

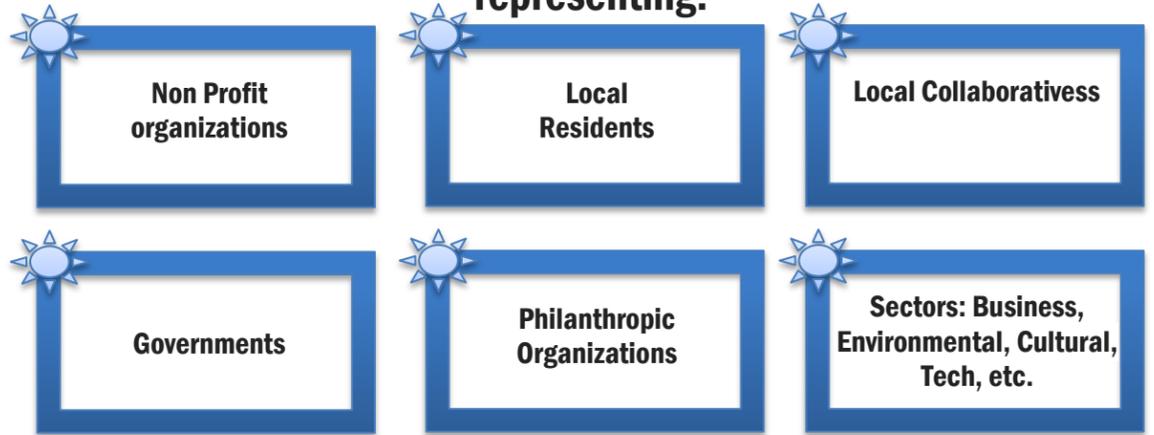
Wellbeing Waterloo Region

Our Vision

Is a community where everyone thrives and no one is left behind.

Who are we?

Wellbeing Waterloo Region brings together people and groups representing:



Our Mission

We are a diverse and connected network working together differently to make transformational change in wellbeing. We are able to impact wellbeing together in a way we are unable to alone.

Courageous · Transformative · Adaptive · Inclusive · Equitable

The **Impact** we want to accomplish in **3** big idea areas:

1. Affordable Housing

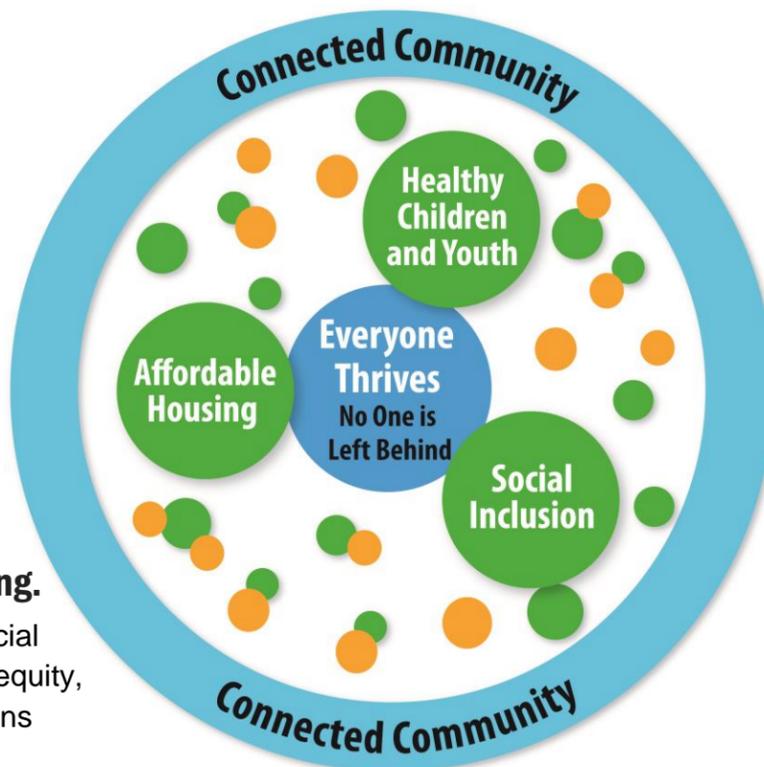
Everyone has a place to call home.

