



Provincial Network Minutes
February 17th, 2022
Via BlueJeans Teleconference

PN ATTENDEES

Michelle Brooks (Chair); Janet Noel-Annable (CH); Ann Bilodeau (PNHR); Dave Ferguson (OASIS); Eugene Versteeg (PNHR/CH); Brian Swainson (GLS); Don Walker (Mary Centre); David Cohen (Faith, Culture & Inclusion); Lisa Holmes (OADD); Terri Hewitt (DSO); Sherri Kroll (PEDG); Bryan Keshen (TDSA); Jason Young (OADD); Geoff McMullen (OASIS); Brian Davies (Bethesda Services); Shawn Pegg (CLO); Ann-Marie Binetti (PNHR); Kim Thorn (DSO); Christine Dubyk (Admin Support)

PN REGRETS

Carolynn Morrison (TDSA); Dean Johnson (CNSC-O); Brad Saunders (OASIS); Chris Beesley (CLO)

GUESTS

MCCSS: Rupert Gordon; Jody Hendry; Noha Elsayed; Sherri Rennie; Mark Langdon; Laura Summers; Christine Kuepfer; Ingrid Lawrence; Jennifer Richardson; Linda Chihab; Karen Singh; Sandra Russell; Tuhina Chatterjee; Paulette Thomas

KPMG: Sarah Donofrio; Elisa Porfilio; Katherine Ros; Tanvi Rotkar; Sonya Gulati; Joyce, Martin

Welcome – Michelle Brooks, PN Chair welcomed all to the meeting at 10:05am

- The agenda for February 17th, 2022 was approved with the addition of: Approved with addition of
 - Add: MCCSS response Letter re: ONTrac - Janet
 - Add: Co2 as an additional item on the agenda - Ann B.
- Briefing Note of February 2nd, 2022 approved and will be shared for circulation.
- 'Final' Minutes of the regular PN meeting for January 20, 2022 approved and were shared for circulation February 4th, 2022.

Updates on Take-Aways from the Committee Members

DS – Health Initiatives – Bryan / Eugene

- Continue to advocate for the 4th dose and to recognize the need. 3rd dose uptake has not been as prevalent as initially hoped. For those that want to protect themselves there is evidence that the 3rd dose does protect people with no evidence to the contrary.
- There is concern that staff are not going to get the 3rd dose specifically if not mandated. There are a few organization that have mandated 3rd dose.
- The use of viral elements will be at the forefront and the committee support his being available.
- In terms of the broader DS Health relationship, there is still a much localized structure and those that have local relationships with their public health have greater access to information and

benefits. Future discussions is to ensure how quality of response to healthcare is made permanent for the sector. Where Ontario Health has not jumped on this as yet, and up to now this has been de-centralized and more of a 'set your own standards', we are now seeing some direction around this.

- Looking at a common way to procure the use of HEPA filters within settings and streamlining the replacement filters.
- Met with EOC last week where discussion was around Omicron and a new strain within Omicron itself. There was mention of priority access to the 4th dose, however no response similar to November 2021 and which resulted in significant staff crisis. EOC did indicate that they were not aware of what 'priority access' means and the question was not addressed. ***This will be taken to the Friday call with Rupert and Eugene.***

MCCSS – Rupert Gordon

- Michelle welcomed ADM Rupert Gordon and the MCCSS representatives on today's call

COVID/Data Updates – ADM Gordon

Global Data updates were shared and some highlights include:

- Internationally: Israel and Portugal have very high vaccination rates and multiple dose strategies, and running with high case counts. This goes for many large European jurisdictions.
- UK has removed all measures.
- Across the country there appears to be much less variation in regard to case counts. PEI is currently the outlier. In Ontario, and around reproduction numbers, generally seeing down around .85 and has a flat feature to this with some variation across the province, with a few surges in Northern Ontario.
- Long Term Care is now seeing 50-60 resident cases per day with 40-50 staff cases per day. There are currently 142 locations in active outbreak.
- DS is showing approximately 12% - 13% of sites for staff & resident cases. This is very low in regards to the history of the pandemic.
- Growth rates are well below 1% and way down from the high of 16% from Christmas time.
- Guidance continues to be issued to congregate sectors including DS and plans continue per earlier correspondence of this week.

