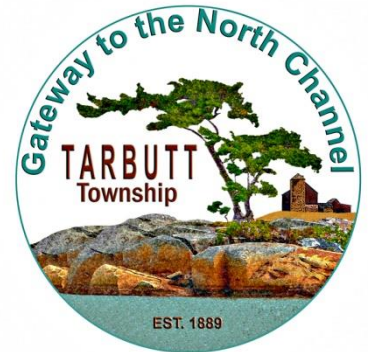


By-Law 2021-23

CENTRAL ALGOMA COMMUNITY SAFETY & WELL-BEING PLAN

2021-2022

THE MUNICIPALITIES OF:



A PLAN FOR COLLABORATION AND ACTION

LIVE * GROW * THRIVE

CENTRAL ALGOMA COMMUNITY SAFETY AND WELL-BEING PLAN

LIVE * GROW * THRIVE

TABLE OF CONTENTS

Contents

Acknowledgement	3
The Advisory Committee	3
Governance Structure	4
Figure 1.0: Governance Structure	5
Approach to Community Safety and Wellbeing Planning.....	6
Figure 2.0: CSWB Planning Framework Focus Areas	6
Critical Success Factors in Community Safety and Well-Being	7
Figure 3.0: Critical Success Factors in CSWB Planning	7
Community Background and Engagement	9
Central Algoma, 2016 Census Profile.....	9
Community Engagement & Priority Selection	9
Community Survey.....	9
Snapshot of Few Survey Results	10
Priority Risks and Plans to Address Risks	10
Priority Risk #1: Mental Wellness and Substance Use/Addiction.....	10
Priority Risk #2: Community Safety and Crime Prevention	12
Conclusion.....	13
Appendix A: Terms of Reference	13
References	15

Acknowledgement

The municipalities of Central Algoma leading the Community Safety and Wellbeing (CSWB) plan efforts would like to extend their gratitude to community partners and residents that participated in CSWB surveys to help identify priorities for the community.

We are especially grateful to St. Joseph Township for their assistance with the online survey for resident engagement on the Survey Monkey platform and for downloading the results periodically to share with the Advisory Committee to select priorities for this plan.

This initial CSWB plan for Central Algoma was adapted, through consultation with residents and partners, from the sample CSWB Plan provided by the [Ontario Ministry of the Solicitor General](#) (2018).

The Advisory Committee

As outlined in Section 143 of the Police Service Act, R.S.O. 1990 as amended, the first step to conducting the CSWB plan was to identify a coordinator and appoint an Advisory Committee to serve as a guide in the development, and later implementation, of the CSWB plan. The Committee terms of reference are outlined in Appendix A. The Advisory Committee was intended to be reflective of multi-sectoral representation within Central Algoma.

The guidelines indicated that the Advisory committees should, at a minimum, consist of the following representation:

- an employee of the municipality or First Nations community;
- a person who represents the education sector;
- a person who represents the health/mental health sector;
- a person who represents the community/social services sector;
- a person who represents the children/youth services sector;
- a person who represents an entity that provides custodial services to children/youth;
- a person who represents the police service board or a Detachment Commander.

It is important to mention that the preceding representatives recruited to the Central Algoma CSWB Advisory Committee should be reflective of the diverse make-up of Central Algoma and who have:

- Knowledge/information about the risks and vulnerable population in the community;
- Understanding of protective factors needed to address those risks;
- Experience with ensuring equity, inclusion and accessibility in their initiatives;

- Understanding and experience working with individuals who are part of a vulnerable group in the community; and
- A proven track record advocating for the interests of vulnerable populations.

The CSWB plan development was led by a coordinator, Donna Brunke, Town Clerk of Bruce Mines, who was responsible for coordinating the advisory committee and supporting the writing of the first CSWB plan.

An advisory committee, named the **Central Algoma Community Safety and Well-Being (CACSWB)** Advisory Committee was formed with representation from the following groups for the short-term:

- Algoma Public Health
- Child Care Algoma
- Ontario Provincial Police – Inspector and Staff Sergeant
- Clerks from the following municipalities:
 - Townships of Hilton, Jocelyn, Johnson, Plummer Additional, St. Joseph and Tarbutt
 - Village of Hilton Beach
 - Town of Bruce Mines

The intention of the Advisory Committee was to create an initial CSWB template that would act as a living document for further partnership and collaboration in identifying, addressing, and enhancing the health, safety, and wellbeing of residents in Central Algoma.

