



Provincial Network Minutes July 22nd, 2021

Welcome – Michelle B., PN Chair welcomed all in attendance at 9:00a.m.

Approval of:

- Agenda for July 22nd, 2021 with the following addition:
 - ✓ Ministry Funds flowing to Colleges/Universities – Michelle B.
- 'Draft' Minutes of Regular Meeting of June 24th, 2021 – **APPROVED for circulation**. Christine will remove 'draft watermark' and share with committee.
- 'Draft' Briefing Note of July 7th, 2021 – **APPROVED for circulation**
- Business Arising: Jo-Anne informed members that she has not yet received feedback from Public Health re: involvement with MOL and sent another email yesterday.

UPDATES ON TAKE-AWAYS FROM THE COMMITTEE MEMBERS

EOC – Eugene

- No update

DS Sector Vaccine Preparedness 'Ad-Hoc' Committee – Bryan/ Lorrie

- Jo-Anne informed all that today's webinar with SPPI will take place and there are a number of panelists including: Cheryl Wiles Pooran; a physician; etc.
- The committee regrouped and will do a touch base in September to confirm the need for this group to continue a go forward basis.
- Michelle asked if there is a necessity to advocate for a role around the R.A.T. as there does not seem to be a big update from agencies. Jo-Anne heard that LTC is saying that visitors that are fully vaccinated will no longer need to test. Where you will need to provide proof of being vaccinated at LTC facilities, it is being documented and then will not be required to show again.
- Lorrie said there were discussions of non-congruencies between what employees have to do vs. visitors, etc. There are 2 different risk profiles being looked at. No real direction on vaccinated vs. non-vaccinated. There will be a survey in the fall to identify who has been vaccinated and discussed the for a vaccine strategy. Discussed the community guidelines and effect and hoping that the next milestone will have some significant changes close to the fall. Hopeful that MCCSS is part of the conversation and that they contribute to this, however, do not have control over it.
- Where fees are being charged by OHT, membership often lacks a voice. This will be taken forward by Rupert as this is not appropriate.
- Eugene asked if we are anticipating the Emergency Order to be lifted mid August and how is MCCSS going to assist DS with this? A conversation needs to happen with Christine K. today and to assist with a lead up to Rupert.
- Lorrie asked about requesting guidelines from MCCSS around staff vaccinated vs. non-vaccinated and potentially having a letter to MOH. MOL is going to be giving an order and LTC has a different set of regulations with a bit more teeth. This will be discussed further at the next Vaccine Group meeting.

PN-HR Committee – *Eugene/Ann B.*

- Ann B. shared that a session is set up to do more of an in-depth review of Core Competencies around where we were and how we got to where we are today. Further updates will be provided at the August 26th full day PN meeting.

YONA LUNSKY/NICOLE BOBBETTE - CAMH

Cultivating Community Wellness

Data Collection: The following statistics show how many staff responded to the different waves via surveys:

Wave 1 – 868 staff

Wave 2 – 171 staff

Wave 3 – 105 staff

Anonymous – 341

- Impact of COVID-19 on staff seems to have gotten worse
- Impact on Client Health – increase in aggression; increase in mental health; increase in physical health problems
- What are the current concerns of staff re: working during COVID:
 - ✓ ability to engage in meaningful activities; access to family and friends; workload; communication and/or support from management; financial compensation
- What support would be most helpful during this time:
 - ✓ spend time with family and friends; time off; ability to engage in meaningful activities; finance/compensation; return to normal responsibilities; extra staff coverage
- Most common barriers to MH supports:
 - ✓ 43% of staff reported barriers to seeking MH support due to financial barriers or having time to seek supports; stigma
 - ✓ 69% interested in events for staff well-being around general mental health and wellness approaches; managing stress and anxiety; how to deal with burnout; supporting the MH of people with developmental disabilities

Nicole - 2 months into Cultivating Community Wellness

- 2 webinars were well attended with approx. 160 people
- Introduction to CCW
- Engaging conversations re: vaccines and vacations. Saw some transfer of information which is very good.
- ECHO Training for leaders in the sector. 3 sessions to date have taken place with between 75-86 participants.
- Sessions have been recorded in order to view later
- CCW – Two CoP meetings to date
- Working meetings – share updates and resources; mindfulness; provide input on CCW initiative – priority topics
- Been sending out request for participation in the CoP and expect this to pick up

- Tools & resources for agency staff – weekly email blasts; SLACK communication; MH podcasts; PACTG Training; REAL Exchange & CCW Website
- Michelle thanked Yona & Nicole

Holly – SLACK and Sharing of Information

- SLACK has launched, however not a lot to update as yet, however believe this will pick up. This initiative is similar to a message board where you can interact.
- PN was provided a ZOOM account and this has been beneficial and appreciated.
- There are interpreters from Bob Rumball and over 60 agencies currently participating with representation across the province
- Appreciative of Yona & Nicole's team for inviting them into discussions. This has been very helpful to have the open conversations.
- Michelle said a one-pager to get feedback to assist with getting more people involved would be a good idea. There has been tons of information so this may be a good time to put this out again.