RAT

- RAT screening continues for all staff and visitors. Tests can be offered to residents returning from overnight stays.
- Community settings was covered in the February 15th, 2022 memorandum. Will require RAT for DS Day Supports twice per week over a 7 day period. No requirement to complete testing on congregate participants in community.
- Antigen Screening kits continue to be sourced: 438 participating agencies as of February 5th, 2022. Numbers have identified 940 potential cases that may have otherwise not been caught.

N-95 MASK FIT TESTING

- Continue to work with partners on the N-95 mask testing. While looking at the need of fit test, agencies can consider internal fit testing/train the trainer models, and work with your local IPAC champion(s).
- Guidance shared recommended fit tested N-95 masks be used in cases of suspected and/or confirmed positive cases.

REOPENING ONTARIO ACT

- Reaching an important predetermined milestone and legislation continues under a limited timeframe. Renewal of orders every 30 days remain at the discretion of government. Legislative authority expires at the end of March and power under this could extend for another cycle and into April 2022 if approved by government.

DS REFORM AND SECTOR ENGAGEMENT

- Rupert acknowledged the letter Janet shared on behalf of ONTrac and the awareness of people being tapped out. MCCSS gets it, and within the response from MCCSS, absolutely appreciates the challenges of the pandemic. MCCSS has been planning for resuming engagement and as respectful as possible around timing and capacity. Will move forward with some things, and be mindful of moving forward on others. One area that will move forward is the 'costing study' work being led by KPMG and in conjunction with sector partners.

Q&A

- Comment: N-95's from 3M are one size fits all and there are issues as they do not fit everyone and we are not getting the masks required in order to provide to staff and wanted to bring this to MCCSS' attention as an FYI. **Rupert will take this forward on his end.**
- Dave F: following up on the December 2021 letter re: **accumulated vacation**. Rupert will dig into where this is and being optimistic around what we are hoping to happen.
- Ann B.: had a meeting with Waterloo Health and Dr. Wong pertaining to 2 documents that came out pertaining to the 4th dose. One document indicated anyone in congregate care and the 'other' document had wording of 'elderly' in congregate care. Ann shared that we/DS have always had wording of 'congregate care', the response was that this was a 'mistake' and has since been updated to include the wording of 'elderly'. Our preference would be not to include the wording of 'elderly' at all as this creates misunderstanding. Ann was informed that this would be brought forward and health worked very collaborate with us. There were also discussions around 4th dose and it was presented that evidence is not yet there, therefore not to push this and to follow the scientific advice at this time. Rupert said that was a great conversation to have, and to use medical advice where applicable. He shared that there are 2 pieces to this:
 - The part that is troubling is how the prioritization from the province worked a year ago for seniors in congregate settings and how to get them through the door for vaccines, etc. This was inefficient from the operations of DS. The point on the 'evidence' side is helpful, and all of the evidence that is out there suggests that age exceeds all other co-morbid factors, even in DS.
 - The second piece is the growing body of research that suggests a benefit against the first UK and Delta virus and anti-body presence in mucus membrane and nose. We are not seeing this impact on the new variants, and over the course of this wave of the pandemic the number of people who have gotten ill is quite mild compared to earlier in the pandemic, and the numbers support this. There is a lot of complexity here and important to play the long game with health so they do not lose sight.

Week of Non-For Profit Appreciation: Michelle

- Michelle wanted to thank all who have assisted with messaging to profile the DS Sector. A lot of work went into this. Thank youCarolynn for all your efforts! Janet shared that this prompted us to remind our employees and people that use our services, and to assist them with

understanding the not for profit sector. Minister's comments were on the mark and language around J2B in messaging was great and well prepared on the webinar.

KPMG - Cost Avoidance Review Project -Sarah D'Onofrio Project Consultant; Katherine Ros Project Director; Tanvi Rotkar Project Consultant; Sonya Gulleti

- Christine Kuepher introduced KPMG representatives on today's call
- The slide deck will be shared with the minute re: ***Developmental Services – Provincial Network Forum for the Cost Avoidance Review***

Presentation Highlights: Slide Deck Included with Minutes
Project Overview

- This was a phased approach and began in March 2021 and wrap up is geared for November 2022. Currently in phase 2 of 3.

