



Provincial Network Meeting
January 20th, 2022
10:00am – 2:00pm – Via BlueJeans

Attendees:

Michelle Brooks (Chair); Janet Noel-Annable (CH); Ann Bilodeau (PNHR); David Ferguson (OASIS); Eugene Versteeg (PNHR/CH); Brian Swainson (GLS); Carolynn Morrison (TDSA); Dean Johnson (CNSC-O); David Cohen (Faith, Culture & Inclusion); Lisa Holmes (OADD); Terri Hewitt (DSO); Sherri Kroll (PEDG); Brad Saunders(OASIS); Jason Young (OADD); Geoff McMullen (OASIS); Brian Davies (Bethesda Services); Don Walker (Mary Centre) Shawn Pegg (CLO); Ann-Marie Binetti (PNHR); Kendra Down (Recorder)

Welcome – Michelle Brooks, PN Chair welcomed all in attendance.

Approval of:

- Agenda for January 20th, 2022 – ***‘Version 2’ approved as presented***
- ‘Draft’ Briefing Note of January 7th, 2022 – ***Approved for posting and circulation***

Mobilization Task Force- Outcomes & Next Steps following Jan. 17th meeting & 18th sector webinar

- The Real Xchange has been updated with tools from PMB; there are a few items left to be finalized and will be added once available
- We are continuing conversations regarding mobilization.
- A memo was shared with further support to help with the onboarding process and centralizing that with help from MCCSS QAM representative.
- Conversations continue with how to look at a central hiring practice; we will be reaching out to CTS from an HR capacity to see if there is a software that can be used for vetting resumes etc.
- Conversations have been had to push for wage enhancement for managers and directors given morale continues to be a problem; Rupert and team understands these are front line workers and Bill 124 is a problem.
- There was fulsome discussion on the stance PN wanted to take in terms of advocacy and/or a formal position re: expanding wage enhancement to managers/supervisors.
- A concern noted on taking a stance would be it could cloud the message of being untied behind the frontline wage enhancement and could turn into an unaffordable problem.
- It was noted that not only supervisors and managers are being pulled to work front line but other roles as well including admin/maintenance etc. and the challenge is they don’t qualify for TWE as frontline work does not encompass 50% of their work.
- It was suggested to change the wording to advocated that “re-deployed staff” be eligible as well for the wage enhancement.
- 2 clear issues; the first is around advocating the TWE investment continues, and the other is to rescind Bill 124 to allow the capacity to address the other things.
- Bill 124 is a huge problem for managing admin salary; the system puts us at great risk and we are losing leadership staff because of it.

- It is apparent that there are many inequities due to the staffing crisis; this is something we need to continue to discuss and figure out a message.
- TWE continues to be OASIS and PN top advocacy ask.
- It was questioned whether we get behind the advocacy to repeal Bill 124, or remain silent and let the Teachers and Nurses be the main advocates on that.
- It was noted that from an OASIS perspective, they are not wanting to actively advocate against Bill 124.
- Members do not foresee exemptions happening for sectors; if Bill 124 is rescinded it will likely be for all. Police and fire are funded by municipalities which is why there was that exemption.
- Dave F. and Bryan K. were both invited to attend their local community budget consultation meetings with local conservative MPPS and Ministry of Finance reps. Dave noted the message they received was not to worry about TWE; it will be made permanent.
- It was noted that we do not want to take away from the TWE and the sector has been known to come across as unappreciative when we do receive things by instead of saying thank you, pointing out what we didn't get.
- A memo will be shared today by Michelle regarding the use of CRRF funds to support agencies crisis response in hiring people specifically for managing outbreak and pandemic responses etc.
- Members were in agreement to remain silent on the Bill 124 advocacy and to continue to advocate for the TWE.
- Michelle will continue to have conversations with Rupert re: redeployment but will not be at the higher level to "mirky" waters of messaging.

