



Provincial Network Briefing Note
February 2nd, 2022
Via BlueJeans – 2:00PM

Attendees:

Michelle Brooks (Chair); Janet Noel-Annable (CH); Ann Bilodeau (PNHR); David Ferguson (OASIS); Eugene Versteeg (PNHR/CH); Brian Swainson (GLS); Bryan Keshen (TDSA); (David Cohen (Faith, Culture & Inclusion); Dean Johnson (CNSC-O); Lisa Holmes (OADD); Kimberly Thorn (DSO); Sherri Kroll (PEDG); Geoff McMullen (OASIS); Brian Davies (Bethesda Services); Don Walker (Mary Centre) Chris Beesley (CLO); Ann-Marie Binetti (PNHR); Christine Dubyk (Recorder)

Welcome – Michelle Brooks, Chair

- Agenda for February 2nd, 2022 - **approved as presented**
- Minutes of PN Full Day meeting for January 20th, 2022 approved as presented. **Christine will remove the 'DRAFT' watermark and circulate for sharing and posting**

All welcomed Kimberly Thorn, Executive Director, YSSN as the new DSO Representative at the PN table

Updates on take-aways from the Committee Members

DS Sector Vaccine Preparedness 'Ad-Hoc' Committee - Bryan K.

- The committee met today and continue to push for the 4th Dose for the DS sector. An advocacy letter re: **Prioritization of Individuals Living with Developmental Disabilities for COVID-19 Fourth Booster Vaccine Dose** was drafted and shared. It is requested that this be shared by agencies as needed. It will be different should we have a systemic/easy implementation plan compared the 3rd dose. Will continue to push this forward to assist people with planning and strategies.
- In terms of IPAC, members of the vaccine committee to not feel this is core to their group, and should be part of the Public Sector mandate. This has been highlighted with the ministry and the importance of having the development of a plan and support strategies identified for our settings. In terms of developing IPAC practices, we all have access to this, the question now is if this will be sustained access.
Action: Future agendas will reflect 'IPAC' under Brian D/Ann B/ Bryan K
- Ann B. shared that at a meeting with Jody Hendry from the ministry, Bryan's above comments around IPAC were echoed. The IPAC network and COP town halls continue. Brian S. shared that these town halls are great with lots of proactive information is being shared.

Labour Relations – Dave F. (OASIS LR)

- A meeting with the Unions took place and discussions around, staffing crisis and decontamination of N-95 masks were the main topics.

- Eugene shared that there were discussions on ‘mask cleansing’ and how this can be completed by staff. A follow-up conversation with the ministry confirmed that stock is available, and there are enough masks. The most concerning item that one union identified is an employer was in a situation where they were told if you have a child that is 16 or over, they can assist in a DS location and be paid. Unions were concerned with liability around this.
- Coordinated Bargaining: A meeting with ADM Rupert Gordon and his group will take place next week. Looking to hold a larger group meeting after this, and with more sector representation possibly in the February timeframe.
- SEIU has not participated on a consistent basis over the past couple of years, however a replacement has been found and anticipating more participation going forward.
- Looking at a webinar with the connections from BC in the Spring of 2022.

PN-HR Committee

DS Workforce Initiative– Ann B.

- The Steering Committee met last week. During the month of January there was not a lot of activity, however now looking at pivoting timelines. There were the ‘behind the scene’ items with consultants around core competencies, marketing; etc., and with the new timelines, this will now be pushed to the September timeframe allowing for alignment with the J2B and Work Force Initiatives to be presented at the HR Forum in October 2022.
- Ann-Marie shared that the soft launch of the website will take place on February 14th and will include the marketing campaign and social media shareables. Putting together a plan to encourage all agencies across the province to push information out over a one week period. A harder launch will be done at the beginning of March to agencies and families.
- The HR Forum has moved from October 4&5 to October 3&4, and a communique will be shared with agencies on the date change. This event may be a costume theme geared to peoples’ favourite pandemic outfit.

