From 2016 to 2019 the Four County Area witnessed significant job growth and very low unemployment rates.⁷⁸ Even under these desirable labour market conditions, however, lurked the challenge of precarious employment and its implications. Amidst the COVID-19 pandemic, precarious employment has become much more of an issue in Huron County. Precarious employment has serious impacts on workers and their families. Some of the more significant issues associated with precarious employment are:⁷⁹

- Harmful effect on worker’s physical and mental well-being;
- Limited access and support for workplace training and educational upgrading;
- Inability to meet basic financial needs such as housing, transportation, and/or childcare;
- Increased health and safety concerns on and off the job;
- Work-life imbalance created by difficult schedules, multiple jobs;
- Lack of benefits or wage coverage during times of illness or family emergencies;
- Inability of multiple job holders to qualify for employment insurance if an income or wage are lost;
- Inability to access the supports and services available to the unemployed; and
- Income disparity with significant loss of income during the pandemic.

It is important to recognize the significant influence that economic stability has on overall community safety and well-being. With precarious employment becoming a larger issue in Huron within the context of the COVID-19 pandemic, many of the Priority Areas identified will inevitably intersect with or be affected by economic stability in the months and years that follow and as this Plan is actioned and implemented.

Mental Health and Well-Being

Police perform many duties, including responding to events that are directly related to public safety and well-being, even if they are not criminal in nature. These events are referred to as calls for service. In a selected police-reported crime and calls for service during the COVID-19 pandemic, March to August 2020,⁸⁰ the number of calls for service rose 8%, particularly wellness checks, mental health calls, and calls to attend domestic disturbances. Most notably, police services that were able to report data on calls for service responded to more calls related to general well-being checks (+12%), domestic disturbances (+10%) and mental health-related calls such as responses to a person in emotional crisis or apprehensions under the *Mental Health Act* (+10%).

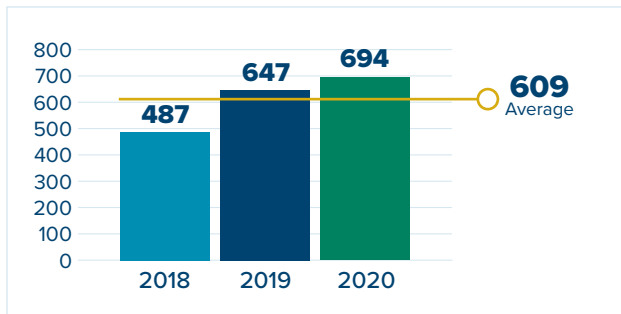
In a qualitative Rural Response to COVID-19 Residential Survey conducted by Dr. Leith Deacon,⁸¹ University of Guelph, in August 2020 in Huron and Perth found a 79% increase in females reporting poor mental health and a 100% increase in males aged 18-29. Rural communities are highly vulnerable to the impacts of COVID-19 due to their unique characteristics, including demographics (i.e., increased percentage of older residents) and insufficient service access (i.e., digital, social, and medical).

Crime and Safety Issues

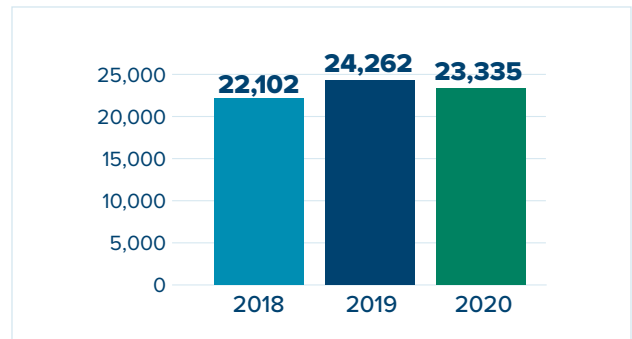
Violent Crime

Huron is served by the Ontario Provincial Police (OPP) Huron County detachment. From 2019 to 2020, there has been a 7% increase in actual violent incidents in Huron County. Comparably to Ontario statistics where there has been a slight decrease 3% in violent crime incidents in 2020.

VIOLENT INCIDENTS IN HURON COUNTY, 2018-2020



VIOLENT INCIDENTS IN ONTARIO, 2018-2020

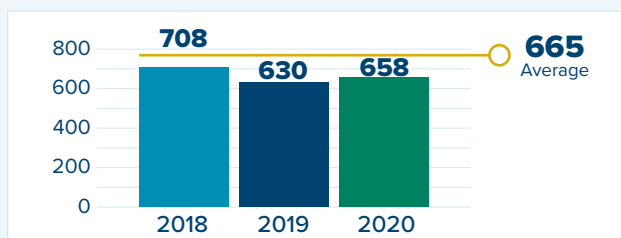


Domestic Disturbances

There have been 1996 domestic disturbances in Huron between 2018 to 2020, with 2019 and 2020 showing lower numbers than 2018, with an average of 665 and 2020 was just below the yearly average. 2020 showed a 7% decrease compared to 2018.

While OPP data provides some indication of family and intimate partner violence in the community, incidences are significantly underreported and the true extent of family violence in Huron is unknown, adding complexity of unreported incidences during the conditions of the pandemic.

DOMESTIC DISTURBANCES IN HURON COUNTY, 2018-2020



A domestic relationship* was one aspect associated to 4,500 victims in violent crime occurrences.

Of these 4,500 victims:



82.6% were or were previously involved in an intimate relationship with the offender

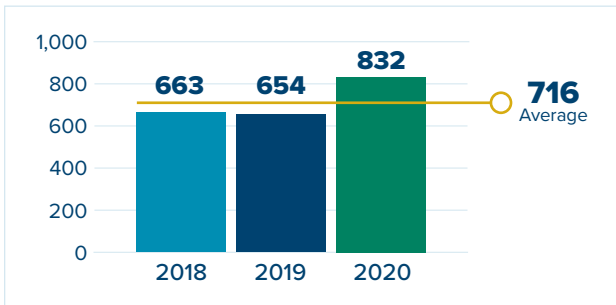


62.4% were female

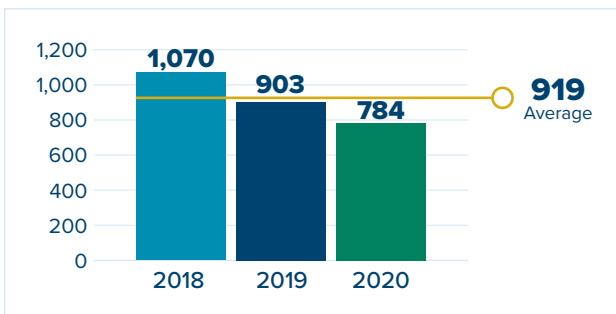
Less than 1% of offenders were **strangers** to the victims

*For this reporting the relationship to the victim included boyfriend, girlfriend, ex-boyfriend, ex-girlfriend, other intimate relationship, casual acquaintance, spouse, separated or divorced.

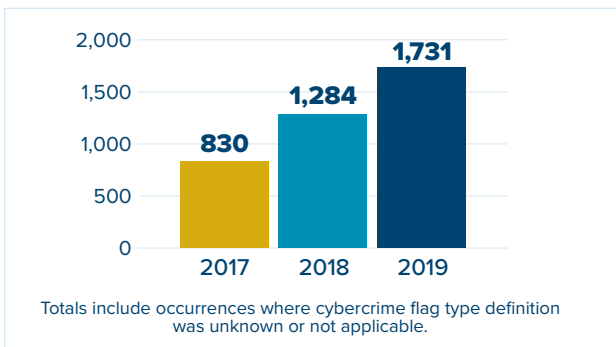
MENTAL HEALTH ACT CALLS IN HURON COUNTY, 2018-2020



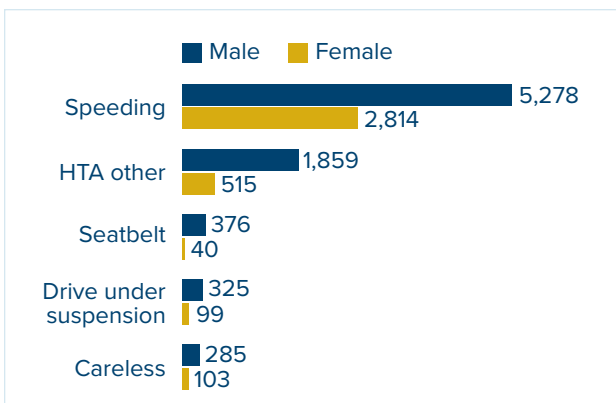
THEFTS IN HURON COUNTY, 2018-2020



CYBERCRIME OCCURRENCES IN ONTARIO, 2017-2019



TOP 5 DRIVING OFFENCES BY GENDER, HURON COUNTY 2018-2020



Mental Health Acts

Police responded to an average of 716 calls over the past three years related to mental health acts. In 2020 there was a sharp increase of 21% mental health related requests for assistance from the OPP Huron detachment.

Thefts

The number of thefts per year in Huron has been decreasing steadily from 2018 to 2020, with 2020 showing 27% fewer occurrences compared to 2018 (784 occurrences in 2020 vs 1070 in 2018). Ontario reported a total of 22,136 theft offences. These thefts include over/under \$5,000, shoplifting, theft of mail, theft of/from motor vehicle, etc.).

Cybercrimes

In total, there have been 108 cybercrime occurrences in Huron between 2018 to 2020. In 2020, there were 38 occurrences, just above the 3-year average of 36 in Huron. In Ontario in 2018 there were 1,284 offences and in 2019 there were 1,731 and climbing.

Highway Traffic Act Occurrences

In 2020, there were 4,353 Highway Traffic Act occurrences, 3% more than the 3-year average of 4,250 in Huron. Speeding and seatbelt charges were the most common Highway Traffic Act offences. In total, males showed more than double the figures of females and accounted for 8,793 charges, while females accounted for 3,900 charges.

Liquor License Act Occurrences

In total, there have been 526 Liquor License Act occurrences in Huron between 2018 to 2020. In 2020, there were 194 occurrences, 11% more than the 3-year average of 175.

Appendix C:

Priority Area Selection Process

This process was community led and tested over months of knowledge gathering, surveying, and ongoing community consultations. The Priority Area selection process included:

1. Community Survey

The process began with the distribution of the Canadian Municipal Network on Crime Prevention Survey and the results of the consolidation of all regions.

Survey Results: Question—Which issues require improvement or attention to improve safety and well-being?

- Traffic controls
- Affordable housing
- Mental health and addiction (education and programs)
- Health care services
- Accessibility
- Public transportation
- By law enforcement
- Cleaner public spaces
- Homelessness, poverty
- Road safety

2. Literature Review and Trend Analysis

A collection of academic sources (such as books, reports, and research articles) on various community issues, specific topics, and geographical information was developed. These sources were existing knowledge and were reviewed. Trends were analyzed in a widespread practice of collecting information and attempting to spot patterns. Some sources included:

- [How Much Is Enough Report](#)
- [Living Wage Report](#)
- [Mental Health and Addictions Report](#)
- [Racism Survey](#), Huron County Immigration Partnership
- [Housing and Homelessness Plan](#) and 5 Year Review
- [Residential Survey Huron Perth 2020](#)
- [Supportive Housing Report](#)
- [Feasibility Studies](#)
- [Community Renewal Company](#)
- [Transformative Resiliency Framework](#)
- [Basic Income Report](#)
- Community Safety and Well-Being Plan review: Grey Bruce, Cornwall, Durham, Halton, Peel and Perth.
- [Health Studies](#)
- [COVID-19 Impact Report](#)
- [Understanding the Prevalence of Precarious Employment in Four County Area](#)
- [Post pandemic Economic Scenarios](#)
- [Ontario Provincial Police Annual Report 2019](#)

3. Subcommittee Discussions

Subcommittees on Crime, Education, Medical, Children and Youth, Seniors/Adults with Disabilities, Mental Health, Addictions, Poverty and Housing utilized knowledge from the Provincial Risk Driven Tracking Database, existing reports, strategies, data, and key indicators to identify areas of elevated risk. Based on this work, the following risk factors were identified:

Homelessness/Housing

- Lack of housing options and support
- Leads to, increase in service from police to remove from private property but does not solve the problem permanently for those facing homelessness

Drug Addiction / Alcohol Abuse

- Increase in addiction issues in the community
- Extended waitlists for addiction support
- Impaired/distracted driving
 - High risk to public safety, potential loss of life
- Increase in criminal involvement
 - Increase in motor vehicle thefts
- Lack of appropriate and effective treatments and harm reduction strategies for addictions and substance abuse
- Overdose, chronic health conditions, increased accidental death

Sexual Violence / Domestic Violence / Family Violence

- Challenges of getting sexual domestic violence resources/education to the community
- Limited awareness of the resources available and how to recognize warning signs
- Limited available services during the pandemic
- Limited social safety nets for child, youth during the pandemic (i.e. online school)

Mental Health

- Increase in drug and alcohol for coping mechanisms
- Lack of access to timely and effective mental health and medical services
- Misdiagnosis and limited professional services in the area

Physical Health

- Lack of activities
- Affordability of activities
- Access to activities (transportation, guardians working multiple jobs)
- High obesity rates

Transportation

- Limitations on transportation for those in need to access resources
- Lack of transportation can further impact criminal behaviour and public safety as a means to meet basic needs
- Lack of transportation between towns in the region and beyond, limiting accessibility to appointments and work

Public Security

- Sense of feeling safe in community, walking down the street without changing direction
- Safety concerns for women walking alone after dark
- Sense of theft increasing
- Insecurity of community safety with public outbursts and unpredictable mental health concerns
- Drug and alcohol activities are visible in community
- Increase in nuisance crime and vandalism
- Lack of activities for youth engagement
- Impaired/distracted driving

Poverty Reduction & Economic Stability

- Income Inequity
- Job Insecurity
- Systemic discrimination
- Gig workforce (Gig Economy)
- Skills Training

Emerging trends identified include: access to services; timely and professional services in the region; education and awareness; systems planning and integration; affordable, accessible, and suitable housing.

4. Public Consultations and Stakeholder Feedback and Existing Committee Tables

To test and further explore emerging and identified community concerns further exploration and knowledge gathering amongst community participants, organizations, and service providers, through:

- Public consultations (and under 30 public consultations)
- Stakeholder interviews (i.e. Huron Perth Centre; Choices For Change; Rural Response for Healthy Children; Huron Safe Homes for Youth; Faith Community Leaders, etc.)
- Existing Community Committee discussions (i.e. P2P; Equity, Diversity and Inclusion; Indigenous Working Group; Tanner Steffler Foundation Youth Advisory Committee, etc.)
- Evaluation Advisory Committee, Community Safety and Well-Being Advisory Committee
- Under 30 Advisory Committee, Community Safety and Well-Being Advisory Committee

Mental Health and Addictions

- Consideration for services to be provided within the home. (12 responses)
- Use language around 'care navigation'. (4)
- Navigation services exist in other regions, potential examples to learn from. (20)
- Increased communications between mental health and physical healthcare providers. (15)
- Services are effective when rapport with participants are in place, this can be achieved through more onboarding processes and time. Consider utilizing service providers who already have existing relationship where appropriate. (3)
- 'Social Prescribing' - peer referral or mentor system can assist with long wait times. (7)
- Local services do not have the resources to educate the public, this will need to be funded and carried out by branches of government. (20)
- Health literacy is lower in rural communities. (6)
- Police and courts need to understand the cognitive function is reduced or not there for individuals with addictions. Courts specifically for opioid offences could help alleviate this gap. (5)
- Understand addictions as a disease. (7)
- Take a proactive approach and educate at a younger age. (26)

- Services need to be local, or an affordable, consistent transportation option needs to be available. (23)
- ‘One Door Approach’, connections and information are shared amongst all services. (26)
- Understand housing is intrinsically linked. (24)
- Explore a new framework for collaboration amongst services. (7)

Housing Stability and Homelessness

- Often, young adults need space, while older adults have too much space. A program to pair the two could benefit both parties. (8)
- Services need to improve response time for those experiencing housing instability and eviction in rural communities. (26)
- A sense that an individual basic needs are going to be met. Safety at all levels (Maslow hierarchy of needs) and supported if your needs are not met. (6)
- More options available to homeless youth, with less requirements for entry (both long term and short term). (17)
- Consider gender and LGBTQ+ issues when approaching homelessness. (9)
- Services and housing options need to be local, without the need for people to travel long distances. (12)
- Greater awareness and reducing stigmas. (24)
- Funding for supportive housing from all levels of government. (16)
- Transitional services are available to help adjust to living in the home. (9)
- Consider and investigate people’s views and cultures before settling on an approach. (11)
- More subsidized housing available. (22)
- Stronger market regulations on rent prices. (15)
- Change laws and regulations around foreign home ownership. (7)
- Change laws and regulations around land development and housing. (12)
- Support is equal across all demographics. (14)

Domestic Violence

- It is incredibly important to not let the issue ‘go underground’ due to COVID 19. (16)
- Culture needs to be a consideration for newcomer families, even offering a grace period leniency to provide more opportunity for correcting what used to be normative behaviour. (3)
- Education should focus on prevention and breaking cycles, as most instances are not a first time offence. (23)
- Resources need to be available to teach children how to deal with negative emotions, especially those from violent households. (12)
- Online learning from home have compounded instances of child abuse. (7)
- Services need to increase response times for rural communities. (21)
- Increasing cyber security training for services to avoid lost time and resources to hacking and viruses.
- Basic needs being met does not directly reduce issues such as poverty, but does allow individuals to focus on corrective behaviours, personal goals and making right decisions. (22)
- Cultural shift toward equity (12)
- COVID-19 causing increases in isolation means approach needs to be different from prior years. (18)
- Providing safe spaces for children, women and men (3)

Community Security

- Providing basic needs should extend past just food, as toiletries are arguably in greater need to low-income families. (19)
- Municipalities should be more involved in providing multiple transportation options. (22)
- A shortage of nurses, PSWs and social workers needs to be addressed at the local and provincial levels. (6)
- Focus on shared values and characteristics when two parties are learning about one another for the first time. (1)
- A greater push for families to have a primary healthcare provider. Communities do well when the largest percentage of individuals have a family doctor. (11)
- Greater education on situations involving elder abuse. (17)
- A standardized process needs to be in place to regularly identify silent or overlooked groups. (4)
- Nonverbal individuals remain one of the most isolated groups, with most services having no way to provide same level of care they would with participants who are verbal.
- Expectations are different than what is actually happening - blurring of lines to provide service delivery - overall security of the community but should not be the supplier...911 is an easier call than the person that can actually help you...so they can be the beginning, but police are not the service providers and nor should they be. (9)
- Significant cultural shift is needed for all communities. (16)



- Vulnerable populations...multi dimensions (disabilities and Mental Health issues) those that we put into a box but they don't fit in one box...makes them more vulnerable... they are hidden because they get social assistance and live in a house but are very vulnerable - systems don't fit. (1)
- Ability to walk around community alone at night and feel safe. (26)
- Replacing the traditional 'colonial system' with an effective multicultural system in all sectors. (18)
- Understand that transportation is interconnected to accessibility or services, groceries and employment. (24)
- Adequate caregiver support. (10)

5. Community Narrative Library Community Consultations

Over 50 one-to-one interviews and 9 community conversations were held. These interviews/conversations reflected the aspirations, main concerns, and specific issues that were shared by the participants.

Highlights:

- People want a safe, healthy, and friendly community that has a self-sufficient, small-town feel.
- People want a community that is supportive, barrier-free, and inclusive with opportunities and activities for all.
- Overall feeling of pride and love for the communities in which they live.



Concerns:

- Identification of the communities lacking progress.
- Lack of openness to new ideas and people.
- Division among groups seems to be widening.
- Trend toward the inability to work together that is affecting community engagement, participation, and communications.
- People are feeling discouraged and un-welcomed.
- There was an overall concern that basic needs in community are not being met equally such as housing and transportation.
- Communities are divided into cliques and silos which creates barriers to new events, ideas, and people.
- Concerns with the lack of social space, effective communication of community events, and services and scarcity of entertainment.
- Lack of collaboration in community.
- Services are often hard to find and difficult to navigate.
- Youth are overlooked and lack opportunities in community, housing options, transportation, addictions, and mental health.
- Community is becoming less affordable, welcoming, and safe (e.g. housing, transportation, etc.). People are being left behind.
- Building better infrastructure and support for everything from basic needs, housing, recreation, culture, and growth.
- Community vitality is a concern.

Appendix D: Community Activities

Mental Health and Addictions

[Alcoholics Anonymous - Central West](#)

Fellowship group offering support to anyone with a desire to stop drinking. Group meetings follow the Alcoholics Anonymous twelve steps to recovery.

[Alexandra Marine & General Hospital](#)

The Alexandra Marine and General Hospital (AMGH) has been providing quality health care services to the residents of the Town of Goderich and surrounding municipalities for over 100 years.

- **Inpatient Mental Health:** Alexandra Marine and General Hospital is a Schedule 1 facility which serves the broader region with our unique mental health programs that provides care and treatment to adults 16 years and older experiencing acute and chronic mental health and addiction illness.
 - **Psychiatry Services:** The 20 bed inpatient program services adults experiencing acute mental health and addictions issues and concerns. In partnership with Choices for Change, three of these beds are available to individuals requiring withdrawal management and three addiction services.
 - **Social Work:** The Social Work Department provide the following services to inpatients utilizing a case management approach: Consultation and assessment with multidisciplinary treatment teams, both in our hospital and the community. Discharge planning, which involves assessment of the patient and his/her social situation to determine appropriate post hospital care and facilitate placement, where needed. Facilitating connections for

financial assistance, legal representation, educational upgrading and vocational rehabilitation, as necessary.

- **Outpatient Mental Health:** The Hospital offers full-time Community Psychiatric Services located in Clinton, Exeter, Goderich, Seaforth, and Wingham.
 - **Huron Community Psychiatric Services:** offers outpatient mental health psychosocial rehabilitation both group and individual counselling. Our services are supported by psychiatrists and regulated health care professionals (serving adults 16 years and over) dedicated in providing you with high quality care.
 - **Huron Outreach Eating Disorders Program:** offer Outreach Counselling to individuals diagnosed with an eating disorder, or engaging in eating disordered behaviours.
 - **Huron Perth Regional Intensive Case Management Program:** Intensive Case Management services provide time limited goal specific in home community treatment. The program focusses on relapse prevention and stabilization in the community utilizing psychological education, medication management, liaising with partner agencies and advocacy.

[Alzheimer Society of Huron County](#)

The Alzheimer Society of Huron County is a non-profit charitable organization dedicated to helping people living with Alzheimer's disease and other dementias, their families, and their caregivers. We provide programs, services, and education to persons with Alzheimer's disease

and other dementias and their care partners. The Alzheimer Society of Huron County serves residents of Huron County, with an office located in Clinton and satellite offices located in Zurich and Wingham.

[Avon Maitland District School Board](#)

At Avon Maitland District School Board, we use a tiered approach to mental health and well-being: Tier 1 – Mental Health Promotion for all students, Tier 2 – Preventative Interventions for students at risk, and Tier 3 – Pathways and Circles of Support for students and families with complex needs. During the month of January, the focus is on mental health and well-being and includes Bell Let's Talk day.

