

MUNICIPALITY OF MORRIS-TURNBERRY

COUNCIL AGENDA

Tuesday, December 20th, 2022, 7:30 pm

The Council of the Municipality of Morris-Turnberry will meet in Council Chambers in regular session on the 20th day of December 2022, 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 20th, 2022, as circulated.

~

3.0 <u>DISCLOSURE OF PECUNIARY INTEREST / POTENTIAL CONFLICT OF INTEREST</u>

4.0 MINUTES

Moved by ~ Seconded by ~

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the December 6th, 2022, 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 20th accounts in the amount of \$188,677.87.

~

6.0 PUBLIC MEETINGS AND DEPUTATIONS

None.

7.0 STAFF REPORTS

None.

8.0 BUSINESS

8.1 FINANCE ORIENTATION

Presentations have been prepared by Treasurer Sean Brophy on the topics of property taxes and the budget process.

8.2 PUBLIC WORKS ORIENTATION

A presentation has been prepared by Director of Public Works Mike Alcock.

8.3 COUNCIL MEETING DATES 2023

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 adopt the proposed meeting dates for 2023 as presented.

~

8.4 COMMUNITY SAFETY AND WELLBEING PLAN UPDATE AND COMMITTEE APPOINTMENT

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

Moved by ~ Seconded by ~

THAT The Council of the Municipality of Morris-Turnberry hereby appoints _____ to the Huron County Community Safety and Well Being Plan Oversight Committee.

~

8.5 EMERGENCY MANAGEMENT PROGRAM COMMITTEE APPOINTMENT BY-LAW UPDATE

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

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 57-2022, being a by-law to appoint members to the Municipality of Morris-Turnberry Emergency Management Program Committee, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022.

~

8.6 FIRE CHIEF APPOINTMENT

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

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 58-2022, being a bylaw to appoint a Fire Chief and Community Fire Safety Officer for the Municipality of Morris-Turnberry, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022. ~

8.7 TILE DRAIN LOAN

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

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 59-2022, being a bylaw to impose a special annual drainage rate upon land in respect of which money is borrowed under the Tile Drainage Act, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022.

~

8.8 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, in order 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 2022 for the information of Council.

Moved by ~ Seconded by ~

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the 2023 Multi Year Accessibility Plan prepared by the Huron County Accessibility Advisory Committee.

~

9.0 COUNCIL REPORTS

Kevin Freiburger

Jamie McCallum

Jodi Snell

Sharen Zinn

Jamie Heffer

10.0 CORRESPONDENCE, MINUTES, ITEMS FOR INFORMATION

- 10.1 Correspondence P.E. Inglis Holdings Inc
- 10.2 Correspondence Dietrich Engineering Limited
- 10.3 Board Highlights AMDSB Board Meeting December 13 2022
- 10.4 Information Orientation Toolkit Social Research and Planning Council
- 10.5 Notice Ontario Community Infrastructure Fund Allocation
- 10.6 Monthly Report Belgrave Water November 2022
- 10.7 Resolution Federal Cannabis Act Review Township of Malahide
- 10.8 Outstanding Action Items

11.0 NEW BUSINESS

None.

12.0 BY-LAWS AND AGREEMENTS

12.1 PIONEER PARK AGREEMENT

At the December 6th meeting of Council, staff were given direction to return a by-law to authorize the signing of an agreement between the Corporation of the Municipality of Morris-Turnberry and the Maitland Valley Conservation Authority. By-Law 56-2022 is presented here for consideration.

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 56-2022, being a bylaw to authorize the signing of an agreement between the Corporation of the Municipality of Morris-Turnberry and the Maitland Valley Conservation Authority, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022.

~

12.2 EMPLOYEE PAY GRID 2023

At the December 6th meeting of Council, staff were given direction to return a by-law to establish the employee pay grid for 2023. By-Law 47-2022 is presented here for consideration.

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 47-2022, being a bylaw to establish the pay range grid for the year 2023 for employees of the Municipality of Morris-Turnberry, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022.

~

13.0 CLOSED SESSION

13.1 Enter closed session

Moved by ~ Seconded by ~

THAT the Council of the Municipality of Morris-Turnberry enter a closed session at ____ 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:

1. Section 239 (2) (b) regarding personal matters about an identifiable individual.

~

13.2 Return to open session

Moved by ~ Seconded by ~

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

~

13.3 Report and Action from Closed Session.

14.0 CONFIRMING BY-LAW

Moved by ~ Seconded by ~

THAT leave be given to introduce By-Law # 60-2022, being a by-law to confirm the proceedings of the Municipality of Morris-Turnberry meeting of Council held on December 20th, 2022, and that it now be read severally a first, second, and third time, and finally passed this 20th day of December 2022.

~

15.0 ADJOURNMENT

Moved by ~ Seconded by ~

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

~

NEXT MEETINGS:

Regular Meeting of Council – Tuesday, January 17 th , 2023, 7:30 pm Regular Meeting of Council – Tuesday, February 7 th , 2023, 7:30 pm



MUNICIPALITY OF MORRIS-TURNBERRY

COUNCIL MINUTES

Tuesday, December 6th, 2022, 7:30 pm

The Council of the Municipality of Morris-Turnberry met in Council Chambers in regular session on the 6th day of December 2022, at 7:30 pm.

Council in Attendance

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

Staff in Attendance

Trevor Hallam CAO/Clerk

Meghan Tydd-Hrynyk Planner, Huron County

Denise Van Amersfoort Planning Manager, Huron County

Others in Attendance

Joe Reinhardt Applicant, C79-2022/MTu Z03-2022

Mike Wilson Wingham Advanced Times

Denny Scott The Blyth Citizen

1.0 CALL TO ORDER

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

Mayor Heffer noted that Mike Wilson of the Wingham Advance Times disclosed the use of recording equipment for the purpose of writing articles to the Clerk in advance of the meeting.

2.0 ADOPTION OF AGENDA

Motion 264-2022

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 6th, 2022, as circulated.

Carried.

3.0 <u>DISCLOSURE OF PECUNIARY INTEREST / POTENTIAL CONFLICT OF INTEREST</u>

None declared.

4.0 MINUTES

Councillor Zinn noted a correction to 10.1, where she was noted as having both moved and seconded a motion.

Motion 265-2022

Moved by Jamie McCallum Seconded by Sharen Zinn

THAT the Council of the Municipality of Morris-Turnberry hereby adopts the November 15th, 2022, Council Meeting Minutes as amended.

Carried.

5.0 ACCOUNTS

Regarding the Huron Perth Separate School Levy, Councillor McCallum asked how many French language immersion students resided in Morris-Turnberry. Mr. Hallam stated that he did not have that information available.

Motion 266-2022

Moved by Sharen Zinn Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry hereby approves for payment the December 6th accounts in the amount of \$1,148,749.19.

Carried.

6.0 PUBLIC MEETINGS AND DEPUTATIONS

6.1 CONSENT APPLICATION C79-2022 REINHARDT

A report was presented by Huron County Planner Meghan Tydd-Hrynyk in this regard.

Councillor Zinn raised a question about the effectiveness of limiting development to a single-family dwelling, as it could be built to a size that would have greater sewage flows than a fourplex. Ms. Tydd-Hrynyk explained that the calculations used are based on a typical single dwelling and a typical four plex. Councillor Zinn was supportive of recommending approval of the severance with no conditions.

Motion 267-2022

Moved by Sharen Zinn Seconded by Jamie McCallum

THAT the Council of the Municipality of Morris-Turnberry hereby recommends that severance application C79/22 be approved.

Defeated.

Councillor Snell asked for clarification regarding the zoning. Mr. Hallam explained the VR1-Special zone that was being proposed, and the effect of the zoning by-law amendment application that followed on the agenda.

Councillor Freiburger spoke in favour of recommending approval of the severance with the condition for the special zone, stating that having recently retaken the training from the Walkerton Clean Water Centre regarding the responsibility of Council to care for drinking water, and the nitrate study stating that the applicant's proposal won't do that, he can't be in support of it.

Motion 268-2022

Moved by Kevin Freiburger Seconded by Jamie Heffer

THAT the Council of the Municipality of Morris-Turnberry hereby recommends that severance application C79/22 be approved with the condition that both the retained and severed parcel be zoned VR1-Special to only permit a single detached dwelling.

Carried.

Councillor Zinn expressed frustration with following the recommendation of the planning department. Mayor Heffer stated that Council has a responsibility to follow good planning, and that it was the applicant's own study that provided the limitations that are being followed. Councillor Zinn noted that she felt that the regulations would likely be changed and that the applicant's proposal should be approved.

Councillor McCallum asked if Bill 23 would have any effect on this proposal. Ms. Tydd-Hrynyk confirmed that it would not.

6.2 ZONING BY-LAW AMENDMENT PUBLIC MEETING

Application MTu Z03-2022 Reinhardt Plan 410 Lots 149 to 151 Pt; Lane and RP 22R6317 Part 1 353 Turnberry Street, Wingham

Motion 269-2022

Moved by Kevin Freiburger Seconded by Sharen Zinn

THAT the Council of the Municipality of Morris-Turnberry hereby Adjourns their regular meeting of Council and opens a Public Meeting to consider Zoning By-Law Amendment MTu Z03-2022.

Carried.

PUBLIC MEETING - ZONING BY-LAW AMENDMENT

6.2.1 Call to Order

Mayor Heffer called the public meeting to order at 7:51 pm.

6.2.2 Declaration of Pecuniary Interest

None.

6.2.3 Requirement

This Public Meeting is being held under the Planning Act, which requires that Council hold at least one public meeting and that proper notice be given.

6.2.4 MTu Z03-2022 Reinhardt

We have provided Council with a report prepared by Huron County Planner, Meghan Tydd-Hrynyk regarding the Zoning By-Law Amendment application submitted by Joe Reinhardt.

6.2.5 Purpose

The purpose of the proposed zoning by-law amendment is to amend the zoning on the proposed lot from Severance Application C79-2022 - 353 Turnberry Street (Plan 410 Lots 149 to 151 Pt; Lane and RP 22R6317 Part 1) in the Municipality of Morris-Turnberry. The proposed zoning on the retained lot would be changed from Village Residential – Low Density (VR1) to Village Residential – Medium Density (VR2) to allow for a four unit residential building. The proposed zoning on the lot described as "Severed" would remain Residential – Low Density (VR1). The subject property is approximately 1.7 acres with the retained property being approximately 0.84 acres and the severed portion being approximately 0.80 acres.

6.2.6 Application Process

An application was submitted by Joe Reinhardt and was considered complete on August 12th, 2022.

Notice of the Public Meeting was mailed by the municipality to all property owners within 120m of the property on September 9th, 2022, and notice was posted on the subject property.

A public meeting was held on October 4th 2022, at which Council deferred a decision on the application to allow time for the applicant and Planner to discuss an alternate proposal for two lots. The proposal was adjusted to what is presented here. Notice of the revised application was required due to the extent of the changes from the original

proposal and was issued to agencies and all property owners within 120m of the property on November 15th.

6.2.7 Comments

1. Planner's Report

Ms. Tydd-Hrynyk presented her report.

2. Council's Questions and/or Comments

Councillor Zinn asked for clarification as to whether Council could approve the application because of the decision regarding the severance application considered earlier.

Mayor Heffer noted that Council had made a decision regarding a special VR1 zone as a condition of the severance. However, there is still a statutory requirement to consider this application and issue a decision.

3. Applicant and/or Agent

Mr. Reinhard expressed frustration, noting that as the builder he could build a house with more bedrooms than the fourplex. This being the case, he believed the nitrate study and the restrictions that were informed by it don't make sense.

4. Others

None.

6.2.8 Recommendation of the Huron County Planner

It is recommended that zoning by-law amendment application Z03-2022 be denied.

6.2.9 Close public meeting

Motion 270-2022

Moved by Jamie McCallum Seconded by Sharen Zinn

THAT the Council of the Municipality of Morris-Turnberry hereby closes the Public Meeting to consider Zoning By-Law Amendment MTu Z03-2022 and reconvenes its regular meeting of Council.

Carried.

6.2.10 Consideration of Zoning By-Law Amendment MTu Z03-2022

Motion 271-2022

Moved by Kevin Freiburger Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry hereby refuses application MTu Z03-2022 to amend Morris-Turnberry Zoning By-law 45-2014 based on being inconsistent with the Provincial Policy Statement, not conforming with the Huron County or Morris-Turnberry Official Plans, and not representing good planning, as detailed in the Planner's report.

Carried.

6.2.11 Effect of Public and Agency Comments

Public comments were received on the issues of compatibility with neighbouring land uses. Comments were thoroughly considered but did not influence the decision of Council to deny the application. Agency comments were received on the issues of compliance with the maximum allowable nitrate levels under the Provincial Guideline D-5-4 "Technical Guideline for Individual On-Site Sewage Systems", the protection of a significant groundwater recharge area, not having regard to all matters of provincial interest, and not conforming with the Morris-Turnberry and Huron County official plans, the effect of which influenced the decision of Council to deny the application.

7.0 STAFF REPORTS

7.1 PLANNING DEPARTMENT

7.1.1 Bill 23 – More Homes Built Faster – Planning Changes

A was presented by Ms. Tydd-Hrynyk in this regard for the information of Council.

8.0 BUSINESS

8.1 PLANNING ORIENTATION

A presentation was provided by Ms. Tydd-Hrynyk in this regard.

Mayor Heffer asked about the planner's role and coming to independent decisions recommendations, and whether planners have a chance to access other opinions and expertise before a file is brough to the Council table. Ms. Tydd-Hrynyk confirmed that planners do consult other planners and work as a team to share expertise.

8.2 GENERAL UPDATE TO ZONING AND OFFICIAL PLAN

A public meeting was held on November 1st 2022 with regard to these applications. Ms. Tydd-Hrynyk presented a report describing changes made following the meeting.

Councillor Snell asked if allowing an Additional Residential Unit in a VR1 zone is consistent with the decision Council made on the severance and zoning at the beginning of the meeting. Ms. Tydd-Hrynyk confirmed that it is, as the proposed change would require either a rezoning, or for the parcel to be over 2 acres in size.

8.2.1 Consideration of Official Plan Amendment MTu OPA-11.

Motion 272-2022

Moved by Kevin Freiburger Seconded by Jodi Snell

THAT leave be given to introduce By-Law # 49-2022, being a by-law to amend the Official Plan of the Municipality of Morris-Turnberry, as amended, and that it now be read severally a first, second, and third time, and finally passed this 6th day of December 2022.

Carried.

8.2.2 Effect of public and agency comments on the decision of Council

Public and Agency comments were received in support of the application, the effect of which resulted in a decision to approve the application.

8.2.3 Consideration of Zoning By-Law Amendment MTu Z04-2022

Motion 273-2022

Moved by Jodi Snell Seconded by Jamie McCallum

WHEREAS Council of the Corporation of the Municipality of Morris-Turnberry has held a Public Meeting pursuant to Section 34(12) of the Planning Act, RSO 1990 with respect to a proposed general update to the Morris-Turnberry zoning by-law;

AND WHEREAS certain changes have been made to the proposed by-law after the holding of the public meeting;

NOW, THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry hereby resolves that, pursuant to Section 34(17) of the Planning Act, RSO 1990, no further notice is to be given in respect of the proposed by-law.

Carried.

Motion 274-2022

Moved by Kevin Freiburger Seconded by Jamie McCallum

THAT leave be given to introduce By-Law # 48-2022, being a by-law to amend by-law 45-2014 of the Municipality of Morris-Turnberry, and that it now be read severally a first, second, and third time, and finally passed this 6th day December 2022.

Carried.

8.2.4 Effect of Public and Agency Comments on the decision of Council

Public and Agency comments were received in support of the application, the effect of which resulted in a decision to approve the application.

8.3 PIONEER PARK AGREEMENT

A prepared by Deputy Clerk Kim Johnston in this regard was presented by Mr. Hallam.

Motion 275-2022

Moved by Jamie McCallum Seconded by Sharen Zinn

THAT The Council of the Municipality of Morris-Turnberry directs staff to return a by-law authorizing the execution of an agreement between the Municipality and the Maitland Valley Conservation Authority for the sue of the Pioneer Park Conservation Area to the next meeting of Council.

Carried.

8.4 COMMITTEE AND LOCAL BOARD APPOINTMENTS

A report was presented by Mr. Hallam in this regard.

Councillor McCallum noted that Darren Tanner is recently deceased and should be removed from the Bluevale Community Committee appointments.

Motion 276-2022

Moved by Sharen Zinn Seconded by Jamie McCallum

THAT leave be given to introduce By-Law # 53-2022, being a by-law to appoint officials, members of committees and boards, and other such persons as are required, and that it now be read severally a first, second, and third time, and finally passed this 6th day December 2022.

Carried.

Motion 277-2022

Moved by Jamie McCallum Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry hereby supports the reappointment of North Huron Reeve Paul Heffer to sit as the representative for the Central Group on the Ausauble Bayfield Source Protection Committee.

Carried.

Motion 278-2022

Moved by Sharen Zinn Seconded by Kevin Freiburger

THAT the Council of the Municipality of Morris-Turnberry hereby supports the reappointment of South Bruce Councillor Mike Niesen to the Saugeen Valley Conservation Authority Board.

Carried.

8.5 COUNCIL MEETING DATES 2023

A report was presented by Mr. Hallam.

Councillor Zinn stated she was open to holding meetings over Zoom but could not accommodate any daytime meetings.

Councillor Snell stated she is not in favour of Zoom meetings and understood the benefits of holding a meeting during the day.

Mayor Heffer stated that he would consider Zoom meetings when there are no deputations or matters that benefit from being in person scheduled on the agenda.

Councillor Freiburger noted that there was some benefit in Zoom meetings for people to join remotely just for an item they're interested in and not have to travel or stay for the full meeting.

There was a consensus of Council that there would be no change to the time or place of meetings, but that the Clerk and the Mayor could together decide if an upcoming meeting would be suitable as an electronic meeting and call the meeting as such.

There was also a consensus of Council that it would not be favourable to hold a Zoom meeting in April to accommodate the Councillors who will be at the Ontario Good Roads conference, and that an alternative date should be returned to the next meeting for approval.

Motion 279-2022

Moved by Sharen Zinn Seconded by Jamie McCallum

THAT the Council of the Municipality of Morris-Turnberry hereby directs staff to return a report on adding the R2R conference as an option for council to attend in addition to the one conference a year already allotted and the implications thereof.

Carried.

8.6 HOLIDAY OFFICE CLOSURE

Staff recommended that Council consider reduced office hours over the holiday season, closing the office from Wednesday December 28th and reopening at 8:30 am on Tuesday January 3rd.

Motion 280-2022

Moved by Jamie McCallum Seconded by Sharen Zinn

THAT The Council of the Municipality of Morris-Turnberry directs staff to close the Municipal office to the public from Wednesday December 28th, to reopen at 8:30 am on Tuesday January 3rd.

Carried.

8.7 OFFICE HOUR STANDARDIZATION

A report was presented by CAO/Clerk Trevor Hallam.

Motion 281-2022

Moved by Sharen Zinn Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry hereby approves the recommended hours of operation for the Municipal Office of 8:30 am to 4:30 pm year-round effective immediately.

Carried

9.0 **COUNCIL REPORTS**

Kevin Freiburger

Attended a meeting of the Maitland Valley Conservation Authority Board on November 30th

Attended a virtual accessibility tour of the Goderich Boardwalk hosted by the Accessibility Committee on November 17th.

Jamie McCallum

Was unable to attend the Walkerton Clean Water Centre training, he has rescheduled it for December 7th.

Jodi Snell

Attended the Walkerton Clean Water Clean training on November 23rd.