Interview questions

Supportive housing Program

- Comments from PN members
 - ✓ is this referred to housing in the DS Sector or in general on how people access housing? Sonya confirmed that this more general.
 - ✓ A portion of ODSP is paid for housing and does not come close to the cost of living, and this poses great challenges for someone who requires 20 hours a week in a group home and wants to live in a different space where the costs are exorbitant and often the support is not available due to the cost of housing and operating dollars available. Separating houses from supports is extremely difficult.
 - ✓ Those with developmental disabilities looking to access housing that is not hosted by DS agencies tend to be very siloed because many individuals we work with are across many sectors, it can be very challenging for them to access housing at a support level that is required if not hosted and sponsored by DS agencies.
 - ✓ Often when funding is available, it is time limited. Municipalities have worked hard to ensure we are supported, however this becomes very onerous around grants, etc. and creates risk within organizations without a real understating of the funding programs introduced.
 - ✓ Funding issues arise when people in supported housing could have 3 people living together. If one of these supported individuals leave, it is challenging with a portion of the funding going with them.
 - ✓ /When looking at cost avoidance there is ongoing repairs and maintenance and costs to manage due to the way funding works, long term there is a huge liability.
 - ✓ Bryan shared that he has lots of experience in this area and in York Region, supportive housing is not part of the mandate of the regional housing office and was approved this way. Provincial funding is understood differently by each region. There is just not enough flexibility of movement of capital to support people. Costs to develop, plan and build appropriate new housing is limited with little resources and understanding out around: fire standards, staffing, operational dollars, etc.
 - ✓ KPMG/Sonya asked for further information on the 'municipalities having different mandates'. Bryan shared that in York explicitly, he does not see their affordable housing initiative as being part of that mandate and therefore new dollars are not directed. If you require supports in York, you are not eligible for the housing. If you are in supportive housing, and suddenly require support needs, you could be pushed out of

the supportive housing. Waitlists for public housing and other forms of affordable housing is 8 years, and DS is twice this wait in the Peel region.

- ✓ With supportive housing DS receives funding for mortgages, etc., however once the mortgage is paid off, repairs and maintenance funding disappears often leaving no incentive to pay off the mortgage.
 - ✓ Identifying prioritization other than Fee for Service is done via DSO for matching and meeting needs alignment. The challenge is that supportive housing today does not match the needs of the highest prioritization so how do you deal with the waiting list.
 - ✓ Kim Thorn from DSO confirmed that DSO maintains the service registry from a DS perspective, however does not necessarily know how this is funded. The list is reviewed, and people seeking a matching type of service is reviewed for need and this is looked at in way of urgent response, etc. This is a challenge as urgent needs, need to be prioritized. In York region, they do not view DS Sector as a priority population. In Durham region, often times funding is grant specific and limited and we often considered ineligible, therefore funding goes elsewhere.
 - ✓ There is just not enough opportunity and/or option for people in DS that require services and they often end up in inappropriate placement.
 - ✓ The Federal housing benefit has been a huge assistance, however often comes down to regional priority.
 - ✓ Bryan shared that Reena successfully continues moving people throughout the pandemic, however there was little access to anything outside of what his agency created. There was no system availability to refer clients to, and when things became available, restrictions made it more difficult to move people, etc.
 - ✓ Concerned that there are cost savings to be realized as a result of supportive housing, however KPMG has been challenged with a lack of data, case studies, etc. and this would be helpful.
 - ✓ A number of studies have been done on transitions and types of housing solutions. Some of the groups are people who are presently in group home settings and moved into affordable rental housing with integrated supports and clustered models. There are some people in independent living with lots of resources and this is very inefficient. Very few buildings have the required fire code, and building this in with staffing is nearly impossible to negotiate community supports. Some require major capital upgrades and investments, etc. ***Bryan will share information with KPMG.***
 - ✓ The integration of technology into housing models and opportunities for people to live more independent if homes were equipped would allow for safety features, etc. It is difficult to get investments in this area and this sector has no resources to fund. Potential for more innovation will help sustain long term.
 - ✓ There are lost opportunities with the utilization of some of the national housing strategy components in Canada. In other countries, huge pensions are used to invest in supportive housing.
 - ✓ KPMB said that timelines are tight and this slide deck will be shared with this table. Inquiries can be shared with KPMG.
- Michelle thanked KPMG and we look forward to the roll up and recommendations.

