

APPROVED
Provincial Network Meeting Minutes
May 16th, 2024
10:00am – 1:00pm via Zoom

PN ATTENDEES

Michelle Brooks (PH)-*Chair*
Alison McLean (Provincial CoP-EDI)
Ann Bilodeau (PNHR);
Ann-Marie Binetti (PNHR);
Brad Saunders (OASIS/CLO);
Brian Swainson (GLS);
Bryan Keshen (TDSA);
Chris Beesley (CLO);
Chris Brillinger (OPAN);

David Cohen (Faith, Culture & Inclusion);
Don Walker (Mary Centre/FCI);
Eugene Versteeg (Karis);
Jeanny Scantlebury (CNCS);
Jo-Anne Demick (CLO);
Jonathan Bradshaw, (*OASIS in for Bob Walsh*)
Kim Thorn (DSO);
Sherri Kroll (PEDG);
Sue Coke (Kerry's Place/OADD)

PN REGRETS

Bob Walsh (OASIS);
Carolynn Morrison (TDSA);
Janet Noel-Annable (Karis)

Jason Young (OADD)
Shawn Pegg (CLO);
Trish Sherwin (Admin Support/Recording Secretary)

MCCSS ATTENDEES

Christine Kuepfer; *Director*
Jody Hendry;

Karen Glass; *ADM MCCSS*

1. Welcome – Michelle Brooks, Chair welcomed all to the meeting at 10:09am

a) Review and Confirmation of Agenda for May 16th, 2024

Amendments: corrected agenda date in item 1a; move the Health Group presentation to immediately following MCCSS update as they will be staying to hear the presentation; added: under item 2a – CLO Update – item i) update from the day at the legislature
The agenda for May 16th, 2024 was approved as amended.

b) Review and Confirmation Draft Minutes for March 21st, 2024

a. Amendments:

The minutes of the meeting for March 21st, 2024 were approved as circulated.

Question was brought forward on the timelines of getting the minutes out to the committee. Michelle confirmed that they are not shared until the PN Table approves them at the next meeting. Then they are updated with any amendments and posted on the PN website as final.

2. Participant Updates

a. CLO – *Chris Beesley and Jo-Anne Demick*

- Currently in the middle of community living month
- Have seen lot's of local celebrations, the lighting up of the CN Tower and other landmarks across the province.

- Facilitated 2 self advocate webinars – one for agencies how to best support self advocacy and the other directed to self advocates themselves and what it means to be a self advocate, the priorities of that work;
- on Friday CLO will be releasing a document on supported decision making – including 2 webinars on May 23rd (protecting rights and increasing control) May 30th (supporting and building decision making capacity);
- May 24th Transitions Aged Your CofP; hoping to do one more in June
- Just completed a family forum of the 15 projects that were funded by CLO – these were family led initiatives funded up to a max of \$10,000
- Will be launching a second round of EOIs for family led initiatives at the end of May
- CLO Conference proposal submissions closes on Friday.
- As part of a strategy last year we received some transit, transit shelter and billboard space donated from Patterson outdoor – were able to secure that again and will run in June from the persons with lived experience perspective - worried about the cost of living. We feel it, too. And then just an invitation to hit to a landing page that'll give some stats and basically talks about people who have the developmental disabilities are 10 times more likely to be living in poverty. The other one is from a family perspective” worried about the future?...we are too.” they're meant to grab things that other that the general public might relate to that. They're everyone's worried about the future. Everyone's worried about the cost of living. Can you imagine If...?

b. CNSC – *Jeanny Scantlebury*

- We have a new lead who will be attending this meeting as of June. Lexi, DC. Cassidy from CNSC.
- With all the new people in leadership positions – there’s a real concern around how to ensure legacy knowledge and activities. – trying to work out how we hold on to some of the vital information and activities of the past.

