

APPROVED
Provincial Network Meeting Minutes
February 20th, 2025
10:00am – 1:00pm via Zoom

PN ATTENDEES

Michelle Brooks (PH)- <i>Chair</i>	Don Walker (FCN);
Alison McLean (Provincial CoP-EDI)	Eugene Versteeg (Karis);
Ann Bilodeau (DSWI);	Jo-Anne Demick (CLO);
Ann-Marie Binetti (PNHR);	Kim Thorn (DSO);
Bob Walsh (OASIS)	Lexi Deece-Cassidy (CNSC-O);
Bryan Keshen (TDSA);	Marnie McDermott (SCDSN)
Chris Beesley (CLO);	Shawn Pegg (CLO) - presenting
Chris Brillinger (OPAN);	Trish Sherwin (Admin Support/Recording Secretary)
Claudine Cousins (OASIS/CLO)	

PN REGRETS

Carolynn Morrison (TDSA);	Jonathan Bradshaw (OASIS)
David Cohen (FCN);	Michelle Del Carmen, (OADD)
Jason Young (OADD)	Sherri Kroll (PEDG);
Jennifer Gleva (Karis)	

MCCSS ATTENDEES

none

1. Welcome – Michelle Brooks, Chair welcomed all to the meeting at 10:03am.

- a) Review and Confirmation of Agenda for February 20th, 2025
Amendments: proposed by Bob and per Michelle will be in discussions throughout the agenda:

- 1. Defining the Provincial Network's Role and Scope:** Discussion on the **niche and role of P/N** within the sector ("Not everyone is a member of CLO or OASIS...") – Business Arising (February 2024) – Perhaps as 6g? (but not really for me).
- 2. Evaluation of P/N's Work & Governance Structures:** From May of last year and as per the ToR's (6.g.)
- 3. Regional Planning Tables & P/N's Engagement Approach (4c)** – I'd suggest this isn't an update but a discussion. Possibly for decision.
- 4. Accountability & Transparency in Decision-Making:** Establishing **clear protocols for engaging with the Ministry**. New Item
- 5. Open Discussion on Governance & Decision-Making in the Network in light of Succession planning.** Business arising (flows from 2a)

The agenda for February 20th, 2025 was approved as circulated.

- b) Review and Confirmation Draft Minutes for January 16th, 2025

Amendments: discussions:

ACTION ITEM: Add a section to be included at the end of the minutes moving forward expanding on the acronyms used within the minutes.

The minutes of the meeting for January 16th, 2025 were approved as amended/circulated.

2. Business Arising from Previous Meeting

a) Expression of Interest(EOI)-PN Chair (Draft)

- Confirmed that the PN Terms of Reference will go out as a supporting document to the EOI
- Clarify the 4 years is to be engaged in the PN and 2 is as the Chair.
- Bob shared an edited version of the EOI using wording from the ToR.
- Suggest: attach the multi-year strategic plan as a supporting document – this document is not completed by the Regional Tables yet. We can include the PN priorities at this time.
- Suggestion: add the criteria that the candidate must be the ED/CEO of a TPR agency in the DS Sector. Will ensure this is reflected within the Terms of Reference as well.
- Discussed the option of opening the position criteria to expand beyond the title of Executive Director or CEO to Senior Leadership looking at more the role of the person at their agency.
 - This was discussed by the task group and the decision was to maintain this title requirement for dealing with the bureaucracy as the PN Chair
 - Comment – title of “Chair of PN” would negate any need for the title of ED or CEO
 - Suggestion: leave the criteria as is for now and look at this again at a later date
 - Suggestion: to look at qualifications and experience over the current job title of the applicant. Look at wording from Core Competencies to help develop these qualifications/experience.
 - can we be more specific and say the qualification is "demonstrated experience/relationships with senior public servants"
- Terms of reference refers to a nominating committee – *A call for expression of interest and review of candidates will be managed through a provincial network ad hoc hiring committee composed of the current chair, the past chair, and the chair of the Hr. Committee.*
- once the EOI is completed we will send it out to the sector and ask the PN partners to share it and then proceed to next steps through the Nominating Committee

