

Wellbeing Waterloo Region

Spring 2019 Update

Hello friends of Wellbeing Waterloo Region!

Happy spring and new beginnings! In January 2019, Wellbeing Waterloo Region (WWR) moved into its new enabling structure. This update summarizes the important work and exciting activities that have been happening across all of the WWR [working groups](#) over past several months.

Connectors Hub

The Connectors Hub has met twice, developing decision-making protocols and learning about their new role. The group's first major decision was to form a strategic alliance between WWR, Leadership Waterloo Region (LWR), and Waterloo Institute of Social Innovation and Resilience (WISIR) to begin the background work on Strategic Objective 1.4 under the "big idea" area of Affordable Housing:

1.4 Build readiness to move to a transformative affordable housing focus.

As part of their work, LWR/WISIR will organize a Social Innovation lab that is intended to engage diverse multi-stakeholder groups in completing background research to address objective 1.4. It is important to note that this work is distinct from, yet complements the first three objectives of the Affordable Housing area, which are being addressed separately by the ALL IN 2020 Catalyst Group.

The alliance we be for the time period of April 2019 – August 2020, with stakeholder and community involvement beginning in the fall of 2019.



Systems Change Champions

The group met on April 24, 2019 and discussed the emerging shifts happening in our community that could impact wellbeing. The discussion included the following themes:

- Disruption is happening. As system leaders we are intensively concerned about the disruption.
- It is not “business as usual” so we all need to shift and change.
- In times of uncertainty we need to make sure we are taking care of the most pressing priorities – services and each other.
- We are going to embrace this and rethink how we do things to minimize the impacts. We can deal with this disruption in new ways.
- There is a natural tendency to turn inwards, but we need to be effective and collaborative throughout this disruption. It is even more important that we continue to work together.
- We will continue to be committed to the Wellbeing Waterloo Region vision of “*a community where everyone thrives and no one is left behind*” and keep that in the forefront as issues come forward.

Discussions to develop next steps will take place at the next meeting in late June/early July.



Indigenous Working Group

This group of Indigenous community members have had three meetings to date. Building relationships and exploring possibilities for this group have been the focus. A smaller education focus group has been formed in order to develop a program for the Wellbeing Waterloo Region network on Indigenous cultural education.

Key topics of discussion at meetings have been:

- Representation from the Indigenous community within WWR working groups
- How we improve and support positive meaningful relationships with the Indigenous community
- Orientation to WWR's new structure, goals and intentions with regards to the Indigenous community
- Guidance on the implementation of a WWR Land Acknowledgement Protocol

- Guidance on the implementation of a WWR Indigenous medicines best practices
- How to offer Indigenous cultural education to WWR workgroup members
- What is meant by Indigenous Wellbeing.
- The need for Indigenous navigator positions in various systems and agencies.
- What could be the focus and parameters of an Indigenous Advisory Circle?



An expression of interest was sent out to community educators to plan a series of Indigenous Cultural Competence workshops for WWR working group members in 2019. Sessions are being formulated.

ALL IN 2020

ALL IN 2020 is a partnership between the Homelessness and Housing Umbrella Group (HHUG) and WWR. The group has met 10 times since July 2018, and includes 19 active members from a wide range of social service sectors, government, business, people with lived experience, community members and funders.



Structure

- Brian Kamm of United Way Waterloo Region Communities was elected as co-convener, joining Lynn Macaulay.
- After consultation with the people with lived experience sitting on the Catalyst Group, the group's honorarium practice was changed to align with WWR.
- A policy was created and amended for adding new members to the group.
- Staffing structure:
 - Suad Yassin remains the HHUG Program Assistant, doing a lot of work on social media and the website (<https://www.hhug.ca/>). Funding for her position comes entirely from HHUG fundraised dollars.
 - Lynn Macaulay is the Executive Director of ALL IN 2020. Her role has changed significantly from a .2FTE to a .75 FTE. This position is funded through the Region of Waterloo, Housing Services beginning in April, 2019.
 - Cheryl Grove provides WWR Backbone support to ALL IN 2020.
- Created and approved Terms of Reference.