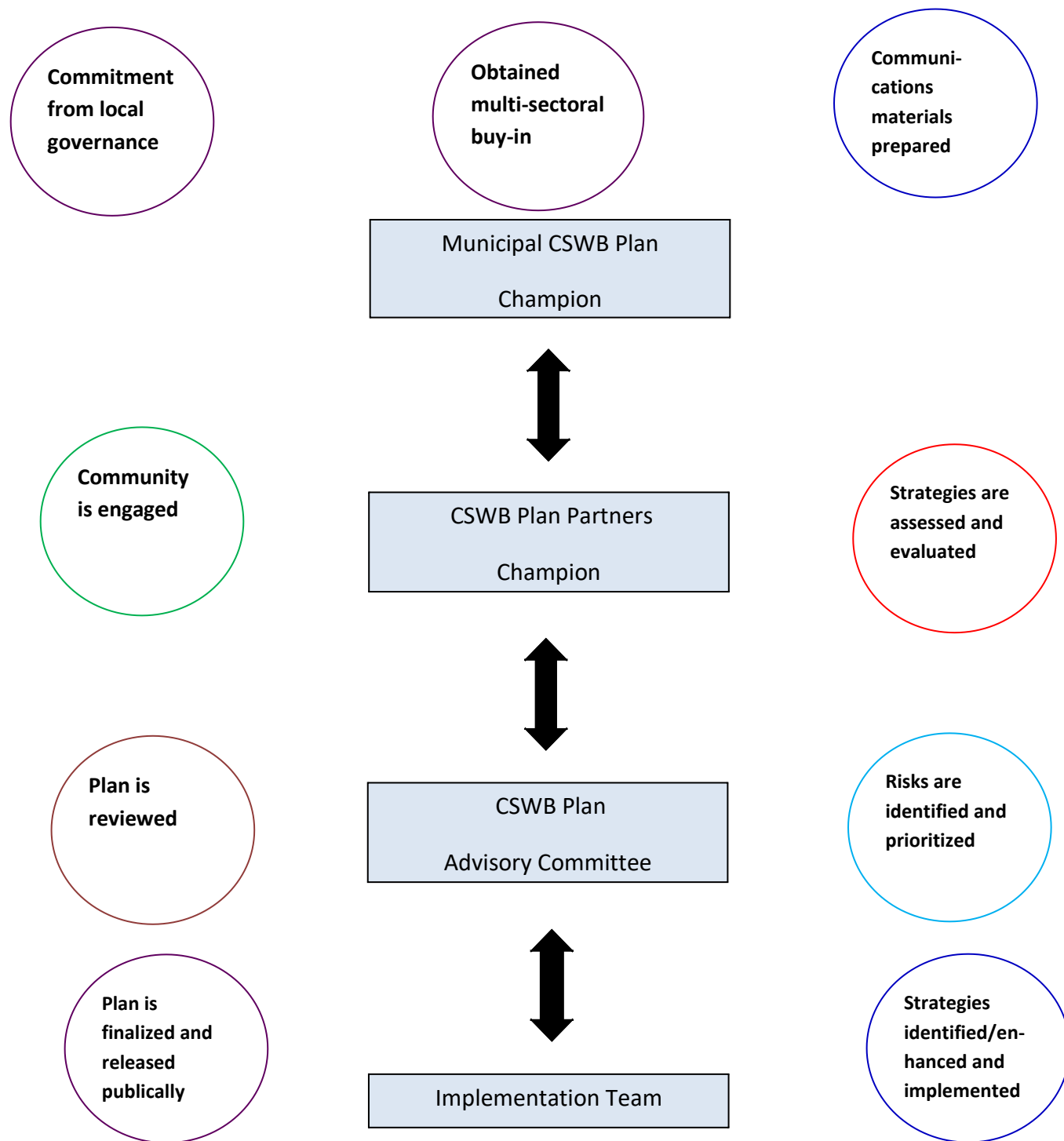
As a result of both Advisory Committee input and community engagement, “**A Plan for Collaboration and Action – Live* Grow* Thrive**” was developed.

Governance Structure

As part of CSWB, a diagram was created to outline the governance structure for the CSWB planning process (Figure 1.0). The diagram highlights the different steps to CSWB planning that are described throughout this document. The steps outlined are flexible, and will adapt to fit the Central Algoma municipalities working on this plan as time evolves.