3. Participant Updates

a) CLO – Jo-Anne Demick

- Upcoming conferences:
 - Family Conferens in May
 - CLO Conference in September in London
- Webinars:
 1. part 2 of the data series
 2. PEDG conducted an employment webinar last week
 3. Transitional Aged Youth series of 6 webinars
- Surveys:
 1. host families – to obtain data in support of agencies in Muskoka, Parry Sound and Nipissing area business plan to increase the per diem rates for host families
 2. employment – to determine the status of employment supports across the province.
- Ann Stafford Bursary is now launched – open to all people with intellectual disabilities who are wanting to pursue lifelong learning
- February is inclusive education month

- Implemented a series of social media posts to increase awareness and of inclusive education
 - Webinar at 6:30pm this evening by CLO and PooranLaw
 - CSTS-a division of Rotary Homes, is our newest strategic partner
- b) CNSCO –*Lexi Deece-Cassidy*
- Focusing on data this year
 - Looking at TPON definitions to align information being input.
 - DSCIS Dashboard data – looking at origination of data to help ensure and correct for accuracy
 - Goal is to have one record provincially to pull accurate data from to understand current trends and needs.
 - Ongoing conversations with Paulette (MCCSS Program Supervisor) and Ingrid Lawrence on how to improve the sector
- c) DSO – *Kim Thorn*
- Identifying data sets we want to include in the Dashboard and reviewing other change requests.
- d) EDI-Community of Practice – *Alison McLean*
- Currently working on obtaining funding to continue to provide programming within the DS sector at no charge.
 - Will be circulating next week a request for funding support and ask that everyone share with their networks.
 - 2 webinars upcoming available on the RealXchange - Feb 26, part 2: **Understanding Allyship, Unconscious Bias and How to Build Safe Spaces** – and on March 6th part 3: **Exploring the Intersectionality of Disability and Race: Advancing Equity and Inclusion**
[Upcoming Events - The Real Xchange](#)
- e) FCN (Faith and Culture Network) – *Don Walker*
- Received just under 100 responses to our survey
 - Reviewed initial data findings – struggles agencies are experiencing in supporting people with their faith and culture. Will be hosting a webinar to share experiences on successes and challenges around this topic within agencies
 - Michelle will share WES ([Research and Reports - World Education Services](#))
- f) SCDSN –*Marnie McDermott*
- Canadian Conference: Pushing the Boundaries – May 5 -6th Disability, Inclusion and Jewish Community.
Register here: <https://site.pheedloop.com/event/PTB2/home>
 - Clinical Transition Planning: Cross Sectoral Collaboration” March 25th, 2025 is open
 - Reviewed the agenda and speakers
- g) Karis – *Eugene Versteeg*
- Throughout 2025 will be going through the strategic planning process – may be reaching out to PN partners to gather input towards that.
 - Engaged Davis Peer Consulting Firm out of Nova Scotia for their expertise and to co-design the strategic plan.

h) OADD –Michelle DelCarmen

- No report.