PN Member Discussion after KPMG and MCCSS Left the Meeting

- There seems to be gaps in knowledge collection.
- The issues and challenges are consistent/common between a numbers of sectors. Part of the challenge is there is no coordination between municipal/provincial/federal.

- Ann B. shared that one of the things being done in her area is selling 'group homes' and unsure if this is a trend others are doing or not?
- Bryan said his organization retained a house and moved operation dollars with it.
- It is a problem around care occupancies and risk when space is not owned and there is no capacity to adjust space to meet needs.
- **Michelle will circle back with MCCSS on having more opportunity for further discussion and put on the agenda for March? Please have questions available ahead of time.**

Updates on Take-Aways from the Committee Members (Cont.)

IPAC – Brian/Bryan K./Ann/Lisa

- Ann B. shared that she has heard that Co2's are now being confirmed as a necessity and has anyone implemented this? After reading about this, evidence suggests this is quite a process to install. Is this something coming through IPAC Champions? This will need to be brought forward. Michelle shared that she had the same conversation with her management team.

PN-HR Committee

DS Workforce Initiative– Ann B.

- Met with the 'Collaborative' group last week and the ministry attended and were asking the committee for feedback on Journey to Belonging and the Workforce Initiative. The **Developmental Services Workforce Collaborative Table (DSWCT)** provides advice and feedback to DSWISC and sub-committees. The DSWI Steering Committee is responsible for overseeing actual deliverables timelines and products.
- Ann-Marie shared that the launch of the new marketing materials is scheduled for March 7th and would like to do the French translation simultaneously.
- A one-minute video is being finalized. Materials are not for agencies alone, and are available for family networks. Heard from agencies that they want to add their own branding to the toolkits and this will assist to ensure we incorporate a strong lens for messaging around J2B. Currently working with a company that will digitize the package and assist to personal development plans, etc.
- Operational Leaders – first session will take place next week with 6 topics in place over the next 2 months. The first part being 'transition of frontline to leader'. Looking at evaluating the pilot after 2 months. Nancy Wallis Giroux is Chair of this committee and wanting to put together pillars of values to ensure these are in the forefront. Will come back to this table for input.

Cultivating Community Wellness – Ann-Marie/Michelle

- Interim report submitted and finishing off proposal for year 2 of Cultivating Community Wellness (CCW). There is opportunity for growth and development within the sector and there is still a component of working with CAMH as a resource for the MH initiative and this would include: mental health first aid; Queens Program, working with CAMH and Community of Practice, etc.
- Would like to engage People Minded Business to look at building capacity in CCW and engage with folks that have been participating in CoP. Hearing this is a priority for agencies and want to ensure we build something useful and helpful. Needs and feedback through CAMH was positive. A proposal has been submitted for the 2022-23 year.

C3E – Sector Partnership – Michelle

- A proposal has submitted for the 2022-23 year for \$50K. The submission was around helping us create an environmental scan to inform and professionalize through the use of a career path

through a professional association. Looking at building a play book and how to scale all our projects to a national level.

Strategic Approaches for Staffing - Michelle

- Proposal submitted to MCCSS for \$160K and multi-year investment towards a designated position. There has been outreach from MCCSS for a designated single person to take on recruitment, including internationally; multi ministries; colleges, etc. Will be working with the PN HR group as a resource and report back. Feedback and concept at this point has been approved over a 3-year period. Hope to hear back with confirmation within next week or so.
- Will need to ensure the HR committee fully understands their responsibilities, bringing budgets back once a month, etc., and due to the number of pots and for succession planning.
ACTION: *This will be a 'quarterly' standing agenda item*

ONTrac- Janet

- Rupert covered the MCCSS response letter earlier and the **letter will be shared with the minutes.**

QAM

- **Michelle will check in with the ministry on where a centralized approach stands and bring back to this group.**

Labour Challenges – Dave F. – OASIS Labour Relations

- A meeting with Rupert and the Treasury Board took place. This was interesting and a bit of a confusing conversation as the ministry is pushing Labour Relations to lead this initiative. The plan is to facilitate discussions sector side via a webinar in the Spring. This would include such things as educational information and include the BC Negotiator along with a couple of ED's from BC to speak to their experiences. We are the story tellers and not the missionaries on this quest. We want to limit discussion to Canadian jurisdictions. This was identified last Fall with the ministry informing them that this role need to be facilitated, and that we cannot do this off the side of peoples desks. Ministry is not stepping forward with any names so we will continue to take this slowly.
- Ursula Rehdner will be leaving LR group in the next month or so.