ACTION ITEM: Jeannie to facilitate a virtual introduction of the new CNSC lead to Trish to ensure she gets any onboarding with documents she may need to familiarize herself with the work of the PN.

c. DSO – *Kim Thorn*

- The volume of inquiries to the DSO remains high.
- Preliminary stats for 23/24 form MCCSS DSCUS data:
 - 7500+ intakes completed – a 25% increase from previous year
 - 16,000+people receiving supported living supports as at March 31st.
 - 34,515 people receiving some form of developmental service
 - Similar amount of interest for supported independent living as there is for group living but most requests are for community participation support.

d. EDI-Community of Practice – *Alison McLean*

- Since the success of the Inclusion Symposium in March, we've had over 46 new Member applications.
- Creating workplan for the 2024-2025 year
- Looking forward to more collaborations

e. FCI (Faith, Culture & Inclusion) – *Don Walker*

- Looking into engaging an outside company to work with us to determine how we can gain some more information about families and individuals and their interest in faith.
- Looking at starting an online book study for people who are interested inspriituality

- Also connected with the disability and faith forum and working on getting some stories in preparing to share among agencies of how faith is important to certain people.
- f. Specialized Clinical Developmental Services Network (SCDSN) *formerly GLS – Joel McCartney (in for Brian Swainson)*
- Held our annual conference last month – went really well – was tacked on to the OADD conference again this year.
 - We are entering the SCDS and strategic planning process – eta by the end of June 2024
- g. Karis – *Eugene Versteeg*
- Struggling with the financial strain across all the regions– have not heard anything yet around the 2% promised in the budget.
- h. OADD –*Sue Coke*
- Preparing for the November 7th-8th conference titled: “Empowering Possibilities, navigating mental health and dual diagnosis in developmental disabilities - A trauma informed approach.”
 - Receiving some really good abstracts in for that conference
 - As Sue moves into the role of past chair, she is taking on the responsibility to pursue the Developmental Service Professionalization issue. Will be reinstating the small working group around this.
 - Can we ensure that we have some funding to have a consultant help us with this and get it on the table once and for all? - have secured some funding the board of the OADD and also potentially from OASIS
 - Need confirmation as to whether we are going to pursue a professional designation or not
- i. OASIS – *Brad Saunders*
- Working on finalizing a strategic plan that will roll out to members
 - AGM is planned for June 27th, in person
- j. OPAN – *Chris Brillinger*
- Waiting on the Approval Directives
 - Reviewed the OPAN Data report with the ministry and we are making some adjustments but still planning on releasing in June.
 - Working with DSO and PN -Looking at joint communications or communication flow between DSO and Passport
- k. PEDCC – *Sherri Kroll*
- PEDG is hosting their AGM on day one of the Training Ontario conference on September 17th.
 - Planning an Executive Director Orientation on October 30th as part of the PN HR Forum in collaboration with CLO
 - The Grassroots Committee working groups are continuing to actively work on the areas within our workplan
 - Partnering with family networks to remote child friendly communities, continuous improvement for the quality of disability supports,
 - The resource and capabilities group did a session at the OASIS conference, and have put together a paper. Will have highlighted speakers at the webinar series on May 28th hosted by PEDG and CLO where they will present a business model that outlines 3 pathways for accessing, using and accounting for individualized funding.
 - Complex Special Needs of Transitional Aged Youth – May 24th is the next CofP with them

- Another working group that is preparing the sector for J2B

I. TDSA – *Bryan Keshen*

- Just completed a review of our terms of reference and new governance elements as we change over leadership

3. **New Business**

a) Correspondence

- since we've last met we've continued to share out any information shared through CLO and the upcoming workshops.
- distributed the work that was led with Reena in the creation of the guideline for people with intellectual disability, developmental disabilities and dementia
 - is that work something that we wanted to have a presentation here at provincial network around the different tools, resources that have been created, but also the opportunities.