Sharen Zinn

Attended the Walkerton Clean Water Clean training on November 23rd.

Jamie Heffer

Attended the Walkerton Clean Water Clean training on November 23rd. Attended the staff Christmas party on November 27th.

10.0 CORRESPONDENCE, MINUTES, ITEMS FOR INFORMATION

- 10.1 Media Release - Affordable Housing - Huron County
- 10.2 Media Release - EV Charging Stations - Huron County
- 10.3 Media Release - Glen McNeil re-elected as Warden - Huron County
- Correspondence Ontario Municipal Partnership Fund Funding 2023 10.4
- Correspondence Huron County Council, Board and Committee Schedule 10.5 10.6 Correspondence - Response to Bill 23 - Maitland Valley Conservation Authority
- 10.7 Correspondence - Congratulations to Council - Enbridge Gas
- Board Meeting Highlights Avon Maitland District School Board November 15 Board Meeting Highlights Avon Maitland District School Board November 29 10.8
- 10.9
- 10.10 Monthly Report – Belgrave Water – October 2022
- Resolution VIA Rail Service City of Stratford Outstanding Action Items 10.11
- 10.12

11.0 **NEW BUSINESS**

None.

12.0 **BY-LAWS AND AGREEMENTS**

12.1 **DEVELOPMENT AGREEMENT**

As a condition of severance C53-2021, the applicant was required to enter into a Development Agreement with the Municipality to ensure that the recommendations from the Environmental Impact Study and the County Biologist are implemented. The agreement was drafted and presented under by-law 55-2022 for consideration.

Motion 282-2022

Moved by Sharen Zinn Seconded by Kevin Freiburger

THAT leave be given to introduce By-Law # 54-2022, being a bylaw to authorize the execution of a development agreement between the Municipality and Willem Bakker Properties Ltd., and that it now be read severally a first, second, and third time, and finally passed this 6th day of December 2022.

Carried.

13.0 CLOSED SESSION

13.1 Enter closed session

Motion 283-2022

Moved by Kevin Freiburger Seconded by Jamie McCallum

THAT the Council of the Municipality of Morris-Turnberry enter a closed session at 9:37 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:

- 1. Section 239 (2) (D) regarding employee negotiations
- Section 239 (2) (K) regarding negotiations to be carried on by the Municipality.

Carried.

13.2 Return to open session

Motion 284-2022

Moved by Jamie McCallum Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry rise from a closed session at 10:51 p.m.

Carried.

13.3 Report and Action from Closed Session.

Council reviewed employee pay reports, considered options for an employee cost-ofliving increase for 2023, received a report regarding staff performance reviews and discussed cross border negotiations.

During the closed session, a motion to extend the meeting past 10:30 p.m. was passed.

Motion 285-2022

Moved by Jodi Snell Seconded by Sharen Zinn

THAT the Council of the Municipality of Morris-Turnberry hereby directs staff to undertake a review of the 2.5% cost-of-living adjustment cap prescribed by the Morris-Turnberry personnel policy and provide a report with findings and recommendations.

Carried.

14.0 CONFIRMING BY-LAW

Motion 286-2022

Moved by Sharen Zinn Seconded by Jamie McCallum

THAT leave be given to introduce By-Law # 55-2022, being a by-law to confirm the proceedings of the Municipality of Morris-Turnberry meeting of Council held on December 6th, 2022, and that it now be read severally a first, second, and third time, and finally passed this 6th day of December 2022.

Carried.

15.0 ADJOURNMENT

Motion 287-2022

Moved by Jamie McCallum Seconded by Jodi Snell

THAT the Council of the Municipality of Morris-Turnberry does now adjourn at 10:52 pm.

Carried.

NEXT MEETINGS:

Regular Meeting of Council – Tuesday, December 20th, 2022, 7:30 pm Regular Meeting of Council – Tuesday, January 17th, 2022, 7:30 pm

Mayor, Jamie Heffer

Clerk, Trevor Hallam

Municipality of Morris-Turnberry Account List for

December 20 2022

General	Ctua atti alata	4 400 00	
Hydro One	Streetlights	1,128.28	
Telizon	Long Distance Phone	2.33	
Tuckersmith Communications	Office Internet	113.00	
Huron Clean	Office Cleaning	389.00	
MicroAge Basics	Office Supplies, IT Support Council Tablets	7,048.48	
CIBC VISA	Office Supplies 31.90		
	Online Council Meetings 22.60		
	Water 69.22		
	Planning Fee 5.65		
	ROMA Registrations x2 1,276.90	1,406.27	
Municipality of Central Huron	Election Advertisements	1,201.74	
Krantz Law Professional Corp	Legal Expenses	1,103.67	
Donnelly Murphy	Legal Expenses	395.50	
Wingham & District Hospital Foundation	Health Professionals Recruitment	2,592.00	
Blyth Brewing & Distilling Inc.	Christmas Party	3,053.48	
Len Baird	Coyote Compensation	1,000.00	
Randy Scott	Livestock Evaluations	460.82	
Minister of Finance	Policing - October	39,068.00	
WD Hopper & Sons Ltd.	Office Water Testing	427.14	
Township of North Hurons	Water Billings	7,931.05	
Township of North Hurons	Fire Calls - November	5,042.50	
Precision Builders	Return Overpayment	800.00	
Property Owners	Property Tax Credits and Overpayments	6,030.15	
Payroll	Troperty Tax Orealts and Overpayments	0,000.10	
December 7 2022	Payroll	20,739.24	
2000111201 7 2022	Expenses	217.60	
	,		100,150.25
Building Department			,
Foxton Fuels	Fuel for Vehicle	441.70	
CIBC VISA	Computer Monitors	384.18	
MicroAge Basics	Monitor Cable	106.20	
Payroll		. 55.25	
December 7 2022	Payroll	4,997.20	
2000111201 7 2022	Expenses	-	
	Building Total		5,929.28
			0,020:20
Property Standards			
	Property Standards Total		_
<u>Drainage</u>	r roporty otalian ao rotal		
Maitland Conservation	Lamont MD, Russel MD & Coultes MD	600.00	
	Drainage Total	330.00	600.00
Parks & Cemeteries	Dramage rotal		300.00
Hydro One	Kinsmen Park	36.39	
. 1, 410 0110	Parks & Cemeteries Total	30.00	36.39
	i ains a ceilleiches iolai		30.33

Approved By Council:	December 20 2022		
	Acce	ount Total	188,677.87
		ds Total	64,099.94
2000	Expenses		
December 7 2022	Payroll	26,902.25	
Payroll			
Municipality of Morris-Turnberry	Turnberry Shop Water	106.28	
Maitland Conservation	Permit for Moncrieff Rd Bridge (M060)	185.00	
BM Ross & Associates	Moncrieff Rd Bridge (M060)	774.73	
BM Ross & Associates	Bridge Inspection Report	359.91	
Jade Equipment	Rental Grader - December	5,876.00	
Joe Kerr Ltd.	Repair for 19-06 Tandem	803.17	
Leslie Motors	Repair for 19-08 Pickup	106.33	
Brandt London	Parts for 09-02 Grader	1,881.04	
Elma Steel & Equipment Ltd.	Parts for Grader	112.89	
Valley Blades Limited	Plow Runner Shoes	1,118.47	
Foxton Fuels	Fuel	21,895.61	
Stumps Be Gone	Stump Grinding	1,525.50	
Steffens Auto Supply	Shop Supplies & Parts for 09-02 Grade		
Radar Auto Parts	Shop Supplies, Parts for Loader, Grader & Tand		
	Courier	48.95 211.48	
	Consolidated Linear Infrastructure Fee	100.00	
CIBC VISA	Snowbrushes	62.53	
Hodgins RONA	Grass Seed & Stepladder	261.71	
McDonald Home Hardware	Shop Supplies	239.48	
MicroAge Basics	Office Supplies	266.30	
<u>Roads</u> Hydro One	Turnberry Shop	286.05	
	Land	fill Total	14,370.24
Bluewater Recycling Assoc	Curbside Collection	13,688.82	
Joe Kerr Ltd.	Compactor Repair	476.00	
PE Inglis Holdings Inc.	Portable Unit	175.15	
<u>-andfill</u> CIBC VISA	Landfill Training	30.27	
	****	tor rotar	0,401.77
WD Hopper & Sons Ltd.	McCrea Well Replacement	ter Total	3,491.77
Township of North Huron WD Hopper & Sons Ltd.	Humphrey Well Expenses	943.33 1,130.00	
Hydro One	•	•	
Allstream	Belgrave Water Belgrave Water	68.15 1,297.24	
Kincardine Cable TV	Belgrave Water	41.75	
Hay Communications	Belgrave Water	11.30	



Municipality of Morris-Turnberry

Property Taxes



Property Taxes – General Info

Interim Billing – Mailed out last week of March (Q1 & Q2) Final Billing – Mailed out last week of August (Q3 & Q4)

2023 Tax Due Dates

- Q1 April 27
- Q2 June 29
- Q3 September 28
- Q4 November 30



How to Calculate Property Taxes

- Calculate the Municipality's Tax Levy
- Calculate the Municipality's Total Weighted Assessment
- Calculate the Municipality's Tax Rate
- Calculate the Tax Rate for All Property Classes
- Add County & School Board Rates
- Calculate Total Property Taxes



Calculate Tax Levy

Less:

County & School Board Levies

- Grants, User Fees, and Other Revenue - \$5,228,600

- Reserves Utilized <u>- \$594,509</u>

2022 Budget

\$13,898,940

- \$3,614,626

Tax Levy (Property Taxes Required) \$ 4,461,205



- Property Assessments are set by the Municipal Property Assessment Corporation (MPAC)
- Properties are reassessed on a 4-year cycle
- The last completed reassessment was for the 2016 year
- The 2020 reassessment was delayed due to COVID
- No reassessment in 2021, 2022 or 2023



Calculate Taxable Assessment

 Multiply the total assessment of each tax class by the class's tax ratio and % of Full Rate

MT has 18 different tax classes

Tab 18 of the 2022 MT budget



Calculate MT Tax Rate

		2022	Municipal	Rates				
							_	
			Tax	% of Full	Weighted	Weighted	Tax	Proof
		Assessment	Ratio	Rate	Ratio	Assessment	Rate	of Tax
	Residential							
RT	Occupied	287,367,762	1.00	100%	1.00	287,367,762	0.00843720	2,424,579.28
R1	Farm Awaiting Develop	186,000	0.25	100%	0.25	46,500	0.00210930	392.33
FT	Farmland	761,127,038	0.25	100%	0.25	190,281,760	0.00210930	1,605,445.26
TT	Managed Forest	5,797,900	0.25	100%	0.25	1,449,475	0.00210930	12,229.51
	Commercial							
CT	Occupied	16,454,600	1.10	100%	1.10	18,100,060	0.00928092	152,713.83
CU	Excess Land	64,900	1.10	100%	1.10	71,390	0.00928092	602.33
CX	Vacant Land	483,500	1.10	100%	1.10	531,850	0.00928092	4,487.32
XT	New Construction	12,124,300	1.10	100%	1.10	13,336,730	0.00928092	112,524.66
X7	Small Farm Business	46,900	1.10	25%	0.28	12,898	0.00232023	108.82
	Industrial							
IT	Occupied	4,606,900	1.10	100%	1.10	5,067,590	0.00928092	42,756.27
IH	Occupied, Shared PIL	165,900	1.10	100%	1.10	182,490	0.00928092	1,539.70
IU	Excess Land	174,500	1.10	100%	1.10	191,950	0.00928092	1,619.52
IX	Vacant Land	846,500	1.10	100%	1.10	931,150	0.00928092	7,856.30
IJ	Vacant Land, Shared PIL	3,400	1.10	100%	1.10	3,740	0.00928092	31.56
LT	Large Industrial	3,663,900	1.10	100%	1.10	4,030,290	0.00928092	34,004.36
JT	New Construction	4,866,400	1.10	100%	1.10	5,353,040	0.00928092	45,164.67
JU	New Const. Excess Land	92,100	1.10	100%	1.10	101,310	0.00928092	854.77
PT	Pipeline	2,420,000	0.70	100%	0.70	1,694,000	0.00590604	14,292.62
	Total	1,100,492,500				528,753,984		4,461,203.11
					To collect:	\$4,461,205.00		



Calculate MT Tax Rate

Tax Levy
Total Weighted Assessment

\$ 4,461,205

\$528,753,984

Municipal Tax Rate = Tax Levy / Weighted Assessment

Municipal Tax Rate = \$4,461,205/\$528,753,984

Municipal Tax Rate = 0.00843720



Calculate Each Class Rates

Municipal Tax Rate = 0.00843720

<u>Ratio</u>	Class Rate
1.00	0.00843720
0.25	0.00210930
0.25	0.00210930
1.10	0.00928092
1.10	0.00928092
0.70	0.00590604
	1.00 0.25 0.25 1.10 1.10



Calculate Total Tax Rate

2022 Rates	Residential	Farm	Commercial & Industrial
Morris-Turnberry	0.00843720	0.00210930	0.00928092
Huron County	0.00470373	0.00117593	0.00517411
School Board	0.00153000	0.00038250	0.00880000
Total	0.01467093	0.00366773	0.02325503



Property Assessment x Total tax rate = Property Taxes

Plus, Other Fees & Charges:

Water Fees, Curbside Fees, Streetlights, Dog Tags ect...

= Total Tax Bill



How to Lower Tax Rates?

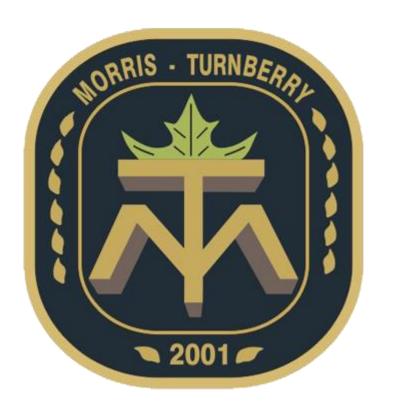
Tax Rate = Tax Levy / Total Weighted Assessment

<u>Lower Tax Levy</u> – lower net costs = lower rate

- Decrease Costs cut services or projects
- Increase sources of other revenue user fees, grants
 - Use reserves to offset large one-time expenditures

Increase Weighted Assessment – spread the costs out

Growth & Development



Municipality of Morris-Turnberry

2023 Budget Process



<u>Timeline</u>

Preliminary Draft to Council

1st Budget Meeting

2nd Budget Meeting

3rd Budget Meeting

Public Meeting

Pass Budget & Bylaw

2023 Budget

December 20, 2022

January 2023

Early March 2023

Late March/Early April 2023

Late March/Early April 2023

Late March/Early April 2023



Budget Process – Preliminary Draft

- Provided to council December 20, 2022
- Includes current year's actuals to date and staff's initial projections for year-end
- Includes first preliminary draft of the 2023 budget
- Provided to council to ensure necessary review time in preparation of the 1st Budget Meeting



Budget Process – 1st Meeting

- January 2023 all-day daytime meeting
- Department by department review of:
 - Actuals and projections for the prior year (2022)
 - Initial forecasted budget for the upcoming year (2023)
- Council sets priorities and provides guidance for the next draft budget
- Council may pass motions to approve tendering process for 2023 Capital Projects



Budget Process – 2nd Meeting

- Early March, part of regular council meeting
- 2nd draft of budget
- Review of changes from 1st meeting
 - Actuals & projections for prior year
 - Adjusted budget values as more info becomes available
- Council provides guidance on any outstanding items



Budget Process – 3rd Meeting

Late March / early April, part of regular council meeting

- 3rd Draft of budget
- Review changes from 2nd budget meeting

• Budget nearing final draft, leading to a public meeting



Budget Process – Public Meeting

 Final formal chance for the public to speak to the budget and its contents

Budget Summary Presentation by staff

 Public meeting has been held at the same council meeting as the 3rd budget meeting in the past



- Council directs staff to prepare a budget Bylaw
- Staff returns with final budget and associated bylaw for council's consideration
- Depending on outstanding items from the 2nd budget meeting, staff could prepare a bylaw for consideration after the 3rd budget & public meeting

MUNICIPALITY OF MORRIS-TURNBERRY REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Trevor Hallam, CAO/Clerk

DATE: December 6th, 2022

SUBJECT: 2023 Council Meeting Schedule

RECOMMENDATION

That Council adopt the proposed meeting dates for 2023 by resolution.

BACKGROUND

At the December 6th meeting of Council, a report was presented with a schedule for Council meeting dates for 2023. The dates worked on the standard rotation of being on the first and third Tuesday of each month, with a single meeting in January and August. The schedule presented one conflict with regard to the dates of the Ontario Good Roads Association Conference which two members of Council will be attending. Council was not in favour of holding a virtual meeting on the scheduled date that fell during the conference, and staff were directed to return options for alternative dates.

COMMENTS

PROPOSED 2023 MEETING DATES

Proposed Meeting Date	# of days to the next meeting	Notes
January 17	21	*Single regular meeting in January
February 7	14	
February 21	14	
March 7	14	
March 21	21	
April 11	21	*Single regular meeting in April
May 2	14	
May 16	21	
June 6	14	
June 20	14	
July 4	14	
July 18	21	
August 8	28	*Single regular meeting in August
September 5	14	
September 19	14	
October 3	14	
October 17	21	
November 7	14	
November 21	14	
December 5	14	
December 19	28	

All dates above avoid statutory holidays. Dates for conferences that have been of interest to Council in the past are as follows.

- The Rural Ontario Municipal Association conference is scheduled to be held in Toronto January 22-24
- The Ontario Good Roads Association conference is scheduled to be held in Toronto April 16-19
- The Association of Municipalities of Ontario conference is scheduled to be held in Ottawa August 20-23.
- The Rural Talks To Rural conference was held in October of 2022, and will not be held again until 2024, so no conflict is present with the dates above.

The schedule presented previously had meetings scheduled for April 4th and April 18th., the conflict being with the latter. To accommodate this, staff propose holding only one meeting in April, on the 11th. This places the meeting evenly between the last meeting in March and the first meeting in May, with a 21-day period between each. Throughout the rest of the Council calendar, 21-day periods between meetings are routine, based on how the dates fall in the calendar.

An alternative would be to move the April 18th meeting to Thursday April 20th. This would reduce the time between that meeting and the next to 10 days, or 7 days if the agenda cut off is considered, which may lead to a longer agenda on the 20th and a shorter one on May.

Staff recommend that Council adopt the schedule presented above, with a single meeting in April.

With budget deliberations approaching, Council may also wish to take this time to consider whether a special meeting its to be held for budget presentation and discussion as has been done in past years. In 2022 a morning meeting was held electronically and in 2021 a evening being was held electronically. Staff recommend considering a special budget meeting on January 24th for preliminary presentation by staff, review, and consideration, with subsequent budget deliberations being integrated into regular meetings of Council that follow.

ATTACHMENTS

None.

OTHERS CONSULTED

None.

Respectfully submitted,

Trevor Hallam, CAO/Clerk

MUNICIPALITY OF MORRIS-TURNBERRY REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Kim Johnston, Deputy Clerk

DATE: December 20, 2022

SUBJECT: Community Safety & Well-Being Plan Update - Appointment of Oversight Committee

and Next Steps

RECOMMENDATION

THAT the Council of the Municipality of Morris-Turnberry receive this report for information; and

THAT the Council of the Municipality of Morris-Turnberry appoints an Oversight Committee member for the Huron County Community Safety and Well Being Plan.

BACKGROUND

In 2018, the Province of Ontario passed Bill 175, "Safer Ontario Act". This Act requires that every municipality in Ontario adopt a Community Safety and Well-Being Plan (CSWB).