- Mobilize the community to end chronic homelessness in Waterloo Region by 2020.
- Build readiness to move to a transformative affordable housing focus.

3. Social Inclusion

Everyone is welcome and can belong.

- Create in Waterloo Region a social inclusion movement that seeks equity, prevents isolation and strengthens belonging.



2. Healthy Children & Youth

All children and youth have the foundation they need to thrive and reach their potential.

Focus to be determined:

- Early child development (EDI scores)
- Mental health
- Sense of belonging
- Bullying
- Literacy levels.
- High school graduation rates.

How will we do it? Identify actions that will have the most impact.



How we'll **know** we have made a **difference**

By monitoring and reporting regularly on our wellbeing indicators and actions.



How will we do it? The objectives and actions that will have impact.



Affordable Housing

Everyone has a place to call home.

Strategic Objectives (What we are trying to achieve)	
1.1 Communicate to engage the community in the actions and the story of ending chronic homelessness.	 <p>(Leadership Waterloo Region, Waterloo Institute of Social Innovation and Resilience (WISIR) and Wellbeing Waterloo Region (WWR) strategic alliance)</p>
1.2 Fundraise for a rent subsidy and a rental unit repair fund to support people experiencing chronic homelessness to be housed. (ALL IN 2020)	
1.3 Increase landlord engagement to increase the number of private market rental units. (ALL IN 2020)	
1.4 Build readiness to move to a transformative affordable housing focus.	

Healthy Children and Youth

Children and youth will have the foundation they need to thrive and reach their potential.

Smart Cities: We will become the benchmark community in Canada for child and youth wellbeing by using early intervention, youth engagement and a connected-community framework to create adaptive, data-driven programs and scalable learning technologies that improve early child development, mental health and high school graduation rates.



Strategic Objectives (What we are trying to achieve)	Actions: (How we will achieve our objectives)	Signs of success: (Indicators to show if we are making progress)
2.1 Invitation to participate in Children & Youth Planning Table (C&YPT)	2.1.1: Wellbeing Waterloo Region members invited to participate in the Children and Youth Planning Table (CYPT) and Smart Cities Waterloo Region events and process to gather input for the phase 2 proposal.	<u>Outputs</u> <ul style="list-style-type: none"> ✓ # of invitations to WWR members ✓ WWR participate in events ✓ Inclusion of Indigenous community including youth <u>Outcomes</u> <ul style="list-style-type: none"> • More people engaged in the development of the proposal.
2.2 Receive ongoing updates on Smart Cities Waterloo Region	2.2.1: Obtain progress updates from Smart Cities and Children and Youth Planning table to understand progress of Smart Cities and role of WWR.	<u>Outputs</u> <ul style="list-style-type: none"> ✓ Attendance and updates at WWR working group meetings. ✓ Updates from SC through WWR to WWR subscription list.
2.3 Smart Cities to continue to leverage WWR	2.3.1: Smart Cities will continue to leverage WWR connections and obtain insights where needed for the application process.	<u>Outputs</u> <ul style="list-style-type: none"> • # of requests for input and attendance at consultation meetings. • # of attendees at consultations
2.4 Determine next steps for Healthy Children and Youth working group and actions	2.4.1: Determine direction on next steps for Healthy Children and Youth working group and actions once we know the outcome of the Smart Cities application – phase 2 in June 2019.	<u>Outputs</u> <ul style="list-style-type: none"> • Develop plan once status of proposal is learned. • Identify if and how the Catalyst group through WWR is still needed. • Implement working group in whatever form identified

As detailed in our Wellbeing Waterloo Region action plan we will determine next steps for the Healthy Children and Youth Big Idea area in collaboration with the key stakeholders and working groups now that the winning community was named for the Smart Cities Challenge.