Key Activities

- Launched ALL IN 2020 at National Housing Day at CIGI in November 2018.
- Created a website.
- Continue to have a robust social media presence on Facebook, Twitter and Instagram.
- Launched phase 1 and 2 of housing heroes – featuring community members and organizations.
- Invited Edwina Toope, Manager of Lutherwood’s PATHS2home program to give a presentation on PATHS2Home, a newly launched initiative that supports people experiencing chronic homelessness to find adequate housing and receive intensive housing based support.
- Listened to and reflected on a presentation on how to create a Fundraising Plan with special guest, Jacqui Terry-Carroll, Lutherwood.
- An action plan was developed and is continually being updated and modified.
- Fundraising is progressing steadily and slowly. A number of contacts have been made regarding third party fundraisers. ALL IN 2020 is very excited about the new partners who are coming on board.
- Several speaking engagements, displays and events are upcoming.



ALL IN 2020 Communications Action Group

- This group helped develop promotional materials for ALL IN 2020 including buttons and infographics. The group also helped develop a series of housing hero ads that were published in the Record.

ALL IN 2020 Data Dashboard Action Group

- This group helped develop an ALL IN 2020 data dashboard (<https://www.hhug.ca/all-in-2020-dashboard>) which shows the number of people experiencing chronic homelessness who are waiting for housing and support, the inflow (# of people added to the priority list) and outflow (# of people who have left the list).

Social Inclusion Catalyst Group

The Social Inclusion Catalyst Group has met twice. Following are some of the activities Wellbeing Waterloo Region has implemented in support of the Social Inclusion big idea area.

Transformation: Challenging Systemic Barriers to Equity

Over 250 people from WWR working groups attended 9 training sessions conducted by Kike Ojo of KOJO Institute in support of developing a common framework for understanding systemic barriers to equity. The training focused on how inequitable outcomes are produced and maintained, and what actions are required for their disruption. Feedback collected from participants will inform next steps.

Dialogues on Diversity

In order to develop understanding and awareness about specific dimensions of diversity and identify actions to remove barriers, “Dialogues on Diversity” are being held throughout the year. The first dialogue was held in January in partnership with the Coalition of Muslim Women and had over 60 people in attendance. Future dialogues are being planned.

Inclusive Communications

WWR has begun communications on religious and cultural days of significance (e.g., Chinese New Year, Holi, Day of Pink, Vaisakhi, Black History Month, International Women’s Day, Nowruz, etc.). If you have items that you think should be acknowledged and are not already on the [WWR Calendar](#), please submit to Wellbeing Waterloo Region backbone staff.

30 Day Challenge

The [30 Day Challenge](#) is a daily practice of short, fun, and thought-provoking activities to help us mobilize in the struggle to challenge systemic barriers to equity – at home, on the job, and in our wellbeing work. The Challenge was launched this week to keep issues of equity and inclusion at the forefront after our recent training. We hope you are up to the challenge, and that you pass it on to your coworkers, friends, family and neighbours! The more people thinking about, and taking action on inequities, the better chance we have of developing a truly inclusive community.



Tea and Tales with Muslim Women.

“Dialogue on Diversity” in partnership with Coalition of Muslim Women on January 28, 2019



Healthy Children and Youth Catalyst Group

If you have not already heard, the *Smart Cities Challenge* winners have been announced. Waterloo Region was one of five finalist communities, of which Montreal took the prize. If you would like further information, visit smartwr.ca and follow @SmartWatRegion on Instagram and Twitter for updates.

As detailed in our Wellbeing Waterloo Region action plan, we will setting up discussions to determine the next steps for the Healthy Children and Youth big idea area in collaboration with key stakeholders and working groups.

Measurement and Monitoring Working Group

The measurement and monitoring working group has met twice. To date, the Measurement and Monitoring Working Group has:

- Reviewed the core functions of the working group and the key actions related to Measurement and Monitoring.
- Shared their insights and reflections on the *Transformation: Removing Systemic barriers to Equity* training.
- Discussed the importance of knowledge mobilization and having linkages between the Measurement and Monitoring Group and the Communications and Engagement working group.
- Listened to and reflected on the Community Wellbeing Survey.
- Provided input to inform the planning of future Community Wellbeing Survey data sense making sessions.
- Discussed limitations of the Community Wellbeing Survey.
- Started a scan of “who is doing what” with the Community Wellbeing survey data. The scan will be helpful for planning deeper dives, aligning data analysis efforts, avoiding duplication of work, and understanding the gaps in data analysis.
- Received information about the process for accessing the Community Wellbeing survey data.



