

COMMUNITY LIVING BRANT – STRATEGIC PLAN REPORT

UPDATE JUNE 7TH 2021

FACTOR 4 – Community Connection

Through an asset-based lens, community encompasses place, people, culture, services and trust. We support members to connect to people and assets within the community and perform valid social roles in return. This ensures full citizenship for organization and individuals.

Accomplishments:

Belonging Brant

➤ Belonging Brant Active Groups:

1. Nomadic Walkers
2. Raising Butterflies in Brant and Surrounding Areas in Canada
3. Brantford Friends Gaming Club
4. Grief Support Group
5. Virtual: A Place to Be

➤ Confirmed upcoming groups:

1. Dance and movement
2. Drum Circle
3. Pen Pals
4. Disability Peer Advocacy Group

- Belonging Brant has 7 Podcasts to our Podcast distribution app.
- 17 new social roles obtained by folks we support: Project Organizer, Volunteer, Educator and Animator
- Asset map is up - both virtually and in person. Our Winter term BSW Student, Deborah, added resources specifically tailored to the interests of students and other folks who are new to the Brantford community. She did work to connect with Laurier about the map, and they are going to feature it as a resource for new students in their upcoming 2021 Fall term. Continuing to encourage folks in town to add to the virtual map.

Symposium

- 3rd Annual ABCD Symposium – “Connecting” - 208 people in attendance and 407 engagements over a week long international Symposium with participants and speakers from 3 continents.

Core Gifts

- 12 new Core Gift Master Facilitators, including community partners
- Provincial Learning Commons through “From Presence to Citizenship” working group
- All new staff create a Core Gift statement at the 6-month mark to ensure new best practices for Core Gift accuracy
- Hope At Work Training of Teams

ABCD Pilot In Partnership with Joe Erpenbeck

- 10 folks will be participating in a 6-month pilot project
- The project will use the fundamentals of ABCD, creating opportunity for exploring gifts and community. Participants will be connected to other community initiatives. The goal is for folks to find their voice for self-advocacy and as community builders, and opportunities to practice those roles.

Housing

- Personal Outcome Interviews occurring with a focus on folks who experienced a housing change in 2020/2021
- Attendance at housing forums, local committees and a Regional Presentation on the National Housing Strategy
- Still planning for Co-housing strategy within agency

ABCD Provincial Circle

- Presented to Community Living Ontario Annual Conference Fall of 2020, and, based on positive feedback, we started a Provincial ABCD group called ABCD Circle with folks who heard our presentation and wanted to develop a community of practice
- Fall of 2021 CLB with the Provincial ABCD Circle will be presenting at the Community Living Ontario Conference on our work together and our development of this ABCD Community of Practice

Technology for Connection

- Continue to utilize Technology to build on Connection and Belonging
- Zoom training and tech training have taken place over the last year have led to increased connections for folks virtually
- An example would be folks we support are meeting with friends and creating group events virtually on Zoom with minimal tech support

4th Annual Jane's Walks City Organizer

- Virtual Walks occurred again this year and streamed on our Facebook page.
- Walks occurred in Paris, Eagle Place, Homedale and other locations all based on local neighbourhood assets. This year, we had 2 return walk leaders and 3 new leaders.

FACTOR 2 – PERSON-CENTRED PLANNING

Person-centred planning keeps the focus on each person as the key decision maker in their life. This life planning process is rooted in what is most important to the person and involves the person directly with their community, network of connections and close personal relationships in order to attain life goals and dreams.

Accomplishments:

- 3 employees (1 Support Worker and 2 Supervisors) participated in a year-long training and certification of person-centred planning with Helen Sanderson and Associates.
- Our Employment Consultants participated in year-long training with WISE (Washington Initiative for Supported Employment) on person-centred planning through an employment lens.
- Person-Centred Training Video has been created that tracks the whole person-centred planning process from start to finish. It includes 2 prep meetings and the final planning.
- Person-Centred Training PowerPoint/Presentations have been created to go along with the training video.

- A special stationary digital camera with stand was purchased to assist with our virtual planning. Our training resources not only train on the planning process, but also on the virtual planning process.
- We have completed 3 plans through HSA and WISE training this year.
- Engagement work has been started with our Quality Support Group with our first engagement in the fall of 2020 and continues to focus on our person-centred training and goals.
- Diversity and Inclusion work is connected to this Factor, and as well, it is our goal to improve our work in folks' planning and how their culture is communicated and shared.

FACTOR 5 - WORKFORCE

A person-centred focus is built on an engagement cycle of learning about, listening to and responding to people. The ongoing learning process about personal priorities provides focus on diverse cultures and ideas of people we support, employees and overall community.

Accomplishments:

Hiring

- Creation and implementation of Hiring Working Group to review and update hiring process, recruitment and retention.
- Reviewed and updated hiring process, increased number of interviewers, cloud based scheduling.
- Created and implemented recruitment marketing campaign that included internal street signs, 2 digital signs, newspaper ads, and social media.
- Ran a staff incentive program that encouraged staff to refer people they know to work for us, which has resulted in at least 2 new staff placements.
- HR Student Placement Spring 2021 focus on hiring and recruitment.

Staff Engagement

- Creation and implementation of Staff Engagement Committee which developed a survey and are planning focus groups to start the engagement cycle. They meet monthly. Committee is composed of Support Workers, Program Assistants, Supervisors and Directors.
- A Workforce Engagement Survey was distributed May 2021. It covers Workforce Satisfaction, Communications and suggestions. As of June 2, we had received 53 surveys back, which represents about 32% of our total number of active staff. Our goal is to get a 50% response rate.

Diversity and Inclusion Working Group

- Created a Diversity and Inclusion working group that meets monthly - made up of staff and management.
- Created and implemented celebrations and trivia nights meant for fun and to learn about different cultures and people.
- Participation in city-wide Pride Celebrations
- 3 staff Participated in Lunch and Learn Virtual Trainings with a Trainer from Edmonton.
- Directors attended Pooran Law and Hicks Morley Presentations on Diversity and Inclusion.
- Engaged local Diversity and Inclusion Consultant, Leena Sharma Seth, from Mending the Chasm, to meet with the Directors to help frame our next steps.
- Supervisor is a local and agency trainer in Safer Spaces - presented to 2 North American conferences on creating Safer Spaces in an employment environment.
- 2 Supervisors are leaders locally in the LGBTQ2 Organizations

Staff Wellness and Mental Health

- Wellness Initiatives in 2020/2021, including all agency wellness emails and resources distributed to staff, such as journals, colouring books, mindfulness books, seed bombs and other tools.
- Participating in Community Living Month with distribution of KitKat chocolate bars and participation in province-wide social media campaign on honouring our Front Line Heroes.
- Agency-wide training sessions were held on Trauma Informed Practice, Compassion Fatigue, and Hope at Work.
- Management training on Trauma Informed Leadership Skills.
- Participation in a Mental Health in the Workplace Pilot through our Health and Safety - Safety Group.
- Members in a Community of Practice through OASIS on Mental Health and Wellness. They have a 3-prong approach with monthly webinars, community of practice meetings and ECHO management 6-week training.
- Dunn Building Staff Engagement on how to best use and vision our space together.
- Created 2 LinkedIn Accounts - one for CLB Supported Employment and one for Community Living
- Updating Job Descriptions