The following are potential areas of focus for future work:

- Early child development (EDI scores)
- Mental health
- Sense of belonging
- Bullying
- Literacy levels.
- High school graduation rates.



Social Inclusion

A community movement that embraces diversity, seeks equity, prevents social isolation, and enables everyone to belong.

Strategic Objectives (What we are trying to achieve)	Actions: (How we will achieve our objectives)	Signs of success: (Indicators to show if we are making progress)
3.1 Support diverse participation and implement a restorative and inclusive culture to impact community health inequities.	<ul style="list-style-type: none"> ✓ 3.1.1: Develop and implement equity and bias awareness training for Wellbeing Waterloo Region working groups to impact and address health inequities. ✓ 3.1.2 Provide safe facilitation and spaces for inclusive, authentic, mindful and restorative conversations in Wellbeing Waterloo Region working groups. ✓ 3.1.3: Provide opportunities for critical reflection that addresses cultural, bias and privilege awareness, which are led and/or developed in partnership with groups that have experienced exclusion. 	<p><u>Potential Outputs</u></p> <ul style="list-style-type: none"> ✓ Equity training identified and implemented for all working groups ✓ Number of trainings held (9 to date) ✓ Number of participants attending the training (over 270 participants) • 31 day challenge developed to continue learning on cultural bias awareness and Indigenous cultural safety <p><u>Potential Outcomes</u></p> <ul style="list-style-type: none"> • Improve decision making to enhance wellbeing by making better decisions based on facts and not feelings or biases (2 training sessions held with co-conveners) • Have restorative conversations in working groups as well as in public events which create transformative and positive action. • Promote an inclusive culture throughout the connected network of service providers that engage people in the solutions and change system level practices and policies to improve wellbeing.
3.2 Increase public knowledge and understanding barriers to wellbeing and to work together for solutions to enhance belonging.	<ul style="list-style-type: none"> ✓ 3.2.1: In partnership with community groups host a series of “dialogues on diversity” to create awareness and understand what is getting in the way of wellbeing issues such as racism, classism, homophobia, ageism, ableism etc. 	<p><u>Potential Outputs</u></p> <ul style="list-style-type: none"> • Number of dialogues held • Number of participants at the dialogues <p><u>Potential Outcomes</u></p> <ul style="list-style-type: none"> • Understanding developed and actions to address barriers to wellbeing are developed.
3.3 Celebrate diversity and recognize diverse leadership contributions.	<ul style="list-style-type: none"> ✓ 3.3.1: Support, develop and implement resources that celebrate the diversity of our community and promote cultural inclusion. <p>3.3.2: Support the development of events that recognize the contributions to our community by diverse leadership.</p>	<p><u>Potential Outputs</u></p> <ul style="list-style-type: none"> ✓ Number of posters and stories developed ✓ Number of community partners who use the posters. ✓ Calendar of religious and cultural events created ✓ Number of website hits for poster downloads and events ✓ Number of events and groups supported ✓ Number of participants at diversity events <p><u>Potential Outcomes</u></p> <ul style="list-style-type: none"> • Promote an inclusive culture throughout the connected network of service providers that increases engagement of people attending multi-cultural events
3.4 Profile isolation and loneliness as a wellbeing issue.	<p>3.4.1 Profile isolation and loneliness as a wellbeing issue by implementing a loneliness awareness week that includes a community call to action to address isolation.</p>	<p><u>Potential Outputs</u></p> <ul style="list-style-type: none"> • Develop a plan to profile isolation and loneliness <p><u>Potential Outcomes</u></p> <ul style="list-style-type: none"> • Increased awareness of loneliness impacts on wellbeing
3.5 Develop respectful and meaningful relationships with Indigenous People to foster intercultural understanding and connection that facilitates authentic conversations and input.	<p>3.5.1: Provide safe facilitation and spaces for conversations that acknowledge the impacts of colonization and support actions that will promote reconciliation.</p> <ul style="list-style-type: none"> ✓ 3.5.2: Explore the possibility of developing an Indigenous Advisory Circle that is supported and resourced to provide advice and input on Wellbeing Waterloo Region actions as well as services and programs in Waterloo Region. ✓ 3.5.3: In collaboration with Indigenous leaders, implement training, education and tools to the working groups of WWR on Indigenous culture and history, the impacts of colonization as well as provide opportunities for reflection on how to work towards reconciliation. 	<p><u>Potential Outputs</u></p> <ul style="list-style-type: none"> ✓ Development and implementation of Indigenous cultural safety and awareness training for all working groups and WWR members ✓ Number of participants in training ✓ Indigenous members present in working groups ✓ Development of Indigenous Advisory Working Group ✓ Development of resource materials for community members – e.g. protocols on land acknowledgments ✓ Promotion of cultural events through the connected networks including Powwows, training and workshops