ACTION ITEM: Michelle will make a request for Sandy Stemp to present at a future PN meeting on the National Guidelines for People With Intellectual/Developmental Disabilities and Dementia.

b) Emerging Issues/Questions – All Members

I. Update from the CLO Day at the Legislature and request to PN Table – *Chris Beesley, Brad Saunders, Jonathan Bradshaw*

- Backing up a bit to the 5 to survive campaign – what that looked like, what the response was, what we got and what next steps look like going forward.
 - Had a very successful hash tag with the 5toSurvive campaign
 - Ministry was also experiencing a lot of their agencies across the province with real financial challenges and they invested in some of them to help.
 - We did receive 2% - although we still haven't been told
 - Found out at meetings last week in Queen's Park the reason they didn't have a full story to share on budget day was that it was such a last minute inclusion in the budget that even they didn't have much detail.
- Day at the legislature was well attended
 - Vibe was very positive
 - Everyone came together in a "let's work together" attitude – both ourselves and the politicians, and specifically the minister.
 - Sense that there is more to be done and the Minister is thinking about ways to do that.
 - We also need to think about ways to achieve that from a local level.
- We are looking to come up with a strategy what will be more broadly based with representation from all those interested on this call and the organizations that you represent, with the overarching goal of attracting more funding to this sector.
 - Will need to come up with more data related pieces in addition to continuing with showing what the impact is (the people and the stories)
 - Had some success in this last budget but obviously not what we'd hoped to achieve
 - Asking to have a conversation today and wondering if committee members and the organizations they represent want to be a part of that and what that strategy might look like.
 - Important that going into next year we not only make the case a public campaign, but that our advocacy with the ministry is kind of aligned from the regional office level to the corporate level to the minister's office

- Those messages and challenges being faced are all aligned
- Thought was between OASIS and CLO that we could work with our members on how to strategize, to engage your regional office, to give them an understanding of what your deficits are, what your pressures are, how you're managing, and to be much more transparent than some of us are used to being with these issues.
- Do we use the Provincial Network as the conduit to the corporate side of the ministry to send the same message, so that when the ADM and her directors leave they get a sense that what we're telling them aligns with what they're hearing from the regional offices and then again at the political level.
- Has become clear that even the different levels within the ministry aren't talking to each other so it needs to be a multi-pronged approach of how we're engaging with the ministry. Ensuring that every level is hearing the same message from every source in DS

Follow-up discussions

- Concerns expressed that we are just accepting what was given this year and giving up – there are immediate and imminent risks being experienced by some organizations; also concerned how the ministry is distributing funds in inconsistent ways – with some organizations receiving rescue funding others did not as they made the hard cuts to services or facility improvements and repairs to mitigate their short fall.
 - Agree we need a pre-election year push that aligns across all the system and structure at all levels.
 - Think we need to separate those 2 items as there is some real risk amongst our members and organizations, and there's some real inconsistency of behaviour. Also some opportunities within this year that we need to hold accountable to that should protect organizations. Including moving dollars from other ministries where our funds are being utilized to support -whether that Housing, Health etc.
 - we need to push back and demand those resources now that exist and then separately look at the core operational continuity.
 - TDSA will support a strategy as proposed and think that TDSA would be a good group to utilize.
- Short term or this year's strategy - need to look at how we can engage with our ministry and make the case that the 2% wasn't enough. How can we get another 2-5% in the next budget
- Longer term strategy – we need to focus on the funding model – what are the expectations that we have as a sector on how a funding model is going to work? – cost of living allowances, salary ranges etc.
- Suggestion: to reach out beyond our organizations to the family groups for their feedback and input. – the impact of us downloading the increase in service costs to the families that received the ODSP cost of living increase when they need the extra funding as well.
- how might we, over the course of the year, keep some momentum up with public and family – so when we have voters caring more and maybe even the community of people that don't have disabilities caring and applying pressure. Perhaps we can engage somebody to help with this.
- One piece of data we have is the roughly 8% annual growth in the number of people eligible for DS services (Passport at least) i.e. the actual growth in eligible client population.
 - Think a public pressure, and an economic argument is the next steps.