i) OASIS – Jonathan Bradshaw

- 1) Labour Relations – meeting with CUPE, OPSEU and SEIU. Analysis of sample CAs from 8 organizations, looking at next steps in coordinated bargaining.
 - 2) Sector Compensation
 - a. NFPay 2025 has launched. Both the compensation survey (breaking down bargaining and non bargaining) and HR programs. Whether you're an OASIS member or not you can participate. The report is free, you just need to share your data. Current deadline is April 8th.
 - b. Pay Equity Tribunal hearing has been pushed back from March 5th and 6th to late September – the Tribunal clarified “process” gaps and is on track to rule. Please note that this is about the Pay Equity Maintenance using Proxy method. It's been narrowed a fair bit in scope, but we have worked with council to develop the steps and legal arguments within scope for the tribunal and for advocacy (outside of tribunal). We continue to work with other provincial organizations across social services to look for opportunities to influence the legislation (slim).
 - 3) OBRC - Continuing to dive into Passport (with OPAN), and key financial pressures as well as IT (cyber security) and strategies to prepare organizations for market based tactics
 - 4) Housing – PFR survey is closed (so in analysis). Housing committee has broadened its perspective to look at broader definitions of housing and enhancing municipal action. Multi modal and multi model based (Joel McCarthy is chairing).
 - 5) GR – Well, we're in election... and will be federally. AMAZING work of the GR team (big shout out to Jo-Anne and Shawn from CLO, Petra from CLTO, Jonathan from OASIS and others – my apologies if I've forgotten to name people)... AND Teresa Cruz. This campaign is a bit broader than last year. We're not LOSING the need for investment in agencies, but we're tying it to the broader need (public campaign) of #waitingtobelong. Debates (broader disability debate was last night – some questions on DS – mostly housing wait list and 40 year wait – wasn't really a debate). Health care, housing, ODSP... don't know enough.
 - 6) Conference – Happening May 1 and 2nd (with pre-conference on April 30th) in Blue Mountain. Registration launching in next couple weeks.
 - 7) Stakeholders – Going back to AOHC for our primary care and DS push, connecting with OADD to support their work, continuing to work with CLO to enhance how we better support the system that supports organizations and supports individuals and families. Meeting with OACAS, FSO, CCSA, NAA and others to look at those places where people with IDD are overrepresented in the populations called “vulnerable” (and experience harsher outcomes). Needing to ensure the breadth and depth of the DS experience are represented in these broader tables.
 - 8) OASIS continues to move forward with its focus on education, communication, advocacy, collaboration and consultation across our three foci (member excellence, engaged governments and communities, a strong sector association).
 - 9) New Initiatives – Immigration Hiring and recruitment. (we had legal opinion in fall... DBO who initiated a question two weeks ago – lots of interest – me bringing here, KW-Hab bringing to PNHR... and Corbrook offered to lead)
 - 10) Moving forward with Benchmarking in the DS Sector (dealing with Abilities First Australia and other provincial organizations)
- Discussed a forum in the province where unionized OPSEU shops could connect; ie an OPSEU employer discussion group – Bob Will share the information on a group that meets Monday mornings where the discussion notes are confidential.
 - General information about immigration employment and best practices for organizations (such as audits)

- Recruitment issues involving the changes in eligibility in Post Graduate Work Permits, the change international students being accepted into collage programs, etc.
 - Recruitment strategies for the not for profit sector with the inevitable decline in foreign workers available in the job market.
- Discussed the DSWI and the HR Committee reviewing the culture challenges within recruitment and retention in the DS sector.
- j) OPAN – *Chris Brillinger*
- Shared stats to articulate the impact of the last 2 years of work:
 - Continue to have a 3% increase in utilization year over year
 - Over 4 year period – increased utilization by 9%
 - In terms of actual dollars – as of Feb 7th 2025 \$47,472,076 over Feb 7th 2024 – represents an increase of 13% in fund issued under Passport (includes new approvals)
 - Have approximately an 8% per year increase in client/recipient load against flat resources. Staff to recipient ratios are 7:1,100
 - Putting together a statement to take to government
 - With no new resources coming in the 25/26 fiscal year we will be forced to reduce service
 - DSO, PN and OPAN continue to deepen their relationship
 - Joint in-person meeting scheduled for early June
 - Discussed the costs per dollar funded through Passport around the cost of the reporting requirements, other options to decrease the workload on Passport and Agency staff
- k) PEDCC – *Sherri Kroll (presented by Jo-Anne Demick)*
- PEDG is working on the next webinar – Succession Planning and Knowledge Transfer
 - The steering committee of the PEDCC has 5 working groups:
 - partnering with family networks to promote child friendly communities
 - working with CLO to better understand their learnings from the 14 family led initiatives they have been funded this year and 15 from last year and their family leadership group in terms of supporting agencies to develop and improve the family connections
 - quality disability support that respect the person
 - resources and capabilities in terms of individualized funding
 - looking at 3 different tiers of funding management
 - addressing complex needs of transitional aged youth
 - sector readiness and response – on pause now as the technical committee is working
 - Jake’s House was defunded on December 3rd and operated until last week when the 27 people were displaced from their homes.
 - Statement from Sherri shared
 - Discussed the impacts of the closure of this OPR and how the TPR agencies stepped up to help plan with the displaced people; how this story/experience can be used in conversations and advocacy with the Ministry; lessons learned.
- l) TDSA – *Bryan Keshan*
- In 2024 conducted a project with high school student to engage and recruit for future employment.
 - Review after – the costs were too high to continue with the project so it was shuttered.