Cultivating Community Wellness – Ann-Marie/Eugene

- As updated at the PN full day meeting, the CCW is a 2 year initiative. A proposal has been pulled together.
- Hiring 2 people to work part time on co-design for the COP. This is an ‘ask’ to the ministry and in partnership with C3E. This year we are looking at engaging the people that have attended COP and getting input from those that have not participated. This will assist with shaping how to move forward with COP.
- People Minded Business have been engaged, and we are looking to move this to a business model to become more of a toolkit for consistent branding.
- In terms of looking at the national piece, we are working with Yona Lunsky who will also work on the request for funding. Looking to pull together a framework for resources that can be flushed out nationally. Our work will be creating a playbook/manual of what has been done in Ontario and can be shared with other provinces. It would also be good to look at a national gathering where we hope to see other provinces come together to provide knowledge sharing.

C3E – Sector Partnership – Michelle

- There was a call earlier today with the OADD group. Currently pulling together the proposal which will include a request for funds to hire a consultant and to put a framework together

around career path, etc. Will need to pull all the pieces together with a plan/framework and then move forward. A Steering Committee will be established to oversee the work and hire a consultant to review background work, sector engagement, etc. Hoping to get this in early next week.

Strategic Approaches for Staffing

- Proposal submitted to MCCSS for \$160K and multi-year investment towards a designated position
- Michelle shared that there has been an investment through the marketing initiative; however need to look at this from staffing and how to pull it together. Looking at a higher level, strategic thinker that can work with leaders. A holistic approach is needed to start building a long term investment that is sustainable. **Michelle will connect with Rupert to discuss this further.**
- Ann B. asked, if this is approved, who will do the hiring and who this person reports to, etc. The answers are not known at this point, however this will be planned for. Ann, also shared that Dr. Rob Hickey has put in a research proposal around education and employment and sustaining a workforce. He currently sits at the Steering Committee and has brought this forth.
- Bryan K. started an RFP in search of a consultant to do a review of his agency labour strategies and is wondering if others may be doing the same as we would not want to replicate efforts. Bryan's RFP is very strategic in supporting the sector and if he can be of any assistance, feel free to engage him.

ONTrac

- At the full day PN meeting, it was discussed that Janet would draft a letter to MCCSS/ADM Gordon, to remind him of the tiredness within the sector and discuss timing and strategy for a defined period of recuperation. **Letter is included with the circulation of these minutes.**

QAM

- Michelle shared that there was some engagement around provincial opportunities for assisting with QAM initiatives. Has anyone reached out for a centralized approach on this as yet?
Action: Michelle will check in with the ministry on this and bring back to this group.

Other

PN Website, ConnectAbility & Real Xchange Updates – Ann-Marie

- The new website is still in the development stage and is geared to align with the new marketing campaign. The home page will be focussed on PN and will link to all member organizations. There will be opportunity for agencies to do job postings, etc. and may look at a small fee for agencies to upload and post onto the website. Any postings will be monitored by Ann-Marie.
- Working on digitizing the core competencies and training will include an assessment. Will be moving away from in person training, with everything taking place online. Any suggestions on the website and/or training modulus please connect with Ann-Marie.

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

- The next COP session is this coming Thursday, February 3rd and will focus on digital inclusion. These sessions are open to all and it is encouraged that people link in.

- The Book Club which is presenting on 'Leadership' has been postponed to the end of February/beginning of March. Currently trying to attract people who have recently moved into E.D. positions.

Emerging Issues – All

- Ann B. shared that she had received feedback in the form of a derogatory email from someone on her E.D. list pertaining to the recent webinar that took place and the work being done through the PN table. The concern was that it always seems to be the same people and large organizations that are involved. Ann and other members reiterated that the intent of the day was mainly for the small organizations and those that are not typically involved and/or receiving information. Unsure how we can address this.

Some members shared that this is unfortunate and unfair, as it is not only the big players at the table. The people that are questioning this should be encouraged to join tables where applicable. A number of agencies seem to be disconnected from the sector and not sure what the answer to this is. Sometimes feedback is inaccurate due to lack of knowledge and/or information. If possible, reach out to these people and provide some insights.

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.

Next Meeting:

Next PN 'Regular Meeting': February 17th, 2022 @10:00am

Next Briefing Call: March 2nd, 2022 @ 2:00pm