A "Working Group" was formed in November 2019 composed of persons appointed by each lower-tier municipalities in Huron County. The Working Group has been meeting on a regular basis and together with the Social Research & Planning Council (SRPC), operated by the United Way Perth-Huron, the Huron County Community Safety and Well-Being Plan was adopted (attached) on July 1, 2021.

Based on survey results, community engagement sessions 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
- 4. Community Security

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 Fall 2023.

NEXT STEPS

The Plan recommends that an Oversight Committee be established for the implementation and oversight of the Plan. The proposed Oversight Committee would be composed of an appointee from each municipality, a champion of each of the 6 sectors identified by the legislation, as well as a staff resource from the Working Group for purposes of minute taking.

The Oversight Committee will meet bi-annually in March and September and share information, upcoming campaigns, and requests for any assistance from a municipal level. Oversight Committee members have been carefully considered in order to bring forward champions of those sectors that sit on operable Action Tables. This collaboration and cross-sectoral approach will allow for greater communication and strategizing across not only municipalities but sectors.

The staff resource appointed by the Working Group would circulate meeting notes to all members of the Oversight Committee and the Working Group. The Municipal representatives on the Oversight Committee would be tasked to provide updates to their respective municipal Councils.

The Working Group will also meet bi-annually in April and October of each year. They shall discuss the actions and initiatives being completed and how the overall Plan is being moved forward in respect of these actions and initiatives. Each municipality may also chose to further the Plan in their own community independent of other municipalities, rather than relying solely on works already in progress and brought forward by the Oversight Committee. They may choose to do so by appointing a municipal coordinator or task force.

MOVING FORWARD

As Municipal Coordinator, bi-annual reports will be prepared and submitted to Council for their information, providing updates on the Plan's priority areas in respect of the Municipality of Morris-Turnberry.

Council will be required to review and approve any amendments to the Plan, as the Plan will be constantly updated as benchmarks are met or otherwise identified. The Plan must be reviewed at least once every four (4) years in accordance with the Act. Council may also wish to reprioritize the issues identified in the Plan, in accordance with changing needs of their community or to implement a more local approach, while maintaining ties with the greater Huron County community.

COMMENTS

ATTACHMENTS

- 1.0 Oversight Committee Draft Terms of Reference
- 2.0 Huron County Community Safety and Well-Being plan

OTHERS CONSULTED

Trevor Hallam, CAO/Clerk

Respectfully submitted,

Kim Johnston Deputy Clerk

Huron County Community Safety and Well-Being Plan Oversight Committee

Terms of Reference

December 2022

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1. **DEFINITIONS**

"Oversight Committee" – should be reflective of the community and include multi-sectoral representation. Individual members will ideally have the authority to make decisions on behalf of their respective agencies/organizations regarding resources and priorities. The Oversight Committee shall consist of, at the minimum:

- an appointee of each lower-tier municipality
- a person who represents the education sector
- a person who represents the health/mental health sector
- a person who represents the community/social services sector
- a person who represents the children/youth services sector
- a person who represents an entity that provides custodial services to children/youth
- a person who represents the police service board or a Detachment Commander

"Working Group" – shall consist of one administrative Member of each of the participating lower-tier municipalities. The Working Group shall provide strategic advice and guidance to their respective municipalities for operationalizing, amending and reporting on the CSWP within their own municipality.

"Member" – shall be an administrative representative of the lower-tier municipality as designated by each respective municipality, and who shall sit on the Working Group.

"Municipal Coordinator or Task Force" – each lower-tier Municipality may wish to form their own task force or appoint a coordinator to:

- implement or augment the CSWB Plan within their municipality
- monitor the CSWB Plan within their municipality
- measure and report to the Working Group at least annually with regard to the progress and achievements of the CSWB Plan within their municipality
- assist the municipal appointee to the Oversight Committee with any joint initiatives, or community outreach
- update corporate social media posts regarding CSWBP initiatives
- provide administrative services to the appointee to the Oversight Committee

"Sub-Committees" —the Oversight Committee may wish to divide into various groups:

- education
- seniors/adults with disabilities
- poverty/housing
- crime
- medical
- children/youth
- mental health

2. BACKGROUND:

On January 1, 2019, the Government of Ontario mandated municipalities to prepare and adopt a Community Safety and Well-Being Plan (CSWB Plan) by December 31, 2020, which was extended to July 1, 2021. Municipalities were required to work in partnership with 6 sectors: police services, health/mental health, education, community/social services and children/youth services to develop the CSWB Plan. The CSWB Plan is based on a collective impact approach that strives to bring people together to work towards a common agenda, based on equity. The Plan establishes a roadmap for how partners can collaborate across different sectors to make Ontario communities safer, more inclusive, and more resilient.

3. PRIORITY AREAS FOR ACTION:

Through focus group discussions, survey and consultation findings, the Advisory Group established four priority areas for action in Huron County:

- A. Mental health and addictions:
- B. Housing and homelessness;
- C. Domestic and family violence; and
- D. Community safety and security.

4. Moving Forward Together 2021 – 2025

As set out in the CSWB Plan, following creation of the Plan, an Oversight Committee may be established with a representative from each municipality, police, health care, social services, and other key stakeholders to share information and ideas and identify ways in which to collaborate. This Committee will build 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.¹

Currently, there are a number of action tables within Huron County that may be utilized in order to operationalize goals and strategies to achieve stated outcomes for identified and emergency Priority Areas. Several of the Oversight Committee members have been chosen strategically as they are also members of those Action Tables and will be requested to provide regular updates to the remainder of the Oversight Committee as progress is made on implementation of key activities. The remaining Oversight Committee members have been appointed by each lower-tier

¹ CSWB Plan

municipality to represent the municipality's interests in implementation of the Plan as well as to provide regular updates to their respective Councils. Implementation should be based on building on existing collaborations, initiatives, and system plans.

Due to differing priorities, needs, goals and abilities, municipalities may wish to proceed with augmenting existing initiatives or implementing new strategies, at their respective municipal levels, pursuant to their own terms. Nonetheless, municipalities are encouraged to collaborate and share ideas, campaigns, and other information while working towards their own goals.

It should be noted that although the work to create the Plan was undertaken by all 9 lower-tier municipalities as a whole, pursuant to the legislation each <u>Municipality</u> is responsible for maintaining, updating and reporting on their Plan, at a minimum, every 4 years. The process of reporting on the Plan shall be discussed by the Oversight Committee, with recommendations to Council.

5. FRAMEWORK: **Oversight Committee** - Provides expertise and knowledge - Shares information - Advises on campaigns and initiatives - Updates Council - Address the Priority Areas of the Plan Municipal Staff resource **Appointees** from Working Group Working Group Respective Councils

5.1 Working Group

Originally consisting of administrative designates of all participating lower-tier municipalities in Huron County together with members of the Police Services Board, the Working Group guided and directed key tasks required to complete the generic County wide CSWB Plan.

The Working Group will consist now only of administrative designates of the lower-tier municipalities. The Working Group shall appoint an individual to serve as staff resource to the Oversight Committee for the purposes of minute taking. The Working Group shall meet bi-annually and shall discuss, amongst other things, minutes of the Oversight Committee, what individual municipalities are undertaking (if anything), any opportunities for collaboration, changes in legislature, and reporting requirements. It should be noted that lower-tier municipalities will not be required or expected to work collectively with respect to any or all initiatives or recommendations brought forward by the Oversight Committee or other members of the Working Group.

5.2 Oversight Committee

The Oversight Committee shall consist of an appointee from each lower-tier municipality (i.e., Municipal Staff member or Council member), persons each representing a segment of the community (housing, social services, health, education, youth, etc.), and a staff resource from the Working Group for purposes of minute taking.

The main role of the Oversight Committee is to bring various sectors' perspectives together to provide strategic advice, information, data, goals, and direction to the municipalities through their appointees, regarding the implementation of the Plan, and to provide information and updates regarding initiatives and processes that align with or address key themes identified within the Plan.

Multi-sectoral collaboration is a key factor to successful CSWB planning, as it ensures an integrated approach to identifying and addressing priorities. An ideal Oversight Committee member should have enough knowledge about their respective sector to identify where potential gaps or duplication in services exist and where linkages could occur with other sectors. The Oversight Committee members should have knowledge and understanding of the other agencies and organizations within their sector, and be able to leverage their expertise if required. They are the subject matter "experts" or "champions".

While it would be difficult to have each hospital, school, youth group, etc. personally represented on the Oversight Committee, the Working Group has requested that each sector nominate or appoint a volunteer from each sector to sit on the Oversight Committee. See Membership of the Oversight Committee below.

5.3 Municipal Task Force or Coordinator

Each lower-tier municipality shall be free to form their own community centric Municipal Task Force or appoint a Municipal Coordinator to assist in implementing or augmenting the CSWB plan based on their own municipality's needs and goals.

Each of the Working Group, Oversight Committee and Municipal Task Force or Municipal Coordinator will comply with MFIPPA and PIPEDA.

6. MEMBERSHIP OF THE OVERSIGHT COMMITTEE:

Member agencies/organizations and community members recruited to the Oversight Committee by the Working Group should be reflective of the diverse make-up of the community and may have:

- Knowledge/information about the risks and vulnerable populations in the community;
- Lived experience with risk factors or part of a vulnerable group in the community;
- Understanding of protective factors needed to address those risks;
- Experience developing effective partnerships in the community;
- > Experience with ensuring equity, inclusion and accessibility in their initiatives; and

The Oversight Committee should, at a minimum, consist of the following representation:

- > A representative of the municipality or First Nations community;
- > A person who represents the education sector:
- ➤ A person who represents the health/mental health sector;
- ➤ A person who represents the community/social services sector;
- > A person who represents the children/youth services sector;
- A person who represents an entity that provides custodial services to children/youth;
- A person who represents the police service board or a Detachment Commander.

As this is the minimum requirement, the Working Group has the discretion to include additional representatives from key agencies/organizations on the Oversight Committee and/or their specific Municipal Task Force if desired.

The term of appointment is fixed to follow the term of Council (November 14, 2026). The Chair will be selected from the members of the Oversight Committee.

7. RESPONSIBILITIES OF OVERSIGHT COMMITTEE MEMBERS:

Understands the goals, objectives and desired outcomes of the CSWB Plan.

- Understands and represents the interests of their respective departments, organizations or reference groups.
- Acts on opportunities to communicate positively about the CSWB Plan.
- Actively participates in meetings through attendance and discussion.
- Supports open discussion and debate and encourages fellow Committee members to voice their insights.
- Identifies the key issues impacting the community in general, and in particular to the area municipalities and specific areas within them (priority areas for collective action).
- > Reviews Risk-Driven Tracking Databases and other databases/resources.
- Strategically identifies and prioritizes community safety and well-being issues for a potential response which may include establishing Action Tables.
- Provides oversight and guidance to fellow municipal appointees of the Oversight Committee through organizational and systems expertise, resources and other support as required.
- ➤ Identifies and provides recommendations regarding operating procedures to provide for a more integrated and aligned collaboration process across agencies and the County.
- Assists in developing a set of measurable outcomes against which success and progress will be measured.
- Municipal appointee members of the Oversight Committee shall report to their respective Councils and the public on the progress and achievements of the Oversight Committee.

8. RESPONSIBILITIES OF THE WORKING GROUP:

- Recruiting the appropriate agencies/organizations and individuals to become members of the Oversight Committee. This should include multi-sectoral representation and people with knowledge and experience in responding to the needs of community members;
- Appointing a staff resource from the Working Group to the Oversight Committee for the purposes of minute taking;
- Planning and coordinating Working Group meetings:
- > Finding replacements for members who discontinue participation in the Oversight Committee; and
- Performing related administrative tasks such as report preparation, social media schedules, and other tasks as agreed upon by the Working Group members.

9. MUNICIPAL RESPONSIBILITIES

Each lower-tier municipality shall be responsible for implementing, reporting on, and updating the Plan with respect to their own municipality. Other tasks may include:

- Ensuring the plan is publicly available within their municipality
- > Augmenting Plan initiatives through community centric actions
- Receiving and responding to requests for information about the Plan

- Updating and providing status information about initiatives to their respective municipal council
- Reporting to their respective Council and public on progress and achievements
- Reporting to the Working Group as necessary as to results of community led initiatives
- Appointing an administrative representative to participate in the Working Group
- Appointing a representative (Municipal staff member, Council member) of the municipality to the Oversight Committee

10. RESPONSIBILITIES OF THE CHAIR FOR EACH OF THE WORKING GROUP AND OVERSIGHT COMMITTEE:

- > Sets and prepares the agenda for each meeting.
- Clarifies and summarizes what is happening throughout each meeting.
- > Keeps the meeting moving by putting time limits on agenda items and tries to keep all meetings to a maximum of two hours.
- > Encourages broad participation from members in discussion by calling on different people.
- > Ends each meeting with a summary of decisions and assignments.
- Follows up with consistently absent members to determine if they wish to discontinue membership.

Should the Chair be unable to attend a meeting, he/she will contact one of the other members to serve as Chair.

11. RESPONSIBILITIES OF THE SECRETARY FOR EACH OF THE WORKING GROUP AND OVERSIGHT COMMITTEE:

- Assists in preparation of the agenda for each meeting.
- > Records what is happening throughout each meeting.
- > Prepares formal Minutes for each meeting and circulates them to all members
- Files and keeps track of all documentation, reports, and other pieces of information

12. QUORUM AND DECISION-MAKING — OVERSIGHT COMMITTEE & WORKING GROUP

12.1 **Quorum**:

A minimum number of **50%** of the Members of the Working Group is required for decision-making purposes at the Working Group level.

A minimum number of **50%** of the Members of the Oversight Committee is required for decision-making purposes at the Oversight Committee level, at least half of which must be appointees of the lower-tier municipalities.

12.2 Decision-making Process:

If a vote is requested, then it requires support from the majority (50%+1) of members who attend the meeting, whether it be a Working Group meeting or Oversight Committee meeting.

It should be noted that any decision made by the Oversight Committee and/or Working Group are not binding and are to be construed as a consensus or recommendation.

12.3 Frequency of Meetings:

Working Group

Meetings will be held bi-annually or at the call of the majority of the Working Group Committee members and/or Chair.

Oversight Committee

Following approval of a By-Law confirming the appointments to the Oversight Committee by at least 3 municipalities who have expressed a desire to continue with the Working Group, the Oversight Committee shall meet bi-annually, or at the call of the Chair, to review current data, trends, upcoming campaigns, requests of support, or concerns.

12.4 Agenda, Minutes, and Decision Papers:

A package will be sent to Working Group and Oversight Committee members electronically via email seven (7) business days in advance of their respective meetings, by the Secretary or Chair of that group or committee. This package will include the following:

- Agenda for upcoming meeting
- Minutes of previous meeting
- Any other documents/information to be considered at the meeting.

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 GinnMayor 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 GraceMayor 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 HardingReeve 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 MacLellanMayor 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 HefferMayor 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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Natasha Gaudio Harrison - Economic Development Huron

Rachel Anstett - Municipality of Central Huron

Rebekah Msuya-Collison - Municipality of South Huron

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Editor: Jake Papineau, Papineau Consulting

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. 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.



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.



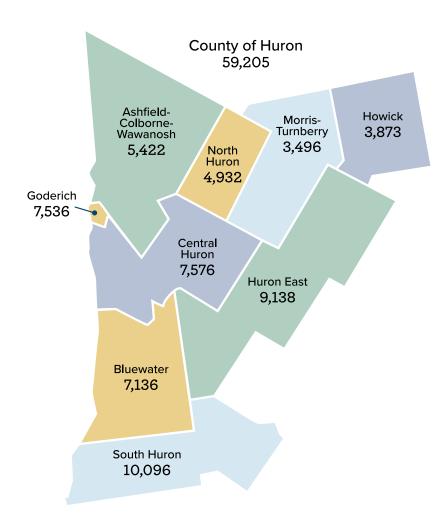
- Population growth and outmigration. Since at least 2009, Huron County has had more outmigration than in-migration. However, natural population growth has outpaced outmigration. As such, the County's population is projected to exceed 72,000 in the next 25 years. A notable trend is that most outmigration 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 incomesmust 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

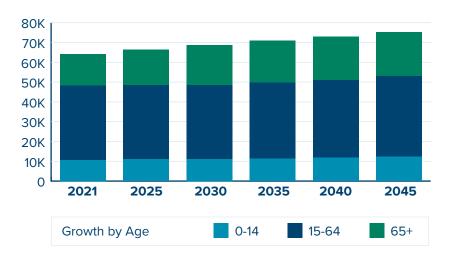
2016 POPULATION DISTRIBUTION BY MUNICIPALITY⁴



AGE BREAKDOWN

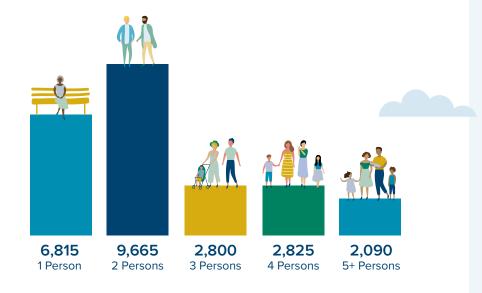
Population	Huron County	Ontario
Aged 0 to 14	9,985 (16.8%)	2,207,970 (16.4%)
Aged 15 to 64	35,855 (60.5%)	8,988,865 (66.8%)
Aged 65+	13,455 (22.7%)	2,251,655 (16.7%)
Aged 85+	1,780 (3.0%)	301,075 (2.2%)
Total	59,295	13,448,490
Average Age	43.6	41.0

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.

HOUSEHOLD COMPOSITION⁶





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

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.

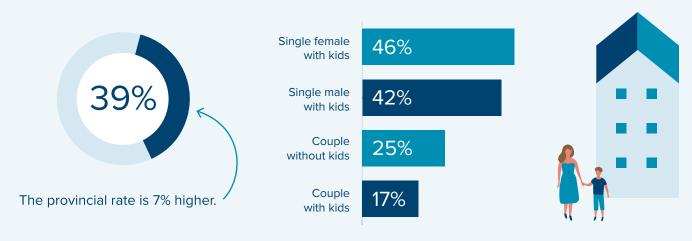
RENTER HOUSEHOLD INCOME

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

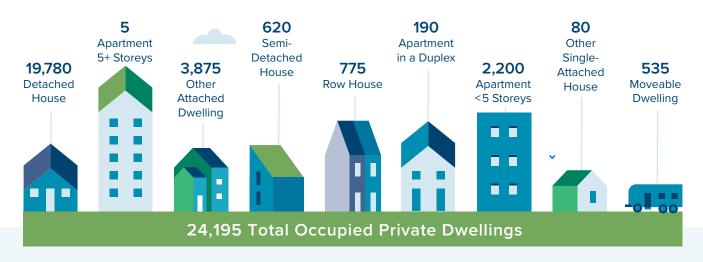
\$815

The average monthly cost of rent and utilities in Huron. The Ontario average is just over \$1,109.7

HOUSEHOLDS SPENDING 30%+ OF INCOME ON RENT AND UTILITIES8



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%

^{*}The 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 Rate4.0% 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.





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.

Seniors/Adults with Disabilities Rep

Poverty/Housing Rep

Crime Rep

Medical Rep

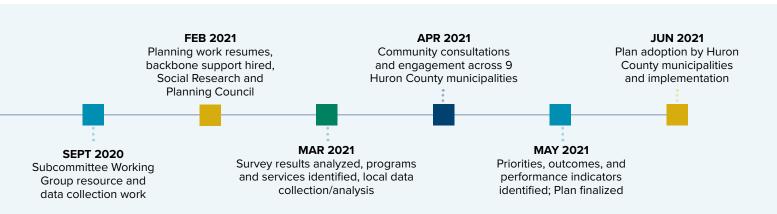
Children/Youth Rep

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-oflife-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.