- Concern around the lack of consistency in the province in DS – politicians were saying how can some of you need more funding and some of you don't? concerned that they will use this inconsistency in DS across the province against us. Can we use the KPMG costing study to help with this and to highlight the inconsistencies to our advantage
 - Need to talk about a different kind of strategy that looks at our historical lack of funding increases, being “everything to everybody” (housing, health, and DS services)
- Confirmed that we have not received any clarification around the 2% noted in the budget. – even with the conversations at the Day at the Legislature.
- Another item caught up in the 310million from the budget is the Approvals Directive for Passport for 2024-2025 (will be accounted for in this pot of money)

ACTION ITEM: CLO And OASIS will look at the near to medium next steps strategy for increased funding for the upcoming year and will report back to the PN Table.

- ii. Reena-continue to hear on the national level from CMHC, deep interest in trying to support this sector. Wanted to make the PN members aware that there is federal dollars for housing that comes in form of renewal or repair 5 or more units, or the development and building of 5 or more units.

may be new dollars coming out through a Rapid Housing Initiative that has not yet been announced.

- c) Topics to discuss with MCCSS – All Members
 - i. Questions submitted to MCCSS prior to meeting from Janet and Sherri
 - ii. Capital branch transfer
 - iii. Is there any further information for clarity around the 2% announced in the budget?
- d) Annual operational plan – per terms of reference.
 - last fall there was the co-led conversation and task group around regional planning and looking at the functioning of regional planning.
 - There has been an effort to pull together regional chairs to have a conversation around what the planning piece will be.
 - Michelle has met with Christine Kuepfer and will be meeting with Andrew Walker around how we can host for the PN table and the regional tables a 1 to 1 ½ day planning session that brings together a few different key elements – the outcomes of the SPARC report, things people/agencies are struggling with, and have the regional tables present a rollup as far as trends, needs, and things that are happening within their community. Hopefully starting to help them all work together at the provincial, regional and local levels.
- e) Review of all standing and Ad-Hoc/Working committees - per terms of reference – deferred.

4. MCCSS Updates- ADM Karen Glass, Jody Hendry and Chris Kuepfer

MCCSS Notes/Updates May 16, 2024

- Ministry staff attended both OADD and OASIS Conferences and shared session information with people who were unable to attend. Appreciated the positive efforts to support change and create inclusivity for people with developmental disabilities.

- On May 28 at 7pm, MCCSS is providing a webinar specifically for families and individuals. This webinar will be offered in French and English recorded with time for questions and answers.

Budget Rollout

- The details of the investment announced in the Provincial Budget regarding individual programs and TPRs will be communicated as part of the Budget Submission process.

Dual Diagnosis Alternate Level of Care

- In fall the ministry provided an update on our partnership with the Ministry of Health to transition persons with a dual diagnosis from hospital to community placements through the targeted DD ALC initiative.
- Through this targeted initiative 30 of the 38 people identified for transition are now in homes in the community.
- Advanced planning is underway to transition the remaining 8 persons who are currently being supported in hospital by DS staff to help with the complex transition process. We anticipate that these remaining 8 persons will be in community placements by the end of Q1.
- The DD ALC initiative started back in 2021 as a small prototype with the first 10 individuals who are now all in community placements, and building on the success of the prototype, and now the ministry is able to expand to an additional 28 DD ALC individuals and those transitions started in 2023-24 to make a total of 38 persons.
- There are approximately 90 individuals with a dual diagnosis who are ALC in hospital beds across the province and this targeted initiative has made a real difference in the lives of these individuals and their families.
- The DD ALC initiative allowed the ministry to reflect on the lessons learnt. During the implementation of the prototype, the ministry acquired lessons learnt that it was able to apply as it expanded the initiative. Some lessons learned:
 - Training was critical to successful transitions. Especially for agencies preparing to support persons pre-transition while in hospital, during and after transition to the community.
 - MCCSS partnered with the PN table on a pilot (phase 1) in Spring 2023, phase 2 has started for design and development of a suite of mental health microcredentials. Microcredentials would be available for new hires and existing staff in agencies supporting these clients.
 - Securing appropriate housing options to meet the complex needs of the clients was very important and challenging. Through the expansion it approved capital investments to upgrade spaces to create specialized housing to suit the unique needs.
 - It has appeared to the ministry that individual level planning was not the most efficient and effective way to facilitate transitions. For the expansion, where possible, a systems approach was used to plan and coordinate multiple transitions

and build key partnerships to enable wrap around transition and long term supports.