Figure 1.0: Governance Structure

LIVE*GROW*THRIVE



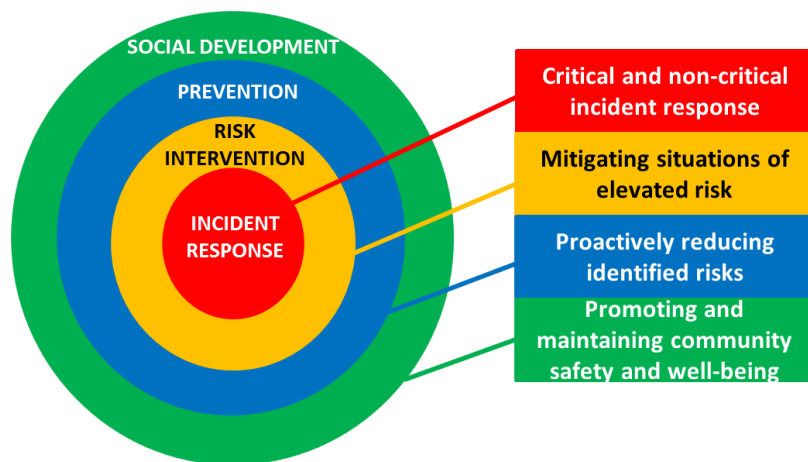
Approach to Community Safety and Wellbeing Planning

The development of this plan is in accordance with the guidelines set out under Section 143 of the Police Services Act, R.S.O. 1990 as amended, where municipalities must prepare and adopt a CSWB plan.

The Provincial planning framework outlines four areas of focus to ensure local plans are as efficient and effective as possible in making communities safer and healthier (**Figure 2.0**). The four areas of focus include:

1. Social development
2. Prevention
3. Risk intervention, and
4. Incident response

Figure 2.0: CSWB Planning Framework Focus Areas



Social Development - Promoting and maintaining community safety and well-being

- Planning for partners to work together to address and identify issues.
- Target the root causes of the issues.
- Identify services available.

Prevention - Proactively reducing identified risks

- Proactively implementing strategies to reduce local identified priority risk to CSWB before they result in harm.
- Develop and/or enhance strategies in the social development area to ensure that risks are mitigated before they become a priority that needs to be addressed through prevention.

Risk Intervention - Mitigating situations of elevated risk

- Identify and address situations where there is an elevated risk of harm.
- Intended to be immediate and prevent an incident.
- Collaboration and information sharing between all partners to mitigate the requirement of an immediate risk intervention.

Incident Response - Critical and non-critical incident response

- Requires immediate and reactionary responses, i.e. police, fire, EMS, CAS, etc.
- Planning should be done in this area to better collaborate and share relevant information to ensure the most appropriate service provider is responding.
- Initiatives in this area alone cannot be relied upon to increase community safety and well-being.

Planning should occur in all four areas; however, the majority of community resources should be spent on developing and/or enhancing social development, prevention and risk intervention strategies to reduce the number of individuals, families and communities that reach the point of requiring an incident response. Developing strategies that are **preventative** as opposed to reactive will ensure efficiency.

Critical Success Factors in Community Safety and Well-Being

There are 7 critical success factors to consider within CSWB planning, as displayed in the Figure 3.0 below and further described.

Figure 3.0: Critical Success Factors in CSWB Planning



Strength-Based

- Recognizing the work within individual agencies and organizations as well as collaboration with many community members and partners.

Risk-Focused

- Preventing something bad from happening vs trying to find a cure after the fact.
- Focus on risks, not incidents and target the most vulnerable.
- Focus on “why” something is happening vs “what” is happening.

Awareness and Understanding

- Partners need to know their role.
- Work collaboratively and promote awareness and understanding.
- Addressing the risks.

Highest Level Commitment

- Municipalities to lead the CACSWB planning process.
- Community-wide initiative.
- Requires dedication, input and commitment from all partners.

Effective Partnerships

- Only as effective as the partnerships and multi-sector collaboration of those developing and implementing the plan.
- Communication, cooperation, coordination and collaboration = convergence.

Evidence and Evaluation

- Gather information and evidence to identify local priority risks.
- Identify gaps and response.
- Measurable outcomes.