[Betamarsh](#)

Betamarsh is a therapeutic agency that provides residential and foster care for children, adolescents, and young adults in a variety of programs, with individualized and group therapy as essential components of treatment. Betamarsh provides residents with long-term and short-term placements, in a safe and nurturing milieu. Betamarsh's continuity of care provides residents with support throughout all stages of their lives: from stabilization, to treatment, to semi-independence and full independence. The goal of these specialized programs is to provide the opportunity for the client to develop skills which will enable them to reach their own unique potential.

[Choices for Change: Alcohol, Drug & Gambling Counselling Centre](#)

Choices for Change: Alcohol, Drug and Gambling Counselling Centre is an incorporated, charitable organization governed by a volunteer Board of Directors. The Board of Directors represents the communities in which we provide service and are responsible for the overall operation of the agency.

[Canadian Mental Health Association Elgin-Middlesex](#)

Canadian Mental Health Association (CMHA) Middlesex is here to encourage you along your mental health journey. Our goals are to promote good mental health, prevent further illness, offer treatment, support recovery, and provide mental health education. Our vision is an inclusive community with mental health and well-being for all.

- [Exeter Office](#)
- [Goderich Office](#)
- [Bounce Back Ontario](#) is a free skill-building program managed by the CMHA. It is designed to help adults and youth 15+ manage low mood, mild to moderate depression and anxiety, stress or worry.

[Canadian Mental Health Association Huron Perth](#)

Canadian Mental Health Association Huron Perth (CMHA) is one of the smaller branches of CMHA in Ontario. We are very proud of the range of important and innovative services that we provide. Huron Perth has a rich history of mental health and addiction agencies coordinating services together since a working committee was first created in 1975. This history and spirit of cooperation continues today in our work as the Huron Perth Addictions and Mental Health Alliance. We take pride also in having a single point of access for people seeking support.

- *Goderich Office:* 52 Newgate Street, Goderich, ON N7A 1P1
- *Seaforth Office:* 92 Goderich Street West, Seaforth, ON N0K 1W0

Huron Perth Helpline & Crisis Response Team

The Huron Perth Helpline & Crisis Response Team is available to all residents of Huron and Perth Counties. This service is available for individuals who are experiencing a mental health crisis.

- The *Helpline* is a 24 hour / 7 Days a week, crisis phone service with crisis assessments, brief crisis therapy and education regarding mental health and addiction services. The phone number for the Huron Perth Helpline & Crisis Response Team is 1-888-829-7484.
- Crisis also offers face-to-face assessments in the hospital Emergency Departments, homes and communities with police (*Mobile Crisis Rapid Response Team*), schools and doctors' offices in Huron and Perth counties.

Huron Perth Addiction and Mental Health Alliance

The Huron Perth Addiction and Mental Health Alliance is a collaborative service model, established in 2012 to serve the addiction and mental health population in Huron and Perth Counties. The objectives of the Alliance are to: provide easier access to mental health and addiction services in Huron Perth; ensure optimal use of resources; and create stronger working relationships to improve client experience. The members of the Alliance include: Alexandra Marine and General Hospital; Canadian Mental Health Association Huron Perth; Canadian Mental Health Association Elgin Middlesex; Choices for Change: Alcohol, Drug & Gambling Counselling Centre; Huron Perth Centre for Children and Youth; and, Huron Perth Healthcare Alliance – Mental Health Services. The Huron Perth Addiction and Mental Health Alliance (the Alliance) is a collaborative service model, to serve the addiction and mental health population in Huron and Perth Counties. Better service to clients is the primary goal for the Alliance. Alliance members have a vision of Huron Perth as a community where every person enjoys good mental health and well-being throughout their

lifetime, and where people with mental illness or addictions can recover and participate in a welcoming supportive community.

Huron Perth and Area Ontario Health Team

The Huron Perth and Area Ontario Health Team is one of the provincial teams implementing a new model of organizing and delivering health care that better connects patients and providers in their communities to improve patient outcomes. With approximately 60 partners, the team will integrate a full suite of health care services across Huron Perth and the surrounding area. Through the Ontario Health Team (OHT), patients will experience easier transitions from one provider to another, including, for example, between hospitals and home care providers, with one patient story, one patient record and one care plan.

Huron-Perth Catholic District School Board

A tiered approach to mental health and wellness for our students is key to the development and implementation of programs and supports that enhance mental health and academic achievement. Mental Health and well-being supports for our students are provided by Board employed social workers, Social-Emotional Learning Skills Coaches and several community partners.

Huron Perth Centre for Children and Youth

The Huron Perth Centre for Children and Youth is an accredited community-based children's mental health centre. It provides assessment and treatment services for a wide range of mental health concerns for children and youth up to their 18th birthdays. The Centre has partnerships with education, child welfare, health, youth justice/adult justice, violence against women, and fire services.

Huron Perth Health Care Alliance

The Huron Perth Healthcare Alliance (HPHA) was established in 2003 and is a voluntary collective of four hospitals (Clinton Public Hospital, St. Marys Memorial Hospital, Seaforth Community

Hospital and Stratford General Hospital) that provides care across the continuum of acute and community-based services. HPHA is an organization born out of change; one that embraces the potential of partnerships; harnesses the power of performance and values the skills and guidance of our people – patients, families and caregivers included. That is how we remain at the forefront of care – thriving in a changing environment, pushing the envelope, and committed to the well-being of our patients.

- **Outpatient Mental Health**

Several Outpatient Mental Health Services are provided by the Huron Perth Healthcare Alliance (HPHA). Individual and group therapy services are offered in our offices in Listowel, Stratford, and Seaforth. In-home treatment is available for those individuals unable to participate in office-based services. Our services are supported by Psychiatrists and consultation is available to individuals registered with these services. These services are available for adults, 16 years and over, experiencing moderate to severe mental health challenges.

- **Clinical Intensive Case Management:**

The Huron Perth Clinical Intensive Case Management Program provides time-limited, goal specific in-home community treatment for individuals 16 years of age and over with serious mental health issues. The program focuses on relapse prevention and stabilization in the community. Services are provided by Registered Nurses, Social Workers, and a Consulting Psychiatrist. This program is a partnership between Alexandra Marine & General Hospital, the Huron Perth Healthcare Alliance, Canadian Mental Health Association and Huron-Perth & Middlesex.

- **Seniors Mental Health:** The Huron Perth Seniors Mental Health Program provides assessment and treatment for older adults experiencing responsive behaviours associated with complex and challenging mental health, addictions, dementia or other neurological conditions in the home, community, or long-term care.
- **Sexual Abuse Treatment:** The Sexual Abuse Treatment Program provides treatment to individuals who have experienced recent sexual assault or childhood sexual abuse. The program also promotes community awareness and provides education regarding the impact of sexual abuse issues.

Huron Perth Situation Table, Child and Youth Mental Health Network

Service coordination group of police and other human service agencies which meets regularly to provide service coordination for individuals/groups/situations of Acute Elevated Risk due to mental health, addictions, life circumstances, involvement with the law, etc. Acute Elevated Risk addresses situations where significant harm can result without a coordinated and targeted response as soon as possible.

Mobile Crisis Response Teams (MCRRT) OPP

Crisis Workers team up with a specially trained police officer to respond to situations involving individuals experiencing a mental health or situational crisis. This Crisis Worker attends the scene and works hand in hand with the police. A primary goal of the MCRRT is to provide an on-site assessment of the client, referring that person when appropriate to community-based services rather than transporting them to an Emergency Department.

[Tanner Steffler Foundation](#)

TSF aims to enhance and improve mental health and addiction resources and support networks for youth between the ages of 12-24 within Huron County.

[thehealthline.ca](#)

thehealthline.ca is a website for Ontario patients, doctors, and health care providers to get accurate and up-to-date information about health services in their communities. thehealthline.ca platform is a provincially integrated database and asset that can be leveraged by health service providers and planners to help make healthcare better together.

Housing and Homelessness

[Canadian Mental Health Association](#)

[Elgin-Middlesex](#)

Manages affordable rental units throughout Huron and Perth Counties, includes owned buildings and sublet units from local landlords. Tenants with limited income and evidence of a mental illness may qualify for a rental subsidy based on income.

- **Supportive Housing:** Rent-subsidized apartments provide independent living for tenants. We manage rent-subsidized apartments and work with local landlords to provide quality supportive housing options. We also work closely with local service providers to assist you in gaining helpful community connections for greater well-being.
- **Permanent Housing:** Four residences in Exeter (four tenants in each) provide safe, affordable housing where rent is geared to income. Tenants receive on-going support as they gain greater independence.

[Cheshire Independent Living Services](#), Clinton Cheshire has been a non-profit, government funded organization that works to enable adults with significant physical disabilities and frail seniors to live actively, independently and with dignity in their own community.

[Habitat for Humanity](#)

We bring communities together to help families build strength, stability, and independence through affordable homeownership. With the help of volunteers, donors and Habitat homeowners, local Habitats in every province and territory across Canada help build and rehabilitate decent and affordable homes, from single-family houses to multi-unit developments. We do not give away free homes - the people who partner with us pay an affordable mortgage geared to their income and volunteer 500 hours with us. Our model of affordable homeownership bridges a gap for low-income, working families, by providing them with the opportunity to purchase their own home.

[Homelessness Task Force – County of Huron](#)

County of Huron and its partner agencies are dedicated to taking both immediate and long-term actions to improve the quality of life for all residents. These actions encompass inclusivity and awareness of the differences and complexities for every individual in need of support.

[Huron County Housing Services](#)

The County of Huron's Social Housing Program provides a range of administrative, support, and funding services to provide affordable housing options in the County of Huron. Available programs allow seniors to stay in their home communities, offer affordable homes to low-income families and give disabled people independence in a safe and secure environment.

[Huron County Official Plan 5 Year Review,](#) **Huron County Planning Department**

The Huron County Official Plan 5-year Review includes the vision, goals, and policy directions of the County, as established by the community. It provides guidance for land use planning decisions in the County including locations for new housing, industry, offices and shops; what services like roads, water mains, sewers, parks and schools will be needed; when and in what order parts of our communities will grow; and protection for agricultural, mineral, and environmental resources.

[Huron County Social Services Homelessness Strategy](#)

2019 County of Huron developed a Long-Term Housing and Homelessness Plan. A 5-year review of 2014-2019 was required for all Consolidated Municipal Service Managers. This report summarizes the findings from this research, identifies priorities and objectives for action to improve access to affordable housing and end homelessness within the County, and sets out recommended actions for the County to consider as it moves forward with the implementation of the Plan.

[Huron County Social Services: Ontario Works and Ontario Disability Support Program](#)

Ontario Works is an Ontario-wide program that provides income and employment support to people in temporary financial need. The program combines income support with employment services and has two main components: Employment Assistance and Financial Assistance.

- **Pathways** is an emergency program that can assist families and individuals living with low incomes in Huron County when they are most in need. The aim of the program is to prevent homelessness and to provide access to financial supports for families and individuals. Emergency program that can assist families and individuals living with low incomes in Huron County to reduce child

poverty, promote attachment to the work force and prevent homelessness.

- **WILOW:** The County of Huron provides eligible Ontario Works clients and their family members with a free, confidential, short-term counselling support program for personal, family, and work-related problems. Wellness in Life for Ontario Works (WILOW) is operated by an external provider, Shepell. It is available 24 hours, 7 days a week, 365 days a year to provide immediate access to qualified professionals.

[Huron Out of the Cold – Heart to Home](#)

Emergency overnight shelter offering warmth from the cold. Operated by Huron County Staff in the Lakeshore United Church in Goderich.

[Huron Safe Homes for Youth](#)

Provides voluntary, confidential services for youth (16 years of age to their 18th birthday) and their families in Huron County. Adolescence is a period of transition where youth and their families face many challenges. Unresolved difficulties may contribute to a breakdown of the family unit. The purpose of Safe Homes is to respond to a crisis or emergency situation involving adolescents and their families in an attempt to resolve difficulties, and where possible, restore the family unit.

[Turning Point for Men, South Huron](#)

Operating a transitional program and homelessness shelter, Turning Point Inc. is a recovery home that provides a temporary home like residence for recovering alcohol and drug dependent people. Services such as individual and group counseling, basic life skills, social and recreational activities are available to our residents. It includes a holistic approach and time development of skills and values in areas such as emotional, spiritual, physical, and basic life skills necessary for coping with stresses of life.

Walker Place, Exeter

28 bed (23 HSC (Homes for Special Care) and 5 private) adult assisted living facility for people with a mental health diagnosis. Services include housekeeping, assistance with daily living activities, cooking, laundry, and medical transportation.

Huron Women's Shelter, Second Stage Housing & Counselling Services of Huron

Shelter services offer residential support to women at high risk because of gender based violence, as well as the 24-hour help line available to anyone in need. All intakes, risk assessment, safety planning, advocacy and transitional support will be offered via telephone, video conferencing or email. Counseling, groups, and children's programming are currently offered via telephone or video conferencing and are facilitated by staff working from home.

Domestic and Family Violence

Domestic Assault Response Team

The Domestic Assault Response Team (DART) is a cross-sector committee working together to improve community response to victims of domestic and sexual violence.

Huron Youth Justice Committee

The Youth Justice Committee of Huron County oversees the development and implementation of alternatives to the court-based system to handle low risk offences committed by young persons. In recent years, the Committee's scope has been expanded to promote and address youth issues that are relevant to Huron County.

Kids First Huron Perth

Huron Perth Public Health works with Kids First Huron Perth to provide resources to assist service providers with "No Wrong Door" early identification and intervention support for children ages 0 to 6.

Ontario Provincial Police

Ontario Provincial Police (OPP) provides essential services that ensure the safety and security of the people of the Province of Ontario. The OPP is a division of the Ministry of the Solicitor General, the largest operational ministry in the province, with a presence in every community across Ontario.

- [Domestic Violence](#)
- [Huron Detachment](#)

Rural Response for Healthy Children

Rural Response for Healthy Children is a non-profit charity that serves Huron County families. Our work contributes to fostering a healthy community of trusted adults where children and youth thrive. Our team offers education and support groups, activities and workshops for parents / caregivers who are experiencing life transitions (pregnancy, new parents, starting school), managing relationships between parent / child / school / community, and coping with vulnerable situations (addictions, disabilities, domestic violence, financial challenges, illness, single parenting). The team also educates children and youth with a focus on personal safety at home (in the community and online), disability awareness, and social and emotional learning, including self-regulation and social skills.

Victim Services of Huron County

Victim Services of Huron County is dedicated to providing short term emotional support, practical assistance, and community referrals to victims of crime, trauma and tragic circumstance in partnership with community and emergency services.

Victim/Witness Assistance Program: Ministry of the Attorney General, Goderich

Services begin once police have laid charges and continue until the court case is over. Services are available to victims and witnesses of intimate partner abuse/domestic violence, child physical and sexual abuse, sexual assault

(including historical sexual assault and human trafficking), families of homicide victims, families of motor vehicle fatalities, elderly victims, victims with disabilities, and victims of hate crime.

Community Security

211

211 is Canada's primary source of information for government and community-based, non-clinical health and social services. The free and confidential service can be accessed 24 hours a day, in more than 150 languages, by phone, chat, text, and web. 211 helps connect people to the right information and services, making their pathway to care and resources a guided and trusted one. 211 is available by phone, chat, website, and text in different regions – dial 2-1-1 to connect to community services.

[Big Brothers Big Sisters of South Huron](#) Many children and youth in Canada struggle with societal barriers and face adversities in their lives like detrimental living conditions, family violence, risk factors for mental health, school issues and identity challenges. Each Big Brother Big Sister agency provides direct service to children by matching volunteers and youths in quality mentoring relationships. Our agency staff members are experts at screening volunteers and matching them with a mentee having similar interests. The national organization provides services and programs to our member agencies to assist them with their work with parents, mentees, and volunteers.

[Community Living – Central Huron](#)

Our role as an association is to enhance the dignity and value of all people. It is to assist people to regain power and control over their own lives. It is to listen and respond. When we embrace the richness of diversity, recognize the gifts we each possess and respect each others' contributions, we will, indeed, have a competent, caring community that includes all its citizens. People live in dignity and share in all aspects of living in their community.

[Community Living – South Huron](#)

We are a community organization dedicated to providing support to people with intellectual challenges through education, advocacy, and innovation.

[Community Living – Wingham and District](#)

Committed to assist people with developmental needs to live, work, and participate fully in the community as valued partners. We support our members to create and achieve life plans in their own community and advocate for inclusion of persons with intellectual disabilities in recreation, social, religious, educational, economic, employment, and health services.

[Community Futures Huron](#)

Community Futures Huron has been helping entrepreneurs make their futures in Huron County since 1993. This goal is achieved by providing management counselling, business loans, and support for community projects that strengthen the local economy. Every year, we at CFH help new businesses get off the ground. Key emerging business opportunities include agriculture, renewable energy, manufacturing, tourism, retail services, and the creative economy.

[Huron Community Family Health Teams](#)

- [Bluewater Area Family Health Team](#)
6 Goshen St. South, Zurich, ON N0M 2T0
- [Clinton Family Health Team](#)
105 Shipley St., Clinton, ON N0M 1L0
- [Huron County Community Health Team](#) - 32B
Centennial Drive, Seaforth, ON N0K 1W0
- [Grand Bend Area Community Health Centre](#)
69 Main Street East, Grand Bend,
ON N0M 1T0
- [Maitland Valley Family Health Team](#)
180 Cambria Road North Goderich,
ON N7A 4N8
- [North Huron Family Health Team](#)
271 Frances Street, Wingham, ON N0G 2W0

[Family Services Perth-Huron](#)

Family Services Perth-Huron is dedicated to supporting, strengthening, and enriching the lives of individuals, couples and families through individualized counselling, support services, advocacy and education to meet the needs of the community. We work closely with other services within the community on your behalf to create a plan best suited to your situation. We can also, with your consent, provide information and referrals to other local community services.

[Gateway Centre of Excellence in Rural Health](#)

Gateway Centre of Excellence in Rural Health is a not-for-profit corporation located in Goderich, Ontario, that aims to improve the health and quality of life of rural residents. Since its inception, Gateway has been governed by community-based volunteers who aim to advance rural health teaching and community-based research across four rural counties. Current research that is underway at Gateway center around four main research areas: healthy aging, mental health, addictions, healthy communities, and lung health.

[Huron Hospice](#)

Huron Hospice has provided compassionate care, emotional support, and practical assistance to individuals and families who are facing a life-limiting illness, extending through to the bereavement process. Care can be provided in a home, a hospital, a long-term care setting, or our hospice residence. Support is also provided to caregivers and families who are grieving the loss of their loved one.

[Huron County Food Distribution Centre](#)

The Distribution Centre's purpose is to support the existing food banks. We channel large food donations in a free-flowing fashion to the local community food banks. The Distribution Centre helps with the extras such as fresh produce, dairy, and meat as well as dry goods. The local food banks continue to count on individual donations for their basic needs.

Huron Food Banks

- [Bayfield Area Food Bank](#)
Trinity St James Anglican Church,
10 Keith Cres., Bayfield, ON N0M 1G0
- [Blessings Community Store - Food Bank](#)
45 Main St. W, Zurich, ON N0M 2T0
- [Exeter Community Food Bank](#)
249 Andrew St., Box 93, Exeter,
ON N0M 1S6
- [Friends of the Community Food Bank and Resource Centre](#), 9 Rattenbury St. E block 1565, Clinton, ON N0M 1L0
- [North Huron Community Food Share](#)
405 Josephine St., Wingham, ON N0G 2W0
- [Ontario Student Nutrition Program](#) - Southwest Region - Huron Perth
36165 Huron Rd., RR 2, Goderich,
ON N7A 3X8
- [Salvation Army - Clinton](#)
32 Albert St., Clinton, ON N7A 4C6
- [Salvation Army - Goderich](#)
309 Suncoast Dr. E, PO Box 397, Goderich,
ON N7A 4C6
- [Salvation Army - Wingham](#)
205 Josephine St., Wingham, ON N0G 2W0
- [Seaforth and District Food Bank](#)
72 Main St. (entrance at back of building),
Seaforth, ON N0K 1W0
- [Society of Saint Vincent de Paul](#)
441 MacEwan St., Box 382, Goderich,
ON N7A 4C6
- [Vanastra Community Christian Reformed Church - Food Bank Truck](#)
50 Fifth Ave., Vanastra, ON N0M 1L0

[Huron Perth Children's Aid Society](#)

Huron Perth Children's Aid Society advocates for and protects children's rights, supports, and strengthens families; and is a leader for change in our community. The Society serves approximately 375 families each month and conducts more than 1600 abuse investigations each year. It also helps more than 130 children who are in the Society's care.

[Huron Perth Community Legal Clinic](#)

The Huron Perth Community Legal clinic staff have been committed to providing free legal services to residents. We are funded by Legal Aid Ontario. We give people living on a low-income free legal services for certain problems. The Clinic is a non-profit corporation staffed by lawyers, community legal workers, and administrative staff, and directed by a volunteer Board of Directors drawn from the community.

[Huron Perth Public Health](#)

Huron Perth Public Health (HPPH) works with our community to promote and protect health and prevent illness, based on community need, evidence and law. We are dedicated to delivering public health programs, classes and services in our community that are accessible for everyone. Our public health nurses, health inspectors, health promoters, dietitians, epidemiologists, and many other professionals promote and protect the health of our community. We are governed by the Board of Health and mandated by the Health Protection and Promotion Act.

- [Lived Experience Expert Panel](#)

The Lived Experience Expert Panel (LEEP) is a volunteer panel for Huron and Perth residents who have current or past involvement with systems such as: the welfare system, court system (family, civil, criminal, youth), child welfare, healthcare (mental health, addictions, disability), immigration, the Indian Act, and other systems that can regulate someone's life to a great degree.

[Huron Perth Situation Table](#)

The Huron Perth Situation Table is a proactive tool used to mitigate risks of individuals and families through the collaboration of multiple agencies. The table is hosted by the Ontario Provincial Police and Stratford Police. Membership of the Table consists of representatives from a variety of health, mental health, and social service and justice agencies that work together to create a rapid response that prevents the occurrence of crisis and promotes stability for vulnerable individuals and families. The Table is used when all other resources have been exhausted and still nothing is working to reduce the risks for the individual or family. Two working groups have been established – Homelessness and Wraparound Services and Supports – comprised of multisector service providers and community members.

[Info Huron Perth](#)

This website contains listings for all the community, social, and government services available to residents of Huron and Perth Counties.

[Jessica's House](#)

Jessica's House is a Residential Hospice in Exeter, Ontario. We provide end-of-life care for residents living with a life limiting disease.

[John Howard Society of London & District](#)

The John Howard Society of London and District is an organization of citizens who accept responsibility for understanding and dealing with the problems of crime and the criminal justice system. The John Howard Society is a not-for-profit, charitable organization providing a broad range of evidence-based and outcome-driven community services in London and District. Our organization has a strong history of helping individuals and families who are at risk of, or who have come into conflict with the law.

[MADD Canada - Huron-Bruce County Chapter](#)

National network of concerned citizens committed to stopping the crime of impaired driving and supporting victims by providing victim assistance programs, lobbying government, and operating school outreach and public awareness campaigns.

[ONE CARE Home & Community Support Services](#)

ONE CARE Home & Community Support Services provides a range of supportive care services that enable seniors and people with disabilities to enjoy better quality of life as they age at home. ONE CARE is a community based, charitable, not-for-profit health organisation providing supportive care to families in Huron and Perth Counties and surrounding area. We are respected and known for friendly, quality, and accessible community services that support people in their home and enable them to benefit from a wide range of health services.