- In 2023 CAMH published **Supporting Alternate Level of Care Patients with a Dual Diagnosis to Transition from Hospital to Home: Practice Guidance**. This tool was funded by MOH and includes a comprehensive set of principles and core components designed to guide and support the successful transition of DD ALC patients from hospitals to community settings. Which is a valuable resource that reflects best practices based on research and evidence.

Leroux Litigation

- The Ministry is engaged in class action litigation regarding developmental services waitlist. It involves allegations relating to non-receipt of, or delays in accessing, specific MCCSS-funded developmental services (residential, respite services under SIPDDA) and Passport funding (under the MCSS Act).
- The litigation has proceeded to a point where a Notice Plan has been agreed upon by the litigant and the Ministry and PN members have most likely received a notice from Koskie Minsky.
- As a DS Transfer Payment Recipient, PN members obligation is to post each notice in the office somewhere that is accessible to clients. PN members do not need to send this notice to all of their clients individually. The notice is also available on the Koskie Minsky website.
- As this matter is still before the courts, the ministry cannot provide further comments.

Local Integrated Supportive Housing Plan (LISHP)

- LISHP is intended to formalize a requirement for planning that supports better coordination of local supportive housing planning and delivery across sectors, with the goal of improved collaboration so that resources are used efficiently, and people get the housing and supports they need.
- As the ministry recognized before, LISHP aligns well with the *Journey to Belonging* vision for DS Reform. It includes:
 - Improved cross-sector collaboration with a person-centered focus, and, of course,
 - Strengthened, inclusive and equitable opportunities for people with developmental disabilities to access community housing and supportive services in an integrated way.
- Lots of engagement has been happening, starting in Fall 2020, partner ministries undertook supportive housing engagement on:
 - supply,
 - access,
 - efficiency, and
 - the complex needs of clients.

- This produced a “What We Heard” document released in November 2021 summarizing the feedback, including the following commitments:
 - Develop a common pre-screening tool;
 - Undertake a Cost Avoidance Review (CAR); and
 - Require Local Integrated Supportive Housing Planning (LISHP) across all three sectors.
- Provincial Network members were involved in February 2022 to support the CAR.
- Provincial Network members were also involved, along with other DS service providers, at one of the Roundtables on Supportive Housing in November 2022, hosted by our now Minister of Children, Community and Social Services Michael Parsa,
- The feedback and discussion generated through engagements such as Provincial Network ADM Updates is valuable and continues to help inform the collective work of ministries on LISHP.

Follow-up conversations:

- in the reference to the dual diagnosis intake that was a defined intake, where we had a specific amount of money, of which, in total, we were able to move the 38 individuals, and with regards to the planning for that Karen's reference to capital was associated with those defined moves.
 - this was done on a case by case decision, on the plans put forward associated with the budgets for those individuals
 - with regards to any sort of pressures that agencies are managing, it would be their normal process of engaging their regional office associated with where their budgets are looking for 24-25, and as Karen mentioned, the work with regards to the Budget decision is expected to come out earlier in June. That would have key information for agencies to consider as they're planning
 - at this point in time there isn't any additional defined money for DDAC intakes for 24-25 fy. There is no additional set of money for a new set of intakes this year.
- Q-part of the question is really with PFR and transparency at a regional level, and what's available? What's really there? Where? Where are dollars to sustain and maintain housing for people? It feels like it's diminishing. There's no transparency on the total dollars, or how much is available
 - A-And how do we work together. So we don't end up in situation where we've properties and buildings and people's homes are falling apart to the point where they're not able to have quality of life. Maybe we need to find other pathways together for funding whether it's the Federal improvements, funds or provincial investments with the support of Housing
 - The ministry does not have an answer at this time. They will take it back and commit to coming back to a future PN meeting with a continued conversation about capital.
 - Comment - One of the ways we balance budget submission this year was we reduced our repairs and maintenance budget by about 17%, but this is just a short term solution and this eventually becomes a health and safety concern. The decrease in PFR funding has become noticeable in the physical properties that we're supporting people in.
- a question about Bill 7, and wanting to ensure that the people who are remaining in hospital are not going to have to be forced into a long term care facility because other community options aren't available.