Cultural Responses

- Interact and respond effectively to the unique needs and strengths of the community.
 - Cultural Awareness – Acknowledging Differences.
 - Cultural Sensitivity – Respecting Differences.
 - Cultural Competency – Developing Skills and Knowledge.
 - Cultural Safety – Self-reflection, Empathy and Advocacy.

Municipalities and all partners should consider the critical success factors throughout the process of developing, implementing, reviewing, evaluating and updating the plan.

Community Background and Engagement

The municipalities of the Townships of Hilton, Jocelyn, Johnson, Plummer Additional, St. Joseph and Tarbutt, Village of Hilton Beach and Town of Bruce Mines have a population of approximately 4,558 made up of the following demographics from the 2016 Census Profile.

Central Algoma, 2016 Census Profile

Community	Population	% over 65	Single Parent	Official Language	Median Household Income
Town of Bruce Mines	582	31.9	15	570	\$ 27,648.00
Township of Hilton	307	36.1	5	300	\$ 31,232.00
Village of Hilton Beach	171	29.4	10	160	Not available
Township of Jocelyn	313	37.1	5	305	\$ 34,091.00
Township of Johnson	751	20.7	20	720	\$ 24,000.00
Township of Plummer Additional	660	22.7	25	620	\$ 26,304.00
Township of St. Joseph	1240	31.5	20	1195	\$ 36,096.00
Township of Tarbutt	534	15.9	10	520	\$ 39,488.00

Community Engagement & Priority Selection

To support the identification of local risks, two virtual meetings were held through Zoom. The first meeting took place on May 19th, 2021 with municipalities to outline the CSWB planning process and methods for community engagement. The second meeting took place on June 17th, 2021 with CACSWB Advisory Committee members to review community engagement survey results and select priorities, as well as provide recommendations for planning (i.e., activities, evaluations, and outcomes).

Due to the ongoing Covid-19 pandemic and capacity limitations, the municipalities of Central Algoma were unable to coordinate with numerous community partners at this time. For example, despite outreach to representation to education, social services, and custodial services to children/youth, no representation was available. It was recognized that in future CSWB planning, school, social service, community, and child welfare services should be included, along with Indigenous community partners.

Community Survey

A survey was created and circulated virtually (online) and in print form for interested residents. Residents were asked to complete the 28 question survey that asked both closed and open-ended questions related to their quality of life, mental health, personal safety, crime prevention, etc. The survey was shared between May 31/21 to June 18/21 across the

seven partnering municipalities. Paper surveys were entered by municipal Clerks into the online platform to be included with all results. A total of 181 resident surveys were completed as of June 18/21.

Snapshot of Few Survey Results

Survey Information		% Agree		% Agree		% Agree
Happiness & Life Satisfaction	Very Happy	24.86	Happy	66.10	Unhappy	3.95
Satisfied with life as a whole	Very satisfied	34.09	Satisfied	59.09	Dissatisfied	4.55
Mental Health	Very Good	9.55	Good	29.38	Fair	13.56
Physical Health	Very Good	27.12	Good	44.07	Fair	22.03
Stress	Low	31.07	Moderate	41.24	High	16.95
Current Work Life	Very satisfied	14.69	Satisfied	27.12	Dissatisfied	8.47
Access to Affordable Housing	Strongly Agree	20.34	Agree	40.68	Disagree	18.08
Belonging to your Community	Very Strong	12.43	Strong	57.63	Weak	17.51
Personal Safety	Very satisfied	33.90	Satisfied	55.93	Dissatisfied	2.82

Survey results were reviewed on June 17th, 2021 by the CACSWB Advisory Committee, and two shared priorities between residents and partners that were identified as most feasible for **municipal-level action** were selected:

- Mental Health, including substance use, stress, and isolation.
- Crime Prevention, including a sense of belonging, safety (i.e., theft, surveillance), and traffic-related safety (i.e., speeding).

As a living document, the CACSWB Advisory Committee anticipates reviewing the survey results again in the fall and facilitating further partner engagement to identify added priorities and recommendations for action for the municipalities moving forward.

Priority Risks and Plans to Address Risks

Priority Risk #1: Mental Wellness and Substance Use/Addiction

Encompasses mental health, substance use, and social isolation, with the focus on the outcome of mental wellness.

Objective: To develop a community resource and an inventory of available programs and services that support mental wellness and those who use substances within Central Algoma and area.