[Poverty to Prosperity](#)

Poverty to Prosperity is a collaborative and action-based group that brings people together from across sectors to improve the lives of individuals living in poverty. The group undertakes participatory research, advocacy, education and awareness activities and community development projects.

[Project Lifesaver Huron](#)

Project Lifesaver Huron provides equipment for individuals who may wander and become lost. Individuals living with Alzheimer's, Dementia, Autism, Acquired Brain Injury, Downs syndrome or other cognitive disorders. These individuals wear a lightweight transmitter which emits a radio signal that can be located up to 2 km away by specially trained OPP officers using mobile locating equipment. This transmitter can be worn while swimming, bathing or showering. This program is offered in co-operation with the Huron Detachment of the OPP. Monthly payment plans are available and the cost may be waived.

[Social Research and Planning Council](#)

Social Research and Planning Council (SRPC) is operated by United Way Perth-Huron and is comprised of community representatives who are dedicated to the collection, analysis, and distribution of information relating to social trends and issues in Perth and Huron County. This research enables the United Way to discover and understand the root causes of issues affecting Perth-Huron and in turn helps to mobilize the community. SRPC, United Way, and Computer Systems Group at the University of Waterloo also partner to operate myPerthHuron, an online resource to help track the wellbeing of our communities.

- [myPerthHuron](#) is an online resource to help track the wellbeing of our communities, where we are doing well, and where our communities may be facing challenges. The website provides information on eight domains borrowed from the Canadian Index of Wellbeing that address economic, environmental, social, and cultural issues.

[South Huron Hospital Association](#)

19-bed hospital with 24-hour emergency department. Inpatient services include medicine, acute care, palliative care, complex continuing care, and rehabilitation. Outpatient rehabilitation services include physiotherapy, social work, speech-language pathology, and diabetes education.

[South Huron Medical Centre](#)

[South West Local Health Integration Network Home and Community Care Services](#)

The South West Local Health Integration Network helps people get the care and support they need in their homes and communities. The South West LHIN is a crown agency which plans, funds, and delivers healthcare from Lake Erie to the Bruce Peninsula. South West LHIN Home and Community Care provides healthcare services at home and in the community and can assist

those considering supported living programs or long-term care options or requiring home and community care services.

[United Way Perth Huron](#)

Our vision is a better life for everyone. An altruistic and philanthropic attitude helps achieve that vision. Helping others is at the heart of the United Way. Many individuals face challenges and barriers beyond their control. United Way asks those who can donate and help ensure programs are available for those that need them. Moreover, economic stability and growth are closely linked to community well-being. Investing in United Way helps build the social structure for a healthy community. Everyone benefits when people have the support they need.

- [Individual Urgent Needs Fund](#) is available to individuals and families who need help. Whether it is paying rent arrears to prevent homelessness, buying groceries to feed a family, or enabling repairs on a car so that someone can get to work, the Urgent Needs Fund is available to give our community members a hand up. Strengthening the resilience of our most vulnerable will help to make sure everyone in our community can enjoy health, safety, and a high sense of well-being.



Appendix E: Equity and Inclusion Lens

Apply to Your Work



After asking yourself three questions about inclusion,

Who is not included in the work you do?

What could contribute to this exclusion?

What can you do differently to ensure inclusion?

start to apply these answers to your work.

- **Communications** (pp. 24)
- **Engaging Community and Staff** (pp. 26)
- **Gathering Information / Research** (pp. 28)
- **Leading and Supervising** (pp. 30)
- **Monitoring and Evaluation** (pp. 32)
- **Planning: Services, Projects, Events** (pp. 34)
- **Policy Development** (pp. 36)
- **Recruiting and Hiring** (pp. 38)
- **Strategic Planning** (pp. 40)
- **Training** (pp. 42)
- **Working with People** (pp. 44)

When diversity, equity and inclusion is reflected throughout the organization, we benefit from a diversity of insights and are better prepared to address the needs of the populations we serve. From strategic planning to managing human resources to direct service, equity and inclusion matters.

Select the area or areas of work that best relate to the work you are doing now. This includes both internal and external work.

one

Read through the questions to consider which ones can inform your work.

two

Consult the Promising Practices provided to learn from the experience of others.

three

Consider what you are already doing and what you can do differently to ensure inclusion. Note your ideas on the [worksheet](#) pp.23.

RECRUITING AND HIRING

Staff and Volunteers



When we integrate equity and inclusion in our hiring practices and policies, we take action to increase diverse skills and perspectives in the workplace.

1. Do staff and volunteers in our work area reflect the diversity of the community we serve? Who is under-represented?
2. What knowledge, skills, experience and diversity would enhance our team's capacity to serve the diversity of clients?
3. Do job requirements and selection criteria unnecessarily limit who would qualify?
4. Are we open to considering what new perspectives people from different backgrounds could bring to the position?
5. Have we considered where best to post this employment opportunity to ensure that the widest diversity of people are able to access it? Do we encourage agencies and community partners to access the City's career site so that we can broaden the applicant pool from the diversity groups?
6. Are interview panels composed of individuals who bring diverse backgrounds and experiences relevant to the position?
7. Have we considered ways to reduce barriers in the interview process so as to make it more welcoming and friendly (i.e. physically accessible, provide a copy of the questions)?
8. Are candidates given the choice to be interviewed in French or English?
9. Do we consider that people from specific backgrounds may present interview behaviours that are different from what we expect, but still have the skills to do the job?
10. If a candidate's references are from abroad, what strategies can we use? (e.g., if an English speaking reference is not available then seek translation support)

ASK ABOUT INCLUSION

Who is not included in the work you do?

What could contribute to this exclusion?

What can you do differently to ensure inclusion?

Promising Practice

Recruiting and Hiring

SUMMER STUDENT EMPLOYMENT

The City of Ottawa's Summer Student Employment Program makes possible a large number of external hires each year. The Recruitment and Staffing Unit, that coordinates the program, is mindful of the City's goal of building a diverse and talented workforce reflective of the population when planning recruitment. Since applicants may also progress to future employment with the City, it is important to attract a diverse candidate pool, with a special focus on groups that are under-represented.

With awareness of the guiding principles in the Equity and Inclusion Lens, possible barriers to diversity in recruiting were identified, including awareness of the opportunity, knowledge of the application process, and access to a personal computer.

To address these potential barriers the following steps were taken:

- Extended posting period to provide more time to promote the program and accept applications
- Distributed bilingual posters to organizations serving youth
- Shared information about the program with community organizations via groups such as the Aboriginal Working Committee and the Employment Access Resource Network (EARN)
- Promoted the program at career events such as fairs, networking and information sessions at local post-secondary schools.
- Held information sessions for students in English and French.
- Provided information about publicly available computers

These targeted outreach practices increased general awareness of the City's employment opportunities for those who are traditionally under-represented in the workforce, removing potential obstacles to broader participation.

WHAT ABOUT THIS IS AN EQUITY AND INCLUSION PRACTICE?

- ✓ Took note of who is under-represented
- ✓ Identified potential barriers
- ✓ Reached out to community organizations to promote
- ✓ Went to where the target group would be
- ✓ Provided information to overcome barriers

Appendix F: Sample Indicators

Adapted from Peel's Community Safety and Well-Being Plan Health

Reflects mental and physical well-being, health behaviours and access to healthcare services in the community.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
General health	Life expectancy	Life expectancy at birth	Ontario Mortality Database
	Premature death	Rate (per 100,000) of potential years of life lost*	Ontario Mortality Database
	Self-rated health	Proportion (%) of Huron population who rated their physical health as "excellent", "very good" or "good"	Canadian Community Health Survey
Mental health & well-being	Self-rated mental health	% of Huron population who rated their mental health as "excellent", "very good" or "good"	Canadian Community Health Survey
	Emergency department (ED) visits for mental health disorders	Rate of ED visits for mental health disorders (includes substance-related disorders, anxiety and mood disorders, personality disorders, etc.)*	National Ambulatory Care Reporting System
	Ever considered or attempted suicide	% of Huron population who had considered suicide before	Canadian Community Health Survey
% of Huron population who had ever considered suicide who had attempted suicide			
Access to mental health and addiction services	Not receiving care prior to mental health/addiction-related ED visit	% of Huron adults who did not receive care from a physician prior to a mental health/addiction-related ED visit	ICES
	Wait time for a mental health/addiction specialist	Median wait time for patients referred to a mental health/addiction specialist	ICES
Access to health services	Access to a regular healthcare provider	% of Huron population who reported having access to a regular healthcare provider	Canadian Community Health Survey
	Unmet healthcare needs	% of Huron population who felt that they needed healthcare but did not receive it in the prior 12 months	Canadian Community Health Survey
Health Behaviours	Physical activity	% of Huron adults who were physically active based on Canadian Physical Activity Guidelines	Canadian Community Health Survey
	Sedentary behaviour	% of Huron population who spent on average 15 hours or more per week engaging in sedentary activities over the prior three months	Canadian Community Health Survey
	Harmful alcohol use	% of Huron adults who exceeded Canada's Low-Risk Alcohol Drinking Guidelines	Canadian Community Health Survey
	Problem drug use among secondary students	% of Huron secondary students classified as having a potential drug use problem	Ontario Student Drug Use and Health Survey
	Up-to-date childhood immunization	% of children in Huron with up-to-date immunization coverage, by immunization type (e.g., Measles, Mumps, Rubella, etc.)	Public Health Ontario

*Rates to be calculated using population estimates/projections

Safety

Reflects the right for community members to live without fear or risk of physical, psychological, or social harm.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Crime	Crime Severity Index	Crime Severity Index (OPP)	Uniform Crime Reporting Survey
	Total crime	Rate reported actual incidents of total crime in Huron*	
	Total violent crime	Rate reported actual incidents of total violent crime in Huron*	
Perceptions of safety	Sense of safety	% of Huron respondents who reported a “very strong” or “somewhat strong” sense of safety in their local community	Focus GTA Survey, Environics
	Change in violence or public safety risks in neighbourhood	% of Huron respondents who believed that violence/ public safety risk across Huron has increased in the prior 6 month	
	Students feeling safe at school	% of Huron students in grades 7 to 12 who reported feeling safe at school	Ontario Student Drug Use and Health Survey
Road safety	Collisions resulting in injury/fatality	Rate of annual collisions resulting in injury/fatality on regional and municipal roads in Huron*	Ontario Provincial Police (OPP)
Discrimination	Experiences of discrimination	% of Huron population who reported experiencing discrimination in the past 5 years, by type of discrimination (e.g., based on sex, ethnicity/ culture, race, age, religion, sexual orientation, etc.)	Community Life dataset, Environics
		% of Huron population who reported experiencing discrimination in the past 5 years, by type of situation (e.g., in bank/store/restaurant, work environment, dealing with police, etc.)	

*Rates to be calculated using population estimates/projections

Education

Reflects learning through formal schooling or training that allows individuals to develop and grow.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Educational achievement – Elementary school	Readiness to learn	% of senior kindergarten children who were considered “vulnerable” in at least one of the five Early Development Instrument domains	Early Development Instrument
Educational achievement – Secondary school	Youth not in education, training or employment	% of youth not in education, training or employment	Census
	High school graduation rate	% of students from a grade 9 cohort who graduated in 4 or 5 years	Public/Catholic District School Board
Educational attainment	Highest level of education	% of population (aged 25-64 years), by educational attainment (e.g., less than high school, high school certificate, apprenticeship/ trades certificate, etc.)	Census

Community Life

Reflects individuals feeling included and connected and being engaged within their community.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Community Belonging	Sense of community belonging	% of Huron population who reported a “very strong” or “somewhat strong” sense of community belonging	Canadian Community Health Survey
Community Engagement	Voting in municipal election	% of registered electors who voted in most recent municipal election	Association of Municipalities Ontario
	Volunteerism	% of respondents who reported doing volunteer work in the previous year	Community Life dataset, Environics
	Donation	% of Huron tax-filers who are charitable donors Income Statistics Division, Statistics Canada Proximity to community meeting places	Income Statistics Division, Statistics Canada
	Proximity to community meeting places	% of Huron population within a 10 minute (800 metre) walk of libraries, community/recreation centres and places of worship	Municipalities of Huron; Census
	Municipal recreation program usage	% of Huron population registered or a member of one or more recreation programs in their municipality in the previous year	Municipalities of Huron

Living Standards

Reflects the ability of a community to support the basic needs of community members.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Income	Low income measure - after tax (LIM-AT)	% of Huron population in private households living in low-income based on the LIM-AT	Census
	Private household median income	Private household median income	
Employment	Unemployment rate	% of Huron population (aged ≥15 years) who are unemployed	Labour Force Survey
	Temporary employment	% of Huron population (aged ≥15 years) who are temporary employees (e.g., seasonal jobs, term or contract jobs, casual jobs, other temporary employees)	
Housing & homelessness	Persons visiting shelters or transitional housing	Number of persons that visited emergency shelters	Housing Services
	Unaffordable housing	% of tenant and owner households in Huron spending 30% or more of total household income on shelter costs	Census
	Occupied dwellings requiring major repair	% of occupied private dwellings requiring major repair	
	Inadequate housing (suitability)	% dwellings in Huron considered “not suitable” (i.e., based on required number of bedrooms)	
Food security	Household food insecurity	% of Huron households with moderate or severe food insecurity in the prior 12 months	Canadian Community Health Survey
Access to internet & technology	No access to internet at home	% of Huron population who reported not having access to internet at home	Environics

Personal Relationships

Reflects the presence of strong, consistent and supportive relationships with family and peers.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Supportive relationships	Perceived social support	% of Huron population who reported a high level of perceived social support	Canadian Community Health Survey
	Not having close relatives or friends	% of Huron population who reported not having a relative that they feel close to	Community Life dataset, Environics
		% of Huron population who reported not having any close friends	
Students who talk to their parents about problems/feelings	% of Huron students in grades 7 to 12 who reported talking to their parent(s) about their feelings or problems	Ontario Student Drug Use and Health Survey	
Harmful or violent relationships	Police-reported family disputes	Rate of reported family disputes (OPP)*	OPP
	Police-reported intimate partner disputes	Rate of reported intimate partner disputes (OPP)*	
	Students victim to bullying at school	% of Huron students in grades 7 to 12 who reported being a victim of bullying at school at least once during the school year	Ontario Student Drug Use and Health Survey
	Students victim to cyber bullying	% of Huron students in grades 7 to 12 who reported experiencing cyber bullying in the previous 12 months	

*Rates to be calculated using population estimates/projections

Environment

Reflects the conditions in which we live that impact community well-being.

Sub-Domain	Indicator Title	Indicator(s)	Data Sources
Air quality	Level of air pollutants	Mean annual level of air pollutants (i.e., nitrogen dioxide, ozone, fine particulate matter)	Ministry of Environment and Climate Change
	Exposure to secondhand smoke	% of non-smoking Huron population who reported being exposed to second-hand smoke inside their home daily or almost daily	Canadian Community Health Survey
Built environment	Parks, open green space or natural features per 1,000 residents	Hectares (per 1,000 residents) of park, open green space or natural feature with a trail or path running through it	Municipalities; Conservation; Census
	Active recreation per 1,000 residents	Active recreation amenities per 1,000 residents	Active Recreation Amenities, Municipalities in Huron; Census
	Street connectivity	Average intersection density	Municipal, Planning, Economic Development
	Proximity to transit	% of Huron population with access to cars, duration of commute to work	General Transit Feed Specification, Municipal Employment Surveys, Four County Labour Market Board; Pedestrian Network, Municipalities of Huron
Food security	Household food insecurity	% of Huron households with moderate or severe food insecurity in the prior 12 months	Canadian Community Health Survey

Appendix G: Evaluation Matrix Template

Priority Area: Which of the four priority areas does this intervention fall within?

Intervention

What Ontario CSWB Framework area does this intervention fall within? (social development, prevention, risk intervention, or incident response)

Goal

What is the goal of this intervention? What does the intervention set out to do or accomplish?

Strategy

What will be done to accomplish this goal?

Indicator(s)

How will you know whether the strategy is working or achieving what is desired? Indicators can be process oriented (did we do what we said we would?) or outcome oriented (by doing this, did we have a measurable impact in the community?). Process indicators are more effective measures of success during early stages of implementation or for more short-term initiatives, whereas outcome indicators are important for measuring long-term success.

Data Source(s)

Where will you get the data you need to measure the success of the strategy and whether the goal has been accomplished?

Does data exist? What data gaps may prevent or hinder measurement?

Key Themes Addressed

What key themes identified in this Plan through community outreach area addressed or engaged with through this goal and strategy?

Key Questions:

- Is the goal of the intervention clear?
- Does the strategy clearly connect to the goal? Is there a clear action identified? Does the strategy have a temporal dimension? (i.e., should be complete within 6 months).
- Who should be involved with this strategy? (i.e., partner mapping).
- What resources are needed for strategy success? What gaps might exist? (i.e., knowledge, funding).
- What data do we need to make informed decisions or to track long-term outcomes?
- What happens after the strategy or action has been accomplished / implemented? (i.e., wind down).

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Prepared by Joëlle Lamport Lewis

Community Safety and Well-Being

for HURON COUNTY



Social Media Messages 2023

Hashtags:

#CSWB #CSWBHuronCounty #LocalCSWB

Reminder of Priority Areas for Action:

Priority Area #1: Mental Health and Addictions

Social Development

- Improve Access to mental health and addiction services in Huron County
- Support the work of implementing initiatives in the Roadmap to Wellness to reduce barriers to access

Prevention

- Increase Mental Health and Addictions literacy/awareness.

Priority Area #2: Housing Stability and Homelessness

Risk Intervention

- Public awareness of the housing spectrum and importance of housing for all is increased.

Priority Area #3: Domestic and Family Violence

Social Development

- Increase the understanding and awareness of domestic and family violence as an issue.

Priority Area #4: Community Security

Social Development

- Create welcoming and inclusive communities in Huron County

Prevention

- Increase understanding and awareness of Diversity, Equity, and Inclusion.

Community Safety and Well-Being

for HURON COUNTY



Schedule:

Week	Dates	Awareness Day/Topic	Local Group/Activity	Priority Area	Information / Message	Image
1	December 17, 2022	Anti-Bullying Day				
2	January 26, 2023	Bell Let's Talk Day				
3	January 27, 2023	International Holocaust Remembrance Day				
4	February 2023	Black History Month				
5	February 17, 2023	Random Acts of Kindness Day				

Community Safety and Well-Being

for HURON COUNTY



Week	Dates	Awareness Day/Topic	Local Group/Activity	Priority Area	Information / Message	Image
6	February 22, 2023	Pink Shirt Day				
	February 22, 2023	National Human Trafficking Awareness Day				

Community Safety and Well-Being

for HURON COUNTY



Week	Dates	Awareness Day/Topic	Local Group/Activity	Priority Area	Information / Message	Image
	March 1, 2023	World Teen Mental Wellness Day				
10	March 8, 2023	International Women's Day				

Community Safety and Well-Being

for HURON COUNTY



Week	Dates	Awareness Day/Topic	Local Group/Activity	Priority Area	Information / Message	Image
11	April 2, 2023	Autism Awareness Day				

Community Safety and Well-Being

for HURON COUNTY



Week	Dates	Awareness Day/Topic	Local Group/Activity	Priority Area	Information / Message	Image
	April 7, 2023	World Health Day				

Huron County Community Safety and Well-Being Plan - Priority Area Mapping

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
Organization	Initiative/Campaign/Program	Organization	Initiative/Campaign/Program	Organization	Initiative/Campaign/Program	Organization	Initiative/Campaign/Program
Fanshawe College	Internal Counsellor – The Counsellor may then direct individuals to community services	Huron County Housing and Property Services	County has approved the go ahead of building 39 units in Goderich which will provide affordable, attainable and supportive housing.	Renaissance Huron-Perth Centre for Children and Youth	Group and individual support for women who have been victims of intimate partner violence.	OPP	SafeGuard Ontario program – Providing commercial and residential assessments for design to individuals and organizations in relation to domestic/family violence; making banks more secure/safe, etc.
Fanshawe College	Staff Training – All staff have training in Mental Health First Aid. Staff have seen an increase in the need for assistance by students.	Huron Heart to Home (County-wide)	<p>Staff connect people to community, local organizations, and resources that can help a person access long term housing (housing stability work).</p> <p>With community partners it manages the Out of the Cold emergency shelter and are working on developing a Housing First strategy to eliminate or greatly reduce the dependency on costly emergency solutions in the future.</p>	<p>Women’s Shelter (Goderich) and Second Stage Housing (Clinton, Goderich, Exeter)</p> <p>GAP – North Huron</p> <p>*no housing in Northern Huron</p>	<p>Provides housing and shelter for domestic violence survivors</p> <p>GAP – North Huron</p>	OPP	<p>Raw data for speed on roads that present problems for community. The County has one which moves around the County.</p> <p>Goderich has one (Armadillo Traffic Collector).</p> <p>Huron East is looking at getting one.</p> <p>Municipalities can gather and analyze data and solve issues at a municipal level ie. speed bumps or community safety zones.</p>
Ontario Health Team (OHT) – Mental Health Working Group (Catherine Hardman is lead)	Working Group for OHT – Mental Health has been established. It is composed of individuals representing the following sectors: Education; EMS; family physicians, psychiatry, MHA providers, including hospitals, Family Health	United Way in partnership with CMHA	<p>Connection Centres are being developed in Huron County. At these locations, individuals can access several services ie. laundry</p> <p>Fundraising based – community identifies it as a need them undertakes fundraising efforts</p>	Victim Services of Huron County	<p>Provides counselling for victims of crime and tragedy including family and domestic violence.</p> <p>They can provide locks for homes and also small repairs – budget is capped.</p>	OPP	Auxiliary program – supports community safety issues. Volunteer members.

