

**VISION** A better quality of life for everyone in Chatham-Kent

## FOCUS AREAS

EDUCATION/  
LEARNING

ECONOMY

HEALTHY  
LIVING

**MISSION** Working together, across sectors, to build a community where quality of life is planned, developed, and championed

### RECOGNIZING OTHERS

- Feature Act
- Workplace Wellness Recognition

### MEASURING PROGRESS

- CK Data Partnership

### ENGAGING OTHERS

- Welcomed new members
- Collaborator updates below

## HIGHLIGHTS OF ACTIVITIES



### Championed

Focuses on post-secondary rates and skills training through championing the Canada Learning Bond

### Clearing the Haze

The Impacts of Marijuana  
in the Workplace



### Deliberated

Reviewed cannabis legislation through a policy, health, human resource and safety lens



### Endorsed

Supported the Smart Cities Application, CK Children Treatment Centre and an initiative to develop a learning event with First Nation Partners



### Assessed

Workforce challenges and the need for a Talent Attraction Strategy in Chatham-Kent

► **MentalHealthForAll**

**CMHA NATIONAL CONFERENCE 2018**  
CO-HOSTED BY CMHA-QUÉBEC DIVISION

**Shared**

Presented Mental Health Summit processes and outcomes at the CMHA National Conference in Montreal



**Executive Leaders' Workplace Wellness Summit on Mental Health**

Karen Loney CKCLC Coordinator, Municipality of Chatham-Kent  
karenl@chatham-kent.ca

Why Focus on Mental Health?	Engaging Leaders to Inspire Action	Outcomes										
<ul style="list-style-type: none"> <li>Mental health has no boundaries and is an issue that touches everyone</li> <li>The workplace can contribute positively or negatively to a person's mental health</li> <li>44% of workers have, or have had, mental health issues or mental illness</li> <li>Only 23% would talk about their mental illness with their employer</li> <li>500,000 Canadians will miss work this week due to mental health issues or illness</li> <li>In Chatham-Kent, 27.9% of people reported that most days at work were quite a bit or extremely stressful</li> <li>There is no "right" way to create a mentally healthy workplace – every workplace is different</li> <li>Mental health crosses all sectors</li> </ul>	<p><b>Goals of the Summit</b></p> <ul style="list-style-type: none"> <li>Learn what workplaces are doing to address mental health</li> <li>Raise awareness on the impact of mental health in the workplace</li> <li>Inspire workplaces to address and/or strengthen their focus on mental health</li> <li>Encourage dialogue between executive leaders on the challenges and opportunities to address mental health in the workplace</li> </ul>	<p>135 people attended</p> <p>Following the Summit, leaders said they were likely to implement a Mental Health initiative in their workplace.</p> <p>78% Extremely or Very Likely 22% Moderately or Somewhat 1% Not at All</p> <p>As a result of the summit, leaders stated they were motivated to strengthen or develop a Mental Health focus in their workplace.</p> <p>82% Extremely or Very Likely 16% Moderately 2% Somewhat</p> <p>What leaders plan to do with what they learned.</p> <table border="1"> <tr> <td>Share information</td> <td>90%</td> </tr> <tr> <td>Assign or work with staff to review</td> <td>51%</td> </tr> <tr> <td>Look at peer support network</td> <td>47%</td> </tr> <tr> <td>Establish mandatory training</td> <td>36%</td> </tr> <tr> <td>Implement standards</td> <td>33%</td> </tr> </table>	Share information	90%	Assign or work with staff to review	51%	Look at peer support network	47%	Establish mandatory training	36%	Implement standards	33%
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<p><b>The Journey</b></p> <p><b>December 2016</b></p> <ul style="list-style-type: none"> <li>Topic of mental health was sparked from informal discussion at December 2016 Cabinet meeting</li> </ul> <p><b>February 2017</b></p> <ul style="list-style-type: none"> <li>Showcase of workplace mental health campaigns</li> <li>Strategic discussion primer created</li> <li>Scan of mental health initiatives</li> </ul> <p><b>March - April 2017</b></p> <ul style="list-style-type: none"> <li>Motion to host a learning event</li> <li>Work group created</li> </ul>	<p><b>Agenda</b></p> <ul style="list-style-type: none"> <li>Mayoral Greeting</li> <li>Why Focus on Mental Health?</li> <li>Workplace Panel One:             <ul style="list-style-type: none"> <li>Union Gas Ltd.</li> <li>Workplace Safety and Prevention Services</li> </ul> </li> <li>Brain Break: Physical Activity and Mental Health</li> <li>Workplace Panel Two:             <ul style="list-style-type: none"> <li>Chatham-Kent Children Services: Peer Support</li> <li>Chatham-Kent Public Health and Erie St. Clair LHIN: Not Myself Today Campaign</li> <li>Lambton Kent District School Board: Leveraging Employee Assistance Program</li> </ul> </li> <li>Lived Experience Story</li> </ul>											