Strategic Objectives (What we are trying to achieve)	Actions: (How we will achieve our objectives)	Signs of success: (Indicators to show if we are making progress)
		<ul style="list-style-type: none"> • Increased engagement of the Indigenous community at decision making tables • Mobilizing working group members to conduct land acknowledgements at working group meetings and workplaces <p><u>Potential Outcomes</u></p> <ul style="list-style-type: none"> • Develop meaningful relationships with Indigenous communities. • Working groups of WWR understand Indigenous history and culture. • WWR working groups implement actions that support Indigenous cultural safety. • Commitment of working groups identifying opportunities to reconciliation.

Connected Community - Communications and Engagement



A diverse and connected network of service providers that engages people in the solutions, changes system level practices and policies to improve community wellbeing.

Strategic objectives: (What we are trying to achieve)	Actions: (How we will achieve our objectives)	Signs of success: (Indicators to show if we are making progress)
4.1 Create and support the channels for ongoing information, input and engagement.	4.1.1: Create the opportunities to reach out, gather input and engage with diverse groups in community spaces where people feel safe and comfortable to build and foster authentic, meaningful and trusting relationships.	<u>Outputs</u> <ul style="list-style-type: none"> ✓ Create and maintain the WWR website ✓ Create the WWR mail chimp subscription process and template ✓ Create a community calendar for wellbeing related events ✓ Create ongoing communications for WWR <u>Tracking outputs</u> <ul style="list-style-type: none"> ✓ No# of updates through mail chimp ✓ No# of members on subscription list ✓ No# of calendar entries from community partners ✓ No# of hits to the WWR website <u>Outcomes</u> <ul style="list-style-type: none"> • Meaningfully engage diverse groups to improve wellbeing among these diverse groups and for the community overall. • Mobilize efforts to improve wellbeing for people living in Waterloo Region
4.2 Support and/or promote public awareness campaigns that promote equity, reduce isolation, support inclusion and strengthen belonging.	4.2.1: Support and promote community campaigns or events through a variety of media channels.	<u>Outputs</u> <ul style="list-style-type: none"> ✓ Support the “I am committed, I am affected” Campaign. ✓ Support the Black Brilliance youth event in November 2019 <u>Outcomes</u> <ul style="list-style-type: none"> • Meaningfully engage diverse groups to improve wellbeing among these diverse groups and for the community overall. • Mobilize efforts to improve wellbeing for people living in Waterloo Region.
4.3 Assist networks to mobilize and engage.	4.3.1: Support the development and implementation of networks that experience exclusion in order to mobilize action and engagement in WWR.	<u>Outputs</u> <u>Outcomes</u> <ul style="list-style-type: none"> • Meaningfully engage diverse groups to improve wellbeing among these diverse groups and for the community overall. • Support efforts to improve wellbeing for people living in Waterloo Region.
4.4 Identify and advocate for system wide changes that impact wellbeing.	4.4.1: Identify, advocate for, and make system wide changes on issues that impact wellbeing (e.g. affordable transportation, poverty reduction, walkable/age friendly communities, inclusive building and public spaces etc.).	<u>Outputs</u> <ul style="list-style-type: none"> • No# of issues identified and advocacy actions taken. <u>Outcomes</u> <ul style="list-style-type: none"> • Eliminate barriers that are getting in the way of wellbeing. • Mobilize efforts to improve wellbeing for people living in Waterloo Region.