Updates on Take-Aways from the Committee Members

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

- Group met on Wednesday; discussed 2 main priorities
- First is advocacy for the 4th dose; the 84 days between the 3rd will come quick.
- The second is advocating for a clearly defined vaccination status in MCCSS guidelines

EOC – Eugene

- The group met last Friday; we confirmed with MCCSS that DS sector is prioritized for RAT testing according to MoH.
- We were informed we have been prioritized above education, so we need to advocate for decent access to these tests
- Advocating for better access to the 4th dose to avoid the massive outbreaks that occurred with not being prioritized for the 3rd dose.
- Discussed when this becomes an 'endemic', and the efficiency of the vaccine with the omicron. Those with 2nd dose 75% effective; 3rd dose over 80%.
- If health and politics are going to acknowledge an endemic; the people who have access to the vaccine will have better health outcomes and we will need to continue to advocate that our staff and people we support have priority access.

DS Workforce Initiative – Ann B.

- With Omicron, some work and meetings were paused to shift the priority to agencies and people's safety/health.
- The marketing committee work continued to move forward with Gravity Inc.; we are finalizing design concepts and campaign messaging which will be made into a series of social media shareable and videos.
- We were successful in getting authentic photography to highlight people working in the field as well as those we support.
- The campaign/marketing materials is set to be ready in 2-3 weeks; we are working on setting up a webinar to walk people through the toolkit and how to use all the materials.
- It was noted that agencies are feeling overwhelmed and desperate for staff; we need to work together to promote what's happening here so folks can utilize the marketing materials.
- It was noted that the PN HR forum will be moving to October 2022; in the mean time, we will be looking to host another 1 day communication sharing forum similar to the Fall Forum in the spring timeframe.

Cultivating Community Wellness – Ann-Marie/Eugene

- Finishing up the 1st year with CCW; there have been a lot of activities (CoP, monthly webinars, podcasts, mindfulness sessions, mental health first aid training, Queen's leadership on mental health etc.)
- Pulled together proposal for 2022/2023; looking at running the CoP again and also seconding 2 part time DSP's to help with that.
- We've heard from the sector that CoP are wanting to hear from their peers and specifically how they can bring back the learnings to their agency.
- C3E is interested in the work and is looking at moving it forward on a national level.
- We are having conversations with Yona to look at how she might take on national level.

C3E -Sector Partnership – Michelle

- Conversation coming up with OADD; planned to discuss approach for going to C3E with an ask for that. The ask will include a forum as well, C3E is interested in supporting forums, conventions, gathering etc.
- A proposal was submitted to MCCSS for \$160K and multi-year investment towards a designated position; waiting to hear back on that.

Labour Challenges – Dave F. – OASIS Labour Relations

- The group met yesterday, on going discussions with respect to coordinated bargaining.
- We are looking at inviting larger group to have more extensive conversation about this; and looking to have a webinar session later in the spring.
- Next meeting is Monday afternoon; with the Unions to discuss PPE, vaccination, RAT, coordinated bargaining etc.
- All Unions have been invited; SEIU has not had a high level of participation.

ONTrac– Janet

- Work happening on updating TOR; draft was sent to a few members from committee and is about to be circulated with full committee for feedback.

- **ACTION:** Janet will bring back the draft ONTRAC TOR to the February PN meeting.
- With the upcoming political activity around the election, it would be a good news story and support of the Government with J2B; perhaps PN could consider a voice on all party awareness for the need of transformation.
- **ACTION:** Item will be added to the February PN agenda to discuss potential messaging for all party awareness on the need of transformation with J2B

QAM Reference Group - Updates --Geoff/Jo-Anne/Dean/Janet/Michelle

- Group hasn't met; centralized training and onboarding QAM manger and director involved and agreed to be supportive for online in person training.
- QAM reference group still stalled at this point.

Week of Appreciation for Non-Profit Leaders- Carolynn M.