Developing COVID-19 Vaccine Supports for DSWs – Results from 2 electronic surveys

- Approx. 3500 individuals completed the 1st survey, and 1400 complete the second. The demographics of both groups were very similar.
- Survey Results: Round 1: The Odds of not getting the vaccine was higher among respondents that:
 - ✓ Were younger (18-39 yrs old) compared to those >50 yrs old
 - ✓ Believed the vaccine is not necessary because they are in good health
 - ✓ Did not trust the vaccine because of its fast development
 - ✓ Were scared of the vaccine's potential side effects
- Survey Results: Round 2: Vaccine beliefs and trust
 - ✓ Confidence: scared of potential side effects; trust in healthcare institutions
 - ✓ Complacency: concerned about getting sick or family getting sic; believes health would suffer; concerned about clients becoming sick
 - ✓ Convenience: worried about hosing paid work time to get vaccinated or to recover from side effects
 - ✓ More likely to get vaccinated if all related costs were guaranteed
 - ✓ Thinking about finding time to get the vaccine is overwhelming
- FOCUS Group Results – Key Findings
 - ✓ Lack of trust in government
 - ✓ Concerns about pregnancy and fertility
 - ✓ Need more long-term information on side effects
- Next Steps – working with champions to develop DS specific messaging and resources; safe setting for informed discussions with experienced speakers with health care and science background; continue to make vaccines accessible

Q&A

Ann B. – looking into having staff share their stories re: they were not vaccinated, got COVID, and then decided to get vaccinated. Was the culture piece looked at during the work of Yona's group and is this

something that could also be very impactful culturally? Yona said curating and telling these stories from the people that have experienced them would be a great way to share.

Michelle – Heard a lot of reference to the Sunnybrook model and if we could have something more DS based where we could have a partnership to help pull this together for our sector, this would be good. Jo-Anne agrees and if there is something specifically designed for people with developmental disabilities, that would be fantastic as she sees the largest hesitancy of people within communities. Need to remember our staff are not health care workers and there are nuances that need to be tailored that could make a difference. Michelle agrees we have a very niche period of time with a potential 4th wave in the fall and to curve compounding issues. A question for both Yona and the PN members is how do we proceed with this, and will there be financial implications? There is a balance of working quickly and collaboratively. ***Michelle asked Lorrie if this can be taken forward to Christine K. and Rupert on Friday***

MCCSS – Christine Kuepher

- Christine Kuepher, MCCSS wanted to share her condolences on the news of Dave Hinsburger and to recognize his contributions made to the QAM group and his innovative ways. Reading the tributes that have been written, knowing how he made people laugh and at the same time made it is so real, is all a testament of his work in the sector.
- Jody Hendry shared that the guidelines that went out last week had a typo and as a result created confusion and anxiety around the use of goggles. This has since been corrected.
- CCSS continues to accept agencies who want to participate in R.A.T. at this point across the province. There is currently testing happening at over 350 sites with 13k tests per week and includes 35 agencies. Continuing to keep the doors open for participation. Identified 30 positive cases and well aware there is evolution around anti-gen testing and reviewing this closely.
- When guidelines rolled out questions arose re:
 - ✓ changes to compliance reviews to reflect the new guidance. This process is being reviewed currently.
 - ✓ IPAC training and education: Within QAUM there are already expectations for emergency plans and will be reviewing further.
- Christine K. shared that governments authority/Emergency Order has been extended to August 18th and continue to review.
- A recent conversation at the PN table was on staffing challenges and the piece around how to understand and monitor this. Should there be metrics on a particular problem, etc. Christine K. said they are unsure if there is further information on this and they are trying to understand more. Last summer we spent quite a bit of time with KPMG trying to put together some tool kits and supports and how to look ahead on what we can do to support agencies and how agencies can share and pool resources. Christine K. said it may be worth dusting this off and reconsidering if this is a useful tool to look at, share and understand what is available around workforce challenges. Are there ways to look at trying to support the shifting of resources where possible?
- Looking ahead re: vaccines and the fact that we were not able to get a great handle of vaccination data and the challenges for DS sites specifically. MCCSS is interested in knowing if it would be possible to look at other ways to collect the data. Maybe a survey as of a particular date and repeat later. MCCSS does get asked if there are issues in a particular area of the

province and this would assist in responding, and would assist as we look to the Fall and changes in the way people gather with school, indoor activities, etc. Having information about site level vaccination data could be very helpful. Suggesting that this be looked at tomorrow to discuss with the smaller group.