Vulnerabilities and Risk Factors:

- Social isolation, highlighted throughout the Covid-19 pandemic.
- Substance use and dependence (drug and/or alcohol).
- Socioeconomic status and limited local resource awareness/access.
- Geographic isolation and dispersion from central service providers.
- Employment and income, as related to service accessibility and socioeconomic status as social determinants of health.

Activities:

- Compile an inventory of what services and supports are available to residents of Central Algoma of varying ages for mental wellness and mental health support or treatment.
- Compile an inventory of what services and supports are available to residents of Central Algoma of varying ages for substance use services and supports, including those for prevention, harm reduction, and treatment.
- Promote and increase awareness of available services, including accessibility, specific services provided, and contact information.
- Provide education and resources on mental wellness to reduce stigma around mental illness and substance use.
- Support the development of memorandums of understanding between police and health service providers to support continuity of care and support for those who are affected by mental illness and substance use.

Immediate Outcomes:

- Improved documentation and inventory system of available mental health services – both mental health promotion and treatment-based services. An online and print **Central Algoma Mental Health and Addictions Services** inventory with contact information for each available service.

Intermediate Outcomes:

- Increased promotion of mental health and wellness, as well as understanding of mental health and illness, to reduce stigma and increase community education/awareness of factors contributing to mental wellness. This can be through the creation of newsletters, social media posts, or website pages.
- Community demonstrates increased awareness of available services and supports for mental health and substance use.
- Increased awareness and access to mental health services among residents from Central Algoma.

Long-Term Outcomes:

- Increased uptake of available mental health and substance use services – community members receive support from the most appropriate service providers in the area.
- Increased community ratings of mental health and mental health services in the community on public surveys and through community consultations.
- Reduced hospitalization or emergency department visits for substance use-related issues.

- Increased awareness of available mental health and substance services and supports in Central Algoma and area.
- Increased community safety and wellbeing through increased mental health and wellness.
- Reduced critical outcomes from use of substances through enhanced awareness (and access) to prevention, harm reduction, or treatment services.

Priority Risk #2: Community Safety and Crime Prevention

Encompasses all forms of crime, with a focus on traffic and road safety and injury prevention.

Objective: Collaborate with police and community services to (a) enhance communication with municipalities and residents about community safety programs and police services being provided, as well as (b) identify areas of concern to inform community-based strategies that enhance a sense of wellbeing and belonging.

Vulnerabilities and Risk Factors:

- Geographic location and highway presence.
- Older adult populations living alone or in isolation.
- Shared roadway users – vehicle, four wheelers, and active transportation.
- Unemployment or lack of opportunities for youth engagement.
- Substance use, poor mental health, or neglect.

Activities:

- Compile an inventory of statistics from OPP to identify which types of crimes or safety occurrences are happening in each municipality (i.e., incidence, frequency, geographic location, priority populations most vulnerable, etc.).
- Share local-level statistics of both crime and local level traffic safety and reports between police and municipalities to inform local communications and interventions.
- Compile a list of strategies to enhance community safety and local level services being implemented to address safety (i.e. best practices from OPP).
- Work with community health and social services to identify the determinants of crime and strategies for upstream crime prevention. Integrate best practices into the next CSWB plan revision and action plans.
- Facilitate community information sharing on road safety and other safety measures by police concerning the need to address speeding in motor vehicles.

Immediate Outcomes

- Promote crime prevention programs and best practices via newsletters, websites, and social media.
- Enhanced communication between police and municipalities concerning safety interventions and safety/crime data.
- Enhanced community education on strategies to prevent community crime and traffic safety issues.

Intermediate and Long-Term Outcomes

- Increase in residents' sense of safety and belonging.
- Increase in residents' understanding of the role of police and services provided.
- Reduced incidence of crime and traffic-related safety concerns. This outcome will come with further planning and intervention development in partnership with health, social, and police services.
- Reduced community concerns currently expressed by residents, such as theft, break and enters, property destruction, and robbery, as a result of collaboration with police and community services that address the determinants of crime.
- Increase in community-wide education and awareness on safety and belongingness.

Conclusion

This preliminary plan was a first attempt by Central Algoma to identify key community priorities and preliminary strategies for addressing community concerns with safety and wellbeing.

This is a living document that will evolve as partners and residents of each municipality collaborate and work together to better understand the needs of our communities and evidence-informed strategies to address concerns with community safety and wellbeing.