- Putting together a subgroup to look at the issue of resources around family engagement and planning.
- Continue to work with the City of Toronto on Homelessness prevention initiatives within the DS sector.

4. Current Initiatives:

- a) PN coalition Sector Pressures and Strategy working group – *Chris Beesley/Claudine Cousins/Jonathan Bradshaw/Bob Walsh/Jo-Anne Demick*
 - i. Campaign - *#Waiting2Belong*
 - Strategy has shifted into election mode
 - Website has resources relating to the elections.
 - Continuing to get great media coverage
 - Meeting later today on next steps and strategy discussions including the focus at the CLO's day at the legislature in May
 - Shout out to Reena and the AODA Alliance for coordinating and hosting the all party virtual debate held last night. All but one party attended.
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- b) Zoning and Housing Challenges-Municipal and Provincial – *OASIS GR Committee, Jonathan Bradshaw*
 - Reviewed the background of the creation of this group
 - Further actions/initiatives on hold until after the elections are completed.
- c) Updates Re: Service Systems Planning-Ontario (SSP-O) Alignment
 - Currently working to finalize the report from the Feb 5th event and recommendations that came from the discussions
 - 3 of the 5 regional tables have committed dollars to supporting the hiring of a project manager for this initiative.
 - Reached out to Chris and Kim (DSO and OPAN) to provide guidance to the Regional Planning Table Chairs to create a more cohesive, responsive province-wide approach – agreed they will need help to build this.
 - Shifting from a reactive stance to a proactive stance.
 - Room to shift and take opportunity and take voice.
 - Discussed the Ministry role in the Regional Planning Tables and their engagement and responsibility with the tables
 - Discussed the appearance of the same people at all the groups/tables across the province repeatedly reporting back to each other from group to group; how this is being addressed throughout the province; smaller local tables merging with other local tables as one; Regional Tables looking at ways to reduce duplication of work, and report backs; data collection; planning alignment from local <-> regional <-> provincial <-> Ministry
 - Shared conversations with Ingrid at the MCCSS and suggestion to bring her into the conversations post election

5. Standing Committees

- a) OnTrac – Sherri Kroll and Kim Thorn
 - Attempted to reach out before the official Writ dropped and were unable to schedule a meeting.
- b) HR Committee – Jennifer Gleeva (*Ann Bilodeau presented in Jennifer's absence*)
 - In-person meeting last week was cancelled due to the storm
 - Trying to expand the group, and define the clear purpose of the group