- Looking to the Fall, we are recognizing there has been a focus on aerosol transmission and what does this mean in terms of protocols. MCCSS are keeping eyes and ears open pertaining to ventilation and how to monitor, what do the policies mean, etc.
- Michelle suggested providing DS specific information around vaccination hesitancy and the Sunnybrook Mode. There needs to be something much less medical, and the experiences realized. This will be part of tomorrow's small group discussion as well. Timing is of the essence and we would like to get something out by August and before next wave. Jo-Anne added that in terms of supported people in the community, this is where we are seeing our largest vaccine hesitancy. Yona is willing to work with us to develop an educational campaign.
- Michelle said in conversation with the Minister, there was reference to DSW's and the difficulty in recruitment. ***The Minister asked who flows this funding to the Ministry of Training Universities and Colleges to distribute and who determines the number of DSW spaces funded and or needed?*** When was the last time these numbers were revisited and have the numbers funded within the colleges increased? Specifically, around the apprenticeship program. Part of the conversation is that we have done so much work that we don't want to see this be diluted via a fast track. Christine K. said there was work done under the previous HR Strategy but unsure of the details. Two things we know are the statistics from the Rob Hickey survey and how graduates do not end up in the DS Sector, and how DS can try to get these people into DS. Michelle said there have been huge investments into PSW's and how can DS move them into the apprenticeship program and reap the benefits. We would need greater investments to provide opportunity. It needs to be more than just DS to support this investment. Staffing will be our biggest challenge and keep pace with incoming funding.
- Ann B. said in follow up to the DS Apprenticeship discussions, this issue is the gap between getting a full diploma and the other piece is our marketing and recruitment strategy and how we go after certain demographics. Christine K. is hearing some universities/colleges have too much or not enough enrollment

Jody Hendry, MCCSS s shared the following:

- Passport: The changes/revisions to guidelines that were shared on June 23rd are being rolled out via agency partners to clients and are effective September 1st, 2021. Of note, tickets for live events will now have a cap of \$150/ticket. The DSO passport webpage has been updated.
- Continuing to use expectations of COVID expenditures
- Communicated funding approvals for 2021-22 to agencies
- Urgent Response: per prior discussion on UR and changing the after-hours process there will be a new model effective October 1st, 2021. This will be led with be the Central East Region DSO and was a result of the review done by MCCSS. The local resource referral role will be in each of the regions. Each DSO partner has been informed of this change.
- Christine K. is looking at opportunities for coordinated bargaining and bringing people together. She shared that MCCSS has once again reached out via the OASIS Labour Relations committee to see if there has been any interest to start these discussions once again. Dave F. confirmed that OASIS conducted a survey of the membership last summer and one of the messages was that members were wanting this opportunity. Initial discussions with the LR committee were had last Fall around bringing members from BC to provide a presentation around provincial

negotiations. This was cancelled due to the pandemic, however still looking to do this. A series of different initiatives have been done over the years and continue to be explored.

- Chris B. – in solidarity with Jody’s earlier discussion, CLO sent an incorrect update re: COVID and this has since been rescinded and an update will come out to correct this. If Jody would like the MCCSS updated piece around ‘goggles’ included in his communique, Chris is happy to include. Chris shared that he went onto the Ministry website to view this and suggests a note across the top of the screen be noted for those that assume. Also, what are thoughts around this in terms of timing and additions to the September 1st guidelines that may allow for an extension? Jody will take this back and anticipates that this will be worked on with OPAN as a commitment was made to OPAN to provide more clarity.
- The other thing Jody wanted to acknowledge is the ministry is very mindful of the temporary wage enhancement and the approaching August date.
- Jo-Anne had a question in follow up to Chris’ earlier comment on cellphone service and data plans. With the transition to more virtual platforms, and with post COVID, will there be an opportunity for those that cannot pay for internet/data to continue to connect with their online communities. Jody will keep this conversation alive, however cannot commit to anything today.
- Michelle shared that she is concerned with the current stock of PPE and masking pertaining to the aerosol requirements. If switching the standards, this would be good to put on people’s radar in order to avoid a huge stock of PPE. Christine K. said no decisions have been made, however one option is how do you transition in, and the timing for notice.
- Jody shared that the sessions she is leading around Journey to Belonging are open sessions across the province. Regional offices are also participating and these sessions are underway.

MCCSS left at 10:42am (Christine K. remained for the ‘Siblings Group’ Presentation)

PRESENTATION BY THE ‘SIBLINGS GROUP’ – Chris B. and Guests: Alexandra Snider; Palki Ahmad; Helen Ries; Mikayla Brontmire; Payal Khazanchi; Kassandra Almas

Chris B. opened the presentation re: Siblings Group by sharing that the group is a result of the broader work with MCCSS and youths with and without disabilities. The Siblings Group was brought together to get perspective with respect to our sector and their siblings. They came together and made a very compelling report which made its way to a broader movement.

