



Working together so that all children and youth in Leeds & Grenville are safe, healthy, and valued

**Meeting Notes
Lead Table
January 5, 2022**

In Attendance: Lorena Crosbie CMHLG (chair); Tom Turner DSLG; Lesley Hubbard Girls Inc; Jane Fullarton BBBS; Rob Adams YMCA; Trish Buote UWLG; Chris Radford UWLG; Bev Heuving Interval House; Sonya Jodoin VSLG; Laurie Bourne Mackeigan ARCC; Sue Poldervaart RNJ; Robyn Holmes Connect Youth; Erin Lee Marcotte FCSLLG; Don Lewis UCDSB; Michelle Neville CDSBEO; Noella Klawitter KidsInclusive; Marci Bruyere Country Roads; Margaret Fancy EKIOC

1. Welcome and Introductions

Lorena welcomed members and introductions were made.

2. Approval of Agenda

Approved

3. Approval of Meeting Notes December 1

Approved

4. Anti Racism Exercise (Melissa)

In Melissa's absence Robyn lead the group through the first planned training exercise, focussing on developing a personal belief statement. (attached) "Not the job of the oppressed to teach the oppressor"; acknowledgment must be personal.

Comments about learning about process organization goes through to come up with belief statements etc. How are we including lived experience?

How do we broaden to community process?

Margaret indicated that the committee was formed in response to a survey where members indicated that they would like to explore learning together. Erin Lee commented that perhaps a grant could assist us in potentially hiring someone to coordinate a community response.

5. DEI Update/Plan (Debbie)

In Debbie's absence Margaret updated members on the plan for DEI activities.

There will be quarterly opportunities to explore identified priorities in more depth.

6. Agency Profile – LLG Addictions and Mental Health (tentative)

Patricia sent her regrets; presentation deferred.

7. Mutually Reinforcing Activities/Continuous Communication

- a) **Support for Youth Recreation (Sue P)** Sue asked that with current COVID restrictions causing closures of programmes like Stingers is there a way that agencies could collaborate to offer at least one more round of activity kits? Interested members to contact Sue.
- b) **Insurance Costs (Sue P)** Sue commented that insurance costs have gone up by 41% -- wondering if other agencies had suggestions or saw an opportunity to work together. Members who wish to follow up are to contact Sue.
- c) **Coordinating Support for Youth – Can we do it better?**
- i) **Community Youth Initiative (Don)**
Don reviewed purpose of CYI... addressed a gap to support disengaged youth. CYI came together as a response to an incident in Brockville. Most of the goals identified in CYI were achieved. Discussions on how to get youth to services. Meeting attendance has been down. Has the committee as it stands outlived its purpose?
Committee was Brockville-centric for the most part, but did reach out to other communities e.g., Gananoque
Is there another mechanism to achieve goals?
Decision to put a pause on CYI for the short term and monitor from EKIOC table, bringing ad hoc groups together as needed.
Don, Sue, and Greg Francis were recognized for their leadership of the group.
- ii) **Special Needs Strategy /CSP (Noella and Margaret)**
Revisiting Family Centred Practice
P.D. Opportunities
Noella highlighted the work done to date related to CSP. The work is based on a coordinated approach to client-centred practice.
Members agreed that table needs to identify the key foundational pieces and make a commitment to buy-in. Suggested next steps include developing a foundational philosophy for the table and identifying a path forward.
On March 8 there will be a refresher day on CSP... agenda will pivot around youth. Members are encouraged to have staff participate. **Noella asked members to consider the following questions and send responses/questions to her at Noella.Klawitter@KingstonHSC.ca**
Questions:
How do we simplify CSP for families?
How do we help providers and reframe the perspective of it being an added layer of work?
How do we embed and integrate our organizations into this work?
What language do we need to use to ensure it makes sense

and is delivered in a positive way?

How do we help service providers understand the process?

How do you see your organization fitting into this?

We are looking to enhance and update CSP material on the website, what would be helpful?

Tom suggested that each agency identify what they are doing now in terms of planning and processes and how they fit in to this as a foundational philosophy for the table.

Members were reminded also that there is a Community of Practice around CSP

- iii) **Supporting Frontline Staff (Sue and Sue)**—There has been an identified need/interest identified in terms of frontline staff coming together. RNJ and EEC have offered to coordinate. Two staff (from RNJ and EEC) will lead first meeting. The group will identify a path for moving forward. The group will report to Lead Table.

d) Discussion – Moving Towards the New Normal

Erin Lee reported that kids/families not doing well. Agency is short-staffed. High compassion fatigue.

There was also discussion of high number of referrals at CMHLG.

How can other agencies help?

What can we do to address compassion fatigue?

Consensus to continue conversation related to support at our next meeting as we build on our SWOT analysis.

Backbone – Coordinator’s Report (in agenda package)

Next Meeting February 2