- There is information that was in those guidelines that were developed on the Ministry of Health and long-term care side, so I could make sure that I send that back through to Michelle just as a clarity with regards to the expectations.
- we will continue to use what we've learned to sort of think about it from a prevention perspective and an early engagement and supporting of agencies and partnering with their healthcare partners, but also how we continue to sort of bring forward the story with regards to targeted investments and the value that they can have.
- Just to go back to the notice letters that were received in regards to the class action, litigation and agencies have received those. most have taken action to ensure that they are posted. Just curious as to whether the same requirement for the agencies has been put upon the DSOs and recognizing that that's sort of the gateway to service for people, and they probably have a greater reach out than even transfer payment agencies.
 - The letter was sent to everybody who is a transfer payment agency (TPA) which includes DSOs. It also went to Partners for Planning, Passport agencies, and posted in all the ODSP offices.

5. Standing Committees:

a) OnTrac –*Janet Noel-Annable*

- Expecting the benchmark report through the SPARC survey to be sent out soon. Heard from some agencies that did not respond that they would still like an opportunity to do so – we will open up an opportunity for that once the report is completed and shared.
- OnTrac strategy session is booked in June – following that we will report back to this group on the outcomes

b) HR Committee –*Jennifer Gleeva/Ann Bilodeau*

- HR Forum is currently in planning. Dates are October 29-30 and we're hoping to have registration out before the end of the month.
 - Currently reviewing the responses to our request for presentations
- Will be utilizing the HR Network to respond to the Ontario Ministry of Labour's request for feedback on Bill 190
 - Some concern specifically around the changes in the request for doctors notes.
- The DSW program was identified with the health program so we did not lose the opportunity to have international students in the DSW program
 - The majority of students in the DSW programs are international students, and we continue to struggle with retaining them in Ontario once their programs are complete. We are continuing to focus on additional strategies around this issue.

c) Health Strategy & Engagement Working Group- *Bryan Keshen/Brian Swainson*

a. ***Shareable Slide Deck presentation.***

and

b. ***Health & DS Intersection Survey***

- the Health DS working group of the Provincial Network did release a paper last fall, a call to action for fundamental cross sectoral change advancing access, equity, and improved health outcomes for persons living with IDD
- upon release of that we decided to put together a summarized slide deck that can be used by anyone in our sector if they wish to have conversations with their MPPs, and with families.
- Reviewed the slide deck with the PN table asking for first impressions and feedback so they can take that back to the Health working group at their meeting next week
 - Slide deck is broken down into the 5 priority areas that the position paper focused on: 1. Health system improvements, 2. Alternative Level of Care (ALC); 3. Home

and Community Care (HCC); 4. Infection Prevention and Control (IPAC); and 5. Data Improvements.

- to provide context with this - people living with IDD are poorly understood by the healthcare system. They live with inferior health, wellness and safety supports and experience higher rates of morbidity and mortality due to systemic barriers and in inequities.