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
	<p>Teams, Public Health, One Care.</p> <p>The OHT-MH Group has performed an inventory of mental health services in Huron-Perth. They are looking at implementing a step-care model based on inventory taken. This will hopefully result in a better way for navigating the system.</p> <p>They are also looking at how to standardize screening.</p> <p>A one-phone line coordinated access is being developed.</p> <p>Conducting a review re capacity of various programs, i.e. case management.</p>		<p>Locations: Wingham and Exeter have fully operational Connection Centres.</p> <p>Possible locations:</p> <p>Clinton – has need especially with students.</p> <p>Vanastra – has a start towards a Connection Centre.</p> <p>Goderich – a drop-in centre is operating under CMHA and is open 3-4 hours per day. Committee has recently been formed to look at a Connection Centre.</p> <p>Blyth – Kids Club has been set up</p>		<p>Provides safety planning and emergency exiting planning.</p> <p>They work closely with police and help individuals make a connection with the police. They build relationships with stakeholders for soft handoff.</p> <p>It is noted there is much work to be done to soften the relationship between victims and police.</p>		
United Way Perth Huron	<p>Assisting with mapping of mental health services.</p> <p>Bringing health care navigators together and looking to implement common definitions.</p> <p>Looking to better understand capacity of system.</p>	Centre for Employment and Learning	Provides assistance with employment.	Rural Response for Healthy Children	<p>Provide drop-in hours every week at each site; individual or group support is available.</p> <p>Provides classroom programming for primary grades across Huron and Perth Counties. Themes relate to disability awareness, self-regulation, personal safety and social skills.</p>	OPP	<p>Collision review reduction strategy – putting officers in right places at right time.</p> <p>Giving warnings – education</p>

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
					Nobody's Perfect – participant-centered approach to supporting parents in learning and building upon positive parenting skills.		
Human Services Justice Coordinating Committee (Lynn Higgs AMGH)	Looking at therapeutic court in Huron-Perth. This model has been developed and is used in other Counties. There is much interest in implementing it in Huron County. UPDATE re meetings with Crown??	Huron County Public Libraries	Provides many activities for children and youth. Provides a safe spot during business hours.	Victim Services of Huron County	Public Education – Provides continual community education in schools regarding issues such as sextortion to intervene before domestic violence comes into their life.	OPP	Focused patrols – very high resource and intense deployment of police for specific purpose
Seniors Mental Health Team	Frail Seniors Strategy in London – create coordinated access service	Enumeration and By Name List	Data collection, including identifying who and how many individuals and families are experiencing homelessness in our community, enables Huron County social service staff to monitor progress and make informed decisions. There is an official and a 'known' list.	Partner Assault Response (PAR) Programs – John Howard Society	This is a psycho-educational group counselling program offered by the John Howard Society. It is available to men in conflict with the law that are mandated to attend in response to Domestic Violence or Intimate Partner Violence related charges or convictions. You can self-refer but you have to pay (GAP). This program is available only Online at the moment due to the issue of geographical spread.	OPP	Working with schools – trying to leverage municipal support; speed bumps;
Canadian Mental Health	Offers various services for those ages 12+ regarding	Coordinated Access System	Utilizing the data collected from the Enumeration Project and By-Name List,	Huron DART (Domestic Assault Review Team)	This is a cross-sector committee which works together to improve	OPP	Working with victim services; educational component for County

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
Association (CMHA)	addictions, and 16+ in relation to mental health.		County of Huron staff lead a Huron County Homelessness Coordinated Access System. This system ensures that local organizations can better work together to effectively address the specific needs of those experiencing homelessness within the community.		community response to victims of domestic and sexual violence. The committee can bring case review to the table. Public education is provided re domestic and family violence. Webinars, social media posts and other learning tools are available on the website.		
Huron Perth Healthcare Alliance (HPHA)	Provides Child and Youth psychiatric services. The rest of their services are offered for ages 16+.	HPHA	Transition House. 24 hour staffed home; Support provided to get connected to housing. Referral is how online and can just call the house; not only through the hospital. Can self-refer. There are 5 beds. Not a hard 5 day limit on stay.	Huron Area Risk Review Team (HARRT)	Committee reviews known perpetrators in our area and keeps a finger on the pulse of known individuals. Members include court services, police, probation.	OPP	Naloxone – administer; working with municipalities re public washrooms and other issue areas
Huron-Perth Centre for Children and Youth	Child and Youth mental health centre serving children, youth and families/caregivers (Birth to 18 years). Provide individual, group and family counselling, assessments, brief service, service coordination, service area planning.	CMHA	Transitional housing is available. Provide support for individuals in both agency owned and rented permanent accommodations.	Huron County Youth Justice Steering Committee	Provides advocacy and public education in schools. Committee talks about gaps they see. A brochure is being produced to be distributed in all Huron County committees which outlines work that can be done in the schools.	OPP	Project Life Saver – aging population – bracelet – if go missing can locate them quickly; cost is associated with program but can be offset
Home and Community Care Support Services	Provides mental health services for school aged children.	Huron County Housing and Property Services	Non-Profit Housing – available in Wroxeter, Goderich, Clinton and Exeter. Provides units which are	DAP (Direct Accountability Program) – run by	An alternative to formal prosecution for adult individuals charged with eligible criminal offences	United Way	YMCA at Risk Youth Initiative – program for at risk youth (Goderich)

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
			rent-gearred-to-income and market rent housing for singles, families or seniors.	the Salvation Army	<p>who have been referred by the Courts.</p> <p>An Adult Counsellor works with each offender.</p> <p>This program is court-referral for now however, there are talks of pre-diversion implementation. Kitchener implemented pre-diversion a couple years ago and it is going very well.</p>		
School Boards	HPCDSB and AMDSB provide mental health services available in elementary and secondary schools.	<p>Women's Shelter (Goderich) and Second Stage Housing (Clinton, Goderich, Exeter)</p> <p>*nothing in Northern Huron</p>	<p>Provides housing and shelter for domestic violence survivors</p> <p>GAP – North Huron</p>	Leadership table	<p>County-wide committee that is looking at breaking down silos in community based organizations in first phase. Also looking at creating County wide tools to be used ie. risk assessment tools across organizations.</p>	GAPS	<p>GAPS: Swimming lessons; lifeguard shortages;</p> <p>GAPS: inclusivity and diversity</p>
OPP	Mobile Crisis Response Team (MCRT) in partnership with HPHA. A police officer and crisis worker respond together to calls involving a person in crisis. Police focus on safety, while the crisis worker can help de-escalate situations and support individuals in crisis.	Huron County Housing and Property Services	<p>There are several hundred rent-gearred-to-income (RGI) apartments and houses located throughout the County.</p> <p>County of Huron owns and manages 415 rent-gearred-to-income units and has additional units available through Rent Supplement agreements with private landlords. Other units are owned and managed by various Non-Profit and Co-operative groups.</p>	OPP	<p>Program – Uniform Frontline Interview Program (UFIP)</p> <p>Enhanced training of OPP officers relative to interviewing. Assists with interviewing victims of intimate partner violence and family violence.</p>	AMDSB	reporting system implemented – lots of racism driven problems; discrimination against LGBTQ

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
			A full list of units is available on the County of Huron website.				
Rural Response for Healthy Children	<p>Sibshops – peer support group for siblings of children who have a disability, autism or mental health concern.</p> <p>Caregiver Connections – support group for caregivers raising children with disabilities, autism, or mental health concerns.</p>	Huron County Housing and Property Services	Stability Team – works directly with individuals in crisis.			MCRT / Hospital	Mental health work and referrals; primary work is de-escalation work with policy – 5 days a week in Huron; want to get sustainable funding from Province
Gaps identified	<p>*Developmental considerations not always taken into consideration</p> <p>CMHA is forming stronger connections with these service providers.</p>	Huron County Housing and Property Services	<p>Financial Support – administration of multiple funding programs including:</p> <ul style="list-style-type: none"> - Ontario Works - Pathways to Self-Sufficiency - Canada Housing Benefits - Urgent Relief Funds (in partnership with United Way) - And more 			OPP	Annual Provincial Traffic Safety Initiatives – focus on Big 4 leading causes of death or injury on OPP roads (Speed-Related Driving, Alcohol-Related Driving, Lack of Seatbelt Use, and Distracted Driving)
		Huron County Housing and Property Services	Future – exploring supportive housing requirements that align with the County’s Long-Term Affordable Housing and Homelessness Plan			OPP	Addition of a OPP Vessel to Huron Detachment – enhances waterway safety and education. Vessel docked in Goderich.
		County of Huron	<p>Homelessness Prevention Programs.</p> <p>The County of Huron manages and/or financially aids many homelessness prevention initiatives in</p>			Rural Response for Healthy Children	Parking Lot Conversations – parent support staff drive around with the Mobile Food Bank to answer questions, provide resources, or assist with

Priority Area #1: Mental Health and Addictions	Priority Area #2: Housing and Homelessness	Priority Area #3: Domestic and Family Violence	Priority Area #4: Community Safety and Security
		<p>Huron County. Some of these programs include:</p> <p>Addiction Supportive Housing (ASH): ASH is a transitional housing program for eight individuals working directly with CMHA Huron Perth.</p> <p>Pathways to Self-Sufficiency: Pathways to Self-Sufficiency provides rental and utility arrears funding to low-income households experiencing potential eviction and/or utility disconnection.</p> <p>Safe Homes for Youth: Funding was provided to Safe Homes for Youth to assist in the supports and shelter for youth facing homelessness. Check with Vicki</p> <p>Yes I Can: Yes I Can is a youth homelessness prevention program offering employment and education supports.</p> <p>Housing Allowances: This long-term support provides \$250 each month directly to low-income</p>	<p>community support navigation.</p>

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
			households to help with rental and/or utility costs. Rent Supplement: A monthly fee paid directly to landlords who enter into a formal agreement with the County.				
		County of Huron	Communication Team – makes sure people in Huron County have access to facts, data, and learning resources that help people understand the difference between what’s true and what’s not			OPP	Lock it or lose it! campaign - Plague of Huron County is stolen vehicles with keys.
		Huron County Immigration Partnership	Newcomer Settlement Services Support in Huron County through a Newcomer Settlement Advisor.			Goderich Free Little Pantry	Provides free food in three pantries in Town limits. (Food Security)
		Huron County Housing and Property Services	A housing project in Exeter that will add 20 affordable units to the community is receiving more than \$6.4 million in joint federal and provincial funding. Huron County council awarded the contract for the build for \$8.3 million. The new building will feature 17 affordable housing units and three deeply affordable housing units, aiming to address a growing waiting list for affordable housing in the county.			CMHA HP	Provide support to individuals with MHA concerns involved with the criminal justice system. Discharge planning from jail.
						Huron County Immigration Partnership	Newcomer Welcoming Week Campaign - Huron County Immigration

Priority Area #1: Mental Health and Addictions		Priority Area #2: Housing and Homelessness		Priority Area #3: Domestic and Family Violence		Priority Area #4: Community Safety and Security	
						(Inclusivity/Diversity was identified as a gap)	Partnership, in collaboration with Immigration, Refugees and Citizenship Canada (IRCC) and other Immigration Partnerships across Canada For Huron County, Welcoming Week is about inspiring people to think about what we can do to ensure everyone—including newcomers and immigrants—thrives and feels welcomed.
						Howick Township	Before and After School program has been established.

ALL FOUR: Situation Table – anyone that is or may be at risk.

HURON COUNTY COMMUNITY SAFETY AND WELL-BEING PLAN

Proposed CSWB Budget Allocation 2024

1. Working Group Joint CSWB Budget

Note: the following budget items have been discussed with members of the CSWB Working Group.

Item	Notes:	Allocated Budget Amount
1. CSWB Website (creation and hosting)	Lakeside Web was recommended by the Working Group at the November 30, 2023 meeting.	\$530
2. CSWB Website (updates, as required)	Related to above; updates that may be required to website in 2024.	\$225
3. Priority Area Campaigns (4 campaigns)	Pamphlets and print promotional materials related to 4 priority area campaigns	\$535
4. Joint CSWB Project(s)	As recommended by the Working Group as collective CSWB project(s). The Oversight Committee may recommend project(s) of priority to the Working Group.	\$500
5. Magnets (Mental Health Crisis Line)	Discussion related to this item at November 2023 Oversight Committee and Working Group meetings.	\$225
6. CSWB Newspaper Ads	Collective newspaper ads related to CSWB and priority area campaigns (county-wide).	\$1335
7. Promotional Items – CSWB Plan Specific	CSWB specific promotional items (postcards, branded items) linking the public to the CSWB website.	\$335
	Proposed Budget Total:	\$3,685.00

HURON COUNTY COMMUNITY SAFETY AND WELL-BEING PLAN

Proposed CSWB Budget Allocation 2024

2. Morris-Turnberry Specific CSWB Budget

Item	Notes:	Allocated Budget Amount
1. Morris Turnberry specific CSWB project (s)	As determined through the recommendations from Morris-Turnberry Council.	\$1315.00
	Proposed Budget Total:	\$5000.00



Quote for Development of Safety Plan Website for The Town of Goderich

Date	Services Performed By:	Services Performed For:
October 11th, 2023	Lakeside Web	The Town of Goderich

Scope of Work

Based on our discussion this project requires:

- Setup of a website for the Huron County Community Safety and Well Being Plan for use by municipalities of Huron County
- Design website to compliment content and help guide users through information.
- Setup of the website using WordPress to make the pages easily editable.
- Approx 15 to 20 pages of main content pages ie: Main, Priority Areas (4x), Plan, Local Data, Resources, Team, Contact
- Setup of members area to store promotional materials/content for use by individual municipalities.
- Website be developed to be mobile ready.
- SEO – optimizing pages for search engines.
- Training on how to make edits to website.

Should the project scope change I will issue a revised quote.

Assets

To begin working on this website please provide text content, menu structure, logo and images. Files can be sent electronically. Minor content changes can be made later. Major content changes will take additional time and potentially may require a revision to the pricing outlined in this proposal.

Investment

Below is a breakdown for this project.

Item Description	Cost
Designing layout of new website and individual pages	\$900
Adding individual pages and technical formatting content for 15 to 20 main pages	\$800
Setup of Members Area	\$300
Installation of Scripts on test server & Configuration, Installing and Configuration basic plugins for additional functionality	\$150
Browser & Mobile Testing	\$450
Review of website and implementing revisions	\$300
Meetings for progress/discussions of project	\$350
SEO - Optimizing pages for Google	\$250
Moving Approved Website to Production Server & Finalizations in Configuration	\$200
Virtual Training after completion of website (Training up to 2 hrs)	\$100
Premium WordPress plugins – Gravity Contact forms, Image Gallery scripts, SEO Image optimization, Caching etc value approx. \$200	\$150
Stock Photos from Envato Website (up to 30 images) – value approx. \$85	INCLUDED
RECURRING ANNUAL FEE: Website Security Monitoring and Security Upgrades for 1 year (\$150 each year after initial year)	INCLUDED for first year
RECURRING ANNUAL FEE: Website Hosting \$230/year – includes 1 premium email account	\$230
RECURRING ANNUAL FEE: Domain registration/transfer of ie huroncountysafetyplan.ca \$25/year per domain	\$25
TOTAL (before tax)	\$4,205

Total investment for this project will be \$4,205 plus hst which covers the creation and one year of running the website.

Ongoing Costs

Annual cost after initial investment will be approximately \$405/year plus hst plus any requested updates to the website at my hourly rate.

Here is a breakdown of each of the items included in your annual fees which would start approx. January 2025:

Website Security Monitoring and Security Upgrades

Because WordPress is a piece of software it requires regular software updates to ensure it runs smoothly and is secure. Updates will also need to be performed on plugins that hook into WordPress such as the scripts that run forms, social media, galleries etc. The cost is **\$150/year plus hst**.

Website Hosting

WordPress hosting service that is secure, fast and reliable for **\$230/year plus hst**.

Domain Registration

I provide domain registration for .com and .ca domains. The cost is **\$25/year per domain plus hst**.

Premium Plugins

I have developer accounts for most major plugins that will be required to run your website ie Form scripts, SEO tools etc. This means you save as I can provide them without charging additional fees after your initial investment.

Regular Updates/Maintenance (additional service)

Once the website has been created and launched any ongoing requests for content updates, extended support or additional features will be billed at my hourly rate. I charge \$75/hour plus hst in increments of 15 minutes (ie a small change taking 15 minutes or less will be billed \$18.50 plus hst).

If you require website updates at regular intervals, we can discuss an annual or monthly billing.

Approval of Quote

Upon acceptance of this quotation please contact me by email or phone and I will provide you with an invoice for the deposit (50% plus hst) or the entirety if you prefer. Invoices are payable by cheque, Interac email transfer or credit card (an additional 2.5% fee will be added for credit card payments).

Once the deposit and assets have been received, I can schedule your project and will begin working on it on the scheduled date. Upon completion the remaining 50% plus hst (unless initially paid in full) will be billed. Terms are Net 15 days.

At this time the project can be started mid December 2023 and will take roughly 4 to 6 weeks from start to finish.

Please Note: All assets must be owned by The Town of Goderich. It is The Town of Goderich's responsibility to ensure that any images or content in use on their website are not in infringement of any copyright.

Thank you for the opportunity to provide you with a quote for this project.

This quote is valid for 60 days.



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Goderich, ON N7A 1M2 Canada **Tel:** 519.524.8394 Ext. 3257

Fax: 519.524.2044 www.huroncounty.ca

Huron County Accessibility Advisory Committee's 2023 ACCESSIBILITY PLAN UPDATES

The Huron County Accessibility Advisory Committee has worked diligently to achieve the goals defined within the approved plan. Recognized achievements include:

Accessibility Plans:

The County of Huron has created an “Annual Multi-Year Accessibility Plan” and a “2023 Accessibility Update” under the Ontarians with Disabilities Act 2001 and the Accessibility for Ontarians with Disabilities Act 2005, with annual updates on successes. The County of Huron has completed both requirements with the documents approved by Huron County Council at the December 2023 County Council meeting.

Site Plan Reviews:

The Huron County Accessibility Advisory Committee has been actively engaged with Municipal and County staff and organizations in conducting Site Plan Reviews in a timely fashion. The Committee believes public awareness will continue to stimulate community participation and the subcommittee's time and commitment. The Committee reaches out to each local municipality to review municipal facilities and projects. Recommendations were made for each review. The Reviews have been taking place virtually via ZOOM, in person meetings with participation of the Public Works Officers and by site visits. Examples of completed and/or current site plan reviews in process for 2023:

- Blyth Intersection reconstruction
- Main Street and Sanders Street Intersection, Exeter
- Gibbons Street Assisted Living facility construction
- Sanders Street apartment construction
- North Huron Council Chamber
- Huron County OPP Station in Clinton

- Huron County Economic Development / Planning Department located at 57 Napier Street Goderich 2 new accessible parking spaces.
- Electric Vehicle Charging Stations in County of Huron
- Seaforth Post Office Ramp
- Wingham Patrol Yard new build-preliminary review of parking spaces
- Review of Accessibility Lift in a municipal facility

Government Directives and Regulations:

The Accessibility Advisory Committee provided updates and advice about new government directives and regulations to the County Council and the Municipal Working Group. The Working Group is made up of one volunteer/staff member from each partner municipality. Each member of the group reports back to and shares newly developed resources and material approved by the County Council to their Mayor/Councilors.

2023 Accessibility Awards of Merit for Barrier-Free Design

This Award promotes public awareness of the importance of barrier-free design and programming recognizes excellence in accessibility efforts. Awards are presented to the owner of a building or facility that has been designed or renovated with special regard to accessibility for persons with a disability. There are 2 award categories – Business and Public Sector.

The following is a listing of the 2023 Award Recipients:

Business Category Award

The Riverview Local Eatery

Public Sector Category Award

Central Huron Municipality

The Township of Ashfield-Colbourne-Wawanosh

Sandra Thompson Memorial Accessibility Champion Award

The Accessibility Champion Award was established in 2022 to honor the memory of Sandra Thompson and to celebrate the International Day of Persons with Disabilities.

Sandra Thompson was dedicated to promoting accessibility in Huron County, was a leader in inspiring others to improve accessibility in our community and worked as the Accessibility Coordinator for the County of Huron until 2016. She was from the Bluevale area.

The International Day of Persons with Disabilities falls on December 3 each year. This day is endorsed by the United Nations and is important because we need to realize just how many people there really are who are impacted by disability.... World-wide there are currently one billion people! That's essentially saying that one in every seven people in the world are facing challenges and barriers due to some specific type of disability. In Ontario, the data tells us that 24.1% of the population (age 15 and older) identify as having a disability.

The Accessibility Champion Award recognizes and honours an individual in Huron County who:

- has shown dedication and commitment to promoting accessibility in our community
- has demonstrated exemplary commitment & leadership towards advancing accessibility
- is working to build a more inclusive community
- is making a difference in the lives of people living with a disability

Nominations included: a detailed description of the nominee's work and initiatives; A signed testimonial(s) that speak to the contributions and impact of the individual to accessibility in the County of Huron. The 2023 Award winner is Carol Leeming.

Continued use of Resources:

- Continued connectivity with County Council, Partnering Municipalities, and Businesses.
- The Municipal Accessibility Working Group continues to meet via ZOOM two times per year. Topics related to accessibility were discussed including municipal accessibility projects, the rigor of the Ministry Accessibility Audits, review of Accessibility Plans for the 2023, and ideas for providing training on accessibility to their new Councils. Additionally, the Group was encouraged to consider hosting events during National AccessAbility Week from May 25 to 1 June 2024.

- An Accessibility Tour of Clinton was held to show and discuss various accessibility features of recreational facilities, parking, sidewalks, playgrounds, entrances, and businesses. The HCAAC will continue to participate in such tours to ensure that partnering municipalities become well versed with the National Accessibility standards and how to translate the AODA and the ODA into reality.
- The HCAAC has begun working on a project to create short videos about how spaces may be made accessible in a how-to context. Funding has been applied for by the PASS (Public Accessibility Standards Simplified).
- The Committee continues to encourage local businesses to get involved in creating barrier free communities.
- The HCAAC continued in 2023 to participate in the Back Alley Artist Extravaganza. Our 4'x4' art board was created to promote the HCAAC, accessibility and that 'everyone is welcome' in Huron County. The art board has now found a home in the Huron County Museum.



Photograph shows a row of paintings the nearest painting has multi-coloured sun rays with accessibility logo and Huron County printed in the middle.

- A Portable Accessible Washroom has been a focus of discussion for HCAAC. This continues to be an initiative that will be pursued in 2024.
- County staff and IT Department: Website accessibility is an important focus. Accessibility training is required by all County employees.

- o Background: New public websites and significantly refreshed websites were required to be compliant with Web Content Accessibility Guidelines WCAG 2.0 Level A by January 1, 2014. Furthermore, by January 1, 2021, all public websites and web content posted after January 1, 2012, must meet WCAG 2.0 Level AA.
- o WCAG 2.0 is an internationally accepted standard for web accessibility developed by the World Wide Web Consortium (W3C). Following the WCAG 2.0 guidelines makes content accessible to people with a wide range of disabilities, including:
 - Blindness and low vision
 - Deafness and hearing loss
 - Learning disabilities
 - Cognitive impairments
 - Mobility impairments
 - Speech impairments
- The HCAAC continues to promote the development of accessibility training to employees/staff through continuous learnings on training requirements defined in the Integrated Accessibility Regulation. These learning opportunities are customized into six modules:
 1. Customer Service
 2. General Requirements
 3. Human Rights
 4. Employment
 5. Information & Communication
 6. Design of Public Spaces
- All new County staff received required training within an appropriate time frame. All staff are required to receive training on accessibility standards for customer service and use of assistive devices.

- Upon request, provide information in accessible formats and with communication supports at the same cost charged to others. Publicized the availability of accessible formats and communication supports on website and documents.
- Continue to work with IT and Human Resources departments to train staff on Accessibility Standards.
- The “Huron County Universal Design and Accessibility Guidelines” is being reviewed and updated with the assistance of the Planning and Development Department. This review started in 2022 and will be completed in 2024. An updated version will be provided to local Municipalities once it is completed. This document assists in their review of site plans under section 41, Site Plan Control Area, of the Planning Act.
- The HCAAC was approached by Welland and Oxford County AACs to assist in strengthening their abilities to review site plans. The HCAAC will continue to develop presentations designed to help fellow AACs and our partner municipalities in this regard.



Multi-Year Accessibility Plan

Huron County Accessibility Advisory Committee

January 2024

**This document is available in alternative formats, upon request.
Please see Page 3 for details.**

EXECUTIVE SUMMARY



The Huron County Accessibility Advisory Committee is an established community resource that creates, develops, and implements the objectives of Huron County and its nine (9) municipalities be it mandated by legislation or inspired by local community groups and individuals from across Huron County sharing the vision of Huron County's Accessibility Advisory Committee.