- Kendra forwarded the document for the week of appreciation for the non-profit sector and the various beginning ideas on how to celebrate and raise awareness of the week.
- Bill 9: An Act to Proclaim Nonprofit Sector Appreciation Week passed third reading in the Ontario legislature with unanimous, all-party support. The week of appreciation is February 14th-22nd.
- The Goals of the Week:
 1. Dramatically increase public awareness and appreciation of the valuable impact that non-profit organizations have on every facet of community life in Ontario.
 2. Recognize and celebrate non-profit staff for their economic and social contribution to society. Their skilled work, dedication, innovation and caring, especially during these times of pandemic has provided value beyond money
- The ask to PN is:
 3. Please share your agency social media content to tell the stories and showcase the richness we provide to our community.
 4. Agencies can post directly onto their social media accounts and forward the links to be re-shared on the Week of Appreciation social media channels.
- Many have stories in archives of families/communities saying thank you and showing support; sharing a brief video or post on social networks is what we are looking for.
- **ACTION:** Michelle will draft a correspondence to share with the various sector groups with the ask to share videos etc.
- PN members can share info with unions, planning tables, Board Members, families etc. for greater promotion and sharing.
- There was a question whether there was a mandate from politicians; some words have been sent out from MPP Daisy Wai, and the premiere as part of encouragement.
- Encouraging all MPP's over the week to contact all agencies and organizations in their area and thank them and get better idea of how to help.
- The premiere is behind this, and we can expect their social media support.
- Info was passed along to Rupert to move forward to the minister's office; it would be nice to have a video of support and encouragement to provide organizations.
- It was noted this week of appreciation is for all non-profits across the province and is not DS specific however we want our sector to be well represented.

Other

PN Budget Review - Ann

- Requesting MCCSS financial support with the HR forum.
- Budget is healthy and on track with DS workforce initiative, we have the budget to finalize projects.
- CCW is wrapping up and there may be some funds left.
- There is no extra costs to move the forum to October, however there will be an increase in room rates to \$175.00

ConnectAbility & RealXChange Update – Ann-Marie

- Pandemic Emergency Management section on Real Xchange is bolded and continues to be updated with the challenges/solutions.
- We will be posting the OASIS webinar from the other day as well.

Co-Creation of Community of Practice – Sherri/Shawn

- The last event was on the same day as the OASIS webinar, attendance was lower, but still an engaging group. The conversation was on DEI, it was a rich conversation, and we will continue it for the next CoP on Feb 3rd.
- This is not limited to people in CLO.
- Through PNED group, we are hosting a book club; we did have to postpone the date, however hoping to get back on track.
- Session is for new and emerging leaders, it is a good opportunity to bring in people not well connected to get grounded in roots, history vision etc. through a book club format.
- Looking to restart sessions end of February into early March.

Open Discussion- All

- Kimberly Thorn from YSSN will be taking over the DSO chair role. Kim will be joining the next meeting with Terri as a transient process.
- Terri was thanked for all of her support and contributions to the table over the years.
- Members had a conversation about the current state of agencies and where we are at with the Journey to Belonging.
- All were in agreement there is a need for a “recovery” or “healing” phase after COVID.
- As well, during the pandemic, some of the basic principles of J2B have been compromised in order to keep people safe, and we all really want to get back to the community-based services.
- The ON TRAC group was in agreement to draft a statement to demonstrate to the ministry all the things the sector has still been able to accomplish that is in alignment with J2B over the past 2 years so they can recognize work is/has happened without “adding more” right away to allow for that moment to come up for air.

MCCSS – Rupert Gordon, ADM

- Michelle welcomed the Rupert and the MCCSS team.
- ADM Gordon proceeded with sharing various global and provincial COVID-19 statistics.
- Overall, there is a note of optimism in some trend analysis, although counting cases is unreliable, the level of impact is still evident.