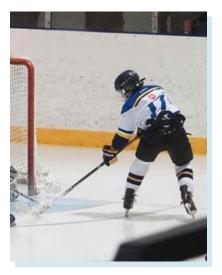
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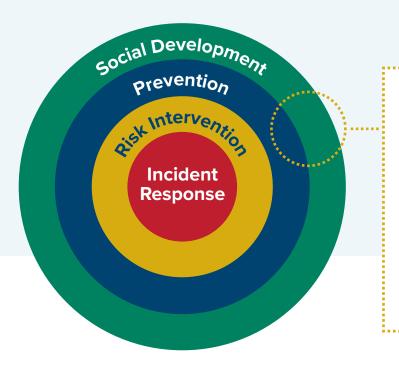
Huron's Approach to Community Safety and Well-Being

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. 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. 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.



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.



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.



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. The collective impact approach is characterized by five core elements that facilitate effective cross-sector collaboration:

- 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.
- 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.
- Mutually Reinforcing Activities: A diverse set of stakeholders, typically across sectors, coordinate a set of differential and mutually reinforcing activities.
- Continuous Communication: All participants are engaged in frequent, structured communication to build trust, assure mutual objectives, and create common motivation.
- 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.

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.

Pollow 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.

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?

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 (<u>Appendix C</u>), 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 alcoholrelated 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	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).
Services in Huron County.		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	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.
opment	the Roadmap to Wellness to reduce barriers to access.	 Explore feasibility of the following services: 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	Create effective, efficient, and digital training tools for implementation to prevent the need for Mental Health and Addiction services.
literacy/ awareness.		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.
Incide	Optimize emergency response by enhancing supports for mental health.	Support Mobile Crisis Rapid Response where ongoing monitoring of needs and challenges are identified.
Incident Response		Utilize mental health and addiction professionals to defuse and de-escalate crisis situations.
inse		Provide responses to Mental Health and Addictions issues in a timely manner with specialized services that meet immediate needs.

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 Market Home Homeless Emergency Transitional Social Affordable Affordable Market Rental Shelter Rental Home Ownership Housing Housing Housing Housing Ownership



\$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. 35 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 review³⁶ 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.^{37, 38}

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.³⁹

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**.40 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	
Coordinate efforts to reduce homelessness and prevent eviction.		Establish a bridge of supports to tenants and landlords to decrease evictions.	
■ n		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.	

 $See \underline{\textit{Appendix D}} : List of \ Community \ Activities \ addressing \ Housing \ Stability \ and \ Homelessness.$

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 if COVID-19 measures, isolation contributing to increased elder abuse; and longer shelter stays due to increased risk of violence.⁴⁸



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	Increase the understanding	Develop educational on-line tools that are accessible, appropriate, timely, and regularly updated and supported.
Social Development	and awareness of domestic and family violence as an issue.	Develop education and awareness campaign on family and intimate partner violence, for: • 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.	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.
		Support the new vision for Child Welfare in Ontario focussing on prevention, early intervention, and supporting children, youth, and families from marginalized communities.
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.

 ${\sf See} \underline{\sf Appendix} \, \underline{\sf D} {\sf : List of Community Activities addressing Domestic and Family Violence}.$



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 understand- ing 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.

SECTION 6: Evaluation Matrix

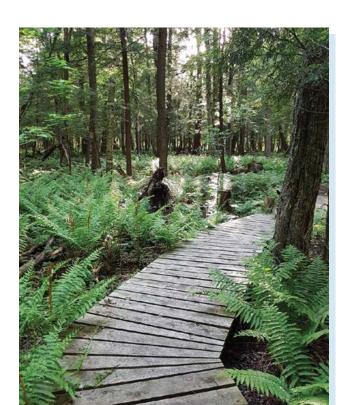


Through development of this Plan, local surveys, research, data, and reports were collected from across the region. An Evaluation Action Team was also established to collectively determine what success looks like, what measurements are needed, and what data is available to monitor potential impacts of 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	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 identifie	
	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)	Community survey and interview data	
	Partner input	
Key Themes	• Integration	
Addressed	• 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:

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:

- 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.

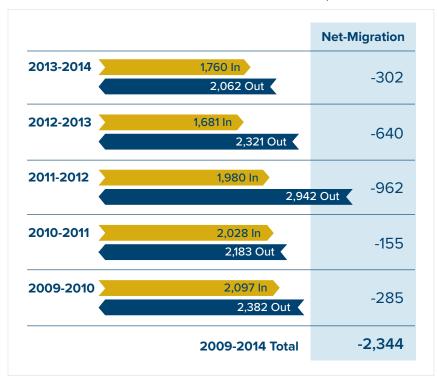
2. Develop an implementation plan.

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.

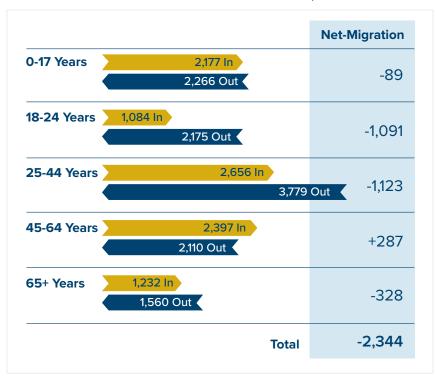
There are many efforts occurring in Huron that contribute to making the region feel safe and equitable for all. As an iterative and evolving Plan, we encourage service providers, residents, and local organizations to stay connected, share their work, and collaborate on new initiatives that contribute 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 Huron⁵⁷

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 Cohorts⁵⁸

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 Market⁵⁹

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.⁶⁰ 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.⁶¹

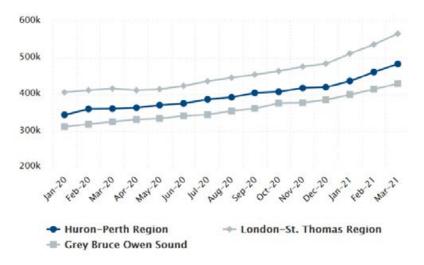
In the "How Much is Enough"⁶² report prepared by the Social Research and Planning Council individuals in Perth and Huron Counties with lived experience talked about the impacts of not earning enough, which includes food insecurity, poor physical and mental health, limited transportation options, lack 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	 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 	 Childhood trauma Greater disadvantage leading to higher mortality rates amongst poorly educated Poverty trap Health issues
Employment and Occupation 66, 67, 68, 69	Sense of purposeJob securityFinancial securitySocial statusPersonal development	 Unemployment Reduced income Underemployment Delinquency/Crime
Income ^{70, 71, 72}	 Higher standard of living Greater choice in food availability and quality, housing, physical activity, social participation, and health care 	 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" model⁷² 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 Survey⁷³ 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.74 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 homelessness⁷⁵ 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.76

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.⁷⁷ 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:⁷⁸

- 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 2020,79 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%).

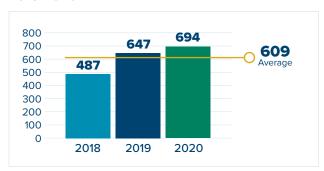
In a qualitative Rural Response to COVID-19 Residential Survey conducted by Dr. Leith Deacon,⁸⁰ University of Guelph, in August 2020 in Huron and Perth found a 79% increase in females reporting poor mental health and a 100% increase in males aged 18-29. Rural communities are highly vulnerable to the 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

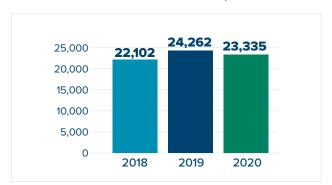
Violent Crime

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



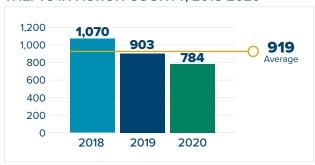
Less than 1% of offenders were strangers to the victims

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

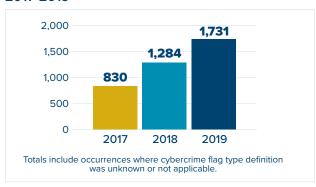
MENTAL HEALTH ACT CALLS IN HURON COUNTY, 2018-2020



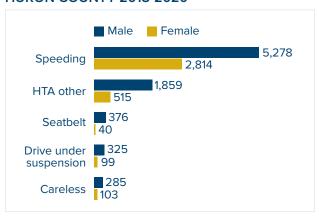
THEFTS IN HURON COUNTY, 2018-2020



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:

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
- <u>Understanding the Prevalence of Precarious Employment in Four County Area</u>
- 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)
- Transitionary 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)

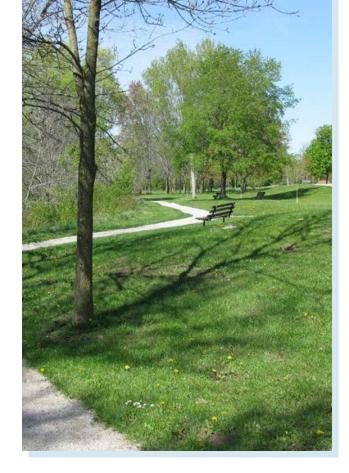
- Change laws and regulations around foreign home ownership. (7)
- Change laws and regulations around land development and housing. (12)
- Support is equal across all demographics. (14)

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 psy chosocial 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.

<u>Choices for Change</u>: 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 NOK 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 (MCRT) 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 MCRT 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

<u>Canadian Mental Health Association</u> 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.

<u>Huron County Social Services Homelessness</u> 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.

<u>Huron Women's Shelter</u>, 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.

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

Services begin once police have laid charges and continue until the court case is over.

Services area 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 NOM 2TO
- Clinton Family Health Team
 105 Shipley St., Clinton, ON NOM 1L0
- Huron County Community Health Team 32B
 Centennial Drive, Seaforth, ON NOK 1W0
- Grand Bend Area Community Health Centre
 69 Main Street East, Grand Bend,
 ON NOM 1TO
- Maitland Valley Family Health Team
 180 Cambria Road North Goderich,
 ON N7A 4N8
- North Huron Family Health Team
 271 Frances Street, Wingham, ON NOG 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 NOM 1G0
- Blessings Community Store Food Bank
 45 Main St. W, Zurich, ON NOM 2TO
- Exeter Community Food Bank
 249 Andrew St., Box 93, Exeter,
 ON NOM 1S6
- Friends of the Community Food Bank and Resource Centre, 9 Rattenbury St. E block 1565, Clinton, ON NOM 1L0
- North Huron Community Food Share
 405 Josephine St., Wingham, ON NOG 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
- <u>Salvation Army Goderich</u>
 309 Suncoast Dr. E, PO Box 397, Goderich,
 ON N7A 4C6
- <u>Salvation Army Wingham</u>
 205 Josephine St., Wingham, ON NOG 2W0
- <u>Seaforth and District Food Bank</u>
 72 Main St. (entrance at back of building),
 Seaforth, ON NOK 1WO
- 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 NOM 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-forprofit, 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 <u>worksheet</u> 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?

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?

- 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)

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	Not receiving care prior to mental health/addic- tion-related ED visit	% of Huron adults who did not receive care from a physician prior to a mental health/addiction-related ED visit	ICES
services	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
	Total crime	Rate reported actual incidents of total crime in Huron*	Reporting Survey
	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	Police-reported family disputes	Rate of reported family disputes (OPP)*	OPP
relationships	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, Municipali- ties 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





MUNICIPALITY OF MORRIS-TURNBERRY REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Trevor Hallam, CAO/Clerk

DATE: December 20th, 2022

SUBJECT: Emergency Management Program Committee Appointment By-Law Update

RECOMMENDATION

Staff recommend that Council consider passing by-law 57-2022 to update the appointees to the municipality's Emergency Management Program Committee at this meeting if no changes are required.

COMMENTS

On December 1st, the Municipality's Emergency Management Program Co-ordinator, Chad Kregar, held a tabletop emergency training exercise. The Emergency Control Group, made up of the Mayor, CAO/Clerk, Deputy Clerk, Director of Public Works, as well as representatives from the Ontario Provincial Police, Huron County Paramedics, and the Huron East Fire Department, was given the scenario of a fire due to a gas leak at Huronlea Home for the Aged. Through the course of the exercise multiple inputs and changes were given to the group by Mr. Kregar, requiring the group to reassess and adjust their approach to the scenario throughout. The exercise was held to ensure the municipality's compliance with the *Emergency Management and Civil Protection Act*.

On the same day, shortly after the end of the exercise, the Emergency Management Program Committee (EMPC) met to review the municipality's emergency management program and plan, critical infrastructure inventory, and hazard identification and risk assessment documents. Through this review process it was noted by Mr. Kregar that the by-law establishing the EMPC passed in 2017 appoints the "Administrator/Clerk-Treasurer", a title no longer used by the municipality. Mr. Kregar recommended updating the by-law to ensure clarity by replacing the title with that of the CAO.

By-Law 57-2022 has been prepared with this update and is included here for consideration.

ATTACHMENTS

1. Draft By-law 57-2022

OTHERS CONSULTED

Chad Kregar, Emergency Management Program Co-ordinator

Respectfully submitted,

Trevor Hallam, CAO/Clerk



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 57-2022

Being a by-law to appoint members to the Municipality of Morris-Turnberry Emergency Management Program Committee.

WHEREAS Council of the Municipality of Morris-Turnberry passed a by-law which established an emergency management program for the protection of public safety, health, environment, critical infrastructure, and property and to promote economic stability and a disaster-resilient community;

AND WHEREAS, Section 11 of O. Reg. 380/04 under the *Emergency Management and Civil Protection Act* establishes that every municipality shall have an emergency management program committee;

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

- 1. That the Emergency Management Program Committee for the Municipality of Morris-Turnberry be established;
- 2. That the Municipality of Morris-Turnberry Emergency Management Program Committee shall consist of those holding the following positions in the Municipality:

Community Emergency Management Coordinator Mayor Chief Administrative Officer Chief Fire Official Director of Public Works

- 3. That by-law 70-2017 is hereby repealed;
- 4. That this by-law will come into full force and effect upon its passing.

Read a FIRST and SECOND time this 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

Mayor	, Jamie Heffer
Clerk,	Trevor Hallam

MUNICIPALITY OF MORRIS-TURNBERRY REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Trevor Hallam, CAO/Clerk

DATE: December 20th, 2022

SUBJECT: Fire Chief Appointment By-Law Update

RECOMMENDATION

Staff recommend that Council consider passing by-law 58-2022 to update the appointment of the Fire Chief for the Municipality of Morris-Turnberry.

COMMENTS

On June 8th, the municipality received notice that Fire Chief Marty Bedard would be retiring, effective December 30th, 2022.

As Council is aware, Morris-Turnberry receives fire protection services from the North Huron Fire Department under a service agreement, and from Huron East under a service agreement, with a part ownership stake in the Brussels Fire Station. The position of Fire Chief is shared by North Huron and Huron East under a shared services agreement. With the announcement of Fire Chief Bedard's retirement, The Huron East and North Huron CAO agreed to continue the shared services arrangement for Fire Chief and Fire Prevention Officer services.

Following an extensive recruitment process, Kent Readman was hired as the new Fire Chief effective December 6, 2022. Mr. Readman has 20 years of experience in the volunteer fire service and has been in the role of Fire Chief for the past 5 years. Kent Readman is also active as a Director on the Ontario Association of Fire Chief's Board of Directors. He has roots in Huron County and was part of the North Huron Fire Department until 2015, when he left to further advance his goal of becoming a Fire Chief. Staff have met with Mr. Redman and Mr. Bedard to ensure a smooth transition and look forward to working with Mr. Redman.

To formalize the transition, staff have prepared by-law 58-2022 to appoint Mr. Redman as Fire Chief and Community Fire Safety Officer and to repeal by-law 32-2018 which appointed Mr. Bedard to those positions.

ATTACHMENTS

1. Draft By-law 58-2022

OTHERS CONSULTED

Marty Bedard, Fire Chief

Respectfully submitted,

Trevor Hallam, CAO/Clerk



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 58-2022

Being a by-law to appoint a Fire Chief and Community Fire Safety Officer for the Municipality of Morris-Turnberry.

WHEREAS the *Fire Protection and Prevention Act*, 1997, part 11 paragraph 6 (1) states that if a fire department is established for the whole or a part of a municipality or for more than one municipality, the council of the municipality or the councils of the municipalities, as the case may be, shall appoint a fire chief for the fire department;

AND WHEREAS, the *Fire Protection and Prevention Act*, 1997, Part 11 paragraph 2 (1)(a) states that every Municipality shall, (a) establish a program in the municipality which must include public education with respect to fire safety and certain components of fire prevention;

AND WHEREAS the *Fire Protection and Prevention Act*, 1997, Part 11 paragraph 2 (2) states that in discharging its responsibilities under Subsection (1), a municipality shall, (a) appoint a community fire safety officer or a community fire safety team; or (b) establish a fire department;

AND WHEREAS the Council of the Municipality of Morris-Turnberry has entered into agreements with the Township of North Huron and the Municipality of Huron East for the provision of fire protection and prevention services;

AND WHEREAS the Township of North Huron and the Municipality of Huron East have entered into an agreement for the services of a shared Fire Chief;

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

- 1. That Kent Readman be appointed as Fire Chief and Community Fire Safety Officer for the Municipality of Morris-Turnberry;
- 2. That by-law 32-2018 is hereby repealed;
- 4. That this by-law will come into full force and effect upon its passing.

Read a FIRST and SECOND time this 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

20 th day of December 2022	
Mayor, Jamie Heffer	
Clerk, Trevor Hallam	

MUNICIPALITY OF MORRIS-TURNBERRY REPORT TO COUNCIL

TO: Mayor and Council

PREPARED BY: Trevor Hallam, CAO/Clerk

DATE: December 20, 2022 **SUBJECT:** Tile Drain Loan

RECOMMENDATION

That Council passes by-law 59-2022, to impose a special annual drainage rate upon land in respect of which money is borrowed under the *Tile Drainage Act*.

BACKGROUND

Landowners in in Ontario planning to install a tile drainage system on their agricultural land are eligible for a tile loan under the Tile Loan Program from the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA).

All tile loans have 10-year terms, and repayments are made annually. Landowners are eligible for a loan of up to 75% of the value of the tile drainage work, up to \$50,000.00. The provincial government sets the program interest rate, which is currently at 6%. This rate is fixed for the full term of the loan, regardless of changes in market interest rates. The interest rate is calculated annually, not semi-annually, as is done by most financial institutions.

A landowner wishing to receive a loan under this program must submit a loan application form to council. Once council approves the application, the owner arranges to have the work completed by a licensed tile drainage contractor. The municipality will inspect the work upon completion and charges \$100.00 per hour plus mileage for the inspection. The municipality then prepares loan documents to send to OMAFRA. After processing these documents, OMAFRA issues a cheque to the municipality, which distributes the loan funds to the applicant.

The municipality collects the loan repayments from the owner and remits them to OMAFRA. The loan can be repaid in full at any time.

COMMENTS

In June of this year an application for a Tile Loan was received from a landowner. Council approved the loan at the August meeting, and the landowner set about having the work done by a licensed contractor.

The work has now been completed, as has the required inspection. Staff have prepared the necessary rating by-law, included here as 59-2022, as well as other required forms for submission to OMAFRA to sell the debenture.

It is recommended that by-law 59-2022 be passed at this meeting so the complete debenture package can be sent to OMAFRA for processing as soon as possible.