It is the responsibility of the Huron County Accessibility Advisory Committee to advise Huron County Council about the requirements and implementation of

accessibility standards. Since inception, the Huron County Accessibility Advisory Committee has been promoting and developing a barrier-free Municipality for citizens of all abilities including persons with disabilities. Through local media, public events, award ceremonies and speaking engagements the Committee continues to educate and advise on accessibility issues while broadening awareness within Huron County and its partner municipalities.

As the provincial legislation and regulations mature, the Huron County Accessibility Advisory Committee will continue its efforts in promoting awareness, while implementing educational and training guidelines, policies and standards defined by The Ontarians with Disabilities Act.

CONTACT INFORMATION

Communication supports and accessible formats are available upon request. (e.g., digital, large print, braille)

For additional information, please contact:

Accessibility Coordinator at
accessibility@huroncounty.ca
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This report is available online at: **<http://www.huroncounty.ca>**

If your inquiry is specific to a municipality, please contact them directly.

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ONGOING GOALS

Huron County continues to strive toward ensuring that at all levels of decision making there is consideration of those with disabilities. The betterment of the community must involve everyone.

The Huron County Accessibility Advisory Committee (HCAAC) believes in taking action. Action taken today will improve tomorrow and strengthen the community for all. By improving the quality of life for people with disabilities today we ensure access for those who face disabilities tomorrow.

The HCAAC is determined to make available to Huron County business owners the knowledge and information needed to create barrier free communities and economies.

The HCAAC created three sub committees to assist with removing barriers:

- Accessibility Education Sub Committee
- Accessibility Review Sub Committee
- Directive and Regulation Review Sub Committee.

The Accessibility Education Committee

The Accessibility Education Committee meets as required to develop and implement programs to educate agencies, businesses, and the broader private sector and to plan for special events that will bring awareness to the community regarding accessibility. This Committee will develop resources for the private sector about the AODA, Huron County's Universal Design and Accessibility Guideline for Site Plan Control, and the importance of identifying, preventing, and removing barriers and challenges faced by people with disabilities.

In the past, this Committee has partnered with local Business Improvement Areas (BIAs) to raise awareness of the AODA and the responsibility of businesses and not-for-profit organizations.

The Committee has increased awareness and advanced understanding about accessibility by creating the Business Award of merit to Barrier Free Design, the Public Sector Award of Merit for Barrier Free Design and Programming and the "Accessibility Champion" Sandra Thompson Memorial Award. Nominations for these awards are encouraged by the public and consideration and decisions on the awardees is the responsibility of the Committee.

The Accessibility Review Sub Committee

The Review Committee is responsible for advising municipalities on the accessibility for persons with disabilities to a public municipal building prior to purchasing, construction, renovation, or lease. The Accessibility Standards for the built environment focuses on removing barriers in four areas:

1. Public Spaces
2. Buildings
3. Trails and beaches
4. Outdoor play spaces

This is intended to make it easier for all Ontarians- including those with disabilities, seniors, and families to access the places where they work, travel, shop, and play.

As a large public sector organization, the Design of Public Spaces Standard only applies to new construction and planned redevelopment.

Ontario's Building Code has been amended to include enhancements to accessibility in buildings and the Committee is cognizant that this is an insufficient standard to adhere to and seeks to ensure that the Code is complied with as well as a firm view of the future use of people with disabilities. This often results in recommendations from the Committee exceeding the Code standard.

This Committee is responsible for drafting, periodically reviewing and updating the document titled "Huron County Universal Design and Accessibility Guidelines" and providing it to its Municipalities to assist in their review of site plans under section 41, Site Plan Control Area, of the Planning Act. The Committee may, if requested by a local Municipality, review a site plan under Section 41 of the Planning Act to ensure facilities designed are accessible for persons with disabilities.

This Committee does site plan reviews which helps to remove barriers before they are made during construction of new buildings and renovations of old buildings. A building plan review form may be found on our website. Site Plan Review Checklists have been developed to assist in the review process. Forms and checklists are updated and reviewed regularly to adapt to continual changes in current standards.

Plans and spaces such as municipal offices, libraries, arenas, washrooms, additions, renovations, etc. have been reviewed. The word is out in Huron County on the importance of accessibility in ensuring inclusion for all.

The following is a selection of reviews completed at time of publication in 2023:

- Blyth Intersection reconstruction
- Main Street and Sanders Street Intersection, Exeter
- Gibbons Street Assisted Living facility construction
- Sanders Street apartment construction
- North Huron Council Chamber
- Huron County OPP Station in Clinton
- Huron County Economic Development / Planning Department located at 57 Napier Street in Goderich - 2 new accessible parking spaces
- Electric Vehicle Charging Stations in County of Huron
- Seaforth Post Office Ramp
- Wingham Patrol Yard new build-preliminary review of parking spaces
- Review of Accessibility Lift in a municipal Facility
- Playground in Hensall
- Clinton Library space audit
- Wingham Trail Extension
- Ashfield Park Washroom Project
- Goderich Public Library
- Hay Tract Accessibility Assessment
- Huron County Supportive Housing Build in Goderich plans review

The Committee reports back to Council, advises municipalities and others that requested a review on the accessibility of buildings, structures or premises in relation to the updated Building Codes and Huron County's Universal Design and Accessibility Guideline for Site Plan Control document. These reports provide County staff with valuable information on items that need to be addressed during the architectural phase, pre-construction phase and during construction or renovation.

Directive and Regulation Review Sub Committee

The Committee reviews any relevant regulations and directives and identifies concerns, provides solutions, and recommendations to the Accessibility Coordinator, such as drafting new policies identified in IASR.

The Accessibility Coordinator gathers input from the Directive and Regulation Review Committee, the Municipal Working Group and the Senior Management Team and drafts a response to the Ministry for Seniors and Accessibility and writes to County Council identifying areas of concern and possible solutions and recommendations.

This Sub Committee will review the draft response and provide final feedback to the Accessibility Coordinator.

Summary

In summary, with the implementation of the Accessibility Education Sub Committee, Accessibility Review Sub Committee, and the Directive and Regulation Review Sub Committee, the Huron County Accessibility Advisory Committee has been very successful in removing and avoiding barriers in our communities. The activities that are undertaken by the sub committees ensure that the conversation around Accessibility is active and vibrant and penetrates deeply into the community.

BACKGROUND

Disability impacts the lives of many Ontarians, and the numbers of people with disabilities is increasing as the population ages. In Ontario, approximately 1.85 million people identify as having a disability. This means roughly one in seven Ontarians live with a disability and face various types of accessibility challenges in their everyday life. Also, as the aging population is expected to grow in the next 25 years, it is projected that the number of people living with a disability is also expected to grow in our province. This is why it is more important now than ever to remove all barriers that impede accessibility. Designing our municipal spaces where every person who lives or visits can participate fully makes good sense — for our people, our businesses, and our communities.

Although our governments have the vision of a barrier free Ontario, the reality is that persons with disabilities still face barriers which prevent them from participating in all aspects of society. As a community we must learn to see barriers as our fellow citizens with disabilities live with them.

The Accessibility for Ontarians with Disabilities Act, 2005 calls on the business community, public sector, not-for-profit sector and people with disabilities or their representatives to develop, implement and enforce mandatory accessibility standards. Accessibility standards are the rules that businesses and organizations in Ontario will have to follow to prevent or remove barriers to accessibility for all citizens.

MESSAGE FROM THE HURON COUNTY ACCESSIBILITY ADVISORY COMMITTEE'S CHAIR

AWARENESS & ENGAGEMENT

People with disabilities regularly face barriers that prevent them from working, shopping, travelling and simply living and volunteering in their communities.

One of Huron County Accessibility Advisory Committee's (HCAAC's) greatest strengths lies in our Committee Members, who pursue so passionately a vision of informing, educating and inspiring residents from across Huron County on making Huron County accessible for people of all abilities and ages, eventually leading to a fully inclusive society for all.

The HCAAC has continued to invest time and effort into the development of accessibility training to employees/staff of all kinds through continuous learnings on training requirements defined in the Integrated Accessibility Regulation and focus on:

- Customer Service
- General Requirements
- Human Rights
- Employment
- Information & Communication, and
- Design of Public Spaces

What training each staff is required to take is based on the job responsibilities, for example, if you are a Facilities staff you are required to take the minimum training which includes Human Rights, General Requirements and Customer Service. If you have a management position you are required to complete all training modules. All staff are required to receive training on accessibility standards for customer service and use of assistive devices (magnifying glass, large print, voice to text, etc.).

It is a goal of the HCAAC to continue to provide businesses with training opportunities and provide training material to increase their awareness and knowledge of the Government Legislation. It is our hope to also increase engagement between HCAAC and local businesses.

GOVERNANCE

The Accessibility Committee has been working together virtually since 2021 and looks forward to continuing that work in 2024. We have a great blend of energized individuals mixed with some experienced Committee members that have brought their knowledge and experience to the Committee. In the fall of 2022, we selected new Committee members to join us in 2023 as several Committee members have reached the end of their maximum number of terms they can participate. I would like to take this opportunity to thank all of our Committee members for their dedication, commitment and passion for creating an inclusive society.

Thank you.
Trevor Bazinet,
Committee Chair

COUNTY COUNCIL (2023)

Huron County is governed by County Council, which is made up of fifteen (15) members from area municipalities. Each municipality located within Huron County, is represented at County Council by their representatives - Mayors or Reeves, Deputy Mayors or Deputy Reeves.

At their Inaugural Session in December (every 2 years), County Council elects a Warden from among the Councilors. The Warden is the executive officer of the Corporation and the head of County Council. The Warden chairs County Council meetings, sits as an ex-officio member on all Standing Committees, and represents the County at a wide range of functions and activities.

In 2022, there was a Municipal election which has resulted in some new members of County Council and local Municipal Councils.

Huron County includes the following nine lower tier, or local municipalities:

- Corporation of the **Township of Ashfield-Colborne-Wawanosh**
(Formerly Ashfield, Colborne and West Wawanosh Townships)
- Corporation of the **Municipality of Bluewater**
(Formerly Hay and Stanley Townships, plus the Villages of Bayfield, Hensall and Zurich)
- Corporation of the **Municipality of Central Huron**
(Formerly Goderich and Hullett Townships, and the Town of Clinton)
- Corporation of the **Town of Goderich**
- Corporation of the **Township of Howick**
- Corporation of the **Municipality of Huron East**
(Formerly Grey, McKillop and Tuckersmith Townships, Village of Brussels, and Town of Seaforth)
- Corporation of the **Municipality of Morris – Turnberry**
(Formerly Morris and Turnberry Townships)
- Corporation of the **Township of North Huron**
(Formerly Village of Blyth, Township of East Wawanosh, and Town of Wingham)
- Corporation of the **Municipality of South Huron**
(Formerly Stephen and Usborne Townships and Town of Exeter)

Starting in 2021, each of the 9 municipalities are encouraged to provide a summary of their local accessibility projects, achievements, and proposed activities in the Annual Accessibility Plan. A template for this summary is located in this Appendix.

HURON COUNTY ACCESSIBILITY ADVISORY COMMITTEE (HCAAC)

The Huron County Accessibility Advisory Committee is made up of 9 voting members including:

- 5 persons with a disability as defined in the Ontarians with Disabilities Act (ODA)
- 1 person from professional discipline
- 1 citizen representative
- 1 elected official
- Warden as ex-officio

The HCAAC is supported by 6 non-voting members including:

- chair of the ODA Municipal Working Group
- 1 person from County Planning Department
- 1 Municipal Building Official
- Huron County CAO
- the Accessibility Coordinator
- and the County Clerk

Other Huron County staff may support the committee in various capacities.

For 2023 the HCAAC includes:

Voting Members: Warden, Member of Council, and 7 Committee members

Non-Voting Members:

- Chairperson Municipal Working Group: Rachel Anstett 2023
- County Planning Department: Planner Hanna Holman
- Municipal Building Official: Jeanette Zimmer
- Huron County CAO: Meighan Wark
- County Clerk: Susan Cronin
- Accessibility Coordinator: Oonagh Vaucrosson

OUR VISION

The Huron County Accessibility Advisory Committee will inform and inspire people from across Huron County on making Huron County accessible for everyone.

OUR MISSION

The Huron County Accessibility Advisory Committee will assist Huron County Council and participating municipalities to fulfill the purpose of the Ontarians with Disabilities Act and Accessibility for Ontarians with Disabilities Act by providing vision and advice to council in regard to the removal of barriers by 2025.

OUR MANDATE

The authority to establish the Huron County Accessibility Advisory Committee (HCAAC) originated from the provisions of the Ontarians with Disabilities Act (ODA) and will continue to exist under the provisions of the Accessibility for Ontarians with Disabilities Act (AODA).

The HCAAC is the advisory committee to Huron County Council and participating municipalities fulfilling the purpose of the ODA and the AODA.

GOALS & OBJECTIVES OF THE HCAAC

The objectives of the Huron County Accessibility Advisory Committee are revised and updated annually in November and are used as a resource that outlines the role and responsibilities of the HCAAC and provides a monitoring tool to ensure all tasks are completed and not forgotten. (See Appendix 1) This document is divided into two sections:

- Objectives mandated by legislation under the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standard (IASR)
- Objectives driven by communities to accomplish the committee's vision of creating a County that is accessible to everyone.

LAST YEAR'S GOALS

- Under the requirements of the Ontarians with Disability Act 2001, the HCAAC continued to create and post a Multi-Year Accessibility Plan and an Annual Accessibility Plan Update that contains the goals of Huron County and last year's successes.
- Under the requirements of both the ODA and the AODA, the HCAAC continued to review, in a timely manner and advise municipalities and County Council on the accessibility of building plans and drawings for renovation and new construction, and review exterior site plans as requested.
- The HCAAC provided advice to County Council and participating municipalities with respect to government directives and regulations relating to the status of persons with disabilities including regulations for the Accessibility for Ontarians with Disabilities Act, 2005 and more specifically the Integrated Accessibility Standard Regulations. The HCAAC will continue to provide advice, tools, and direction to Huron County Council and participating municipalities on obtaining full compliance within timelines set out in the Regulation.
- The HCAAC continued to enhance relationships with County Council, local municipalities, businesses.
- The HCAAC joined forces with volunteers and members of Huron County council and staff at events to promote inclusion.
- The HCAAC kept Huron County Building Officials updated on "new" legislation and best practices with regards to the built environment, public spaces, and site plans.
- The HCAAC strengthened its partnerships with public works officials, recreation and facility staff, planning officials and local architects concerned with designing new municipal buildings by widening the embrace of consultation.

2023 ACHIEVEMENTS

The Huron County Accessibility Advisory Committee has worked diligently to achieve the goals defined within the approved plan. Recognized achievements include:

- **Accessibility Plans:** The County of Huron has created an Annual Accessibility Plan under the Ontarians with Disabilities Act 2001 and a Multi-Year Accessibility Plan Update under the Accessibility for Ontarians with Disabilities Act 2005, with annual updates on successes. The County of Huron has completed both requirements with the documents approved by County Council at the December 2022 County Council meeting. These documents were also shared with the 9 local municipalities for their review and approval.
- **Site Plan Reviews:** These reviews were done virtually via ZOOM in 2022 with some site visits starting to occur in September 2022. The Huron County Accessibility Advisory Committee has been actively engaged with municipalities and organizations, county staff as well as private businesses in conducting Site Plan Reviews in a timely fashion. The committee believes public awareness will continue to stimulate community participation and the sub-committee's time and commitment. The committee has developed checklists to assist in Site Plan Reviews.
- The HCAAC began a process of sharing its experience and learning with other County's to help them as they strive to align their County with the ODA, AODA and Integrated Standards Regulations.
- The Committee reviewed many plans and/or spaces.
- **2022 Accessibility Awards of Merit for Barrier-Free Design:** This Award promotes public awareness of the importance of barrier-free design and recognizes excellence in accessibility design. Awards are presented to the owner of a building or facility that has been designed or renovated with special regard to accessibility for persons with a disability. There are 2 award categories – Business and Public Sector organizations.

The following is a listing of the 2023 Award Nominees/Recipients:

Business Category Award

The Riverview Local Eatery

Public Sector Category Award

The Municipality of Central Huron

The Township of Ashfield-Colborne-Wawanosh

- **Government Directives and Regulations:** The Accessibility Advisory Committee has provided updates and advice about new government directives and regulations to County Council and the Municipal Working Group. The Municipal Working Group is made up of one volunteer/staff member from each lower tier. Each

member of the group reports back to and shares newly developed resources and material approved by County Council to their Mayor/Councillors.

- Sandra Thompson Memorial Accessibility Champion Award

The Accessibility Champion Award was established in 2022 to honor the memory of Sandra Thompson and to celebrate the International Day of Persons with Disabilities.

Sandra Thompson was dedicated to promoting accessibility in Huron County, was a leader in inspiring others to improve accessibility in our community and worked as the Accessibility Coordinator for the County of Huron until 2016. She was from the Bluevale area.

The International Day of Persons with Disabilities falls on December 3 each year. This day is endorsed by the United Nations and is important because we need to realize just how many people there really are who are impacted by disability.... World-wide there are currently one billion people! That's essentially saying that one in every seven people in the world are facing challenges and barriers due to some specific type of disability. In Ontario, the data tells us that 1 in every 7 people (age 15 and older) identify as having a disability.

The Accessibility Champion Award recognizes and honours an individual in Huron County who:

- has shown dedication and commitment to promoting accessibility in our community
- has demonstrated exemplary commitment & leadership towards advancing accessibility
- is working to build a more inclusive community
- is making a difference in the lives of people living with a disability

Nominations included: a detailed description of the nominee's work and initiatives; A signed testimonial(s) that speak to the contributions and impact of the individual to accessibility in the County of Huron. Carol Leeming was the award winner for 2023.

- Continued connectivity with County Council, partner Municipalities and Businesses. This contact with municipalities and the community has been via phone/virtual ZOOM meetings, email, and in person.
- The Municipal Accessibility Working Group continues to meet via ZOOM two times per year. Topics related to accessibility were discussed including municipal accessibility projects, review of Accessibility Plans for the 2022 municipal elections, and ideas for providing training on accessibility to their new Councils.
- The Huron County Economic Development Department continues to support small businesses with an accessibility lens for physical spaces and virtual presence. The Committee approved a Huron County Accessibility Policy in connection with a Ministry of Seniors and Accessibility Desk Audit.
- The HCAAC continued in 2022 to participate in the Back Alley Artist Extravaganza in Clinton. Our 4'x4' art board was created to promote the HCAAC, accessibility and that 'everyone is welcome' in Huron County. The art board has been donated to the Clinton

Public Library for display at their facility after the Art Show finished in the fall. It is now housed in the Huron County Museum.



- Portable Accessible Washroom has been a continued focus of discussion for HCAAC and a special Sub-Committee formed. A funding application was made to the Inclusive Community Grants Program of the Ontario Ministry for Seniors and Accessibility. On October 31, 2022 the Committee was informed that the application was not successful. We are looking for other sponsorships and partners to proceed with an accessibility education video series proposal.
- The HCAAC submitted an application for funding for a video project proposal. The Huron County Public Accessibility Standards Simplified (PASS). This project is a series of videos used to easily display best practices of outdoor spaces such as parks, parking, EV charging Stations, trails, etc. There is currently nothing like this available.
- County staff and IT Department: Website accessibility is an important focus. Accessibility training is required by all County employees.
 - Background: New public websites and significantly refreshed websites were required to be compliant with Web Content Accessibility Guidelines WCAG 2.0 Level A by January 1, 2014. Furthermore, by January 1, 2021, all public websites and web content posted after January 1, 2012, must meet WCAG 2.0 Level AA.
 - WCAG 2.0 is an internationally accepted standard for web accessibility developed by the World Wide Web Consortium (W3C). Following the WCAG 2.0 guidelines makes content accessible to people with a wide range of disabilities, including:
 - Blindness and low vision
 - Deafness and hearing loss
 - Learning disabilities
 - Cognitive impairments
 - Mobility impairments
 - Speech impairments

Huron County IT staff run reports on a regular basis on the standard of accessibility of the Huron County website. Internal website audit structure is being considered and will commence when a strategy has been sufficiently developed. The HCAAC continues to promote the development of accessibility training to employees/staff through continuous learnings on training requirements defined in the Integrated Accessibility Regulation. These learning opportunities are customized into six modules:

1. Customer Service
 2. General Requirements
 3. Human Rights
 4. Employment
 5. Information & Communication
 6. Design of Public Spaces
- All new County staff have received required training within an appropriate time frame. All staff are required to receive training on accessibility standards for customer service and use of assistive devices.
 - All Councilors, committee and board members received training upon their appointment in 2022/2023. Ongoing virtual training is arranged for 2024.
 - Upon request, provide information in accessible formats and with communication supports at the same cost charged to others. Publicized the availability of accessible formats and communication supports on website and documents.
 - Continue to work with IT and Human Resources departments to train staff on Accessibility Standards.
 - The “Huron County Universal Design and Accessibility Guidelines” is being reviewed and updated with the assistance of the Planning and Development Department. This review started 2022. An updated version will be provided to local Municipalities in 2024. This document assists in their review of site plans under section 41, Site Plan Control Area, of the Planning Act.
 - Accessibility Standards for Customer Service is part of Huron County’s procurement process. The procurement policy will be reviewed in 2024.

2024 GOALS

- Under the requirements of the Ontarians with Disability Act 2001 (ODA) and the Accessibility for Ontarians with Disabilities Act 2005 (AODA), the HCAAC will continue to create and post a Accessibility Plan Update an Annual Accessibility Plan that contains the goals of Huron County and the previous year's achievements.
- Under the requirements of both the ODA and the AODA, the HCAAC will continue to review in a timely manner and advise municipalities on the accessibility of building plans and drawings for renovation and new construction, and the purchase or lease of public buildings as well as review exterior site plans as requested.
- Establishing a protocol to advise on accessibility standards that are municipally owned facilities within Huron County.
- The Committee will continue to enhance relationships with County Council, local municipalities, businesses, the Huron Perth Catholic District School Board, and the

Avon Maitland District School Board and Service Organizations.

- The 2024 County Council Tour of Huron County will include a focus on accessibility
- The Huron County Library locations will continue to be reviewed for accessibility.
- Awards Program for Businesses and the Public Sector will continue to be enhanced to celebrate organizations and individuals who are working to build a more inclusive society. The award program promotes public awareness of the importance of barrier-free design and to recognize excellence in accessibility design.
- Continue to celebrate accessibility champions in Huron County through the Sandra Thompson Memorial Accessibility Champion Award. This individual will be recognized along with the International Day of Person with Disabilities (which happens on December 3 every year).
- To increase awareness and create a stronger presence in the community, the Committee will explore ways to promote National Access Awareness Week in May 2024 in partnership with our local municipalities.
- The Committee will keep Huron County Building Officials updated on all new legislation with regards to the built environment, public spaces, and site plans.
- Develop new programs and promote existing programs to engage local businesses in developing barrier free communities.
- To continue to explore the Portable Accessible Washroom project by seeking sponsors and funding opportunities.
- Have submitted an application for funding for the creation of an accessibility video training program called Huron County Public Accessible Spaces Simplified (PASS)
- Will continue to assist Ontario municipalities in sharing what has been learned and experienced by way of presentations about Huron County best practices.
- The HCAAC will work with the County's IT department by providing recommendations to help make the County's website user friendly for persons with disabilities. A continued key focus within Huron County is training staff to create documents in accessible formats.
- Continue to work with IT and human resources departments to train staff on accessibility standards.
- 5-year Multiyear Plan will be updated and presented to Council.
- The activities for 2024 will be summarized in the 2024 Accessibility Update Report
- Each of the 9 Municipalities are encouraged to add a summary of their accessibility projects in the Appendix for 2024.