Helen Reis shared that the reaction for inclusion and being able to build their support networks came from an early age. Recognizing and understanding the critical role is not yet common practice. There are more and more people with disabilities, and who will take on the role when parents pass away. Siblings are an extremely important asset.

The Siblings Group representatives shared their very insightful, thought provoking, personal stories of family and siblings. This included gaps, advocacy, family unit partners, the future, personal growth, community support and much more.

Palka asked what are we taking away from today’s conversation and what commitments is government willing to do. Michelle said one of the things is to share the perspectives as she found this presentation extremely helpful.

Christine K. thanked the group. The Siblings Group spoke from experience and their stories came across well and with such eloquence. MCCSS has made it a point to include various ways of how families and siblings can be included.

Terri said this was one of most exciting presentations she has heard in a while. Terri represents DSO at the PN table and one of the responsibilities of DSO is to be able to assist people to get to the right links and connections. She understands that siblings often have different ideas on how to interact as they are not a parent and can often change people's lives. Terri will be bringing this back to the DSO network and would love to have this presented there.

“Despite having this deep connection with and understanding of their family members, siblings are often overlooked as critical stakeholders.”

Find attached the ‘**Siblings with a Cause**’ report: A Series of Recommendations for Empowering the Advocacy of Young Siblings in Ontario. This report shares background; issues; recommendations; stories and more: <https://reaction4inclusion.com/resources/siblingscitizens-with-a-cause/>

UPDATES ON TAKE-AWAYS FROM THE COMMITTEE MEMBERS (CONT.)

Labour Challenges – *Dave F. – OASIS Labour Relations*

- Union Discussions – most comments were shared at the July 7th Briefing meeting. Met with the LR committee last Friday and had very preliminary discussions on coordinated bargaining. Next discussions with Unions will be in August.

Compensation Survey for Sector – Dave F.,

- Dave F. – expect results to be out around the end of July and will bring to the committee. The target is to circulate publicly by end of summer\early fall.

Financial Literacy Initiative – Ann B.

- Resources were provided pre-COVID around financial literacy and Angelica Devos, Chair of the OASIS Business Resources Committee (OBRC) has agreed to take on this initiative along with other OBRC members. A meeting was held this week with discussions on where we fit within the Workforce Initiative. Further clarity was received on this and confirmed that this is for the frontline leadership level. As was indicated, E.D.'s are only as good as the information that is fed to them from leadership around budgets. A fulsome conversation was had, and Angelica will move forward with this initiative as well as looking at other models. Ann connected with the OASIS Education committee as they are building an 'Ivey' program and this initiative may fit and there are financial resources for this group to utilize for implementation.

ONTrac

- In Janet's absence an update will be provided at a later date.
- Thank you, Chris B., for your creativity in coming up with the name of this initiative.

QAM Reference Group - Updates —Geoff/JoAnne/Dean/Janet/Michelle

Bathing Protocols

- Michelle informed members that Dean sent an email to Monique, MCCSS prior to this meeting pertaining to embedding IPAC into QAM and this was acknowledged by MCCSS. Christine K. said that when we look at embedding items into QAM, this would likely assist with resurrecting the full QAM Reference Group.

OTHER

ConnectAbility & Real Xchange Update – Ann-Marie

- Updates and resources continue to be added. There are still quite a few requests for vaccination policies from agencies, however there has been nothing posted to the site in this regard and as some agencies are hesitant to share these policies.
- A proposal to the ministry was shared on Monday for families and caregivers for the working group re: ConnectAbility. This will also deepen the work of supporting the 'Siblings Group'.

Co-Creation of Community of Practice – Jo-Ann/Chris B.

There is another webinar today at Noon, following the PN meeting. This will be a story of Community Livings and how to move forward and the sharing of concrete stories of the barriers that are faced. There will also be breakout groups. 100+ attendees registered and hope to encourage the ongoing conversations.

Fall Forum

Michelle referenced earlier discussions around holding a PN Fall Forum and sharing the the many initiatives underway. If we are looking to do this we need to start having these conversations. Look at having a small sub-committee where we reach out to CLO/OASIS/Azrieli, HR updates, etc. ***This will be on the agenda for the next 'Briefing Call'***

Terms of Reference – Review - DEFERRED

Next Calls/Meetings:

- ***Next PN 'Briefing Call': August 4th, 2021@ 2:00pm***
- ***Next PN 'Regular Meeting': August 26th 2021 @10:00am***

Adjournment: 11:30 AM.