**FEATURE★ACT**

Building a better Chatham-Kent together.



**Recognized**

**May 2018:** The Southwest Outdoor Clubs (SWOC) – Big Boyz Walleye and Salmon Tournament, the Canadian Legion 185 Great Erie Salmon and Walleye Hunt and the Mitchell's Bay Area Association – Canadian Tire Mitchell's Bay Open received the Feature Act Recognition. Each of these groups create opportunities for people to enjoy the natural habitats of Chatham-Kent and boost tourism. Funds raised are contributed back to groups and renewal projects.

**Oct 2018:** The Eriau Partnership Association and the Accessible Playground Equipment Committee received the Feature Act Recognition. Since 2008, volunteers have worked to ensure that Eriau is an accessible community that everyone can enjoy together. They have installed boardwalks and benches within Laverne Kelly Park, installed an accessible gazebo on the Boulevard and accessible viewing platforms so visitors and residents can enjoy views of Rondeau Bay and Lake Erie.

## CK Food Policy Council

Lyndsay Davidson, CK Public Health



### Looking Back

CK Gleaning Project has been very successful in 2018. Here are some of the key indicators:

- » 19 gleans to date with 4 more planned before Christmas
- » 14 farms participated with 6 new farmers for 2018, and 14 different crops harvested
- » 14 new volunteers trained
- » 9 agencies joined and 3 new agencies are receiving produce this year
- » Developing an opportunity with Food Banks Canada to have excess gleaned produce to be taken to a processing facility in Cambridge, frozen and some returned to CK
- » Key challenge is transportation of harvest produce from the farm to agencies

### Looking Forward

The Chatham-Kent Public Health Unit will be working on developing a Food Strategy for CK. There will be opportunities for members of CKCLC to be engaged in the process and potentially bring some of these opportunities back to their respective community groups for feedback

For additional details, contact [lyndsayd@chatham-kent.ca](mailto:lyndsayd@chatham-kent.ca) or 519-352-7270 ext 2478

## Chatham-Kent Local Immigration Partnership

Jason Stubitz, Project Coordinator



### Looking Back

- Produced and released the Chatham-Kent Local Immigration Partnership (CKLIP) Recommendations for Future Practice research report. Research recommendations resulted in CK LIP's current focus on health, social, and economic factors of the 17 Characteristics of a Welcoming Community
- Working with Innoweave to adopt and implement Theory of Change model for strategic planning
- Co-hosted Community Planning and Consultation Sessions with Windsor Essex LIP for Immigration, Refugees, and Citizenship Canada (IRCC). The two-day session included individuals from local settlement agencies, community stakeholders, employers and newcomers who shared information regarding gaps in the community when it comes to newcomer settlement. This information will guide funding allocation from IRCC in the future
- CK LIP hosted the third Chatham-Kent Diverse City Party on Saturday, November 10th, 2018 in Wallaceburg, Ontario. Over 250 people attended to see performances by five local cultural groups sample diverse restaurants
- Supported pilot project that brought five asylum-seeker families to Chatham-Kent