ATTACHMENTS

1. By-law 59-2022

OTHERS CONSULTED

Kirk Livingston, Andy Kester

Respectfully submitted,

Trevor Hallarn, CAO/Clerk



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 59-2022

A by-law imposing special annual drainage rate upon land in respect of which money is borrowed under the *Tile Drainage Act*.

WHEREAS owners of land in the municipality have applied to the council under the *Tile Drainage Act* for loans for the purpose of constructing subsurface drainage works on such land;

AND WHEREAS And whereas the council has, upon their application, lent the owners the total sum of \$43,800 to be repaid with interest by means of rates hereinafter imposed;

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry, pursuant to the *Tile Drainage Act*, enacts as follows:

1. That annual rates as set out in the Schedule "A" attached hereto are hereby imposed upon such land as described for a period of ten years, such rates shall have priority lien status, and shall be levied and collected in the same manner as taxes.

Read a FIRST and SECOND time this 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

Clerk, Trevor Hallam	



Corporation of the County of Huron 1 Courthouse Square Goderich, ON N7A 1M2 Canada **Tel:** 519.524.8394 Ext. 3257

Fax: 519.524.2044 www.huroncounty.ca

Huron County Accessibility Advisory Committee's 2022 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 "2022 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 County Council at the December 2022 County Council meeting.

Site Plan Reviews:

The Huron County Accessibility Advisory Committee has been actively engaged with Municipal and County staff as well as private businesses 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 to follow social distancing requirements during the Covid-19 Pandemic and by site visit later in 2022. Examples of completed and/or current site plan reviews in process for the year of 2022:

- Huron East Seaforth Splash Pad and recreational area
- North Huron Wingham Fire Hall Washroom Plan review
- Huron County Economic Development Office review
- Huron East Brussels Morris Grey Community Centre renovation review

- Huron East Seaforth Agricultural Society site visit/accessibility review.
- North Huron Belgrave Community Centre site visit/accessibility review.

Government Directives and Regulations:

The Accessibility Advisory Committee provided updates and advice about new government directives and regulations to County Council and the Municipal Working Group. The 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.

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.

The following is a listing of the 2022 Award Recipients:

Business Category Award
Sweets N' Treats, Blyth
McDonald's, Wingham
Deams Holdings Inc / Blyth Library

Public Sector Category Award

Huron County Library & Museum

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.

Continued use of Resources:

- Continued connectivity with County Council, Lower Tiers, and Businesses. Due to the
 continued Covid-19 impacts on curtailing events and activities, contact in 2022 with
 municipalities and the community has been via phone/virtual ZOOM meetings, email,
 and minimal face-to-face contact.
- 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.
- An Accessibility Tour of Blyth was held with the Huron County Building Officials and Municipal Planners to show and discuss various accessibility features of recreational facilities, parking, sidewalks, playgrounds, entrances, and businesses.
- The Committee continues to encourage local businesses to get involved in creating barrier free communities.
- HCAAC presented a "Accessibility and your Business" webinar May 25 via ZOOM. This
 webinar was organized by the Huron Economic Development Department and was held



Multi-Year Accessibility Plan

Huron County Accessibility Advisory Committee

January 2023

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 9 municipalities be it
mandated by legislation or inspired by
local community groups and people from
across Huron County sharing the vision of
Huron County's Accessibility Advisory
Committee.

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

standards. Since inception, the Huron County Accessibility 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 lower tier 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

Phone 519-524-8394, Extension 3257

Huron County Accessibility Advisory Committee 1 Courthouse Square Goderich, ON N7A 1M2

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 bettering its communities for all abilities including those with disabilities.

The Huron County Accessibility Advisory Committee (HCAAC) believes in taking action. That action today will improve tomorrow and strengthen our communities 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 provide Huron County businesses with the knowledge and information needed to create barrier free communities and economies.

The HCAAC created 3 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 Chambers of Commerce/BIA's to raise awareness of the AODA and the responsibility of businesses and not-for-profit organizations.

The Accessibility Review Sub Committee

The Review Committee is responsible for advising Councils, within 30 days, 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 will 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 on or after January 1, 2016.

Ontario's Building Code has been updated to include enhancements to accessibility in buildings.

This Sub Committee is responsible for drafting, periodically reviewing and updating the document titled "Huron County Universal Design and Accessibility Guidelines" and providing it to local 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 Sub Committee does site plan reviews which helps to break down barriers before they happen during construction of new buildings and renovations of old buildings. A building plan review form is on our website. Site Plan Review Checklists assist in the reviews. Forms and checklists are updated and reviewed regularly to adapt to 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 listing plan reviews and/or spaces from 2022:

- Huron East Seaforth Splash Pad and recreational area
- North Huron Wingham Fire Hall Washroom Plan review
- Huron County Economic Development Office review
- Huron East Brussels Morris Grey Community Centre renovation review
- Huron East Seaforth Agricultural Society site visit/accessibility review. North
 Huron Belgrave Community Centre site visit/accessibility review

The Sub Committee reports back to Council, advises participating municipalities and public businesses 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 will provide County staff with valuable information on items that need to be addressed during building upgrades.

Directive and Regulation Review Sub Committee

The third and final Sub Committee that assists the Huron County Accessibility Advisory Committee in breaking down barriers is the Directive and Regulation Review Sub Committee.

The Directive and Regulation Review Sub Committee will review any relevant regulations and directives and identify concerns, provide solutions, and provide recommendations to the Accessibility Coordinator, such as drafting new policies identified in IASR.

The Accessibility Coordinator will gather input from the Directive and Regulation Review Committee, the Municipal Working Group and the Senior Management Team and draft a response to the Ministry of Economic Development Employment, Job Creation and Trade and write County Council identifying areas of concern and workable 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 successful in removing and avoiding barriers in our communities.

BACKGROUND

Disability impacts the lives of many Ontarians, and the numbers of people with disabilities is increasing as the population ages. Today, over 15% of Ontario's population has a disability, including more than 40% of people over age 65. About 1.85 million people in Ontario have a disability. That is one in seven people. Over the next 20 years, as the population ages, the number will rise to one in five Ontarians. More than half of the

population has a friend or a loved-one with a disability and is influenced by them when deciding which businesses to solicit. Creating municipalities 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 dedicated tremendous resources towards 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

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.

Despite Covid-19 impacts that began in March 2020 the HCAAC has continued to meet virtually via ZOOM to discuss, review and focus on accessibility.

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 over 2021 and 2022 and looks forward to continuing that work in 2023. 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 have interviewed 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 our Committee members for their dedication, commitment, and passion for creating an inclusive society.

Thank you.

Warden Glen McNeil, 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 <u>Township of Ashfield-Colborne-Wawanosh</u> (Formerly Ashfield, Colborne, and West Wawanosh Townships)
- Corporation of the <u>Municipality of Bluewater</u>
 (Formerly Hay and Stanley Townships, plus the Villages of Bayfield, Hensall and Zurich)
- Corporation of the <u>Municipality of Central Huron</u>
 (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 <u>Municipality of Huron East</u>
 (Formerly Grey, McKillop and Tuckersmith Townships, Village of Brussels, and Town of Seaforth)
- Corporation of the <u>Municipality of Morris Turnberry</u> (Formerly Morris and Turnberry Townships)
- Corporation of the <u>Township of North Huron</u>
 (Formerly Village of Blyth, Township of East Wawanosh, and Town of Wingham)
- Corporation of the <u>Municipality of South Huron</u>
 (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 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: Chandra Alexander (2022)
- County Planning Department: Planner
- Municipal Building Official: Jeanette Zimmer
- Huron County CAO: Meighan Wark
- County Clerk: Susan Cronin
- Accessibility Coordinator

OUR VISION

The Huron County Accessibility Advisory Committee will inform and inspire people from across Huron County on making Huron County accessible for people of all abilities and ages. Age-Friendly Community Planning and the removal of barriers for persons with disabilities go together.

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 regarding 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.

The HCAAC is the advisory committee to Huron County Council and participating municipalities fulfilling the purpose of the ODA and the Accessibility for Ontarians with Disabilities Act (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 informing and inspiring people from across Huron County on making Huron County accessible for people of all abilities.

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, local businesses and County Council 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.
- 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 Regulation.
 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 Committee continued to enhance relationships with County Council, local municipalities, businesses.
- The Committee will join forces with volunteers and members of Huron County council and staff at events to promote inclusion for all.
- The Committee will keep Huron County Building Officials updated on "new"
 legislation with regards to the built environment, public spaces, and site plans.

2022 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 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 the Fall. 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 Committee reviewed 6 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 2022 Award
 Nominees/Recipients:

Business Category Award

Sweets N' Treats, Blyth

McDonald's, Wingham

Deams Holdings Inc / Blyth Library

Public Sector Category Award

Huron County Library & Museum

 The Committee continues to promote the Stop Gap program that was started in Huron County in 2014. This program encourages businesses to get involved in creating barrier free communities.



This picture shows an example of a Stop Gap Ramp. Please see their website at https://stopgap.ca/ for more information.

• 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/Councilors.

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 is 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.

Continued connectivity with County Council, Lower Tiers, and Businesses. Due to the
continued Covid-19 impacts on curtailing events and activities, contact in 2022 with
municipalities and the community has been via phone/virtual ZOOM meetings, email,
and minimal face-to-face contact.

- 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.
- An Accessibility Tour of Blyth was held with the Huron County Building Officials and Municipal Planners to show and discuss various accessibility features of recreational facilities, parking, sidewalks, playgrounds, entrances, and businesses.
- The Committee continues to encourage local businesses to get involved in creating barrier free communities. HCAAC presented a "Accessibility and your Business" webinar May 25 via ZOOM. This webinar was organized by the Huron Economic Development Department and was held to celebrate National Accessibility Week (May 29-June 4, 2022) This webinar was part of the Department's Small Business Webinar Series.
- 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.



 A Portable Accessible Washroom has been a 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 seeking feedback on our application from the Regional Development Advisor. Other sponsorships and partners are being approached.

- 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 period. 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.
- ZOOM Webinar "Showcasing the Accessibility features of the Goderich Waterfront" The
 purpose of the webinar was to show & discuss accessibility features of the Goderich
 Main Beach area, recreational facilities / parking areas, washrooms, change rooms,
 playground, and signage. Invitations were extended to Municipal Staff, including those
 involved with parking, public works, parks and recreations, Councillors, Planners.
- Provide Information on accessibility to Community Groups, including the G2G Rail Trail
 Association. Items for them to consider from Section 2.2 Recreational Trails from the
 Illustrated Technical Guide to the Accessibility Standard for the Design of Public
 Spaces, include:
 - o Rest areas
 - o Amenities along the trail
 - o Trail slope
 - o Need for and location of ramps to access the trail from parking areas
 - o Edge protection
 - o Signage larger lettering in Helvetica or Verdana, high tonal contrasting letters (white) on dark background (black)
 - o Clear paths with no obstructions
 - Hard surfacing of trail
- 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 and will be completed in 2023. An updated version will be provided
 to local Municipalities in 2023. This document assists in their review of site plans under
 section 41, Site Plan Control Area, of the Planning Act.

- 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.
- Accessibility Standards for Customer Service is part of Huron County's procurement process.

2023 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 Multi-Year Accessibility Plan Update and an Annual
 Accessibility Plan that contains the goals of Huron County and last year's
 successes.
- Under the requirements of both the ODA and the AODA, the HCAAC will continue
 to review in a timely manner and advise municipalities and local businesses 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.
- 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.
- The 2023 County Council Tour of Huron County will include a focus on accessibility
- The Huron County Library locations will be reviewed for accessibility.
- Awards Program for Businesses and the Public Sector will continue 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 an accessibility champion in Huron County through the Sandra Thompson Memorial Accessibility Champion Award. This individual will be recognized and help celebrate the International Day of Person with Disabilities on December 3.
- To increase awareness and create a stronger presence in the community, the Committee will explore ways to promote National Access Awareness Week.
- 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. Example, Accessibility and your Business webinars; Stop Gap, a program that encourages businesses to get involved in developing barrier free communities while getting recognized in the community for their efforts and participation.
- To proceed with the Portable Accessible Washroom project. Seek out sponsors and funding opportunities.
- The HCAAC will work with the County's IT department by providing recommendations to help make the County's website user friendly for persons of all abilities. 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 Multi-year Plan will be updated and presented to Council.
- The activities for 2023 will be summarized in the 2023 Accessibility Update Report
- Each of the 9 Municipalities are encouraged to add a summary of their accessibility projects in the Appendix for 2023.

BARRIER FREE COMMUNITIES, BETTER BUSINESSES AND BOTTOM LINES

People with disabilities regularly face barriers that prevent them from working, shopping, travelling and simply living and volunteering in their communities. The Accessibility for Ontarians with Disabilities Act, 2005 was passed leading to the creation of five standards in accessibility in the areas of Customer Service, Information and Communication, Employment, Transportation, and the Built Environment. Recognizing the leadership role of our government by passing the act in 2005, its local communities and private businesses that are now tapping into new customers while harnessing a larger, more diverse work force.

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: 2023 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 Economic Development, Job Creation and Trade.

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

Committee Responsibility

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 lower tier 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.

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.

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 Ontario Government.

HCAAC Responsibility

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

Council Responsibility

Huron County Council is responsible for keeping appropriate lower tier 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.

Committee Responsibility

The Municipal Working Group is responsible for keeping appropriate lower tier 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, not being any longer than 30 days.

Ongoing

5. Provide Accessibility Information to the County and local MunicipalitiesProvide 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 collaborate 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.

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

Ongoing

Objectives Driven by HCAAC and Community

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 People of All Abilities

1. Connect with local School Boards

The Committee will continue to enhance relationship with the Avon Maitland District School Board and Huron Perth Catholic District School Board and focus on the importance of changing societal stigmas associated with individuals living with a disability. The greatest change starts with our youth.

HCAAC Responsibility

The Accessibility Education Subcommittee encourage joint ventures with the local school boards.

The Subcommittee will explore options for participating with the School Boards for National Access Awareness Week.

Council Responsibility

County Council will be consulted with in the development stages.

Committee Responsibility

The Accessibility Education Subcommittee will consult with the Municipal Working Group during development stages.

Timeline Targets

Ongoing

2. Develop relationships with County Council, Municipalities, and local businesses Develop information sources for new legislation.

Webinars / Presentations to BIA's, lower tiers and to agencies and business by individuals with disabilities, putting a face to accessibility issues.

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 Subcommittee will develop accessibility information for local businesses. This information will be accessible online / weblinks / and therefore always available.

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.

Committee Responsibility

The Accessibility Coordinator will work with the Municipal Working Group to schedule presentations at a Council Meeting.

Timeline Targets

Ongoing

3. 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.

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.

Committee Responsibility

Municipal Working Group 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

Ongoing

4. Promotion of the Stop Gap Ramp Project to Municipalities

The Ramp Project provides free deployable entry ramps to businesses with single stepped storefronts that can prevent access to people.

HCAAC Responsibility

No action required.

Council Responsibility

Be aware of Program

Committee Responsibility

No action required.

Timeline Targets

Ongoing

5. Training for business

Prepare a list of training options on accessibility for local businesses.

Explore opportunities to host events to bring awareness of accessibility.

HCAAC Responsibility

The Accessibility Education Subcommittee and the Accessibility Coordinator develop Information Pkg on Governments Regulations.

Explore social media options to use when providing the training.

Council Responsibility

County Council to review Information Package

Committee Responsibility

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

Timeline Targets

Ongoing

6. 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.

Committee Responsibility

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

Timeline Targets

Ongoing

7. Events

Actively participate in local events such as Dream Big and Discovery Abilities.

HCAAC Responsibility

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

The Coordinator will help organize volunteers to support the events.

Council Responsibility

County Council will receive request.

Committee Responsibility

Municipal Working Group will approach their Council to attend events.

Timeline Targets

TBD

8. 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 is recommended to be incorporated 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 (falls on December 3 each year)

Committee Responsibility

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

Timeline Targets

Ongoing

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

Development Requiring Consultation with the Huron County Accessibility Advisory Committee Under the Design of Public Spaces Standard, AODA 2005

Design of Public Spaces Standard, Integrated Accessibility Standards 191/11 http://www.mcss.gov.on.ca/documents/en/mcss/accessibility/DOPS%20Guidelines%20(short)%20FINAL%20April%202014%20EN-s.pdf

Organization Compliance Dates

Affected Organizations	Compliance Dates
Ontario Government and Legislative Assembly	January 1, 2015
Designated public sector organizations with 50+ employees	January 1, 2016
Designated public sector organizations with 1-49 employees	January 1, 2016
Private and not-for-profit organizations with 50+ employees	January 1, 2017
Private and not-for-profit organizations with 1-49 employees	January 1, 2018

Municipal Development under the Design for Public Spaces Standard that require consultation with the HCAAC and the public:

Development Requiring	Design Elements	Page Number in
Consultation with		"Illustrated Technical
HCAAC		Guide to the Accessibility
		Standard for the Design of
		Public Spaces"
Recreational Trails and	Trail slope	23-24
Beach Access Routes	• Need for, and location of	
(all compliance dates	ramps on trails	
apply)	• Need for, location and	
	design of:	
	 Rest areas 	
	 Passing areas 	
	Viewing areas	
	 Amenities on trail 	
	 Any other pertinent 	
	feature	
	Consultation on Beach	
	Access Routes	

Development Requiring Consultation with HCAAC	Design Elements	Page Number in "Illustrated Technical Guide to the Accessibility Standard for the Design of
		Public Spaces"
Outdoor Play Spaces (Private and not-for-profit organizations with 49 or fewer employees are not required to comply)	 Needs of children and caregivers with various disabilities Accessibility Features 	50-51
Exterior Paths of Travel (Private and not-for-profit organizations with 49 or fewer employees are required to comply)	Design and placement of Rest Areas	81
On-Street Parking (Only Designated Public Sector organizations of 1- 49 and 50+ employees are required to comply)	Need for, location and design of accessible on- street parking spaces	99-101

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 3's and share this Section with other municipalities to show examples of what is being done throughout Huron County to provide universal accessibility.

APPENDIX 3: Municipality Summary Municipality of _____

Summary of Accessibility-Related Projects

1.	Accessible Projects Completed in	(this year)
	•	
2.	Accessible Projects Ongoing in	(this year and next year)
3.	Accessible Projects Proposed in	(next year)

Appendix 3.1 Municipal Accessibility Project

For information, this Section includes a Summary of Municipal Accessibility Projects undertaken by our local municipalities.

Please see below.

APPENDIX 3: Municipality Summary

Township of Ashfield-Colborne-Wawanosh

Summary of Accessibility-Related Projects

- 1. Accessible Projects Completed in 2021
- a) Municipal Office Renovation with significant accessible upgrades including Ramp w/ tactile warning strips, power operated entry doors, barrier-free path of travel (power doors from lobby area to/from reception area and council chambers), accessible public washrooms w/ power door operators, accessible-height reception area, and braille signage. Employee facing upgrades include: Ramp, accessible entry door, barrier-free path of travel (power door operators or lever-style door hardware throughout office), accessible kitchen elements including low microwave below counter, barrier-free staff washroom w/ power door operator and emergency hardware.
- b) New Municipal Website: Website complies 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 features 'Accessibility Checking', a testing tool aimed at helping you fix accessibility issues before they happen. It also meets ADOA standards for accessibility and Web Content Accessibility Guidelines.
- 2. Accessible Projects Ongoing in 2021 and 2022
- a) Implementation underway with meeting management software, eSCRIBE. Complainant with accessibility requirements such as AODA and WCAG 2.0.
- 3. Accessible Projects Proposed in 2022
- a) New parking lot painting, with new accessible decals.