RETURN ON INVESTMENT

What is the return on investment or benefits to employers for hiring people with disabilities? The following are some of the benefits as reported by employers.

Hiring people with disabilities:

- Contributes to a better rate of attendance, punctuality, employee morale, teamwork, and safety in the workplace.
- Often leads to a reduction in staff turnover; people with disabilities have proven to be skilled and loyal employees.
- Shows that the company values diversity and is a tangible example of good corporate citizenship.

- Increases the purchasing power for individuals with a disability and their families.
- Reflects the demographics of your community and enhances the community's understanding of people with disabilities.
- May free up resources to complete other tasks and increase productivity.
- Allows the person with a disability to be a role model to the staff and community and others with a disability.
- May include free corporate marketing when your new employee talks about where they work.
- May require accommodations for your new employee, but the change may make your company more robust, innovative, and adaptive.

QUICK FACTS

- Improved accessibility in Ontario can help generate up to \$9.6 Billion in new retail spending and 1.6 billion in new tourism spending.
- Currently, Canadians with disabilities influence the spending decisions of 12-15 million other consumers.
- In the next 20 years, an aging population and people with disabilities will represent 40% of total income in Ontario-that being \$536 Billion
- 1 in 7 people in Ontario have a disability. That is 1.85 million Ontarians.
- By 2036, as our population ages, 1 in 5 people in Ontario will have a disability

APPENDIX 1: 2024 Priorities for HCAAC

Objectives Mandated by Legislation

1. Multi-Year Accessibility Plan and Annual Updates

Under the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standard (IAS), the County of Huron is required to establish, implement, maintain, and document a Multi-Year Accessibility Plan. The Plan outlines the organization's strategy to identify, prevent and remove barriers for people with disabilities in the County's programs, services, and facilities, over a 5-year plan.

HCAAC Responsibility

Huron County's Accessibility Coordinator will review and revise the Multi 5-Year Accessibility Plan highlighting the previous year's successes in consultation with the HCAAC and County staff annually.

Once approval is obtained from County Council, the revised Multi 5- Year Accessibility Plan will be posted on the County website as directed in the Integrated Accessibility Standard (IAS).

Council Responsibility

County Council will approve the revised Multi 5-Year Accessibility Plan and send a copy to the Ministry of Seniors and Accessibility.

The Clerk will share the plan with the CAO and Senior Management Team to ensure all departments work towards implementation of the Multi 5-Year Accessibility Plan.

Local Municipal Councils will approve the revised Multi 5-Year Accessibility Plan and staff will ensure that all departments work towards implementation of the Multi 5-Year Accessibility Plan

Municipal Working Group

HCAAC Municipal Working Group Representatives will present the revised Multi 5-Year Accessibility Plan to their Councils for approval.

Once approval is obtained for the revised Multi 5- Year Accessibility Plan, it will be posted on partner municipal websites and will be implemented.

Timeline Targets

Multi 5-Year Accessibility Plan written every 5 years, effective January 2014.

The Multi 5-Year Accessibility Plan update will be reviewed, maintained, updated and successes reported on and posted on the website annually.

County Council to approve by January 1st

Local Municipal Councils to approve by January 1st

2. Annual Accessibility Plan

Under the requirements of the ODA, the County of Huron is required to create and post an Annual Accessibility Plan that contains the goals of Huron County and last year's successes.

HCAAC Responsibility

Huron County's Accessibility Coordinator will create the Annual Accessibility Plan in consultation with the HCAAC and County staff as appropriate and will present annual plan to committee by December each year.

Council Responsibility

County Council will approve and send a copy of the Annual Accessibility Plan to the Ministry of Economic Development, Job Creation and Trade as directed in the ODA, 2001.

Municipal Working Group Committee Responsibility

HCAAC Municipal Working Group will present the Annual Accessibility Plan to their Councils for approval.

Timeline Targets

County Council will approve the Annual Accessibility Plan by January 1 each year.

Local Councils will approve the Annual Accessibility Plan.

3. Alignment of Both Plans

The identified goals of the Annual Accessibility Plan are in alignment with the Multi-Year Plan

HCAAC Responsibility

Once approval is obtained from County Council, the Annual Accessibility Plan will be posted on the County website as directed in the ODA 2001.

Council Responsibility

The Clerk will share the plan with the CAO and Senior Management Team to ensure all departments work towards implementation of the Annual Accessibility Plan.

Municipal Working Group Committee Responsibility

Municipal Working Group member: Once approval is obtained; the Annual Accessibility Plan will be posted on lower tier websites and will be implemented.

Timeline Targets

The identified goals are in alignment with the Multi-Year Plan.

4. Review of Building Plans for Renovation, Construction, Purchase, Lease and Exterior Site Plans

Under the requirements of both the ODA, 2001 and the AODA, 2005 the HCAAC must review in a timely manner and advise municipalities and businesses on the accessibility of building plans for renovation and new construction, and the purchase or lease of public buildings as well as review exterior site plans as requested.

The Committee will use the Illustrated Guide of the Accessibility Standards for Outdoor Spaces produced by GAATES and supported by the Ontario Government.

HCAAC Responsibility

The HCAAC ~ Accessibility Review Committee is responsible for meeting and reviewing site plans and providing comments and recommendations in a timely manner.

Council Responsibility

Huron County Council is responsible for keeping appropriate partner municipality staff informed of their duty to request site plan reviews with the HCAAC prior to purchasing, construction, renovation, or lease.

County Council to review and approve if appropriate.

The Municipal Working Group Committee Responsibility

The Municipal Working Group is responsible for keeping appropriate partner municipal staff informed of their duty to request site plan reviews with the HCAAC prior to purchasing, construction, renovation, or lease.

If approved, the Municipal Working Group will share the resource with building officials.

Timeline Targets

The HCAAC Accessibility Review Committee will accommodate as quickly as possible.

Ongoing

5. Provide Accessibility Information to the County and local Municipalities

Provide info on Accessibility Directives and Regulations relating to the status of persons with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act, 2005.

HCAAC Responsibility

To gather comments on proposed regulations and standards, the Accessibility Coordinator will work with the Directive and Regulation Review Subcommittee. The Accessibility Coordinator will also work with staff from various departments across the County and the Municipal Working Group to further identify concerns on how the proposed regulation may be implemented.

Council Responsibility

The Accessibility Coordinator will prepare regular updates for County Council. The update will provide a summary of the requirements outlined in the regulations and standards and an overview of the County's readiness to meet the requirements.

The Municipal Working Group Committee Responsibility

The Municipal Working Group will provide comments and concerns with the Accessibility Coordinator on the requirements of the regulations and standards.

The Municipal Working Group will share updates with appropriate staff at their Municipality.

Timeline Targets

Timelines will be applied on an ongoing basis.

Objectives Driven by HCAAC and Community

1. These objectives are driven by Passion to Accomplish the Committee's Vision of Informing and Inspiring People from Across Huron County on Making Huron County Accessible for everyone. Develop relationships with County Council, Municipalities, and local businesses.

Develop information sources for new legislation.

Webinars / Presentations to BIAs, partner municipalities and to agencies and business by individuals with disabilities.

Provide regular council updates.

Review municipal facilities and make recommendations to improve accessibility.

HCAAC Responsibility

The Accessibility Coordinator will provide regular County Council updates keeping Council informed.

The Accessibility Education Committee will promote the use of accessibility apps such as AccessNow. This information will be accessible online / weblinks / and therefore always available. Information to businesses to be shared on request.

Council Responsibility

County Council will encourage municipalities to participate in and host a presentation at one of their Council meetings.

County Council will provide their feedback and suggestions on the content of the information packages.

The Municipal Working Group Committee Responsibility

Presentations to be arranged for local municipalities. Any updates on material or information that the AAC designs and creates will be shared via presentation with our local municipalities.

Timeline Targets

These endeavours happen on an ongoing basis.

2. Accessibility Awards of Merit for Barrier-Free Design Program

Continue to implement our annual awards program to celebrate organizations and individuals who are working to build a more inclusive society. The award is to promote public awareness of the importance of barrier-free design and to recognize excellence in accessibility design.

The awards are incorporated with National Access Awareness Week or other events.

To increase awareness and create a stronger presence in the community, the Committee will continue to host National Access Awareness Week Celebrations and media events in partnership with our local municipalities.

HCAAC Responsibility

The Accessibility Education Subcommittee will continue to implement an annual awards program recognizing public sector organizations and private businesses or individuals.

Council Responsibility

County Council to promote National Access Awareness Week.

The Municipal Working Group Committee Responsibility

Municipal Working Group will continue to suggest nominees and to share nomination forms with County Building Inspectors as they have the greatest knowledge of who is building and/or renovating with barrier-free design being a focus.

Timeline Targets

Awards are issued on an annual basis.

3. Accessible Websites

The HCAAC will work with the County's IT Department and other staff by providing recommendations on making the County's website more accessible.

Beginning January 1, 2014: new public websites, significantly refreshed websites and any web content posted after January 1, 2012 must meet Web Content Accessibility Guidelines (WCAG) 2.0 Level A

Beginning January 1, 2021: all public websites and web content posted after January 1, 2012 must meet WCAG 2.0 Level AA other than criteria 1.2.4 (live captions) and 1.2.5 (pre-recorded audio)

HCAAC Responsibility

The Accessibility Coordinator, Clerk, Corporate Communications Specialist, and Information Technology Staff to review options for staff training on creating accessible documents.

Council Responsibility

County Council to support accessibility update requirements to County websites.

The Municipal Working Group Committee Responsibility

The Municipal Working Group Representatives will share the material with the Council, local business organizations and Economic Development staff.

Timeline Targets

Ongoing

4. Events

Actively participate in and assist in arranging local events.

HCAAC Responsibility

The Accessibility Education Sub-Committee and the Accessibility Coordinator to outline activities.

The Coordinator will organize volunteers to support the events.

Council Responsibility

County Council will receive requests.

The Municipal Working Group Committee Responsibility

Municipal Working Group will approach their Council to arrange and attend events.

Timeline Targets

These timelines will coincide with the planning of events during the course of the year.

5. Sandra Thompson Memorial Accessibility Champion Award Program

The Accessibility Champion Award was established in 2022 to honor the memory of Sandra Thompson and to celebrate the International Day of Persons with Disabilities.

Sandra Thompson was dedicated to promoting accessibility in Huron County, was a leader in inspiring others to improve accessibility in our community and worked as the Accessibility Coordinator for the County of Huron until 2016. She was from the Bluevale area.

The award is to promote public awareness of the importance of accessibility and to recognize an individual in our community who is an accessibility champion.

The award has been designed to be a Huron County with The International Day of Persons with Disabilities (December 3 each year) or other events.

HCAAC Responsibility

The Accessibility Education Subcommittee will continue to implement this annual award program recognizing an individual in our community.

Council Responsibility

County Council to promote The International Day of Persons with Disabilities (December 3 each year)

The Municipal Working Group Committee Responsibility

HCAAC and sub-committees, and Municipal Working Group to suggest nominees.

Timeline Targets

The Nominations for the Award are to be received by the end of September and the Award is issued by the HCAAC in its November 2024 meeting.

Note: The HCAAC Objectives will be reviewed annually (November by the Committee) to assess progress and to update and add new initiatives accordingly.

APPENDIX 2

Consultation with the HCAAC

HCAAC uses the following resource:

The “Illustrated Technical Guide to the Accessibility Standard for the Design of Public Spaces” can be found online at: <http://www.gaates.org/DOPS/default.php>

Or at

<https://drive.google.com/file/d/0B2c3Xbwb7aY3aUFpd3ZReUJzbG8/view>

Overview of Appendix 3

This following Appendix 3 is a section of the Annual Plan. Where each of the 9 municipalities can add their own Appendix 3 to summarize the accessibility actions/ activities/ accomplishments in their own municipality.

Pictures are encouraged to be added to this Section. Each picture will be described in alt text.

The HCAAC will gather Appendix 3s and share this Section with other municipalities to show examples of what is being done throughout Huron County to provide universal accessibility.

The following information has been submitted by our partner municipalities and has not been edited/amended by the HCAAC.

APPENDIX 3: Municipality Summary Summary of Accessibility-Related Projects

Municipality of CENTRAL HURON Summary of Accessibility-Related Projects

1. Started and Completed in 2022

- Holmesville Playground Equipment
- 2022 Municipal & School Board Election - Online/Phone Voting

2. Started in 2022 and continued into 2023

- Tourist Booth Accessible Washroom
- Website Updates – to meet Web Content Accessibility Guidelines (WCAG) 2.0 Level AA (ongoing)

3. Started, In Progress or Completed in 2023

- Isaac Street Reconstruction Project (accessible features)
- Library Lift
- Downtown Additions: • Automatic Door Openers - 16 stores
- Stores provided doorbells and a wheelchair sticker
- Stores had grab bars installed
- All downtown stores were provided with a chair to place on the sidewalk
- Yellow visibility strips were painted on stores with steps and received a StopGap ramp



Photograph shows several store fronts with yellow wedge ramps at each entrance. White middle aged man is standing at nearest store front entrance on yellow ramp. Blade signs indicate type of store above man's head and reads Cannabis.

4. Started in 2023/Planned for 2024

- Library Lift
- Website Updates – to meet Web Content Accessibility Guidelines (WCAG) 2.0 Level AA (ongoing)

Municipality of South Huron 2022 update and progress on the AODA Regulations

The following outlines our progress in 2022 and goals and next steps in meeting the accessibility standards in five key areas, all of which are part of the [Integrated Accessibility Standards Regulation](#) (IASR), ON Reg. 191/11.

- Customer Service
- Information & Communications
- Employment
- Transportation
- Design of Public Spaces (and Built Environment)

There are also a number of General Requirements that apply across all of the accessibility standards. Any updates to the IASR will be reflected in the Annual Status Update Reports to the Accessibility Plan.

Customer Service

- All new and seasonal staff receive training upon hire or return, a refresher course will be provided every 5 years for full time staff.
- Staff across the organization have been trained in the functions of the website to conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, level AA.
- The website is monitored on an ongoing basis to ensure its functionality and content remain accessible.
- The municipality continues to provide accessible formats and communication supports upon request.
- South Huron is a member of the Huron County Accessibility Advisory Committee (HCAAC) and also attends Accessibility working group meetings.

Information and Communications

- South Huron records and where possible live streams its Council meetings on the municipal website. Watching the meetings online or a recording of a meeting is an effective way that we are reaching our residents who are not able to attend our meetings in person.
- South Huron uses eScribe software in the creation of agenda packages. The software meets the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. to ensure compliance with WCAG 2.0 Level AA when producing Council Reports.
- South Huron Council chambers has an audio system, including microphones and speakers.
- Staff continue to attend computer and in-house training to continue the development of accessible forms and documents and continue to update templates for accessibility on the website.
- Every webpage contains a small caption within the footer of every page about alternative formats/accessing information.
- Bi-weekly hub in newspaper states that our information is accessible and to contact municipality about receiving information in alternative formats.

Feedback

The Municipality of South Huron welcomes input from the public in order to help identify ways in which we can improve accessibility in facilities, goods and services. Members of

the public are encouraged to share their comments or suggestions by contacting the Municipal Clerk or complete the [Customer Service Feedback](#) form on the municipal website.

Accessible formats and communication supports are available, upon request to the Clerk.

General Requirements

- Procurement
 - The Municipal Procurement By-law incorporates accessibility criteria into the procurement of goods and services.
- Reporting
 - Reports are produced annually on the progress and implementation of the multi-year Accessibility Plan, and this information is posted on our website and available in alternate formats, upon request.
 - The multi-year Accessibility Plan will be reviewed and updated once every five years.
 - The Municipality, as legislated, will file Accessibility Compliance Reports with the Ministry for Seniors and Accessibility. As a public sector organization, our last reporting deadline was December 31, 2021 and our next reporting deadline is December 31, 2023.
 - The Corporate Accessibility Policy has been updated to reflect changes to any of the standards
 - Records will continue to be maintained for training provided on accessibility, including the dates of the training and the number of individuals who attended.

Employment

- All employment advertisements inform applicants of our ability to make accommodations throughout the recruitment process, if required.
- All of the requirements in the Employment Standard continue to be maintained by the Municipality including those pertaining to the following:
 - Recruitment, assessment and selection
 - Accessible formats and communication supports for employees
 - Workplace emergency response information
 - Documented individual accommodation plans
 - Return to work process
 - Performance management
 - Career development and advancement
 - Redeployment
- Human Resources continuously monitors the status of employee training.
- Employees are assigned training in AODA Customer Service Standards, Understanding Human Rights and, Information and Communication Standards and Employment Standards as required.
- All new employees regardless of their employment status (full-time, part-time, contract, seasonal and Council) take the following online training courses:
 - AODA Customer Service Standards Training
 - Understanding Human Rights (AODA Edition)
- New employees who have access to editing the corporation's webpage are assigned

the following online training course: IASR (Integrated Accessibility Standards Regulation): Information and Communications Standards and Employment Standards Training.

- When conducting interviews:
 - On all recruitment postings the following is included in the posting: Accommodations are available upon request for all parts of the recruitment process.

Design of Public Spaces (and Built Environment)

- As per standard operational practices, the following is conducted on a regular basis either through legislative or municipal policy requirements:
 - Repair, maintenance, and removal of barriers on municipal trails, sidewalks and public spaces
 - Fire Code inspections of private, public, and municipal facilities
 - Building Code inspections of new or renovated facilities
 - Health and safety inspections of all municipal facilities
 - Emergency management measures to promote the safety of the community within times of emergency

Goals and Next Steps for Accessibility

- Ensure the Municipality of South Huron continues to meet compliance with the AODA, its regulations and all other related pieces of legislation and continue with organizations commitment to accessibility.
- Review Municipality of South Huron's policies and practices to ensure accessibility compliance as part of normal policy review process.
- Strive to ensure that new facilities, programs and services are designed and created with accessibility features incorporated.
- Continue to develop resources and training materials for staff, volunteers and contractors and promote awareness and education regarding accessibility requirements and obligations throughout the corporation.
- Work with corporate departments to explore new and innovative ways to remove and prevent barriers to access.
- Ongoing training for staff on the Customer Service Standard and the Integrated Accessibility Standards Policy
- Continue to monitor accessibility issues, trends and legislative changes.

Highlights and Initiatives

- Accessibility Consultant Review – Stephen Arena and South Huron Recreation Centre projects during design and construction phases.
- 2022 Election Accessibility Plan was provided to the Huron County Accessibility Advisory Committee for review prior to the election. Accommodations provided to electors upon request including personal assistance at election help desks. More details to be included in separate Post Election Accessibility Report.
- Worked with Huron County Accessibility Committee on Huron County Accessibility Plan and updates.
- On-Line permitting for building and planning live in 2022, that is accessible to anyone with any device, browser, and operating system.
- Conducted hybrid virtual meetings for Council and Committees

- During the pandemic, the municipality continued to be in compliance with the standard and ensuring that goods and services are accessible for everyone, including people with disabilities. Service delivery had to be innovative, agile and responsive to the ever-changing restrictions. For example, many services moved online and staff continued working and communicating digitally to provide accessible services remotely.
- Accessibility Audit at Kirkton-Woodham Pool and associated priority list and budget document provided to South Huron and Perth South Councils.
- During the COVID19 pandemic when interviews for recruiting were primarily conducted over remote video conferencing, all correspondence to candidates included the below. This has also become a standard piece of correspondence to potential candidates to ensure we can meet any accommodation needs since we have returned to in-person meetings as follows:
 - “If you require any specific accommodation needs, please discuss them with Human Resources so that we can make any reasonable adjustments necessary to enable you to attend and take part in the interview process.”
- The Council Chambers has been upgraded with new televisions, speakers and audio equipment to improve sound quality and visual displays. Long microphone booms have also been installed.

Township of North Huron – Summary of Accessibility-Related Projects

- The Township of North Huron continues to implement accessible features into the services, buildings and programs that we offer. In 2023, the Township saw the completion of a number of projects to improve accessibility in municipally owned/operated facilities.
- The new Township of North Huron Council Chambers is located at the Royal Oaks Building and is a fully accessible and newly renovated space where Council meetings will be held. The space includes accessible seating, sufficient turning radius for mobility devices, and will allow for more accessible virtual participation in meetings.
- The reconstruction of the front entrance at the North Huron Municipal Office in Wingham was completed as well. Accessible features of this project include a new mobility ramp and three sets of accessible doors to better serve and accommodate patrons and employees using the facility.
- Construction has also started on accessibility upgrades to the Wingham Firehall washrooms. With the completion of the project, accessible features will include fully accessible washrooms and showers within the building for the firefighters.
- The Township of North Huron continues to make accessible documents a priority. All documentation that is provided on the Township’s website is in an accessible format and can be provided in another format, upon request. The Township is spending significant time converting a number of frequently requested by-laws into an accessible format for the benefit of the public.

Municipality Summary

Town of Goderich

Summary of Accessibility-Related Projects

1. Accessible Projects Completed in 2022

- **Goderich Waterfront and Boardwalk** – The Boardwalk was designed and built adhering to and exceeding accessibility standards. This design provides for greater use by a wider demographic.
- **Employment** – All employment advertisements inform applicants of our ability to make accommodations throughout the recruitment process, if required. All of the requirements in the Employment Standard continue to be maintained by the Town including those pertaining to the following: recruitment, assessment and selection.
- **Municipal Website** – The website has been updated to comply with all mandated features required under the Accessibility for Ontarians with Disabilities Act, 2005, specifically Ontario Regulation 191/11 standards to be met by large organizations. It conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, level AA. The website is monitored weekly to ensure its functionality and content remain accessible and the Town continues to provide accessible formats upon request.
- **Goderich Municipal Airport Website** - The website has been updated to comply with all mandated features required under the Accessibility for Ontarians with Disabilities Act, 2005, specifically Ontario Regulation 191/11 standards to be met by large organizations. It conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, level AA. The website is monitored weekly to ensure its functionality and content remain accessible and the Town continues to provide accessible formats upon request.
- **Goderich Tourism Website** - The website has been updated to comply with all mandated features required under the Accessibility for Ontarians with Disabilities Act, 2005, specifically Ontario Regulation 191/11 standards to be met by large organizations. It conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, level AA. The website is monitored weekly to ensure its functionality and content remain accessible and the Town continues to provides accessible formats upon request.
- **Customer Service** – All new hires receive training upon hire or return in AODA Customer Service Standards.
- **Information and Communications**
 - Council meetings are livestreamed and recorded
 - eScribe software is used in the creation of agenda packages. This software meets the WCAG 2.0 Level AA requirements to ensure compliance when producing Council Agendas and reports.