### Looking Forward

- CK LIP to continue work with Innoweave on Theory of Change strategic plan
- Continue work to improve integration outcomes of newcomer immigrants using the 17 Characteristics of a Welcoming Community as a guide, focusing on employment, health, and social factors

Documents: Immigration Snapshot: Chatham-Kent

For additional details, contact [jasonst@chatham-kent.ca](mailto:jasonst@chatham-kent.ca) or 226-312-2023 ext. 3061

## Chatham-Kent to the Power of Young People

Victoria Bodnar, Coordinator



### Looking Back

- CK to the Power of Young People Organization Survey report released and Community Action Plan presented to CK Community Leaders' Cabinet
- CK to the Power of Young People Advisory Group launched and first meeting held
- CK to the Power of Young People Survey, 2017
- CK to the Power of Young People Infographic 2017
- CK to the Power of Young People, Organizational Survey, 2018

### Looking Forward

- CKy Community Action Plan to be endorsed by CKy Advisory Group and promoted
- CKy Advisory Group to begin engagement and communication with Council on opinions of young people
- Intergenerational talk with David Coletto to be hosted in March, 2019

For additional details, contact [Victoriab@chatham-kent.ca](mailto:Victoriab@chatham-kent.ca) or 226-312-2023 ext. 3059

## Chatham-Kent Workforce Planning Board

Kristy Jacobs, Project Manager



### Looking Back

- **EmployerOne Survey:** 4th year with a great response (284 employers) and are reaching the statistically significant level we are striving for! Many employers reported many hard to fill positions (in a variety of sectors and levels of responsibility); soft skills remain a challenge when hiring. <http://ckworkforcedev.com/wp-content/uploads/2018/05/2017-EOS-wrap-up-report-FINAL-28-pages.pdf>
- **CK Works! Community Job Fair (Oct):** 56 employers with over 300 jobs to fill. 718 job seekers attended. Employers stated they were pleased with the response and quality of job seekers
- **CK Career in Care:** Senior Health Care Report: Employment and Social Services along with Riverview Gardens and CKWPB completed a research study which provides recommendations on ways to address the challenges associated with Careers in Care. <http://ckworkforcedev.com/wp-content/uploads/2018/11/a-career-in-care-hq-print-draft-final.pdf>
- **Education Sector Leaders' Meeting:** Group convened in February 2018 to discuss challenges associated with the workforce that could be addressed in an educational capacity. Focus remains on career exploration and creating stronger linkages with students and employers
- **Apprenticeship Navigation Project:** Currently underway. Looking at low apprenticeship completion rates in CK and identifying ways to support apprentices through the process
- **Recruitment and Retention Task Force:** Working with key partners in CK (including Resident Attraction and Retention; Economic Development; Employment and Social Services and CKWPB) to develop a task force to identify opportunities to address challenges identified

### Looking Forward

- EmployerOne Survey: Entering its 5th year of data collection
- Succession Planning Project will be in the works to address aging workforce

- Education Sector Leaders' Meeting Group is scheduled to meet again in 2019, date to be determined
- Recruitment and Retention of workforce remains a challenge in CK. There will be added focus on this in the new year

For additional details, contact [kristy.jacobs@chatham-kent.ca](mailto:kristy.jacobs@chatham-kent.ca) or 22-312-2025 x 2166

## Super Kids CK

Annie Lukacsovics, Project Coordinator



### Looking Back

- From August 2015 to September 2018, Super Kids CK implemented interventions to help CK children be more healthy through physical activity and healthy eating, addressing the rates of obesity in Ontario
- To celebrate all of the work our community has done to make this initiative a success in CK, a poem was written about Super Kids CK, which briefly reviews what community partners have done in the last three years and across four topics of focus (or Themes): [https://youtu.be/\\_-5IGiQYvTAN](https://youtu.be/_-5IGiQYvTAN)

### Looking Forward

- Although the HKCC has ended from a provincial stand-point, Super Kids CK hopes to continue in some or full capacity. The Super Kids CK Steering Committee strongly believes that a coordinator is needed to continue the momentum of this project
- It is agreed that a dedicated person is required for the ownership of this program and for bringing community partners together. Steering Committee is currently looking at different options for the continued assignment of a Super Kids CK coordinator or lead