- Provided a brief history over the past 10 or so years of the HR Committee, HR Strategy and the DSWI
 - HR Committee facilitates/runs the HR Forum – next forum will be October 28th-29th 2025
 - Discussed HR Networks and the difference in how they operate. Challenges with adding to their workloads.
 - Reviewing the HR Committee and the future next steps for this group – next meeting is April 6th.
 - Welcoming new members and asked PN Table members to share this with their networks
- c) Workforce Initiative Updates – Ann Bilodeau
- Looking to recruit more people to the committees – watch for marketing materials to come out soon.
 - Next steps
 - OLT into MicroCredententials
 - Emerging Leaders training
 - Recruitment & Retention
 - Indigenous Culture
 - French Translation
 - Updating the Succession Planning Toolkit
- d) Nano/MicroCredententials updates – Michelle Brooks
- Current phase of pilot project still accepting enrollments
- e) Health Strategy & Engagement Working Group- Bryan Keshen/Gina StAmour
- Initiative started 6-7 years ago
 - Reviewed the presentations, webinars and other events that have happened recently
 - Next piece being worked on is a simplified infomercial that can help people understand the crux of some of the issues:
 - Long Term Care
 - Care at Home
 - Policies and procedures
 - Various positions taken from people outside of DS sector about our sector.
 - Asked if anyone knows of any efforts to create DS primary care clinics – OASIS worked with Surrey Place and CAMH last year for Northern Ontario (Sudbury or Timmins) will be working with AOHC again this year and will connect this working group
 -
- f) QAM- Sherri Kroll/Eugene Versteeg
- March meeting has been pushed to the middle of April due to the caretaker mode MCCSS is in around the elections
 - Work happening in the meantime:
 - Develop a Quality of Measures Community of Practice
 - to communicate and coordinate a little better on the quality assurance measures with Mccss. And the sector to support organizations, to learn more about quality assurance measures to identify and share some progressive practices around quality assurance measures
 - trying to generate a way to have MCCSS identify examples of resources from other agencies to share with that organization.

- Looking at ways to leverage the real exchange site for up to date examples of some of those protocols and procedures, and systems etc.
-

f/up discussions:

- Confirmed conversations around accreditation that agencies go through
 - Discussed other jurisdictions and the criteria of accreditation they have
- Need for consistency among Ministry advisors
- discussed where and how QAM would fit in a transformed system with more individual funding approaches

6. New Business

a) Correspondence

- None

b) Emerging Issues/Questions – All Members

- Deferred

c) CLO-Employment Presentation– *Shawn Pegg*

- We now have a service system manager in every region of Ontario
- The changes to the system are having substantial impacts on employment services offered by DS agencies:
 - ✓ Some have seen their funding cut in have
 - ✓ Huge jump in admin tasks
 - ✓ Subjective worsening of job roles
 - ✓ Increasing turnover
 - few agencies are continuing to use the old sheltered workshop money to continue employment programs
 - others that have closed their employment programs completely due to funding.
- Collecting a list of agencies that have closed their employment programs
- Agencies are currently reviewing their employment program service agreements with the Ministry and many are deciding to close their employment programs.
- Q- is there a coordination of messaging to share the resources being lost
A- we are gathering this information around erosion of resources as part of the #Waiting to Belong campaign – will connect with Jonathan Bradshaw, OASIS And CLO to look at how to share and support this.

d) Host Families Program – *Jo-Anne Demick/Shawn Pegg*

- Spoke Megan Waqué in North Bay around this program
- Connected with OASIS and developed a survey on Host Family information
 - 49 agencies participated
 - Amount of variation in programs was surprising
 - Host families are being paid from \$1300-\$7400 per month – lack of consistency in compensation models
 - No unified admin practices, rates/costs, and policy alignment
- Work is continuing with CLO and OASIS and will report back with more information as it becomes available.
- Matching a person with a host family – DSO and KARIS have experience with this and is willing to help/provide experience and/or guidance.

- e) Jake's House Update – *Sherri Kroll*
 - Discussed under agenda item 3k

- f) MCCSS Contract Extension of Time Frame from 1 to 5 years – A Legal Opinion – *Jo-Anne Demick*
 - Had some concerns when agencies found that TPR agreements were amended from 1year to multi-year
 - The impacts, risks and benefits of a multi-year agreement.
 - Will provide Legal advise from Pooran Law to share with the minutes
 - Will be added to the March agenda for further discussion.

- g) PN Purpose – Need to review ToR?
 - Deferred to March meeting

7. Closing Comments and Adjournment
Adjourned at: 1:05pm

Next PN Meeting - Thursday March 20th, 2025 virtual via zoom