APPENDIX 3: Municipality Summary

Township of North Huron

Summary of Accessibility-Related Projects

- 1. Accessible Projects Completed in 2022
- New Municipal Website Website complies 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 features 'Accessibility Checking', a testing tool aimed at helping you fix accessibility issues before they happen. It also meets ADOA standards for accessibility and Web Content Accessibility Guidelines

- Opening of the Blyth Fire Hall and Public Works Facility The newly built Blyth Fire Hall and Public Works Facility is a full accessible building used for staff resources. The building includes accessible and automatic door hardware and an accessible floor plan to accommodate all patrons and meet AODA standards and requirements.
- 2. Accessible Projects Ongoing in 2021 & 2022
- Construction of Accessible Washrooms at the Wingham Fire Hall Reconstruction
 of the Wingham Fire Hall washrooms will begin in 2022. The construction will
 include constructing of a separate washroom and shower facilities for female
 firefighters, and installing accessible showers, doors, sinks and toilets. This
 reconstruction of the space will meet accessibility standards set out for public
 buildings under AODA requirements.
- Implementation of Accessible Documents Administrative staff continue to convert
 existing Township documents into an accessible format. Staff have started by
 converting frequently used documents such as by-laws and policies and continue to
 implement accessible templates for various documents moving forward. These
 documents meet AODA standards for accessibility and Web Content Accessibility
 Guidelines in order to be displayed on the new Township of North Huron website.

3. Accessible Projects Proposed in 2022

- Construction of Accessible Ramp and Doors at North Huron Municipal Office The
 construction of the accessibility ramp and three sets of accessible entrance doors at
 the North Huron Municipal Office is expected to begin in Spring of 2022 and be
 completed within the year. The project will include the removal and disposal of
 existing railings, concrete stairs and associated foundations and the build of a new
 accessibility ramp and three sets of accessible doors to better serve and
 accommodate patrons and employees using the facilities.
- Installation of Accessible Door Hardware Additional accessible door hardware will be installed at the North Huron Wescast Community Complex to increase accessibility and use of the facility by all patrons. Automatic door hardware will be installed on the exterior access door at the rear of the facility as well as five interior doors. This update to the facility will exceed AODA's prescribed requirements.

APPENDIX 3: Municipality Summary

Municipality of South Huron

Appendix 2 to South Huron Accessibility Report – CL#039 -2021 1 CL#039-2021

2021 update and progress on the AODA Regulations

The following outlines our progress in 2021 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.
- An internal web working group was created to ensure staff across the organization has training related to 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 continues to update templates for accessibility on the website.
- Added 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 o Reports are produced annually on the progress and implementation of the multi-year Accessibility Plan, and this information is be posted on our website and will be available in alternate formats, upon request.
 - O The multi-year Accessibility Plan will be reviewed and updated once every five vears.
 - O The Municipality, as legislated, will file Accessibility Compliance Reports with the Ministry for Seniors and Accessibility
 - O The Corporate Accessibility Policy has been updated to reflect changes to any of the standards
 - O 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: o Recruitment, assessment and selection
 - O Accessible formats and communication supports for employees
 - O Workplace emergency response information
 - O Documented individual accommodation plans
 - O Return to work process
 - O Performance management
 - O Career development and advancement
 - O 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.

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: o Repair, maintenance, and removal of barriers on municipal trails, sidewalks and public spaces
 - O Fire Code inspections of private, public, and municipal facilities
 - O Building Code inspections of new or renovated facilities
 - O Health and safety inspections of all municipal facilities
 - O 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 Review Committee North-East Corner of Highway 4 (Main Street North) and Thames Road East (County Road 83) review
- 2022 Election Accessibility Plan will be provided to the Huron County Accessibility Advisory Committee for review prior to finalizing.
- South Huron Zoning By-Law and South Huron Official Plan to be converted to an accessible format in 2022.
- Fire Master Plan and Community Risk Assessment only additions to "Not deemed practicable to be made accessible document list" for 2022
- On-Line permitting for building permits that is accessible to anyone with any device, browser, and operating system

- to celebrate National Accessibility Week (May 29-June 4, 2022) This webinar was part of the Department's Small Business Webinar Series.
- 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.



- A Portable Accessible Washroom has been a 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 seeking feedback on our application from the Regional Development Advisor.
- 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.
- ZOOM Webinar "Showcasing the Accessibility features of the Goderich Waterfront" The purpose of the webinar was to show & discuss accessibility features of the Goderich Main Beach area, recreational facilities / parking areas, washrooms, change rooms,

- playground, and signage. Invitations were extended to Municipal Staff, including those involved with parking, public works, parks and recreations, Councillors, Planners.
- Provide Information on accessibility to Community Groups, including the G2G Rail Trail
 Association. Items for them to consider from Section 2.2 Recreational Trails from the
 Illustrated Technical Guide to the Accessibility Standard for the Design of Public
 Spaces, include:
 - o Rest areas
 - o Amenities along the trail
 - o Trail slope
 - o Need for and location of ramps to access the trail from parking areas
 - Edge protection
 - o Signage larger lettering in Helvetica or Verdana, high tonal contrasting letters (white) on dark background (black)
 - Clear paths with no obstructions
 - o Hard surfacing of trail
- 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 and will be completed in 2023. An updated version will be provided
 to local Municipalities in 2023. This document assists in their review of site plans under
 section 41, Site Plan Control Area, of the Planning Act.



CONSULTING ENGINEERS

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December 8, 2022

Mr. Trevor Hallam CAO/Clerk Municipality of Morris-Turnberry P.O. Box 310 41342 Morris Road Brussels, Ontario **NOG 1H0**

To the Council & Staff of the Municipality of Morris-Turnberry,

As the holiday season quickly approaches, it is important to take this time to reflect on the past year and appreciate all that we have been able to accomplish and celebrate our achievements.

While we often hope, during this season of merriment, that people have all they need to enjoy the holidays in all the ways they are celebrated, we know this is not the case for everyone.

In the spirit of giving back to the communities where we work, and as a token of our appreciation, we have again decided to support your community by donating \$100.00 to the Huron County Food Bank.

Happy Holidays,

DIETRICH ENGINEERING LIMITED

William J. Dietrich, P.Eng.

windfunds.

WJD:sm

Avon Maitland District School Board

Board Meeting Highlights - December 13, 2022



Good News

Return of Holiday Concert Celebrations

Chair Nancy Rothwell indicated that she was pleased to see that schools across the district are hosting holiday concerts and other celebrations. She reported that students, parents/guardians and grandparents are pleased to attend these events!

Training for Special Education Resource Teachers

Superintendent Kathy Boyd was pleased to report that Special Education Resource Teachers joined professional development sessions led by the Program team to support early reading by learning about Kindergarten, grade 1 and grade 1/2 student phonological and phonemic awareness. Positive feedback was received from participants and presenters.

Mental Health and Well-being Team Receive Suicide Prevention Training

Superintendent Laura Marotta reported that Applied Suicide Intervention Skills Training (ASIST) was provided to the entire Mental Health and Well-being (MHWB) team. This training provides skilled, life-saving interventions that support students.

Successful Breakfast Programs

Vice Chair Michael Bannerman recently attended school council meetings at Romeo and Shakespeare Public Schools. He reported that both schools are running successful school nutrition programs that are led by volunteer Henry Molenhuis. A huge thank you to Mr. Molenhuis for his support!

School Community Involvement

Trustee Robert Hunking wished to acknowledge schools for their community spirit as they participate in food drives, fundraisers and other initiatives to support those who may need extra support. He expressed his pride for their community involvement.

Staff Presentations

Update on the Director's Work Plan

Superintendent Cheri Carter presented information about the Long-Term Accommodation Plan (LTAP). This goal is connected to the I AM Prepared and Engaged sections of the Director's Work Plan (DWP). She outlined the activities that will occur throughout this school year including: Continuing to build the Capital Project Reporting Process, enhancing and promoting the Data Dashboards, developing tools/processes to assist with forecasting space pressures in AMDSB schools, continuing to build partnership relationships, and building the LTAP document.

Superintendent Laura Marotta presented an overview of the Mental Health Engagement Strategy which is connected to the I AM Well and Prepared sections of the DWP. Overall, the strategy aims to engage staff, students, families and community members in the promotion of Mental Health and Well-being (MHWB) in a multi-tiered approach. This approach includes embedding Social Emotional Learning (SEL) practices in all K to 12 classrooms, supporting the MHWB of marginalized and racialized students, suicide prevention and intervention, the establishment of strong community partnerships and service pathways, and the provision of learning opportunities for both staff and families to build capacity in understanding and fostering positive MHWB.

Student Trustee Update

Student Trustee Abigail Peel reported that the Student Senate completed their edits to their constitution and made updates that align with other board policies. They have also waiting to hear back from Green Tech about e-waste collection and are looking to apply for a grant from Learning for a Sustainable Future that will support their other sustainability initiatives. They also discussed incorporating indigenous versions of the national anthem and collaborating with indigenous education leads to provide more information about increasing the variety in daily land acknowledgements.

Chair Update

Chair Nancy Rothwell reported that trustees participated in their first regular lunch 'n learn on the topics of Communications and Information Technology. She also provided a brief update about the recent conference call between board chairs and the Minister of Education.

She also shared kind words about Superintendent Kate Creery who is retiring at the end of December. Kate has made a huge impact on AMDSB staff and students throughout her time, particularly in the area of equity and she will be missed greatly. April Smith will be returning to our district from the Grand Erie District School Board effective Monday January 9, 2023.

Senior Staff Update

Field and Forest Program Engages Students in Outdoor and Indigenous Learning



Superintendent Kate Creery reported that System Vice Principal Katie Padfield-Jackson and Indigenous Lead Monique Pregent are working on the Fields and Forest Program that is engaging elementary students in land-based and indigenous learning. They have reached over 50 educators and almost 900 students so far. The program utilizes the school yards and is adapted based on weather. The program embraces the premise that if you live on the land, you care about the land and that you will take action to protect it. Each school will have three visits from the team and the program will continue into the spring. A full update will be provided to trustees in the spring.

Future Board Meetings

Meetings that include Regular Sessions will be hosted in person at the Education Centre in Seaforth (62 Chalk St. N.) with the option for connecting online. Members of the public are welcome to attend the Regular Board Meeting sessions (in person or online). Meeting details (including online meeting links and agenda packages) are posted on the Board Meeting page.

 Tuesday, January 31, 2023: Committee of the Whole, Closed Session at 4:45 p.m. and Regular Board Meeting at 6:00 p.m.

Future Meetings/Events with Trustee Representation

- Equity Steering Committee December 21, 2022 at 12:30 p.m. (GDCI)
- Special Education Advisory Committee January 11, 2023 at 4:00 p.m.
- Environment Committee January 12, 2023
- Finance Committee January 17, 2023 at 3:00 p.m.
- Pathways Advisory Committee January 19, 2023 at 7:00 p.m.
- Joint Health and Safety Committee January 26, 2023 at 1:30 p.m. (via Microsoft Teams)
- Ontario Public School Board Association Public Education Symposium January 26 to Saturday, January 28, 2023
- Supervised Alternative Learning January 30, 2023 at 8:30 a.m.



Municipal Councillor Orientation Toolkit

Joëlle Lamport-Lewis

Background

This Councillor Information Package was created by the Social Research and Planning Council (SRPC) to serve as a resource to those interested in pursuing their candidacy in the upcoming municipal election. The background on six social justice issues in Perth Huron is presented as is the 'ideal response' and possible actions to address the 'burning question'. Numerous resources, both those produced by the SRPC and those authored by other local, provincial and national stakeholders, are also included for further reading on each of the following topics:

- Poverty
- Housing and Homelessness
- Income (Living Wage, Basic Income)
- Mental Health and Addictions
- Equity, Diversity and Inclusion: Indigenous Issues & Systemic Racism
- Community Safety and Well-Being

This document is also intended to provide an understanding of the local landscape and the need for a shared governance solution. Federal, provincial, territorial and municipal governments need to cooperate in order to deliver programs and services such as health care and social welfare to all citizens. We have moved away from this model in favour of federal government retrenchment and "flexibility" for provinces and territories, resulting in weakened accountability, the erosion of national standards and further fragmentation of Canada's patchwork of social programs. The federal government must work with the provinces, territories, municipalities and Indigenous Communities in the funding of services and the setting of standards. Federal transfers to the provinces and territories and equalization payments are integral to supporting universal programs in Canada.

About Social Research and Planning Council

As an operational committee of the United Way Perth-Huron, the SRPC consists of individuals from across Perth-Huron with expertise, experience and an interest in social justice. Through the collection and use of evidence-based research and data, the SRPC seeks to inspire holistic problem-solving by providing its communities and stakeholders with a clear path forward.

In particular, the SRPC inspires social progress through research, planning and evidence-based action, acting both as a Knowledge Broker and as a Collaborator. As a Knowledge Broker the SRPC facilitates, educates and disrupts. Stakeholders are directly engaged to address challenges, explore partnerships to transform industry practises, and lead events to share expert thinking and promote discussion on a variety of relevant and locally driven issues (e.g., housing, poverty, income).

As a Collaborator the SRPC works together with community partners on complex social challenges, discussing practical responses to challenges facing communities and sharing actions with relevant stakeholders in cross-disciplinary conversations and network dialogue.

The goals of the SRPC are therefore to:

- Increase Awareness Increase awareness and understanding of community challenges and opportunities as well as government actions
- Identify Patterns Identifying issues and opportunities across communities and regions
- Convene Connect people and groups to create opportunities in communities
- Build Capacity Share knowledge and research
- Propose Action Identify opportunities for action and build on the momentum.
 Harness insights and solutions from the community and share this knowledge and research.

Municipal Government Responsibilities (may differ by region)

The provincial government determines the powers of municipal governments. Municipal governments in Ontario are responsible for providing many of the services within their local boundaries that you rely on daily such as:

- Airports
- Ambulance
- Animal Control and Bylaw Enforcement
- Arts and Culture
- Child Care
- Economic Development
- Fire Services
- Garbage Collection and Recycling
- Electric Utilities
- Library Services
- Long-term Care and Senior Housing
- Maintenance of Local Road Network
- Parks and Recreation
- Public Transit

- Planning New Community
 Developments and Enhancing
 Existing Neighbourhoods
- Police Services
- Property Assessment
- Provincial Offences Administration
- Public Health
- Sidewalks
- Snow Removal
- Social Services
- Social Housing
- Storm Sewers
- Tax Collection
- Water and Sewage

The Current Context

The COVID-19 pandemic had a disproportionate impact on marginalized and vulnerable people. Over the past two years, rural communities and small cities have experienced an influx of change. It is imperative to recognize local opportunities for progress that address vulnerabilities and make us more resilient.

Social Research and Planning Council's Goal:

What is Social Justice?

Social justice is the assertion of the ideal that all humans should have the same rights and opportunities. From access to health care to safe spaces to live, social justice aims to level the playing field and eliminate discrimination. The idea behind social justice is we all have innate value as human beings and no person's value is more or less than anyone else's.

Different social justice issues come to the forefront at different times, and certain issues might be more relevant across different countries, societies, cultures, cities and neighborhoods. They affect people's access to different types of goods, services and opportunities. Social justice issues are often wide-ranging and diverse. Below are a few of concern locally today.

Exploring Major Social Justice Issues in Perth-Huron

Different social justice issues come to the forefront at different times, and certain issues might be more relevant across different countries, societies, cultures, cities and neighborhoods. They affect people's access to different types of goods, services and opportunities. Social justice issues are often wide-ranging and diverse. Below are a few of concern locally today.

Poverty

Question: How has the COVID-19 pandemic affected our most vulnerable citizens?

Ideal Response

The COVID-19 pandemic heightened inequities in our communities. Our goal is to build toward an equitable recovery. This requires lifting people out of poverty in a dignified manner by ensuring they can afford basic needs such as safe and affordable housing, healthy food, and health care; ensure economic barriers — such as child care, transportation, racial and gender discrimination — are reduced; and promote full participation in society and equitable opportunities for vulnerable people.

Actions

- Support individuals in filing taxes.
- Promote Living Wage to employers.
- Support a Food Policy Council in Canada and healthy food for all Canadian school kids.¹
- Support oral health programs.

Background

The pandemic has increased the number of people in our communities struggling to afford food, find affordable homes and/or experiencing homelessness. A collective

¹Healthy Food for All Canadian school kids https://foodsecurecanada.org/resources-news/news-media/we-want-national-healthy-school-food-program

response is needed to engage community organizations to meet these basic and strategic needs in our community.

The COVID-19 pandemic highlighted health inequalities within racialized, Indigenous, Black and low-income communities.² People living in low-income neighbourhoods were hospitalized at over double the rate of those living in higher income areas.

Housing affordability for low-income families — rental and ownership — continues to outpace wage growth. There are long-term effects and families are struggling in areas such as nutrition, education, transportation, child care and health care.

- Perth Huron vacancy rates sit at 0–0.7%.³
 - Across Perth-Huron the average price of homes sold in September 2021 was \$615,459, up 33.7% from September 2020.
 - A jurisdictional market scan (2018–2021) highlighted a continued increase in rental market rates of 58–74% since 2018.⁴

Food Insecurity

Household food insecurity — the inadequate or insecure access to food due to financial constraints — is a serious public health problem in Canada. It negatively impacts physical, mental, and social health and costs our health care system considerably. By the time someone reports they are struggling to put food on the table, they are also struggling to afford other basic needs.

Household food insecurity is closely linked to income. As a household's income declines, the risk of food insecurity increases. In 2021, the average Canadian family paid up to an extra \$966 for food. For an average family of four, that means a \$14,767 annual grocery bill.⁶

Local data identifies:

- Huron County (HC) food banks reported 33 % of the visits involved children and 15% seniors (60+), with a total of 17,675 visits in 2021.
- The Huron County Food Bank Distribution Centre Mobile Food Bank (MFB) program had 5,268 visits, up 50.68% over 2020.
- In total, there were 22,943 visits in 2021 (20,961 in 2020) to HC Food Banks & MFB program.
- In Perth County (Stratford & St. Marys included) the 4 food banks served reported 12% serving seniors (60+) and 31% serving children with a total of 5,726 visits.

Resources

How Much Is Enough? report: https://perthhuron.unitedway.ca/wp-content/uploads/2019/10/2019-09-05-How-Much-is-Enough-Website-version-FINAL.pdf

² https://www.cihi.ca/en

³ CREA The Canadian Real Estate Association, Huron Perth Association of Realtors. January 2022 https://creastats.crea.ca/board/huro

⁴ Stratford Business Case for Alternate AMR 2021

⁵ Household food Insecurity in Canada, Canada Food Insecurity Policy Research: https://proof.utoronto.ca/food-insecurity/

⁶ https://news.uoguelph.ca/2021/12/food-price-report-families-to-pay-nearly-1000-more-for-food-in-2022/

- Photovoice project: https://perthhuron.unitedway.ca/community-resources/social-research-planning-council/photovoice/
- Canadian Institute for Health Information report: https://www.cihi.ca/en

Housing and Homelessness

Question: How can municipalities participate in solutions addressing the housing crisis in Perth-Huron?

Ideal Response

Municipalities must work in collaboration with provincial and federal government programs addressing gaps for renters and expanding attainable and affordable market and non-market housing units*.

Opportunities for municipalities to address the housing crisis through social and economic solutions will ensure all Perth-Huron citizens have access to adequate, attainable and affordable housing.⁷

*CMHA definitions:

- Affordable Housing costs less than 30% of a household's before-tax income
- Attainable Housing- housing that is Adequate in condition (no major repairs needed) Appropriate in size (bedrooms appropriate for household) Affordable (costing less than 30% of before-tax income) Accessible to Services (located in areas where common services are available) and Available (a range of housing types).