Other

Website; ConnectAbility; RealXChange Update – Ann-Marie

- Anticipate that the launch of the new website will take place at the same time as the 'marketing campaign'.

Co-Creation of Community of Practice – Sherri/Chris B.

- Continues to be active
- Great discussions took place at the February COP around digital inclusion and information on Black History Month. Next COP is March 3rd.
- A notice has gone out for upcoming COP sessions. Will be hosting 'Orientation for New Leaders', February 25th. March dates for sessions are March, 4th & 11th.
- Michelle shared that in the past week, conversations have been taking place at the Regional Planning tables and Program Supervisors have been engaged. As we look at J2B and the importance for the Regional Planning table to provide a 3 year strategic plan, work at a regional

level will be important. Finding a way for each of the 5 regions to roll information together, and for PN to assist and inform the framework would be beneficial. What are people's thoughts to engage those tables:

- ✓ The idea of coordination across the province would be extremely helpful and to speak the same language and directions. Continuity of the many people that sit at the tables would be beneficial.
- ✓ Concern is as we come out of the pandemic, people will be going in many different directions.
- ✓ In the West region, People Minded Business (PMB) was hired to support this work and facilitate the conversation to ensure opportunity for all to speak. This allowed all tables to share in conversations and recognizing that each had their own flare, at the same time capturing the tie-in and rolling this up. It went well, however when pandemic hit, this was put aside.
- ✓ There is so much work to be done, however if not organized this will be difficult. There is opportunity for influence here.
- ✓ **Kim Thorn and Sylvie are the Chairs and will connect with Michelle to further discuss.**
- ✓ See alignment of the strategic plan and collecting information to inform the platform with the work of 'ONTrac'.
- ✓ There are quite a few local tables and the goal of PN is to be engaged and also aligned. Potentially look at bringing PMB back to the OnTrac committee. Michelle has a call with PMB and may explore this further with them.

ACTION: A small group could work on a *memo pertaining to sitting at the regional groups and how to approach this. Michelle, Janet, Kim, Sherri and Ann B. will connect to discuss further.*

Emerging Issues/Questions – All Members

- Terms of Reference – Review - **Defer**
 - ✓ Discussion re: Committee / Centralized Approach
 - ✓ Review of membership and current participation
- Concern that only the 'big players' and large organizations are involved with provincial initiatives. - **Defer**
 - ✓ **ACTION:** *add this item to a future agenda and spend some time to think about how to address. Potentially look at this within the terms of reference review and for transparency purposes.*
 - ✓ **ACTION:** *Add to THE April full day meeting agenda. Share suggestions/recommendations on how to approach this with Michelle.*
- PN Spring Forum - Ann-Marie confirmed that the 'PN Spring Forum' will take place in April and information will be shared around this.
- TWE - Sherri K. raised on behalf of Peter Sproul: in regard to the PN minutes from last meeting and the discussion around TWE. Peter is happy to see advocacy around this, however questioning the focus on staff that do not qualify, and how these folks are not happy how things are progressing. Michelle said that OASIS has been the primary lead on this and asked if there has been a conversation.

ACTION: *Dave F. said he is not aware of anything on this as yet, and that Brad Saunders was not at the OASIS meeting yesterday, however Dave will take this forward. Sherri will share the email with Dave F.*

- Christine Dubyk will be retiring and Kendra Down will be the administrative support for PN as of March 31st, 2022.

Adjournment:

- *It was agreed to cancel the March 2nd, 2022 'Briefing Call' meeting and go back to holding only the 'regular' PN meeting once per month.*
- *Next PN 'Regular Meeting': Thursday March 17th 2022*