Communications and Engagement Working Group

The Communications and Engagement working group has met twice. During the first meeting, members established group norms and introduced themselves to each other. They decided the following:

- A volunteer at each meeting will read the land acknowledgement and provide a short reflection on what it means to them
- A volunteer at each meeting will serve as the Value Holder to ensure our discussions and actions reflect WWR’s principles

The group held a brainstorming session to generate ideas about how they can facilitate better collaboration and communication between WWR working group members and, at a later stage, with the broader community.

The results of that brainstorming session led to the creation of an Internal Communications Needs Assessment survey that was sent to all WWR group attendees to get their input on the most effective

and relevant ways to connect and facilitate communication between all the working groups of Wellbeing Waterloo Region.

At the second working group meeting, the data was analyzed and actions for the Communications and Engagement working group were formulated. Next steps will involve priority setting exercises conducted over the summer to flesh out the group's action items and develop work plans.

Co-Conveners Community of Practice

There are two co-conveners from the community that facilitate each working group meeting for Wellbeing Waterloo Region. The co-conveners of the WWR working groups are as follows:

Connectors Hub	
Jane Hennig	Volunteer Action Centre Waterloo Region
Nancy Bird	United Way Waterloo Region Communities
Systems Change Champions	
Mike Murray	Region of Waterloo
Tara Bedard	Immigration Partnership
Social Inclusion Catalyst Group	
Aleksandra Petrovic	Social Development Centre Waterloo Region
Vacant	Waterloo Region Crime Prevention Council
Indigenous Working Group	
Lois Macdonald	Indigenous elder
Cynthia Martin	Waterloo Region Police Services
ALL IN 2020	
Lynn Macaulay	ALL IN 2020
Brian Kamm	United Way Waterloo Region Communities
Communications and Engagement Working Group	
Kathilee Porter	ELAWR & The Blend Media
Lynne Short	Kitchener Waterloo Community Foundation
Measurement and Monitoring Working Group	
Kristine Allison	Social Planning Council of Cambridge and North Dumfries
Arianne Folkema	Region of Waterloo Public Health

The roles of co-conveners include the following:

- Facilitate meetings
- Ensure that there is equal opportunity for everyone to participate
- Keep the meeting focused on the agenda item
- Help facilitate respectful conversations
- Help support inclusive and meaningful participation and process
- Identify the agenda and process for working group meetings with support from backbone staff.

- Disclose any direct or indirect conflicts
- Participates in the discussion (co-convenors are voting members).

WWR hosts a community of practice for the co-convenors in order to connect co-convenors with each other, stimulate problem solving, and have productive conversations. These meetings also provide opportunities to obtain and practice new tools for productive and inclusive meetings.

Waterloo Region Community Wellbeing Survey

In 2018, a group of 16 community organizations (see logos below) wanted to find out how Waterloo Region residents felt about their wellbeing and quality of life in this community. The Waterloo Region Community Wellbeing Survey asked people living in the Region about what matters most to their wellbeing and how it is connected to other factors that influence overall health.



Over 5,000 people across Waterloo Region completed the survey over the spring and summer of 2018. On March 21, 2019 Bryan Smale, Director of the Canadian Index of Wellbeing, shared the initial survey results at a special launch event that took place at the Ken Seiling Waterloo Region Museum.

The initial results launch is just the beginning! The survey data is rich with potential and there is a lot going on underneath the numbers. The Measurement and Monitoring Working group will be helping to coordinate future data sense making sessions and deeper dives into the data.

To access a summary of the results from the Canadian Index of Wellbeing along with other reports, and to learn more about engagement and data sense making opportunities, please visit the WWR website: <http://www.wellbeingwaterloo.ca/blog/wellbeing-survey/>