Actions

Association of Municipalities Ontario's (AMO) outstanding recommendations to address the housing supply and affordability crisis remain relevant.⁸

- Update and modernize planning policies and procedures where applicable
- Create building incentives for affordable, attainable housing development.
- Explore an accommodation tax.
- Increase the supply of Affordable Market Housing for families.
- Expand affordable housing options.
- Address homelessness.
- Utilize innovative housing solutions including supportive, co-operative and social housing.
- Support people with their health care needs for successful tenancy.

Background

AMO highlights the state of Ontario's housing crisis. Housing is in short supply. Home ownership is out of reach for many. Rents are too high relative to incomes and Ontario's homeless desperately need a roof over their heads.

⁷ Association of Municipalities Ontario

 $[\]underline{https://www.amo.on.ca/sites/default/files/assets/DOCUMENTS/Reports/2019/FixingHousingAffordabilityCrisis20190814.pdf}$

⁸ Fixing the Housing Affordability Crisis. 2019 AMO.

https://www.amo.on.ca/sites/default/files/assets/DOCUMENTS/Reports/2019/FixingHousingAffordabilityCrisis20190814.pdf

The lack of suitable affordable housing in Ontario is a significant problem that all orders of government must work together to address in partnership with the private, non-profit, and co-operative housing sectors.

The federal and provincial governments have recognized the severe housing challenges facing families and came together recently with various strategies, plans and funding programs addressing the issue. While these initiatives are welcome, more must be done to meet the housing challenges faced by people in our communities. AMO recommendations listed above remain relevant.

Resources

- Future of Housing: https://perthhuron.unitedway.ca/wp-content/uploads/2022/02/2022-02-10-the-Future-of-Housing-FINAL.pdf
- Supportive Housing: https://perthhuron.unitedway.ca/wp-content/uploads/2021/06/2021-Supportive-Housing-Report.pdf
- Lived Experience Expert Panel report: https://perthhuron.unitedway.ca/wp-content/uploads/2021/05/Leep-Summary-Formatted.pdf
- Association of Municipalities. Fixing the Housing Affordability Crisis. 2019: https://www.amo.on.ca/sites/default/files/assets/DOCUMENTS/Reports/2019/FixingHousingAfforda
 bilityCrisis20190814.pdf

Income (Living Wage, Basic Income)

Question: How do rural communities and small cities create community resiliency?

Ideal Response

Supporting Living Wage employers is a start in achieving a sustainable quality of life in Perth-Huron.

The concept of a living wage is bigger than income. It is about ensuring our neighbours can afford to pay their rent and buy nutritious food, our workers are healthy and able to pay for transportation to get to work every day and our children are given sufficient social and educational opportunities so they can flourish.

Basic Income can be good for business. Putting money in citizen's hands lets them spend it in their local economies, which could cause private capital investments to increase up to \$15 billion a year — more than double all Canadian venture capital investments a year.⁹

Basic Income is a raise for working Canadians. Economic activity from Basic Income would cause businesses to hire, spending up to \$32 billion a year in total wages— as much as the profits of our top 3 banks.¹⁰

⁹ Canadian Centre for Economic Analysis (CANCEA) Report https://assets.website-

 $[\]frac{files.com/5f07c00c5fce40c46b92df3d/5fcf8ed17fb77568bd94cfcb}{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}$

¹⁰ Canadian Centre for Economic Analysis (CANCEA) Report https://assets.website-

 $[\]frac{files.com/5f07c00c5fce40c46b92df3d/5fcf8ed17fb77568bd94cfcb}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20Reach\%20of\%20Basic\%20Income\%20Programs\%2020201203\%20FINAL.PDF.pdf}{ams\%2020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20FINAL.PDF.pdf}{ams\%202020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20FINAL.PDF.pdf}{ams\%202020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20and\%20FINAL.PDF.pdf}{ams\%202020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20Impacts\%20And\%20FINAL.PDF.pdf}{ams\%202020201203\%20FINAL.PDF.pdf} \\ \frac{Potential\%20And\%20$

Actions

- Provide incentives (e.g. tax, fees, etc)¹¹ to encourage local business owners to pay a Living Wage.
- Provide public support by writing a letter or meeting with the Member of Parliament that Basic Income can grow Canada's economy while ending poverty and growing the middle class.
- Discuss Living Wage and Basic Income at the Warden's Caucus meetings, Regional Municipal meetings, etc.

Background

Many people struggling financially prior to the pandemic were unprepared for a brief emergency, let alone prolonged economic shutdowns:

- 57% of people with incomes make less than \$35,000 in Perth-Huron. 12
- 30% of employees worked longer hours, with the number of employees working 41–51 hours per week doubling from 2019 to 2020.¹³
- In 2019, 4% of the population at Perth and Huron had more than one paid job and that number increased to 6% in 2020.¹⁴

COVID-19 has increased hardship and risk for those with lower incomes¹⁵ — curtailing services they relied on to make ends meet, increasing daily living costs, deepening social isolation and exposing low-wage essential workers to increased health risks. In 2019, 23% of families in Huron and 28% families in Perth were identified as low-income family status.¹⁶

Living Wage¹⁷

Fostering resiliency in small cities and rural communities requires economic flexibility and the ability to recognize new opportunities moving forward. The purpose of the Living Wage is to strengthen and support local employers' efforts to attract and retain employees. The Living Wage is a response to the rise in precarious employment and a key part of economic growth, providing workers and their families with a better way of life, benefiting employers and helping build more vibrant and healthy communities.

Living Wage helps bridge the gap:

- Workforce: Perth-Huron is a region that needs to attract and retain a workforce. Collectively, we are a community of low unemployment rates and precarious employment. Securing a Living Wage assists in the retention and attraction of employees to our community.
- Income: Income levels have not kept pace with the rate of inflation. A Living Wage helps narrow the inflation rate gap.

¹¹ Canadian Centre for Economic Analysis https://www.cancea.ca/publications/ubi

¹² Statistic Canada, Tax filers and dependants with income by total income, sex and age https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110000801

¹³ UWC Demographics and Community Dashboard, Environics Analytics Data, Community Life Part 3. (WHW120C1, WHW120C11, WHW120C21, WHW120C31, WHW120C36, WHW120C41, WHW120C51)

¹⁴ UWC Demographics and Community Dashboard, Environics Analytics Data, Community Life Part 3 (Variable WHW1101

¹⁵ Statistic Canada, Financial resilience and financial well-being of Canadians during the COVID-19 pandemic. September 2021 https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2021008-eng.htm

¹⁶ Annual Income Estimates for Census Families, Individuals and SeniorsT1 Family File, Final Estimates, 2019. Reference 20026 - 976982 ¹⁷Perth Huron 2020 Living Wage https://perthhuron.unitedway.ca/wp-content/uploads/2021/11/Perth-Huron-Living-Wage-2021.pdf

 Housing: Development of all types of housing is critical to economic and social development within Perth-Huron. A diverse selection of housing will attract families and skilled labourers.

Basic Income, New Report: Basic Income can grow Ontario's economy \$40B/year, add 287,000 jobs

Canadian Centre for Economic Analysis¹⁸

- Basic Income is a sustainable investment that can grow Ontario's economy, create jobs, raise wages, and support businesses while ending poverty.
- Basic Income can be good for business. Putting money in Canadians' hands lets them spend it in their local economies, which could cause private capital investments to increase up to \$15 billion a year — more than double all yearly Canadian venture capital investments.
- Basic Income is a raise for working Canadians. Economic activity from Basic Income would cause businesses to hire, spending up to \$32 billion a year in total wages — as much as the profits of our top 3 banks.
- Basic Income can be a self-sustaining investment. Basic Income could grow the
 economy more than it costs in the long term, making this a sustainable
 investment over time. It could generate \$22 billion a year in new government
 revenues from new economic activity as much as all El Premiums paid by
 employees and employers.
- Basic Income could grow the economy sustainably while lifting 3.2 million families out of poverty and growing the middle class.

Resources

- Perth-Huron Living Wage 2021: https://perthhuron.unitedway.ca/wp-content/uploads/2021/11/Perth-Huron-Living-Wage-2021.pdf
- Lived Experience Expert Panel Basic Income: https://perthhuron.unitedway.ca/wp-content/uploads/2021/01/2021-01-27-LEEP-Report-FINAL.pdf
- Basic Income report: https://perthhuron.unitedway.ca/wp-content/uploads/2020/07/2020-07-16-Quarterly-Report-Basic-Income.pdf
- Canadian Centre for Economic Analysis (CANCEA) Report https://assets.website-files.com/5f07c00c5fce40c46b92df3d/5fcf8ed17fb77568bd94cfcb_Potential%20lmpacts%20and%20Reach%20of%20Basic%20Income%20Programs%2020201203%20FINAL.PDF.pdf

Mental Health and Addictions

Question: What can we do about increased mental health and addictions needs in our community?

Ideal Response

Municipalities deliver community health, income support and social services, recreation, housing, and policing services, all of which connect to mental health.

¹⁸ Economic Impacts and Reach for Basic Income Programs in Canada: CANCEA Report https://www.ubiworks.ca/groweconomy

Mental health and addictions cause some of the most serious challenges in our communities and those who suffer from them are among those in greatest need.

We can change the narrative around mental health and addictions through education and awareness, decreasing stigmas and increasing investments in collaborative local solutions.

Action

- Invest in the Mobile Crisis Rapid Response Teams (MCRRT) in Perth-Huron and explore opportunities to invest in Crisis Outreach and Support Team (COAST). Mobile teams consist of a plainclothes police officer and a mental health professional (Registered Nurse, Occupational Therapist, or Social Worker) driving an unmarked car. The team provides mobile assessments and support to people who may be experiencing a mental health crisis.
- Educate ourselves and ensure the public is aware of the supports available.
- Decrease stigma around mental health and addictions particularly in males and create safe spaces for dialogue to raise awareness of the mental health crisis.
- Strengthen partnerships in decreasing barriers to access of services in rural, remote communities. (e.g. support virtual care, internet communications technology and accessibility)
- Support nonprofit and charitable mental health and addictions (MHA) community organizations and services.

Background

Current realities in Perth-Huron:

- 80% more people self-assessed their mental health as poor since the onset of the pandemic.
- Youth, females and those with low income experienced mental health decline at higher rates.
- In any given year, 14–20% of the population will personally experience a MHA problem or illness. Taking the conservative estimate of 14%, this equates to 20,580 of the total rostered patient population for the Huron Perth and Area Ontario Health Team (HPA-OHT) (including children and youth).
- Mental Health impacts people and their families from all walks of life, regardless of age, education, income level or culture.
- Over 24,000 people in Perth-Huron could benefit from some level of MH&A services.
- The economic cost of mental illness nationally is estimated at \$51 billion/year.
- 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.
- 70% of mental health issues start during childhood or adolescence.

The Government of Ontario outlines the system challenges in the "Roadmap to Wellness: A Plan to Build Ontario's Mental Health and Addiction System, 2020" and will impact local needs as outlined:

- **Wait Times** Demand for MH&A services exceeds available capacity, often resulting in long wait times for services.
- Barriers to Access Community residents do not know what services exist or where and how to get help.
- **Fragmentation** Poor coordination across the system results in inefficiencies and poor client and family experiences as people struggle to navigate between services.
- **Uneven Quality** Consistency and quality of services vary from provider to provider and between regions.
- Lack of Data Communities, service providers and system planners do not have access to the information they need, limiting effective oversight and accountability.

Resources

- Forward Together: https://perthhuron.unitedway.ca/wp-content/uploads/2021/04/Forward-Together.pdf
- Rural Response to COVID-19: https://perthhuron.unitedway.ca/wp-content/uploads/2021/04/2021-04-23-Response-to-COVID Mental-Health-Across-P-H-FULL-REPORT.pdf
- Roadmap to Wellness: A Plan to Build Ontario's Mental Health and Addiction System, 2020: https://www.ontario.ca/page/roadmap-wellness-plan-build-ontarios-mental-health-and-addictions-system

Equity, Diversity and Inclusion: Indigenous Issues & Systemic Racism

Question: Why is equity, diversity and inclusion important to communities in Perth-Huron?

Ideal Response

Perth-Huron communities are at a critical point in needing to strengthen an equitable social and economic future. Creating more inclusive and welcoming communities where everyone feels they belong will provide a safe, sustainable future for all.

Action

- Develop training, protocols and accountabilities to ensure a culture of inclusion in workplaces.
- A commitment to an action plan, funding and a timeline to complete all of the Calls of Action and Calls for Justice as soon as possible.
- A commitment to a comprehensive anti-racism action plan to provide directions on initiatives aimed at combatting anti-Black, anti-Indigenous, anti-Asian and all other forms of racism.

Background

Research shows that health, social and economic inequities led to the pandemic having a greater impact on Indigenous, Black, Asian and racialized communities, who are significantly more at risk of exposure to COVID-19 and who experienced far higher rates of infection and mortality than other communities. Workers in these communities experienced much higher rates of unemployment during the pandemic because they

faced systemic disadvantages like lower paid precarious work, fewer career advancement opportunities and less access to basic services.

The COVID-19 pandemic has affected all parts of the workforce and to ensure a strong economic recovery, we cannot lose sight of the critical economic contribution women and vulnerable populations make. A research paper commissioned by the Huron County Immigration Partnership shows that:¹⁹

- 8 in 10 Indigenous residents of Perth-Huron report being discriminated against in the past three years.
- 7 in 10 visible minorities say they've been discriminated against, compared to 5 in 10 white, non-immigrants.
- To compare, 6 in 10 members of London's Indigenous population reported discrimination over the same period, while 4 in 10 visible minorities reported at least one act of discrimination since 2018.

The unflattering report comes at a time when Perth-Huron needs to attract more residents to fill hundreds of jobs. Many of those new residents will be visible minorities who have no tolerance for discrimination based on an individual's skin colour.

Indigenous peoples: The Truth and Reconciliation Commission's 94 Calls to Action were released in December 2015. More than five years later, only 14 have been completed and 20 have seen no progress at all. It has been over two years since the release of the National Inquiry into Missing and Murdered Indigenous Women and Girls report with no plan of action. As the remains of more and more children on the grounds of former residential schools are revealed, non-Indigenous Canadians can no longer turn a blind eye to the structural injustices and violence faced by Indigenous peoples.

Persons with disabilities: The pandemic impacted people with disabilities more severely than many Canadians. A Statistics Canada survey showed over one third of people with long-term health conditions or disabilities experienced a temporary or permanent job loss or reduced hours during the pandemic. Over half had difficulty meeting at least one financial obligation or essential need. The pandemic exposed the inadequacy of current financial support provided to persons with disabilities.

Gender Equity: Women were disproportionately impacted by the pandemic, whether because they took on most of the burden of home schooling, child care, and elder care, or because they were more likely to be working in the front line service sector and health care jobs, or because they were more likely to have lost work due to the pandemic. Even women in academia published significantly less than in previous years and significantly less than their male counterparts.

Resources

¹⁹ Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous People in Huron Perth https://www.huroncounty.ca/wp-content/uploads/2021/11/2021-11-16-Report-Discrimination-Huron Perth.pdf

- Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous People in Huron Perth: https://www.huroncounty.ca/wp-content/uploads/2021/11/2021-11-16-Report-Discrimination-Huron Perth.pdf
- Truth and Reconciliation Calls to Action: https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls to action english2.pdf

Community Safety and Well-being

Question: What is Community Safety?

Ideal Response

Community safety is about helping communities be and feel safe. It is important that people feel safe where they grow, live, work and spend leisure time. There are ways people can get involved to help improve safety in their own communities. It is a shared responsibility of all members of the community and requires an integrated approach. Community Safety and Well-being plans are developed to address root causes of crime and complex social issues by focusing holistically on social development, prevention and risk prevention. These plans recognize that complex issues cannot be addressed in isolation or solely on an incident response basis.

The goal of this plan is to achieve a sustainable community where everyone feels safe, has a sense of belonging, opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

Action

- Invest in a Community Safety and Wellbeing Implementation Plan in Huron County.
- Collaborate and/or coordinate with Community Safety and Wellbeing implementation in Perth County.
- Invest in Community Improvement Plans that take into consideration Social Planning.
- Identify indicators to monitor and measure the performance of the collaborative CSWB work and to gain the co-operation of the public with the police in preventing crime.

Background

In January 2019, new requirements for Community Safety and Well-being (CSWB) planning came into force. The Police Services Act, 1990 (PSA) was amended and municipalities across Ontario were given time to develop and adopt a plan.

Municipalities are working on CSWB plans in partnership with multi-sectoral advisory committees including 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 (e.g., mental health, addictions,

violence against women, affordable and attainable housing, safety, food security and recreational opportunities).

- Gender Based Violence: Gender-based violence and violence against women includes violence based on gender norms and unequal power dynamics, committed against someone based on their gender, gender expression, gender identity, or perceived gender. It takes many forms, including physical, economic, sexual, as well as emotional abuse.
 - Actions:
 - Need for gender-based violence prevention and sustainable core funding.
 - General public awareness of gender inequity and gender-related oppression.
 - Applying a gender lens could make Huron Perth a better community for everyone.
 - Need for better access to mental health services and resources for anyone escaping gender-based violence/unsafe domestic situations.

Resources

- Community Safety and Well-being Plan Perth: https://www.cswb-stratfordperthstmarvs.com/
- Community Safety and Well-being Huron: https://www.northhuron.ca/en/living-here/Huron%20County%20CSWB%202021.pdf



Source: HOMELESSNESS-AWARE: Bethany, 19, for The Couch Project. Photo: Barry Smith 310815BSG04

How does *Supportive Housing* help to address homelessness?

Housing First

When people have housing, they no longer need to worry about meeting that basic need. With their housing burden alleviated, it becomes possible to solve the issues that contributed to their experience of homelessness in the first place.

"Housing First does not promise to be the only response necessary to end homelessness in a given community – ideally it plays an important role alongside other interventions, including prevention, emergency services, and other models of accommodation and support (including effective transitional and supportive housing models that lead to permanent and adequate housing)." There is no instant or magic solution to a longstanding and complex societal problem like homelessness. Communities realize the greatest outcomes when they pair the core Housing First elements of housing and supports with other interventions that help people nurture supportive relationships and become meaningfully engaged in their communities.

Supportive Housing

As community dialogue about supportive housing increases, so does the confusion about what exactly is supportive housing? It is a good question without a short and tidy answer. As defined by the Province, "Supportive housing generally refers to a combination of housing assistance and supports that enable people to live as independently as possible in their community". Housing assistance can come in many forms including rent geared-to-income, a defined rent supplement, or a housing allowance, and housing types

(e.g., dedicated buildings, individual units). Supports also take a variety of forms and vary in intensity based on people's unique needs. A few examples of supports include counselling, personal support, case management, income support and assistance with applying for social assistance, assistance with medication, and life skills training (e.g., purchasing food/meal preparation, and money management)."

Supportive Housing encompasses a variety of support programs and styles. It can be transitional or permanent. Across Ontario supportive housing programs serve a wide range of people, including high-risk seniors, persons with mental health related needs, serious mental illness, and/ or problematic substance use, persons with physical disabilities, persons with developmental disabilities, persons with acquired brain injuries, persons with terminal/chronic illness, persons who have a history of homelessness or are at risk of homelessness; youth at risk; and survivors of domestic violence.

Supportive Housing services are widely recognized as key elements that assist people who are homeless, or at risk of homelessness, and who face multiple barriers to housing stability. Support services include both clinical and non-clinical services to help people remain stably housed. Supportive Housing services are provided across a range of settings, including, in an apartment building setting where all the units therein provide supportive housing; offered as a rent subsidy in scattered apartments in the private sector; in group home settings; and through rent-geared-to-income apartments in non-profit and co-op housing, and in boarding homes.