Follow up discussions:

- the only thing that I thought could be another opportunity was to bring the 2 together – OHT table and the report from CMH around the transition to ALC to blend that collaboration
- The way you ended with the focus on data and the emphasis on data, so that component is going to be particularly helpful to further the data conversation at our regional planning table.
- The Provincial DEI group could probably utilize this as a conduit to looking at as an equity deserving group and also intersecting with other identities that further place barriers to equitable access to healthcare
- **Suggest** to put a plain language version together of the slide deck that the CLO Council could use and could be shared with self advocacy groups, families and those with lived experience
- **Suggest** hosting a lunch and learn or a webinar to go through the slide deck with people who could be potential regional champions to take this forward where we align the conversation and have report backs on what's happening when those presentations are conducted.
- from the committee's point of view, empowering is more than important than aligning. That having conversations in a direction rather than a perfect aligned direction is more important to the committee. And that's why we really want to empower people to utilize it. I think we have on our committee, probably people from every region, so if any regional table is having a meeting and wants a presentation, one of the committee members can do it.
- the working group has talked a couple of times about putting together a communications plan as to how we can proceed with both the paper from last fall at the summary slidedeck. We're layering what we're hearing today and all this work with a recent update survey that the working group has done about some healthcare intersections in our sector, and one of the questions on that survey was participation in OHTs.
 - Received some interesting results from the more actively involved parts of the Province where DS is at the OHT tables, whether voting or non-voting members. If we can get some of those less represented areas to engage in lunch and learn.
 - Asking the PN Table members for any ideas on getting the paper and the slide deck out there, ie. The RealXchange is one place but if there other ideas on where this could land as a centralized resource please let us know
 - Karen Glass, ADM and Christine Kuepfer have offered to sponsor or meet with Karen's MOH colleagues once this get sent to us, and once you're ready to do a presentation we're happy to host that as well. Perhaps also using the MCCSS internal webinar series for ministry staff.

ACTION ITEM: the Health Strategy & Engagement Working Group will coordinate a webinar to introduce the shareable slide deck.

d) QAM- *Sherri Kroll/Janet Noel-Annable*

- QAM Reference Group meeting coming up in June

- If you have anything you would like added to the agenda please forward them to Sherri and Janet.

6. Current Initiatives/Working Groups:

a) DS Workforce Initiative– *Ann Bilodeau/Ann-Marie Binetti*

- Operational Leadership Training
 - We have a meeting at 1pm today with the Israeli Foundation to pitch the expansion of our Operational Leadership Training for funding to sustain it.
 - Have also met with Ontario Tech University around putting them into a series of MicroCredentials. We also need funding for this opportunity to hire subject matter experts to help develop the curriculum
 - Upcoming leadership training module that was developed through the recruitment and retention side of the workforce initiative
 - Also the training for people that may want to look to a leadership role in the future (SPPI) – the modules are almost completed.
 - Hoping to offer these nationally in the future.
- Research and Data Indicators Committee
 - Survey of HR managers is almost ready to be released.
- The refreshed and customizable recruitment marketing toolkit
 - Also had a family approach us asking if they could use it – we helped them do that and they were very happy with the quality of candidate that applied
- Focusing on the retention side of the work now with creating a toolkit for agencies and families to use
- Communications Committee is starting their newsletter and are promoting their subscription. Please watch for an email in the next couple of weeks and we ask that you share with your membership and networks.
- Suggestion: to look into a possible collaboration with the LeanIn Organization – a creation of women circles with an EDI lens offering free international resources that bring people together to start addressing some of the challenges in relation to women in workforces, but also some of the equity, diversity, inclusion challenges and and and establishing within organizations how you might use those learning circles, but also how, as communities you might do that

b) Sector Pressures and Strategy working group – *Bob Walsh/Chris Beesley*

- i. *#5ToSurvive Campaign – Jo-Anne Demick/Chris Beesley – see agenda item 3b*

7. Finance/Budget

- a) no report

8. Business Arising from Previous Meeting

9. Closing Comments and Adjournment

- a) Adjourned at: 12:43pm
- b) Next PN 'Meeting' the 3rd Thursday of each month for 2023
The next PN Meeting is schedule for: Thursday June 20th, 2024.