- **2022 Municipal Election** – Voting was held by telephone or via internet allowing for greater accessibility.
- **Design of Public Spaces**
 - As per standard operational practices, the following is conducted on a regular basis either through legislative or municipal requirements:
 - Repair, maintenance, and removal of barriers on municipal trails, sidewalks, and public spaces.
 - Fire Code inspections of private, public, and municipal facilities
 - Building Code inspections of new or renovated facilities
 - Health and safety inspections of all municipal facilities
 - Emergency management measures to promote the safety of the community within times of emergency
- **On-line permitting for building permits** – This on-line system is accessible to anyone with any device, browser, and operating system.

2. Ongoing Accessible Projects

- Regularly reviewing and updating the various websites to ensure compliance with WCAG 2.0, Level AA standards
- Continue to develop resources, training and continuing education materials for staff, volunteers and contractors to promote awareness and education regarding accessibility
- Ongoing training for staff regarding the WCAG 2.0 Level AA requirements in preparation of reports and documents
 - Continue to monitor accessibility issues, trends and legislative changes.

Municipality of Huron East

Summary of Accessibility Related Projects

Accessible Projects Completed in 2023

- Council Chamber Equipment - Live stream of Council meetings to YouTube, including installation of A/V equipment (OWL's) and 3 tv's mounted to the wall, also helps with hybrid participation in Council meetings
- Completion of tours and trails guide – guide is available in various formats.
- Hiring of a Communications Coordinator – will be working on the website to ensure that is up to WCAG compliant.

Ongoing Accessible Projects

- Audio walking tours - includes trails in Vanastra and Seaforth
- BMGCC addition
- Accessible documents – staff are continuing to work ensure that all documents are compliant with AODA standards.

Accessible Projects Proposed for 2024 and Beyond

- Adding Huron East businesses to the Access Now App.

APPENDIX 3: Municipality Summary Municipality of Bluewater

Summary of Accessibility-Related Projects

1. Accessible Projects Completed in 2023
 - Replacement and upgrade of approximately 300 metres of existing sidewalk with AODA compliant sidewalks, with tactile plates installed at the intersection of Goshen Street and Main Street. A new, AODA compliant sidewalk of approximately 450 metres was built along Main Street from the Zurich Lions Park to the bowling alley, connecting the bowling alley, park and additional services to the rest of downtown Zurich.
 - AODA compliant sidewalks were constructed along Bayfield Main Street from the Square to just beyond Catherine Street. Tactile plates were installed at intersections. These sidewalks replace the gravel pathways that were there previously.
 - Accessible play structure installed in Hensall Kinsmen Park to replace existing structure.
 - Seven commonly requested by-laws were added to the municipal website as webpages, allowing for easier navigation with screen readers.
2. Accessible Projects Ongoing in 2023-2024
 - A new, AODA compliant sidewalk is scheduled for installation in Bayfield in spring of 2024 (approximately 150 metres) which will run from Cameron Street, along Highway 21 to the Foodland complex.
 - Soon to be completed Active Transportation Master Plan will include recommendations for AODA compliant sidewalk design for new subdivisions.
3. Accessible Projects Proposed in 2024 (*next year*)
 - Replacement of sidewalk on Richmond St. North. Hensall from Highway 4 to Lorne Ave with AODA compliant sidewalks.
 - Continued remediation of content on the municipal website to increase accessibility.

MUNICIPALITY OF MORRIS-TURNBERRY

REPORT TO COUNCIL

TO: Mayor and Council
PREPARED BY: Trevor Hallam, CAO/Clerk
DATE: December 15, 2023
SUBJECT: Nichol Municipal Drain s76 Proposal

RECOMMENDATION

That Council give direction to apply to the Drainage Tribunal pursuant to Section 76 of the *Drainage Act*, notify the Municipality of Huron East of the application, and, if permission is given, to appoint GM BluePlan Engineering Limited to prepare a report varying the assessments for the Nichol Municipal Drain.

BACKGROUND

The Nichol Municipal Drain provides drainage and outlet for various lands in the former townships of Morris, Brussels, and Grey.

The existing Nichol Municipal Drain has existed in some form since 1910, with the close portion originally constructed under the authority of a report prepared by James A. Howes, O.L.S., dated June 22, 1956. This report provided for the construction of 4910 lineal feet of 14" dia. to 18" dia. pipe and the excavation of 18,657 lineal feet of open ditch.

The open portion of the Nichol Municipal Drain was last reconstructed under a report prepared by Maitland Engineering Services Ltd., dated September 1994.

Both reports contain assessment schedules for the maintenance of the drain. Since the adoption of those reports, a storm drainage infrastructure project on County Road 12 in 2015 used Branch 'C' of the Nichol Drain as outlet. In a report to Huron County Engineer Steve Lund in July of 2015, Matt Ash of G.M. BluePlan Engineering, who was contracted by Morris-Turnberry to review the issue, found that the Branch may have been undersized by current standards, but more importantly that the installation of the stormwater infrastructure brought new lands into the watershed that were not previously assessed. Mr. Ash recommended that a new assessment schedule be created to reflect the actual land areas and property owners using Branch 'C'. It appears no further action was taken, as no updated assessment schedule exists.

Recently, extensive cleanout and brushing activities have been done along the length Nichol drain in 2023, with more work scheduled for 2024. Costs of the work so far are over \$70,000.00, and estimates for the 2024 work are approximately \$25,000.00.

With such extensive work being undertaken downstream to the benefit of landowners not assessed into the watershed, staff are recommending a new assessment schedule be produced before the work is assessed out.

COMMENTS

Staff are recommending that Council proceed under Section 76 of the *Drainage Act* to appoint an engineer to produce a report varying the assessments for maintenance for a municipal drain. This project differs slightly from the recent 76 appointment by Council for the Cruikshank Municipal Drain, as the Nichol crosses a municipal boundary. In this case, if Council wishes to proceed, the Clerk of the initiating municipality is required to make an application to the Drainage Tribunal, and give notice of this application to the head of every other municipality affected by the drainage works, for permission to procure a report of an engineer to vary the assessment, and, in the event of such permission being given, council may appoint an engineer to prepare the report.

Due to their familiarity with the project and existing reports from their 2015 review, staff recommend that GM BluePlan Engineering Limited be appointed to prepare a report varying the assessments for maintenance for the Nichol Municipal Drain.

Following the appointment, the process follows that of a new drain under section 4 of the *Drainage Act*. The report would be circulated to affected landowners and a public meeting to consider the report would be held, followed by a Court of Revision and final adoption. As no capital work is required, there would be no subsequent tendering process or work performed.

Staff request direction to apply to the Drainage Tribunal, notify Huron East of the application, and, if permission is given, to appoint GM BluePlan Engineering Limited to prepare a report varying the assessments for the Nichol Municipal Drain.

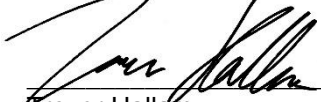
ATTACHMENTS

1. Plan and Profile, Nichol Municipal Drain 1956
2. Plan and Profile, Nichol Municipal Drain 1994
3. Map, Nichol Municipal Drain Watershed over current parcel fabric
4. Correspondence – Matt Ash to Steve Lund, July 20, 2015

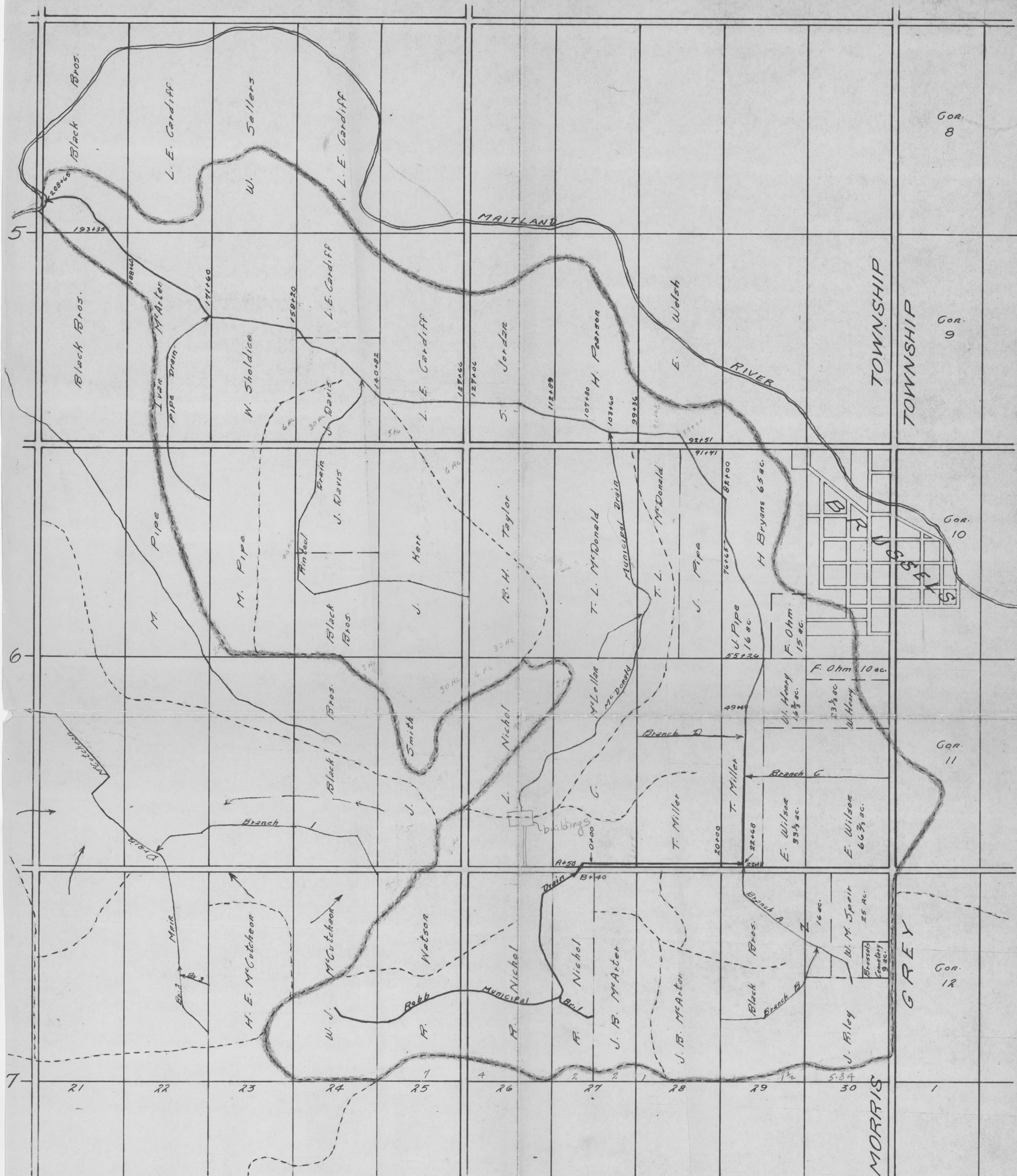
OTHERS CONSULTED

Kirk Livingston, Chief Building Official / Drainage Superintendent / Property Standards Officer / Zoning Administrator
Mike Alcock, Director of Public Works

Respectfully submitted,



Trevor Hallam,
CAO/Clerk



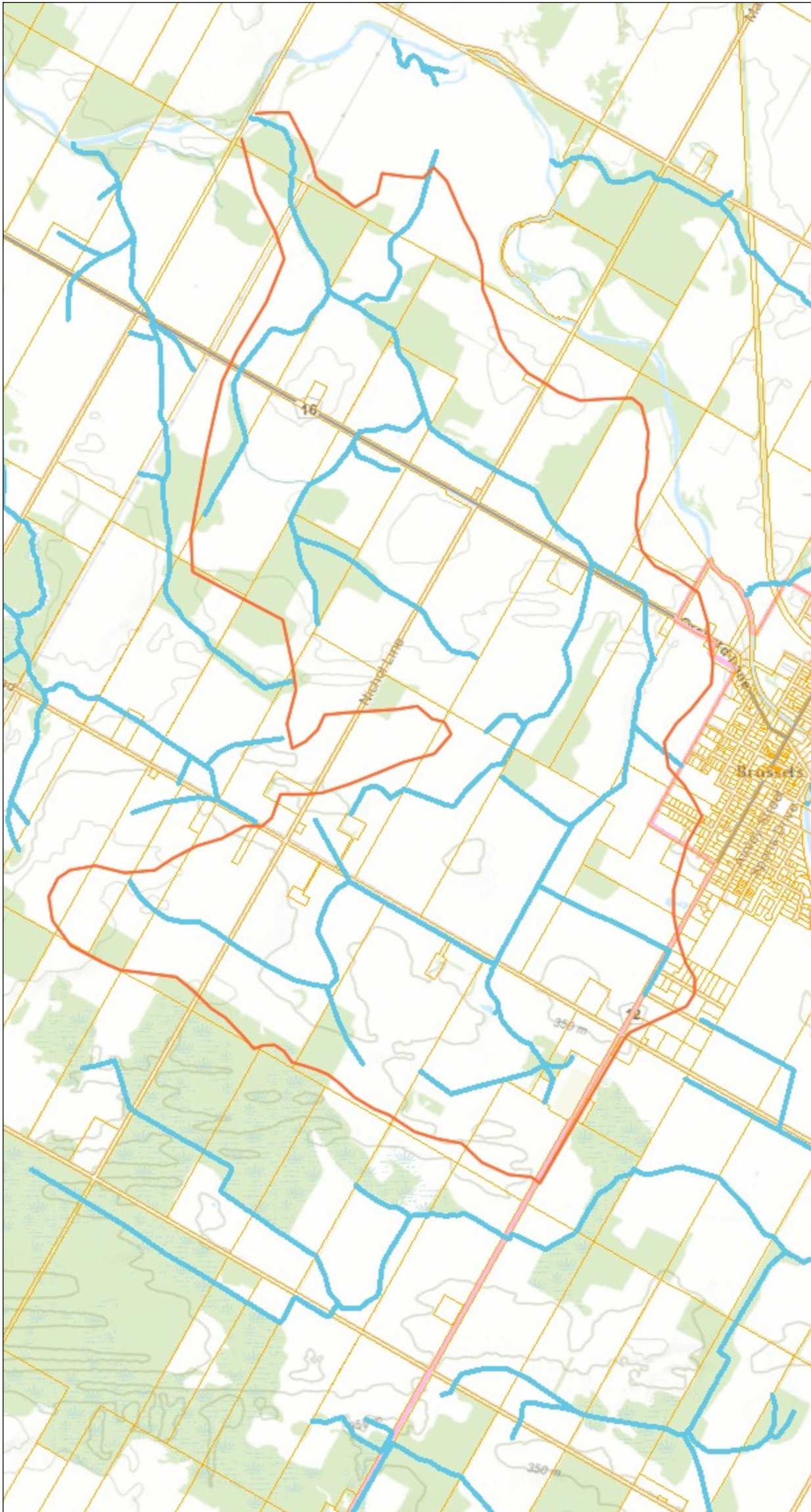
PLAN
 of the
 NICHOL MUNICIPAL DRAIN
 in the
 TOWNSHIP OF MORRIS
 Scale: 1" = 1000'
 Listowel, Ontario 22 June 1956 *Jamieson Howes*
 M.D. 250 Ontario Land Surveyor.







PLAN
 NICHOL
 MUNICIPAL DRAIN
 TOWNSHIP OF MORRIS
 COUNTY OF HURON

SCALE: 1:25,000
 DWG. NO.: MD218 - 2
 DATE: SEPTEMBER 1994


 MATLAND ENGINEERING SERVICES LTD.
 WINDHAM, ONTARIO



- Legend**
-  Parcel Fabric - Secure
 -  Municipal Boundary
 -  County Boundary
 -  Constructed Drain

1:36,112



Notes

1,834.5 0 917.24 1,834.5 Meters



July 20, 2015
Our File: 313015

Corporation of the County of Huron
1 Courthouse Square
Goderich, ON N7A 1M2

Attention: Mr. Steve Lund, P. Eng
County Engineer

Re: County Road 12 Reconstruction
Contract No. 313-015
Municipal Drain Assessment

Steve,

As per your request, we have examined the capacity of the existing municipal drain used as an outlet for Huron County Road 12 at the south end of Brussels.

The drain in question is Branch 'C' of the Nichol Municipal Drain, located primarily in the Municipality of Morris-Turnberry. Branch 'C' drains agricultural lands on the west side of Huron County Road 12, as well as portions of the road itself and approximately 7.65 hectares of mostly residential lands on the east side of Road 12, located in the Municipality of Huron East. The drain crossing is located at approximately station 0+240 of the above mentioned project. The crossing consists of a 600mm diameter HDPE pipe, which transitions to 426m of 533mm concrete pipe immediately downstream of the crossing, then becoming 314m of 600mm concrete pipe, finally ending with 6m of 700mm CSP at the outlet into the open portion of the Nichol Drain.

The most recent drain report was done in 1994 by Maitland Engineering Services (now RJ Burnsides). At the time, the drain was upgraded to account for the residential lands to the east of Huron County Road 12 and according to the report the crossing and downstream pipes were designed for a combination of the 2 and 5 year storms. As part of the design, the community centre was to have a controlled outlet, limiting discharge from this property to 80 L/s. It is unknown whether this control is still in place.

In 2014/2015, Huron County undertook to reconstruct County Road 12 (Turnberry Street) through Brussels. As part of this, a portion of Turnberry Street was provided with storm drainage that was directed to Branch 'C'. It is estimated that 1.89 hectares of municipal road and residential properties (primarily front lawns and driveway aprons) directed to the drain which were not formally accounted for the 1994 drain report. There has been some speculation that these lands did in fact outlet into Branch 'C', however we are unable to confirm this.

GM BluePlan undertook an assessment of the existing drain crossing and the downstream pipes using the Rational Method, and using the most current design storms. We assessed the capacity of this drain with only the originally assessed properties included, and we also assessed the capacity of the drain with the additional lands and roads added in. We calculated the capacity of the system in relation to the 2 year

design storm, the most appropriate design methodology for this system. As well, we also assessed the system using an agricultural drain design utilizing a coefficient of 25mm of rainfall in 24 hours, although this type of design methodology would not normally be used for a system of this type. The values we used for calculation purposes are:

<u>Section</u>	<u>Slope</u>	<u>Manning's 'n'</u>
600mm Road Crossing	0.23%	0.012
533mm Concrete Pipe	0.23%	0.012
600mm Concrete Pipe	0.10%	0.012
700mm CSP	0.10%	0.024

Drainage Coefficient 'C' for Residential Lands	- 0.200
Drainage Coefficient 'C' for Agricultural Lands	- 0.150
Drainage Coefficient for tiled Ag Lands	- 25mm per 24 hours

As summary of our findings regarding flow in the municipal drain is as follows:

Drain Section	Capacity (m3/s)	Original Flow (2-yr storm)	New Flow (2-yr storm)	Original Flow (Ag Method)	New Flow (Ag Method)
600mm Road Crossing	0.319	0.220	No change	0.130	No change
533mm Concrete Pipe	0.233	0.297	0.402	0.200	0.415
600mm Concrete Pipe	0.210	0.340	0.449	0.250	0.461
700mm CSP Outlet	0.159	0.340	0.449	0.250	0.461

It must be noted that municipal drains for agricultural purposes are normally sized differently than municipal storm sewers. Storm sewers in an urban area are typically sized to flow the 5 year design storm (20% annual chance of exceedance), whereas agricultural drains are normally sized to accept 25-38mm of rainfall in a 24 hour period. The 5 year design storm generally results in approximately 76mm of rainfall in a 24 hour period, and the 2 year design storm generates approximately 53mm of rainfall in 24 hours, both greatly in excess of normal agricultural drain sizing. The different methods are due to the fact that agricultural lands are somewhat less sensitive to period local flooding than are urbanized areas. It also must be noted that municipal drains are sized based on collecting runoff through subsurface tile drainage, which eliminates the peak flows that are associated with surface inlets such as street catchbasins.

In summary, we find that the existing Branch 'C' of the Nichol Municipal Drain is undersized from the west side of County Road 12 to the outlet into the open portion of the Nichol Drain. Using a 2 year design storm, the drain does not have sufficient capacity to carry the flows from the existing land areas as delineated in the 1994 drainage report. Using an agricultural design method, predicted flows are somewhat reduced however the drain is still undersized over its' lower limits. With the additional 1.89 hectares of lands and roads, the deficiency in runoff capacity is increased. Periodic flooding of the agricultural lands immediately



downstream from MH12 should be expected, although as noted previously this is not an unusual situation for municipal drains in agricultural areas.

We wish to point out that while it appears that the original design did not sufficiently account for the local drainage, it is not actually possible to come to this conclusion. The runoff parameters used in the original calculation are not known to us, and so we had to make certain assumptions which may or may not match the original report. Further, our assessment is based on rainfall curves approximately 20 years newer than what were used in 1994. We feel quite certain that the calculations done in 1994 were correct, and the difference between the Maitland Engineer results and ours is a factor of updated climactic conditions and runoff models.

It is recommended that the assessment schedule be updated to reflect the actual land areas and property owners utilizing Branch 'C' of the Municipal Drain, as per section 65 of the *Drainage Act*. While we do not view the capacity of this drain to be of particular concern, a section 78 improvement request could be initiated by any of the benefitting landowners to determine what if any improvements may be required to this drain.

Should you have any questions regarding the preceding, please feel free to contact me at any time.

Yours truly,

GM BLUEPLAN ENGINEERING LIMITED

Per:

A handwritten signature in black ink, appearing to read 'Matt Ash', with a stylized flourish at the end.

Matt Ash, C.E.T.
Senior Project Manager

Cc: Gary Pipe, Morris-Turnberry
Barry Mills, Huron East

Nancy Michie

From: "Gary Pipe" <gpipe@morristoryberry.ca>
Date: Monday, July 20, 2015 3:12 PM
To: <nmichie@morristoryberry.ca>
Attach: Drain Assessment Letter - 071715.pdf
Subject: Fw: 313015 County Road 12 (Turnberry Street) Reconstruction, Brussels RE: Outlet at Branch 'C' of the Nichol Municipal Drain

From: [Zoltan Tako - GM BluePlan](#)
Sent: Monday, July 20, 2015 3:03 PM
To: [Mike Campbell](#) ; [Mike Alcock](#)
Cc: [Steven Lund](#) ; [Barry Mills](#) ; [Gary Pipe](#)
Subject: 313015 County Road 12 (Turnberry Street) Reconstruction, Brussels RE: Outlet at Branch 'C' of the Nichol Municipal Drain

Mike:

Please see the attached letter regarding our assessment of Branch C of the Nichol Municipal Drain as an outlet for the storm sewer constructed on Turnberry Street this past year.

If you have any questions, please let us know.

Zoltan Tako, C.E.T.
Senior Technical Specialist

GM BluePlan Engineering Limited
975 Wallace Avenue North | Listowel ON N4W 1M6
t: 519.291-9339 | c: 519-501-4161
zoltan.tako@gmblueplan.ca | www.gmblueplan.ca



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No virus found in this message.
Checked by AVG - www.avg.com
Version: 2014.0.4821 / Virus Database: 4365/10272 - Release Date: 07/20/15

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2015.0.6081 / Virus Database: 4392/10272 - Release Date: 07/20/15



FOR IMMEDIATE RELEASE

December 13, 2023

SPOKESPERSON: Glen McNeil, Warden

519.524.8394 x3224

warden@huroncounty.ca

County of Huron Welcomes Jeff Horseman as Director of Emergency Services and Imran Khalid as Director of Public Works

Huron County, Ontario – The County of Huron proudly welcomes Jeff Horseman, Director of Emergency Services and Imran Khalid, Director of Public Works to their new roles at the County.