In contrast, social housing (or community housing) is rent-geared-to-income (RGI) housing aimed at assisting low-income individuals or families. It was originally designed as an economic solution to poverty related housing problems not as a therapeutic intervention.

Study after study concludes that providing people with appropriate housing coupled with flexible supports not only helps to reduce and prevent homelessness, but it also reduces unnecessary emergency room visits, hospital admissions, and involvement with the criminal justice system.

Supportive housing is especially important to those who are homeless or at risk of homelessness, staying in places that may not be promoting their recovery, or who have just been discharged from hospitals.

In other words, supportive housing is also cost effective. Housing stability reduces the likelihood of street-based interactions between people who are homeless and the police. All of which leads to a reduction in the use of expensive institutional services. In 2016 the Auditor General of Ontario reported one study that found for every \$10 invested in housing and supporting a client, an average saving of \$15.05 for a high-needs client and \$2.90 for a moderate-needs client can be realized. A 2018 cost analysis of the initiative found that the average cost savings per diem for high-support housing for patients with severe mental illness over inpatient hospitalization were between \$140 and \$160. This would result in an annual cost savings of approximately \$51,000 to \$58,000 per client.

With regards to serving people with severe and chronic mental health and addictions challenges, it is important to note that permanent supportive housing does not cancel out the need for access to inpatient mental health beds. Even with the best permanent supportive housing program in place, some residents will experience periods of acute mental crisis throughout their lifetime that require temporary inpatient care and treatment.

With a permanent supportive housing unit, a resident will not lose their home because they had to go to the hospital. When inpatient care is necessary, it is important that intensive case management and supportive housing aftercare is available to support people to transition back to their home and community and prevent future homelessness.

Strategic Actions

The following actions are presented for consideration as part of the ongoing development of a supportive housing system for the Huron and Perth service area. Further, it is recognized that much of this work in these action areas has been planned for and/or in varying degrees.

1. Foster effective communication and planning among

stakeholders by developing a common language and definitions.

2. Enhance community knowledge of existing resources

by creating a detailed inventory and service map of local housing programs and supports that is inclusive of the entire Huron-Perth region.

- **3. Identify opportunities** to enhance, repurpose and create new local resources by conducting a gap analysis of the existing system.
- **4.** Improve Access for people experiencing homelessness or

who are at risk of homelessness by continuing to support Huron County in the development and maintenance of a quality by-name list and a system of coordinated access; and, by supporting the City of Stratford including Perth County and St.Marys, to further develop and expand its coordinated access system.

5. Enhance and Expand Planning of the local Housing System

of Care by continuing the development of and support implementation of a recognized and thorough process for collecting and tracking Coordinated Access system data and outcomes, including region-wide common assessment tools and measurable outcomes to support evidence-based policy.

6. Improve efficiencies and communication across the region by mirroring the Province's expectation of inter-ministerial collaboration. Advance regional cooperation and collaboration opportunities, including, but not limited to, hosting joint Service Manager meetings with community partners.

7. Expand local housing planning tables by including

representatives from *Ontario Health Tea*m including healthcare and hospital partners, especially with regards to design and planning of supportive housing for people with severe and persistent mental health and addictions challenges and to continue on-going inter agency collaborations and coordinated resource distribution.

8. Create housing options for the region's most vulnerable

people who experience chronic homelessness, frequently access institutional services, and require the highest level of care to live independently in the community by championing the development of permanent and/or place-based supportive housing.



Read the full report at perthhuron.unitedway.ca/research/



Full report includes:

- · How to improve access
- How to identify people in need
- How to match people with support
- How to identify housing need
- References



Social Research & Planning Council
Operated by United Way Perth-Huron

About the SRPC

The Social Research and Planning Council (SRPC), operated by United Way Perth-Huron, 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 Counties. The SRPC approaches its work in two ways:

- a. Commissioning research into specific social issues.
- b. Developing recommendations for community improvement based on local findings and working collaboratively with community members to implement change.

Social Research & Planning Council

United Centre · 32 Erie Street Stratford, ON N5A 2M4

519-271-7730 | 877-818-8867 srpc@perthhuron.unitedway.ca

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Ministry of Infrastructure

Ministère de l'Infrastructure

777 Bay Street, 4th Floor, Suite 425 Toronto, Ontario M5G 2E5

777, rue Bay, 4 étage, Suite 425 Toronto (Ontario) M5G 2E5



December 2022 File #: OCIF FC2-M-0247

Trevor Hallam, CAO/Clerk Municipality of Morris-Turnberry 41342 Morris Road, RR4 Brussels, Ontario NOG 1H0

Dear Trevor Hallam:

RE: Ontario Community Infrastructure Fund Formula-Based Component Agreement Between His Majesty the King in Right of Ontario and The Corporation of the Municipality of Morris-Turnberry effective December 20, 2016 (the "Agreement")

IMPORTANT - This enclosed funding allocation should be kept confidential and should not be shared in any public forums (except for your municipal council) or communicated to the media. The Province will provide information and a date when the funding for all municipalities will be publicly communicated.

Pursuant to section F1.2 of the Agreement, enclosed please find an Allocation Notice which sets out the amount of Funds the municipality named in the subject line of this letter is eligible to receive under the Agreement in the 2023 Funding Year. Subject to the terms and conditions of the Agreement, the Province will provide the Funds in accordance with section F2.1 of the Agreement. Capitalized terms used but not defined in this letter and the Revised Allocation Notice have the meanings ascribed to them in the Agreement.

Staff will be contacting you in the near future on reporting required to meet the conditions of the Agreement in respect of the amount of Funds received in 2022.

2023 Ontario Community Infrastructure Fund (OCIF) Formula Funding:

As noted in your 2022 allocation notice (last year's notice), starting with the 2023 allocations, the formula is being calculated using forward-looking Current Replacement Values (CRVs) and CRV estimates to approximate requirements to maintain municipal core infrastructure assets, instead of closing cost balance values from the Financial Information Return.

To fill in any gaps in cases where CRVs for OCIF eligible core infrastructure are not included in a municipality's asset management plan, or not complete, the Ministry is using its own CRV estimates for those assets.

A smoothing mechanism has been implemented to generally limit year-over-year changes in funding within ±15 percent of the 2022 allocations.

From 2024 and onwards, the Ministry of Infrastructure will continue to explore opportunities to improve data collection methods for CRVs and other data from asset management plans, and to minimize administrative burden. CRVs will be used to inform future OCIF allocations, and data from asset management plans will be used to gain insights on municipalities' level of asset management investments and the state of good repair across core infrastructure.

These changes will address eligible communities' needs to renew and rehabilitate their core infrastructure and better support small and medium sized municipalities. The implementation of the changes to OCIF ensure that funding is targeted to address core infrastructure needs while also providing stability and certainty.

Should you have any questions regarding the above, please do not hesitate to contact your Project Analyst, Molly Akumu, directly at 226-971-3266 or via email at molly.akumu@ontario.ca.

Sincerely,

Trevor Fleck
Director, Infrastructure Program Design Branch

Attachment: Revised Allocation Notice – 2023 Funding Year



Ontario Community Infrastructure Fund (OCIF)

Revised Allocation Notice

Ministry of Infrastructure

The Corporation of the Municipality of Morris-Turnberry

December 2022

Disponible en français

Ontario Community Infrastructure Fund (OCIF)

Revised Allocation Notice

The Corporation of the Municipality of Morris-Turnberry

2023 OCIF Funding

The amount of Funds the municipality named on this Revised Allocation Notice is eligible to receive under the Agreement in the 2023 Funding Year is as follows:

2023 formula allocation	\$267,096
2022 formula allocation	\$232,257

Previous years' OCIF allocations can be found at: <u>Ontario Community Infrastructure Fund</u> recipients - Datasets - Ontario Data Catalogue

Terms and Conditions

The provision of Funds to the Recipient are subject to the terms and conditions of the Agreement.

OCIF Financial Reporting Requirements

In addition to the other reporting noted in the Agreement (e.g., submission to Ministry of Municipal Affairs and Housing of the 2021 Financial Information Return, etc.), recipients are required to report on funding twice each year; providing information on how program funding is or will be used; and again at year-end on how funding was actually used.

In the spring, generally in April, prior to the start of the construction season, an **initial report** providing information on planned/proposed projects in which OCIF funding will be used/utilized should be submitted. The initial report is then later updated, to become a **final report for the year**, with actual annual expenditures and is to include a status update indicating whether each project is still in progress or completed. The final report is expected to be submitted starting the following January when interest earned amounts become available from financial institutions.

Standard reporting forms will be sent out close to each reporting timeline.

Payments

Subject to the submission and acceptance of all required financial reporting, the Province will make payments in accordance with the following schedule:

- Allocations of \$150,000 or less will be provided in one payment;
- Allocations greater than \$150,000 but less than \$1 million will be provided through six payments; and
- Allocations greater than \$1 million will be provided through twelve payments.

Belgrave Summary (with SCADA Data)

November, 2022

Distribution Grab Residuals:

Max:

Min:

Average:

Grab Samples:

1.71 0.82

1.31

17

mg/L

mg/L

mg/L

CL2 Residual (free)

	Deigrav	e Summe	ary (with 3	SCADA Da	ta) Nove	embe	er, 2022	
WELL FLOW		Flow, L/s	Volume, m3		TREATED FLOW	- Disc	harge	
McCrea	Max:	4.23	48.59		Max: 82.2	21	m3	
	Average:	3.62	32.30		Average: 63.8	34	m3	
	Total:		968.93		Total: 1,915	.30	m3	
Jane	Max:	1.48	57.30		SCADA On-Line	Analy	zer	
	Average:	1.36	38.30		CL2 Residual (fre	ee):		
	Total:		1,149.13		N	/lax:	2.16	mg/L
					N	∕lin:	0.86	mg/L
Combined:	Min:		54.73		Avera	age:	1.56	mg/L
	Max:		97.26					O.
	Average:		70.60					
	Total:		2,118.06					
TURBIDITIES		McCrea	<u>Jane</u>		Treated Water G	erah D	esiduals:	
		IVICCICA	Jane		iicatca vvatci c	nan r	csidudis.	
	Max:	0.17	0.20	NTU			esiadais.	
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	Min: Average:	0.17 0.17 0.17	0.20 0.20 0.20	NTU	CL2 Residual (fre	ee): Max: Min: age:	1.95 0.93	mg/L
CHEMICAL USE	Min: Average:	0.17 0.17 0.17 1	0.20 0.20 0.20 1	NTU	CL2 Residual (fre N N Avera # Grab Samp	ee): Nax: Vin: age: ales:	1.95 0.93 1.57 17	mg/L mg/L
CHEMICAL USE Chlorine:	Min: Average: b Samples:	0.17 0.17 0.17 1	0.20 0.20 0.20 1	NTU	CL2 Residual (fre N N Avera # Grab Samp	ee): Aax: Ain: age: oles:	1.95 0.93 1.57 17 STRIBUTI	mg/L mg/L
CHEMICAL USE Chlorine: Total	Min: Average: b Samples: Litres	0.17 0.17 0.17 1 1 Pump # 1 0.00	0.20 0.20 0.20 1 Pump # 2 117.47	NTU	CL2 Residual (free N Avera # Grab Samp CHLORINATION Humphrey On-Li	ee): Aax: Ain: age: age: ON DI	1.95 0.93 1.57 17 STRIBUTI	mg/L mg/L
CHEMICAL USE Chlorine: Total	Min: Average: b Samples: Litres kg	0.17 0.17 0.17 1 Pump # 1 0.00 0.00	0.20 0.20 0.20 1 Pump # 2 117.47 7.64	NTU	CL2 Residual (free	ee): /lax: /lin: age: les: ON DI ine Ar	1.95 0.93 1.57 17 STRIBUTI	mg/L mg/L ON SYSTEI
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Total

Total

Average, mg/L Dosage

Litres

kg

56.93

1.14

1.20

96.72

1.93

1.32

BACTERIOLOGICAL TESTING

Treated	Water to Distribution	Jane Raw Water

Tests Done:	5	Tests Done:	5
E.Coli Found:	0	E.Coli Found:	0
Total Coliform Found:	0	Total Coliform Found:	0

Heterotrophic Plate Counts McCrea Raw Water

Tests Done: 5 Tests Done: 5 Counts >500/mL: 0 E.Coli Found: 0

Total Coliform Found: 0

Distribution Water

Tests Done: 10
E.Coli Found: 0
Total Coliform Found: 0

Heterotrophic Plate Counts

Tests Done: 5
Counts >500/mL: 0

Operators that operated the system:

Nancy Mayhew	Water Treatment - Class 2	16185	Jan 31, 2024
Gary Nicholson	Water Treatment - Class 2	95123	July 31, 2025
Ben Nethery	Water Treatment - Class 1	98589	Sept. 30, 2023
Ryan Mackay	Water Treatment - OIT	110231	May 31, 2023

87 John Street South Aylmer ON N5H 2C3 Phone: 519-773-5344 Fax: 519-773-5334 www.malahide.ca



December 6, 2022

The Honourable Karen Vecchio, MP Elgin-Middlesex-London Karen.Vecchio@parl.gc.ca
The Honourable Rob Flack, MPP Elgin-Middlesex-London rob.flack@pc.ola.org
The Honourable Steve Clark, Minister of Municipal Affairs and Housing

steve.clark@pc.ola.org

Association of Municipalities of Ontario (AMO) amo@amo.on.ca
Rural Ontario Municipal Association (ROMA) romachair@roma.on.ca
Municipalities of Ontario

RE: Federal Cannabis Act Review

At its regular meeting held on December 1, 2022 the Malahide Township Council passed the following Resolution:

No. 22-278

Moved By: Mark Widner

Seconded By: Chester Glinski

THAT the Township of Malahide correspondence relating to the Federal Cannabis Act Review be circulated.

Carried

As per the above resolution, please find attached a copy of this correspondence for your information and consideration.

Respectfully,

Allison Adams,

Homo

Manager of Legislative Services/Clerk

87 John Street South Aylmer ON N5H 2C3 Phone: 519-773-5344 Fax: 519-773-5334 www.malahide.ca



November 17th, 2022

Cannabis Act Legislative Review Secretariat (sent via email: legreview-examenleg@hc-sc.gc.ca)
Health Canada
Address locator 0302I
Ottawa, Ontario
K1A 0K9

To whom it may concern:

Re: Federal Cannabis Act Review

The purpose of this correspondence is to provide a formal response to the Federal Government's review of the *Cannabis Act*.

At its October 20th, 2022 Regular Meeting, Council for the Township of Malahide directed Township Administration to prepare and forward specific municipal impacts and costs in relation to current cannabis legislation to the federal government's cannabis legislation review process.

The Township of Malahide has incurred significant legal fees, council and staff time, and general community disruption, all pertaining to licenses issued under the federal Medical Cannabis Registration process. Township Council and staff time has cost taxpayers here approximately \$14,000 in the last 18 months alone, with additional incurred costs within the same time period of approximately \$8,000 for outside legal and other consulting advice.

The Township of Malahide is not against or opposed to cannabis, and appreciates the roles that both the federal and provincial governments provide in assisting municipalities. However, the Township believes that there are many improvements that can be made, especially in the areas of inspections, enforcement, and ensuring that operations and licenses issued for same are appropriate and take into consideration and minimize impacts on surrounding land uses.

As it currently stands, municipalities, especially smaller, rural municipalities such as Malahide, have little resources to effectively combat a situation where Health Canada has issued licenses for a scale of growing that would never seem appropriate on a residential property.

With the above concerns, the Township of Malahide fully supports the key messages of The Association of Municipalities of Ontario (AMO), which include: local governments,

residents, and communities continue to be concerned about multiple medical cannabis grow authorizations that can sometimes be located in one place; a concern that there is a lack of information on authorized operations in communities; and, local governments should be able to recoup the costs associated with enforcement related to medical cannabis grows, with a portion of any fines and licensing fees collected being transferred to municipalities to cover the local cost of enforcement.

Thank you for the opportunity to provide comment.

Respectfully,

Adam Betteridge, MCP, RPP

Chief Administrative Officer, Township of Malahide

abetteridge@malahide.ca

CC:

- Township of Malahide Council
- The Association of Municipalities of Ontario (AMO) c/o Craig Reid (creid@amo.on.ca) and Daniela Spagnuolo@amo.on.ca

Outstanding Action Items Open Session

Meeting Date	Action Item	Action By	Current Status	Last Action Date	Next Step
September 20, 2022	Development Guidelines	CAO	Direction received to return by- law, finalizing draft		Return final version for adoption under by-law.
December 6, 2022	Review cap on Cost of Living Adjustments	CAO	Staff to draft report for Council consideration		Present report to Council with options.
December 6, 2022	Review conference attendance limit for Council	CAO	Staff to draft report for Council consideration		Present report to Council with options.



CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 56-2022

Being a by-law to authorize the signing of an agreement between the Corporation of the Municipality of Morris-Turnberry and the Maitland Valley Conservation Authority.

WHEREAS The Municipal Act S.O. 2001, c. 25, as amended, Section 20(1) authorizes that a municipality may enter into an agreement with one or more municipalities or local bodies, as defined in Section 19 of the Act, or combination of both to jointly provide, for their joint benefit, any matter which all of them have the power to provide within their own boundaries.

AND WHEREAS, the Council of the Municipality of Morris-Turnberry is agreeable to enter into an Agreement with the Maitland Valley Conservation Authority, for the operation and maintenance of the Pioneer Conservation Area, located in the Village of Bluevale;

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

- 1. That the Municipality of Morris-Turnberry enter into an agreement for the operation and maintenance of the Pioneer Conservation Area, located in the Village of Bluevale;
- 2. That the Mayor and Clerk be authorized to sign the agreement as attached as Schedule 'A';
- 3. That by-law 111-2017 is hereby repealed;
- 4. That this by-law will come into full force and effect upon its passing.

Read a FIRST and SECOND time this 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

Mayor,	Jamie H	leffer	
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CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 47-2022

Being a by-law to establish the pay range grid for the year 2023 for employees of the Municipality of Morris-Turnberry.

WHEREAS Section 283 (1) of the Municipal Act, S.O. 2001, c. 25, provides that a municipality may pay any part of the remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board;

AND WHEREAS Section 283 (2) of the Municipal Act, SO 2001 c.25 provides that despite any Act, a municipality may only pay the expenses of the members of its council or of a local board of the municipality and of the officers and employees of the municipality or local board if the expenses are of those persons in their capacity as members, officers or employees and if

- a) the expenses are actually incurred; or
- b) the expenses are, in lieu of the expenses actually incurred, a reasonable estimate, in the opinion of the council or local board, of the actual expenses that would be incurred";

AND WHEREAS the Council of this Municipality deems it appropriate to pass a by-law to establish rates of remuneration to employees of the municipality;

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

- 1. That the Pay Range Grid for the year 2023 attached hereto as Schedule 'A' and forming part of this by-law be adopted;
- 2. That the employee expense policy attached hereto as Schedule 'B' and forming part of this by-law be adopted;
- 3. That upon coming into force and effect this by-law shall supersede by-law 64-2021 and all previous by-laws or resolutions and parts of by-laws or resolutions inconsistent with the provisions of this by-law regarding the pay grid and employee expense policy for the Municipality of Morris-Turnberry
- 4. That this by-law shall come into force and effect on January 1, 2023.

Read a FIRST and SECOND time this 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

Mayo	r, Jamie Heff	er
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CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 60-2022

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 20, 2022.

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 December 20, 2022, 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 20th day of December 2022, 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 20th day of December 2022

Read a THIRD time and FINALLY PASSED this 20th day of December 2022

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