Measurement and Monitoring



Monitor and report on the progress of community wellbeing, track health inequities and inspire community action.

Strategic Objectives (What we are trying to achieve)	Actions: (How we will achieve our objectives)	Signs of success: (Indicators to show if we are making progress)
5.1 Monitor, track and report on community wellbeing to inspire action.	<p>5.1.1: Track and report on community wellbeing and health inequities by developing a profile of community wellbeing.</p> <p>5.1.2: Develop and implement a mini survey with community groups that may not be represented in the profile of wellbeing.</p> <p>5.1.3 Develop a report on the Wellbeing Waterloo Region survey results (long and short versions).</p> <p>5.1.4: Host data sense making sessions on the survey results with the community.</p>	<p><u>Outputs</u></p> <ul style="list-style-type: none"> ✓ Framework of Wellbeing identified. ✓ Indicators of wellbeing identified. ✓ Profile of wellbeing – both long and short versions produced. ✓ Mini wellbeing survey developed and implemented through partner agencies that reach groups not represented in the profile and/or that are marginalized. ✓ Base line community wide wellbeing Survey developed ✓ Results from community profile reported. <p><u>Outcome</u></p> <ul style="list-style-type: none"> • Data used as a lens to make data informed decisions to improve wellbeing.
5.2 Identify and address gaps in wellbeing data	<p>5.2.1: Identify gaps in wellbeing data and develop methods to address these gaps in culturally appropriate ways.</p>	<p><u>Outputs</u></p> <ul style="list-style-type: none"> • Gaps in data identified and addressed. <p><u>Outcomes</u></p>
5.3 Create an online data portal	<p>5.3.1: Create and implement an online portal of wellbeing indicators for partners and the community to use in visual and engaging ways.</p>	<p><u>Outputs</u></p> <ul style="list-style-type: none"> • Implement community forums to identify needs and implement a system that is relevant to the community. <p><u>Outcomes</u></p>
5.4 Turn data in knowledge and mobilize action.	<p>5.4.1: Create opportunities to share data and progress in ways that turns data into knowledge, action and community engagement.</p>	<p><u>Outputs</u></p> <ul style="list-style-type: none"> • # of data sense making sessions • <p><u>Outcomes</u></p>
5.5 Evaluate and report on the process and progress of Wellbeing Waterloo Region.	<p>5.5.1: Evaluate and report on the Wellbeing Waterloo Region (WWR) process and progress of actions in order to understand successes and address the challenges.</p>	<p><u>Outputs</u></p> <p><u>Outcomes</u></p>

Who is doing the work? WWR Enabling Structure

All WWR working group members are responsible to:

- Become aware of and address personal biases.
- Act as ambassadors for Wellbeing Waterloo Region by broadening and furthering the mission.
- Adhere to the WWR principles of how we will work together: **Courageous-Adaptive-Equitable-Transformative–Inclusive**.

Wellbeing Waterloo Region Connectors Hub

The Connectors Hub is the group that provides oversight and ensures integration for the overall directions of the collective work of Wellbeing Waterloo Region.

- Provide guidance and strategic direction to the activities of the WWR.
- Approves major changes to strategic objectives, actions or new directions for each of the working groups of WWR. Examples of decisions that go to the Connector Hub include: changing strategic objectives, new resource needs and requests and updates on progress.
- Receive and monitor updates from all WWR working groups.
- Monitors all working groups for alignment and progress on actions.
- Provide recommendations (e.g. policy or processes) to the System Change Champions and receive updates on progress from Systems Change Champions.
- Identify and act on region-wide advocacy issues.
- Identify integration opportunities and challenges at a community and systems level.