Jeff Horseman, Director of Emergency Services

With over 30 years of experience in the Paramedic field, Horseman has held leadership positions in the County of Huron Emergency Services department since 2009, most recently as Chief of Emergency Services. Along with his extensive work experience, Jeff Horseman is a graduate of the Paramedic program from Conestoga College and holds a Bachelor's degree in Business for Emergency Services from Lakeland College.

Imran Khalid, Director of Public Works

Khalid has been working in the engineering and public works field for many years and has held a variety of professional and management positions in the municipal sector, including at the County of Huron. Imran Khalid also has a Bachelor's of Civil Engineering degree with Toronto Metropolitan University and has obtained a Certificate in Asset Management from the Institute of Asset Management (iAM). He is currently working towards his Masters of Public Administration with the University of Western Ontario

“The County of Huron is very pleased to welcome Directors Jeff Horseman and Imran Khalid to their new roles,” said Warden Glen McNeil. “Jeff and Imran’s vast experience is undoubtedly an asset to the organization, and I know they will both work collaboratively to ensure high quality services for our region”.

For more information about County of Huron Departments, please visit www.HuronCounty.ca.

-30-



Saugeen Valley Conservation Authority

Minutes – Board of Directors Meeting

Date: Thursday October 19, 2023, 1:00 p.m.

Location: Administration Office, Formosa, ON

Chair: Barbara Dobreen

Members present: Paul Allen, Larry Allison, Kevin Eccles, Bud Halpin, Steve McCabe (virtual), Greg McLean, Dave Myette, Mike Niesen, Sue Paterson, Moiken Penner (virtual), Jennifer Prenger, Bill Stewart, Peter Whitten

Members absent: Tom Hutchinson

Staff present: Matt Armstrong, Erik Downing, Janice Hagan, Donna Lacey, Laura Molson, Ashley Richards

1. Land Acknowledgement

The Land Acknowledgement was read by Mike Niesen:

We begin our meeting today by respectfully acknowledging the Anishinaabeg Nation, the Haudensaunee, the Neutral, and the Petun peoples as the traditional keepers of this land. We are committed to moving forward in the spirit of reconciliation with First Nations, Métis, and Inuit peoples.

The agenda for the Authority was amended to remove the Section 28 Hearing as the proponent has requested an adjournment.

2. Adoption of Agenda

Motion #G23-94

Moved by Bill Stewart

Seconded by Sue Paterson

THAT the agenda for the Saugeen Valley Conservation Authority meeting, September 21, 2023, be adopted as amended.

Carried

3. Declaration of Pecuniary Interest

There were no declarations of pecuniary interest relative to any item on the agenda.

4. Adoption of minutes

4.1 Authority Special meeting – September 21, 2023

Motion #G23-95

Moved by Bud Halpin

Seconded by Bill Stewart

THAT the minutes of the Saugeen Valley Conservation Authority Special meeting, September 21, 2023, be adopted as presented.

Carried

4.2 Authority meeting – September 21, 2023

Motion #G23-96

Moved by Paul Allen

Seconded by Greg McLean

THAT the minutes of the Saugeen Valley Conservation Authority meeting, September 21, 2023, be adopted as presented.

Carried

5. Reports for information

5.1 General Manager's report

There was no discussion.

5.2 Program report

There was no discussion.

5.3 Approved Committee minutes

5.3.1 Executive Committee –September 6, 2023

There was no discussion.

5.4 Correspondence

Correspondence from Nottawasaga Valley Conservation Authority regarding support for the Right to Repair concept, was noted and filed.

6. Matters arising from the minutes

6.1 2024 Draft Budget Update

The revised 2024 draft Budget was presented with a proposed decrease in the general levy from 9.07% to 7.42%. The budget was approved for circulation to the member municipalities for 30 days.

Motion #G23-97

Moved by Bill Stewart

Seconded by Dave Myette

THAT the SVCA Board of Directors endorse the 2024 SVCA draft budget in principle; and further

THAT staff be directed to circulate the draft budget to the Authority’s member municipalities for a 30-day review period and accommodate the provision for a delegation if solicited.

Carried

6.2 SVCA Programs and Services

Ashley Richards reported that Category 2 packages have been circulated to affected municipalities and correspondence packages are being compiled related to additional structures requiring agreements. Staff have engaged with all fifteen watershed municipalities for discussion regarding Category 3 cost apportioning agreements are in process for endorsement by municipalities. Staff will present a report at the November Board meeting indicating willingness of municipal participation and execution of agreements.

7. New business

7.1 Forest products tender results Fall 2023

Forestry staff have marked trees for removal in the Township of Proton as part of the SVCA Forest management program. Three areas have been identified for the tree removal and tenders were created with 2 bids received for each one. The Authority directed staff to award the following tenders.

Motion #G23-98

Moved by Paul Allen

Seconded by Bill Stewart

THAT SVCA Tender SVCA_01_2023, submitted by Moggie Valley of Holland Centre in the amount of \$32,000 be accepted; and further

THAT all remaining tender deposit cheques be returned immediately upon said acceptance.

Carried

Motion #G23-99

Moved by Larry Allison

Seconded by Sue Paterson

THAT SVCA Tender SVCA_02_2023, submitted by Moggie Valley of Holland Centre in the amount of \$8,500 be accepted, and further

THAT all remaining tender deposit cheques be returned immediately upon said acceptance.

Carried

Motion #G23-100

Moved by Bill Stewart

Seconded by Peter Whitten

THAT SVCA Tender SVCA_03_2023, submitted by Moggie Valley of Holland Centre in the amount of \$8,000 be accepted; and further

THAT all remaining tender deposit cheques be returned immediately upon said acceptance.

Carried

7.2 Violation Approach report

Staff recommend process improvements to management of violations. The Directors discussed the staff report and noted concerns regarding the Section 28 Hearing appeal process. Staff were directed to implement the proposed violation approach and to return to the next meeting with a refined process for consideration around applicant's recourse in the event of a dispute.

Motion #G23-101

Moved by Greg McLean

Seconded by Bill Stewart

THAT Environmental Planning and Regulations (EPR) staff manage violation files in accordance with the proposed compliance approval process.

Amendment:

Moved by Jennifer Prenger

Seconded by Kevin Eccles

THAT Environmental Planning and Regulations (EPR) staff manage violation files in accordance with the proposed compliance approval process in principle; and further

THAT staff will bring back a report to the next meeting with a refined process.

Carried

7.3 Permits issued for endorsement

Motion #G23-102

Moved by Larry Allison

Seconded by Bill Stewart

THAT the Development, Interference with Wetlands and Alterations to Shorelines and Watercourse applications (#23-180 to 23-262), pursuant to Ontario Regulation 169/06, as approved by staff, be endorsed.

Carried

8. Adjournment

There being no further business, the meeting adjourned at 2:30 p.m. on the motion of Kevin Eccles and Mike Niesen.

Barbara Dobreen
Chair

Janice Hagan
Recording Secretary

2024 Authority Meeting Schedule

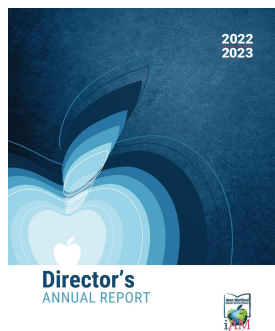
Date	Time
Friday January 19 – Annual Meeting	1:00 p.m.
Thursday February 15	1:00 p.m.
Thursday March 21	1:00 p.m.
Thursday May 16	1:00 p.m.
Thursday July 18	1:00 p.m.
Thursday September 19 – Budget Review	1:00 p.m.
Thursday October 17	1:00 p.m.
Thursday November 21	1:00 p.m.

2024 Section 28 Hearing Schedule (if required)

Date	Time
Thursday February 15	10:00 a.m.
Thursday March 21	10:00 a.m.
Thursday May 16	10:00 a.m.
Thursday July 18	10:00 a.m.
Thursday September 19	10:00 a.m..
Thursday October 17	10:00 a.m.
Thursday November 21	10:00 a.m.

Good News

Launch of the 2022/2023 Director's Annual Report

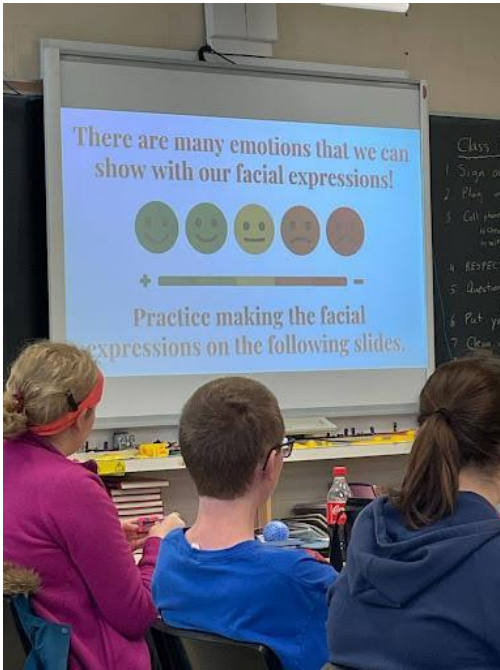


Director Lisa Walsh, with support from the entire senior team, presented the 2022/2023 Director's Annual Report. In the report, they highlighted the accomplishments of the board throughout the last school year. The report is organized into four sections: the Elementary Student Experience, the Secondary Student Experience, Staff Development and Support, and Engaging our Broader Community. An Executive Summary has been prepared and posted along with the full report on the [Director's Annual Report page](#).

"Voices" Workshop Supports Students with Complex Learning Needs

Superintendent Kathy Boyd announced the successful facilitation of a full-day workshop conducted by Voices Perth and Foundations Huron. This workshop catered to students enrolled in the 12+ program who are not following the Ontario Secondary School Diploma pathway. During the morning session, the emphasis was on communication and advocacy skills, empowering students to become adept listeners and effective communicators. Engaging activities were conducted by presenters, enabling students to pinpoint areas in their lives where self-advocacy was essential.

In the afternoon session, the focus shifted towards exploring rights and responsibilities. Students participated in activities that clarified their rights and underscored their responsibilities as conscientious citizens contributing to their community. Additionally, a forthcoming workshop is scheduled to take place at Mitchell District High School, extending its benefits to students from Goderich District Collegiate Institute, Central Huron Secondary School, Stratford District Secondary School, and Mitchell District High School.



Human Rights and Equity and Communications Teams Win Bravo Award



Communications Manager Chera Longston shared that she recently attended a conference of the Canadian Association of Communicators in Education (CACE) and received a Bravo Award on behalf of the Human Right and Equity and Communications teams. The award highlighted the design of a resource crafted to assist administrators and staff in effectively responding to racist and hate-based/biased incidents that affect students within AMDSB.

AMDSB Students Participate in Activities to Increase Exposure to Skilled Trades

Superintendent Paul Langis shared that students have participated in a variety of workshops in events over the last two months. Students from six schools attended the Level Up! Career Fair at Fanshawe College in London. Students engaged in various hands-on activities and explored different booths representing the skilled trades.



Members of Pathways Team Present at Provincial Conference



Superintendent Paul Langis also shared that Pathways Coordinators Jodi Froud and Keith Edwards presented during the Ontario Council for Technology Education conference. They showcased the Pathways Innovation Centre (PIC) and the programs and workshops that are offered to students across AMDSB. School boards and regional coordinators continue to reach out to learn more about this innovating centre and the programs that are offered.

Student from FE Madill Highlighted in Boys Basketball Game

A valuable member of the FE Madill boys basketball team was celebrated earlier this week as he scored his first basket. A heartwarming video shared on Facebook by the student's mother has received nearly 100 comments and been shared over 50 times, capturing the interest of CTV News London's videographer, Scott Miller. His story was featured on the December 12 edition of the evening news. Check out this heartwarming story: [CTV News London](#). Go Steve!!

Student Trustee Update

Superintendent Jane Morris presented an update on behalf of Student Trustees Alex Dolmage and Nathan Bean. The Senators are working hard to roll out their introductory videos to their own schools, as well as their feeder schools. Additionally, they are actively engaged in the ongoing development of individual school plans focused on promoting wellness initiatives. Further details regarding their progress will be shared in the new year.

Senior Staff Updates

Update on the Director's Work Plan

Superintendents Cheri Carter and Jane Morris provided an update on the Director's Work Plan. Superintendent Carter detailed the ongoing development of the draft Multi-Year Accessibility Plan (MYAP), a necessary requirement mandated by the [Accessibility for Ontarians with Disabilities Act \(2005\)](#). The plan replaces the current MYAP which is set to expire at the end of 2023.

A consultation process is now underway to gather feedback from key supporters. Superintendent Morris elaborated on the initiatives of the data and research department, highlighting the recent closure of a parent/caregiver survey and the impending closure on December 15 of a corresponding staff survey. Moreover, she introduced the arrival of Research Manager Dr. Stephanie Pagan, who joins AMDSB from Ottawa, warmly welcoming her to the team.

Future Board Meetings

Regular Board Meetings are held in person unless otherwise noted. Agendas are posted on the [Board Meeting page](#) the day before the meeting. The public portion begins at 4:45 p.m.

- Tuesday, January 30, 2024: Regular Board Meeting at 4:45 p.m. and Committee of the Whole, Closed Session immediately afterwards.
- Tuesday, February 13, 2024: Committee of the Whole, Open Session at 4:45 p.m.
- Tuesday, February 27, 2024: Regular Board Meeting at 4:45 p.m. and Committee of the Whole, Closed Session immediately afterwards.

Future Meetings/Events with Trustee Representation

- Stratford Area Boundary Review Committee (SABRC) – Thursday, December 14, 2023 at 6:00 p.m.
- Ontario Public School Board Association Public Education Symposium – Thursday, January 25 to Saturday, January 27, 2024 (Toronto)

December 12, 2023

Sent Via Email

Municipalities of Ontario

Re: Amendment to the Occupational Health and Safety Act to Clarify the Definition of "Employer"

The following resolution was passed by Council of the City of Greater Sudbury on December 5, 2023:

CC2023-303: WHEREAS in 2015 the City of Greater Sudbury (the "City") entered into a contract with a contractor experienced in road construction projects to complete a project on Elgin Street in the City's downtown core;

AND WHEREAS the contract provided that the contractor would be the constructor for the project as that term is defined in the Occupational Health and Safety Act (the "Act");

AND WHEREAS an employee of the constructor operating a grader on the project struck and killed a pedestrian;

AND WHEREAS the City was charged with offences under the Act as the constructor and the employer;

AND WHEREAS after being acquitted at trial and on appeal, the Ontario Court of Appeal, in a decision issued on April 23, 2021, found the City to be liable for contraventions of the Construction Regulations as an employer as it employed quality control inspectors to monitor the quality of work on the project from time-to-time;

AND WHEREAS the Supreme Court of Canada, in a decision issued on November 10, 2023, was evenly divided 4-4 on the issue resulting in dismissal of the City's appeal;

AND WHEREAS the consequence of this decision is that municipalities in Ontario, as well as all other owners of property in the province, who wish to undertake construction, are subject to being charged and convicted as an employer for offences in relation to project sites for which they have no control and have, in accordance with the Act, contracted with an entity to assume plenary oversight and authority over the work on such site as the constructor; AND WHEREAS the potential of an owner being charged as an employer as that term is defined in the Act in circumstances where it has engaged a constructor disregards and renders meaningless the owner-constructor provisions contained in the Act and presents an unacceptable level of increased risk and confusion for owners and contractors throughout the province;

PO BOX 5000 STN A
200 BRADY STREET
SUDBURY ON P3A 5P3

CP 5000 SUCC A
200, RUE BRADY
SUDBURY ON P3A 5P3

705.671.2489

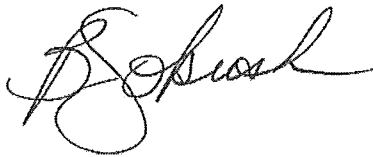
www.greatersudbury.ca
www.grandsudbury.ca

AND WHEREAS the City believes that the safety of workers is paramount however the safety of workers on construction projects in Ontario is not increased by placing liability on parties that do not have control of and are not responsible for the conduct of the work on such sites;

NOW THEREFORE BE IT RESOLVED THAT the Council for the City of Greater Sudbury requests that the province amend the Occupational Health and Safety Act to clarify the definition of "employer" to exclude owners that have contracted with a constructor for a project;

AND BE IT FURTHER RESOLVED THAT this motion be provided to the Honourable Doug Ford, Premier of Ontario, the Honourable David Piccini, Minister of Labour, Immigration, Training and Skills Development, the Honourable Paul Calandra, Minister of Municipal Affairs and Housing, France Gelin, MPP for Nickel Belt, Jamie West, MPP for Sudbury, the Association of Municipalities of Ontario, the Federation of Northern Ontario Municipalities, Ontario's Big City Mayors, Mayors and Regional Chairs of Ontario, Northern Ontario Large Urban Mayors, the Council of Ontario Construction Associations, the Ontario Chamber of Commerce and all Ontario municipalities.

Yours truly,

A handwritten signature in black ink, appearing to read 'Brigitte Sobush', written in a cursive style.

Brigitte Sobush
Manager of Clerk's Services/Deputy City Clerk

- c. Members of City Council
Eric Labelle, City Solicitor and Clerk

**Outstanding Action Items
Open Session**

December 19

Meeting Date	Action Item	Action By	Current Status	Last Action Date	Next Step
October 17, 2023	Personnel Policy Updates	CAO	by-law presented December 19th		None.
October 17, 2023	Tender for Site Plan Conformity Work	CAO	Tender documents being drafted by engineer	October 23, followed up with engineer	Tender results will be presented to Council for award when available.
November 7, 2023	Asset Retirement Obligations	CAO	Reports from T. Harris Environmental received and under review by staff.	Reports received Dec 11th, circulated to staff Dec 12th.	Provide results of designated substance reports to Council.



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 64-2023

Being a by-law to authorize the Mayor and Clerk to execute and affix the Corporate Seal to an agreement between the Municipality of Morris-Turnberry and Keppel Creek for the provision of Property Standards Officer and By-Law Enforcement Officer services.

WHEREAS Section 9 of the *Municipal Act 2001, S.O. 2001, c. 25* provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS Section 3(2) of the *Building Code Act, S.O. 1992, c. 23*, as amended, requires the Council of a Municipality to appoint a Chief Building Official and to appoint inspectors and officers necessary for the enforcement of the Act;

AND WHEREAS it is deemed expedient to enter into an agreement with Bruce Brocklebank operating as Keppel Creek for the provision of contracted as a Property Standards Officer and By-Law Enforcement Officer;

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry enacts as follows:

1. That the Service Agreement with Bruce Brocklebank operating as Keppel Creek for Property Standards and By-Law Enforcement Officer attached hereto and forming part of this by-law is hereby adopted;
2. That the Mayor and Clerk are authorized and directed to execute the Agreement and to affix thereto the Seal of the Corporation;
3. That this by-law shall supersede by-law 62-2021 and by-law 20-2022.
4. That this by-law shall come into force immediately upon its passing.

Read a FIRST and SECOND time this 19th day of December 2023

Read a THIRD time and FINALLY PASSED this 19th day of December 2023

Mayor, Jamie Heffer

Clerk, Trevor Hallam



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 66-2023

Being a by-law to adopt a Personnel Policy for the Municipality of Morris-Turnberry.

WHEREAS Section 224 of the *Municipal Act*, 2001 S.O. 2001 C. 25 as amended, states that it is the role of Council to develop and evaluate the policies and programs of the municipality;

AND WHEREAS Section 9 of the *Municipal Act*, 2001 S.O. 2001 C. 25 as amended, provides that a Municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under that or any other Act;

AND WHEREAS the Council of the Corporation of the Municipality of Morris-Turnberry deems it necessary and desirable to adopt a policy for;

NOW THEREFORE, the Council of the Corporation of the Municipality enacts as follows:

1. That the Personnel Policy attached hereto and forming part of this by-law be adopted.
2. That by-law 45-2020 and all previous by-laws, resolutions and policies and parts of by-laws, resolutions, and policies inconsistent with the provisions of this by-law and attached Policy are hereby repealed.
3. That this by-law shall come into effect on January 1st 2024.

Read a FIRST and SECOND time this 19th day of December 2023

Read a THIRD time and FINALLY PASSED this 19th day of December 2023

Mayor, Jamie Heffer

Clerk, Trevor Hallam



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 67-2023

Being a by-law to adopt a Terms of Reference for the Bluevale Community Committee.

WHEREAS Section 11(2) of the *Municipal Act, 2001 S.O. 2001 C. 25* as amended, states that a lower-tier municipality may pass by-laws respecting the governance structure, accountability and transparency, and financial management of its local boards and their operations;

AND WHEREAS the Council of the Corporation of the Municipality of Morris-Turnberry deems it necessary and desirable to adopt Terms of Reference for the Bluevale Community Committee;

NOW THEREFORE, the Council of the Corporation of the Municipality enacts as follows:

1. That the Terms of Reference attached hereto and forming part of this by-law are hereby adopted.
2. That the Terms of Reference attached hereto and forming part of this by-law shall supersede the Terms of Reference adopted under by-law 82-2015 and all other previous adopted Terms of Reference for the Bluevale Community Committee.
3. That this by-law shall come into effect on January 1st 2024.

Read a FIRST and SECOND time this 19th day of December 2023

Read a THIRD time and FINALLY PASSED this 19th day of December 2023

Mayor, Jamie Heffer

Clerk, Trevor Hallam



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 68-2023

Being a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Morris-Turnberry, for its meeting held on December 19, 2023.

WHEREAS Section 9 of the *Municipal Act 2001, S.O. 2001, c. 25* provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS Section 5 (3) of the *Municipal Act 2001, S.O. 2001, c. 25* provides that a municipal power, including a municipality's capacity, rights, powers and privileges under Section 9, shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

AND WHEREAS it is deemed expedient that the proceedings of the Council of the Corporation of the Municipality of Morris-Turnberry for the November December 19th, 2023, meeting be confirmed and adopted by By-law;

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry enacts as follows:

1. The action of the Council of the Corporation of the Municipality of Morris-Turnberry at its meeting held the 19th day of December 2023, in respect of each recommendation contained in the Minutes and each motion and resolution passed and other action taken by the Council of the Corporation of the Municipality of Morris-Turnberry at the meeting, is hereby adopted and confirmed as if all such proceedings were expressly embodied in this By-Law; and
2. The Mayor and proper officials of the Corporation of the Municipality of Morris-Turnberry hereby authorize and direct all things necessary to give effect to the action of the Council to the Corporation of the Municipality of Morris-Turnberry referred to in the preceding section thereof;
3. The Mayor and CAO/Clerk are authorized and directed to execute all documents necessary in that behalf and to affix thereto the Seal of the Corporation.

Read a FIRST and SECOND time this 19th day of December 2023

Read a THIRD time and FINALLY PASSED this 19th day of December 2023

Mayor, Jamie Heffer

Clerk, Trevor Hallam