Community engagement will continue to form an integral part of our CACSWB plan, so we can continue to ***"LIVE*GROW*THRIVE"*** together as communities and municipalities.

Appendix A: Terms of Reference

Central Algoma Community Safety and Well-Being Plan (CACSWBP)

Advisory Committee Terms of Reference

Purpose of the Central Algoma CSWBP Advisory Committee

The CACSWBP Advisory Committee is reflective of the communities of Town of Bruce Mines, Village of Hilton Beach, Township of Hilton, Township of Jocelyn, Township of Johnson, Township of Plummer Additional, Township of St. Joseph and Township of Tarbutt, which includes multi-sectoral representation. The CACSWBP Advisory Committee's role is to provide input, direction, and perspectives on matters that impact the safety and well-being of our residents.

Central Algoma CSWBP Advisory Committee Composition

The guidelines indicated that the Advisory committees should, at a minimum, consist of the following representation:

- an employee of the municipality or First Nations community
- a person who represents the education sector
- a person who represents the health/mental health sector
- a person who represents the community/social services sector
- a person who represents the children/youth services sector
- a person who represents an entity that provides custodial services to children/youth
- a person who represents the police service board or a Detachment Commander.

It is important to mention that the preceding representatives recruited to the Central Algoma CSWBP Advisory Committee must be reflective of the diverse make-up of Central Algoma and who have:

- Knowledge/information about the risks and vulnerable population in the community;
- Understanding of protective factors needed to address those risks;
- Experience with ensuring equity, inclusion and accessibility in their initiatives;
- Understanding and experience working with individuals who are part of a vulnerable group in the community; and;
- A proven track record advocating for the interests of vulnerable populations.

Responsibilities of the Central Algoma CSWBP Advisory Committee

The specific responsibilities of the Central Algoma CSWBP Advisory Committee include:

1. Determining the priorities of the plan, including references to risk factors, vulnerable populations, and protective factors.
2. Ensuring outcomes are established and responsibilities for measurement are in place and approving performance measures by which the plan will be evaluated.
3. Ensuring each section under the plan, for each priority risk, is achievable.
4. Ensuring the right agencies/organizations and participants are designated for each activity.

5. Maintaining the confidentiality, security, and integrity of all materials, (i.e. data) relevant to the development of the CACSWBP during and after their term on the committee.
6. Providing insight and direction in relation to the communication of CACSWBP material with community stakeholders, (i.e. general public).
7. Setting a future date of reviewing the plan's achievements in order to prepare the next Advisory Committee, who will be developing the next version of the CACSWB plan.

Responsibilities of the Central Algoma CSWBP Advisory Committee Chairperson

The Chairperson of the Central Algoma CSWBP Advisory Committee is the CACSWBP Lead. The CACSWBP Lead is responsible for the coordination/management of the CACSWBP, and all endeavours associated with and recommended by the Advisory Committee.

Other responsibilities include the following:

- Planning and coordinating advisory committee meetings.
- Leading and participating on the CACSWBP Advisory Committee.
- Planning community engagement sessions.
- Ensuring the CACSWBP Advisory Committee decisions are acted upon.
- Preparing documents for the CACSWBP Advisory Committee.
- Receiving and responding to requests for information about the plan.
- Ensuring the plan is made publicly available.

Key Deliverables of the CACSWBP Advisory Committee

The CACSWBP Advisory Committee will be:

- Developing a comprehensive and inclusive CSWBP, to be implemented and monitored.
- Developing and undertaking a broad community engagement strategy to build on the members' awareness of local risks, vulnerable groups and protective factors.
- Determining the priority risk(s) that the plan will focus on based on available data, evidence, community engagement feedback and capacity.
- Recommending approval of the CACSWBP by councils and then making the plan available to the public

CACSWBP Advisory Committee Meeting Structure

- The CACSWBP Advisory Committee will meet as required and called by the Chair.
- Correspondence and communication for and outside of regularly scheduled meetings regarding committee business will occur via email.
- Meeting minutes will be taken at each meeting and circulated to committee members accordingly.

References

- [Ministry of Community Safety and Correctional Services: Community Safety and Well-Being Planning Framework – A Shared Commitment in Ontario](#)
- Statistics Canada 2016

- [Algoma Public Health – Algoma Community Health Profile, September 2018](#)
- [Canadian Municipal Network on Crime Prevention](#)