Elder – Lois Macdonald

Lois Macdonald holds the role of program Elder with Wellbeing Waterloo Region and is from Missanbie Cree First Nation. The Elder position carries the responsibility to ensure the WWR community remembers that we all have a shared responsibility where everyone is welcome and can belong.

Systems Change Champions

The Systems Change Champions will influence decisions with key organizations/groups that could help to make system level changes and decisions that support transformational change to improve community wellbeing.

- Promote the value of a collaborative approach to improving community wellbeing.
- Remove barriers, improve integration and improve community wellbeing.
- Receive, identify and advocate for changes to policies and processes
- Provide insight to the WWR Connector Hub regarding opportunities for system change.

ALL IN 2020 Catalyst Group

ALL IN 2020 is a partnership between the Homelessness and Housing Umbrella Group (HHUG) and Wellbeing Waterloo Region (WWR). The Mission of the ALL IN 2020 Catalyst Group is to mobilize the community to end chronic homelessness by November, 2020.

- Implementing the Action Plan as approved by the Connector Hub of WWR.
- Marshal project resources and investments to achieve the strategic objectives
- Provide recommendations to the Connectors Hub on system level changes (e.g. to policy or processes) to improve wellbeing.
- Provide guidance and direction to the activities and actions.

Social Inclusion Catalyst Group

The Social Inclusion Catalyst Group will take action and move the Social Inclusion big idea actions forward.

- Move the Big Idea area forward.
- Identify meaningful and impactful actions for the Big Idea Area based on public input, data and research.
- Marshall project resources and investments to mobilize the Big Idea Area.
- Provide recommendations to the Connectors Hub on system level changes (e.g. to policy or processes) to improve wellbeing.
- Provide guidance and direction to the activities and actions.
- Ensure that there is authentic and meaningful involvement of lived experience in the engagement, decisions, directions and process.

Measurement and Monitoring Working Group

Provides guidance and direction on the overall measurement system and provide guidance on the overall progress reporting process and tools to ensure accountability, transparency and engagement of our community with the data collected for WWR.

Functions:

- Act as champions for tracking and reporting of wellbeing.
- Develop and maintain the plan and process for the development of a reporting and monitoring system for community wellness.
- Provide strategic advice to the development of a wellbeing data portal.
- Create opportunities to turn data knowledge into action.
- Share data for the measurement system in a way that promotes data literacy (understanding) and engagement.
- Provide advice on the ongoing evaluation of the initiative.

Communications and Engagement Working Group

Creates the opportunities and actions to intentionally engage diverse community members and the wellbeing eco-system partners to focus on strengthening individual, organization and network connections. Develops strategies and implements actions to ensure that the diversity of our community is reflected in the involvement of WWR. Also helps to engage and rally the general public in the wellbeing work.

- Develops opportunities for connecting within and across our communities, institutions, sectors and levels of government to build relationships and support for change.
- Implements actions to engage and rally the general public on the work of Wellbeing Waterloo Region.
- Develops actions to strengthen stakeholder and public engagement/communications.

How we will work together?

Our Principles - We are committed to a shared vision and a focus on collective achievements. To do that we will be:

<p>Courageous: Having ongoing critical reflections to help us look at issues in new and different ways rather than accept the status quo, harnessing new knowledge and opportunities.</p>	<p>Transformative: Move beyond existing organizational and collaborative boundaries by fostering trusting relationships and a culture of mutual respect.</p>
<p>Adaptive: Continuously learning, adapting and improving our mutually reinforcing actions through the use of data, shared measurement and community input.</p>	<p>Inclusive: We will be intentional about inclusion by acknowledging that biases exist and using an equity lens to identify and address these biases.</p>
<p>Equitable: All voices matter and we will provide supports and opportunities so everyone has the chance to become authentically and meaningfully involved. We will pay particular attention to and support people who have experienced oppression and people with lived experience.</p>	

Our Enabling structure