- Positivity rates are decreasing; generally in PHU positive of testing 20-30%, Kingston is down to 13%. Above 10% is still a strong indication of broad community action.
- Many DS locations report single cases, 1/3rd report staff and residents.
- Interestingly cases are proportional between both staff and residents, ones not massively higher.
- 12% are reporting more than 5 active cases; Omicron is big and broad everywhere including in DS.
- Multiple infection is important; hard to control but markers suggested challenge and some success in space.
- Directionally, currently data seems to suggest we have hit a peak around the 4th- 6th of January and improvement in rate of growth in DS over the days.
- Doesn't mean full decline but steepness has dropped out; flattening current indicating that is maybe where we are at.
- Staff growth cutting from 10 to 5; resident 14 to 7; that will continue based on data not fully processed, noting those number growing but less quickly.
- Cautioned that this is a provincial picture, but variations will be evident across regions.
- There are signs of hope, but there will still be many challenges over the coming weeks.

Guidance Updates:

- Despite restrictions in place with testing capacity, staff, residents, and visitors of congregate settings of MCCSS are captured in the priority group for PCR testing.
- Return to work management and critical setting; everyone seen interim guidance, includes MCCSS congregate settings.
- Health did engage us on this and we provided input and listen to; the guidance incorporates a framework to use when considering early return to work.
- It can be done without approval of local PH unit; there is a lot of information in there on how this is not intended to be first step.
- The desire is to always look at lower risk before higher risk.
- There is a lot of trust and empowerment behind this; some will run with it and others will be concerned with how to do it and using the right way.
- We appreciate of all the work at planning table, regional table to help at all levels to work though how to use this and make the most and be comfortable with empowerment to evaluate relative risk.
- Organizations talking about doing this by coaching those who are less comfortable with decision making and allow them to see and learn from those doing it.
- In communication around this, ensure there is constant flow of communication between agencies and program supervisors if this route is taken. This is not to seek for approval from MCCSS or a formal reporting requirement, but it is to give them an update of where you are at and how we can assist.

RAT

- RAT antigen scope of use was updated. Effective immediately, dependent on test kit availability, and until further notice, CLSs are to use rapid antigen tests to:
 - Screen all staff who enter a CLS (regardless of vaccination status), at a frequency of 2 times per week (7-day period).
 - Screen all essential visitors entering a CLS (regardless of the visitor's vaccination status). Exception only if the visitor presented a negative rapid antigen test result at the same CLS the day before.

- Make rapid antigen screening available for residents who return to a CLS (regardless of vaccination status) from an overnight absence.
- Hearing from PHU demanding testing at higher frequency; they should be resourcing that and pushing back. Find out what they are concerned about (ex. Screening, cohorting etc.)
- We are still managing the antigen test supply

Staffing Contingency:

- Amazing work has been happening, this week's webinar was engaging and empowering to see it happening more at community and regional network.
- If you are seeing shortages that can't, be addressed regionally, raise at planning table to support each other. We will try and find ways to provide sufficient support and action those.
- Thanks to CH for providing the online orientation piece to remove help remove the burned to agencies.

PPE

- Big challenges with PPE have been on the logistics and shipping front.
- There have been Covid related challenges and basic capacity issues on the distributing and shipping end.
- Emergency Hubs for PPE on local levels have been crucial for agencies during outbreaks and have been a backstop to other logistical challenges. This is not to replace other methods, but to be able to provide supplies during emergencies.
- 5.4 million equipment came through in December in comparison to 3.6 million in November.

Misc.

- Some members noted there are still challenges at a local level with being prioritized for PCR testing. Rupert noted that there seems to be a miscommunication from the public health unit head quarter and will follow-up.
- Members discussed the 4th booster, and advocacy efforts to receive as soon as possible.
- Rupert noted there is no harm in picking up lessons of current situation. Rupert will advance as well.

Next Calls/Meetings:

- **Next PN 'Briefing Call':** Wednesday February 2nd, 2022@ 2:00pm
 - **Next PN 'Regular Meeting':** Thursday February 17th 2022 'regular' meeting

Adjournment: 1:59PM