For additional details, contact [anniel@chatham-kent.ca](mailto:anniel@chatham-kent.ca) or 519.352.7270 ext. 2438

## CK Canada Learning Bond Network

Melany Austin, Supervisor



### Looking Back

- Attend many events to promote the Canada Learning Bond
- Succeed in a request for proposal from the Federal Government to send eligible families customized letters to everyone with the postal codes of N7M, N0P, N7L and N8A, advising them that their child(ren) qualify and invite them to call in for a sign-up event
- Hosted 5 events during Educations Savings Week (Nov 19-23)
- Following up with families to ensure they have been assisted as needed and that they have been able to open an RESP/CLB
- Every child who opens an RESP will be sent a customized certificate not only to show that they have these savings available to them, but also to open the dialogue that they have the opportunity to attend post secondary education

**ENROLLMENT:**  
Children with education savings are **3X more likely** to enroll in post-secondary.\*



SOURCE: \*Breaking the Pattern of Wealth Inequality in Higher Education. University of Kansas, Center on Assets Education, and Inclusion. 2018.

## Looking Forward

- As the Federal Government sent letter to over 8000 children in our catchment area who qualify for the CLB, there is a great need to continue promotions to encourage sign up and move this designated money into each child's RESP for future education
- We know that approximately 8000 qualify for at least one year. (8000 x \$500 = \$4 million). If all these children qualify for the full \$2,000 up to \$16 M could be designate for CK children. Realistically, the number is somewhere in the middle but it is a lot of money that children are missing out on

For additional details, contact [melaneya@chatham-kent.ca](mailto:melaneya@chatham-kent.ca) or 519-351-1228 ext 2210

## Workplace Wellness Recognition

Michelle Bogaert, Coordinator



## Looking Back

- Hosted 4th Annual Workplace Wellness Recognition Workshop
- Workplaces in CK were invited to a FREE half day workshop. Features for that day included:
  - » Three workplaces shared their trails and triumphs in workplace wellness: TransForm, Tilbury District Health Team, KSR Dresden Industrial
  - » Community initiatives: Greener Communities: Tree Planting for workplaces, The Rocket: a composter at Villa Angela
  - » All participated in a physically active break using stretch bands.
  - » Theme for the event was Mental Health this included presentations from Canadian Mental Health, Workplace Safety and Prevention Services with the keynote speaker Brian Knowles sharing his Post Traumatic Stress story
- Meet Well Guide
  - » Municipal staff receive training on meet well guide three different ways during the W4 nutrition initiative:
    - \* EA's received training from a dietitian and health educator
    - \* A second webinar was recorded for ALL workplaces in CK

## Looking Forward

- Workplaces can receive training on Meet Well Guide; a video can be seen here for more information visit the Workplace Wellness website
- 5th Annual Workplace Wellness Recognition event is being planned

For additional details, contact [michellebog@chatham-kent.ca](mailto:michellebog@chatham-kent.ca) or 519-352-7270 x2442

## Chatham-Kent Nonprofit Network (CKNN)

Laurie Langford, Coordinator



## Looking Back

- Increasing membership, and are receiving good feedback about the recent inclusion of the Ontario Nonprofit Network (ONN) in our membership structure
- CKNN/ONN members now get many discounts and access to a pension plan, plus the knowledge that they are investing in the CKNN and ONN's ongoing efforts in engaging, advocating, and leading with – and for – nonprofits working for the public benefit in Ontario

- Key reports:
  - » <https://theonnc.ca/our-work/our-people/decent-work/>
  - » <https://theonnc.ca/wp-content/uploads/2018/10/State-of-Evaluation-October-2018.pdf>
  - » <https://theonnc.ca/wp-content/uploads/2011/08/Infographic.Nonprofit.Sector.pdf>

## Looking Forward

- The 5th Annual CKNN Spring Conference is entitled "Strengthening Our Roots", and will be held at the Bradley Centre on April 25, 2019. Our keynote speaker is Dan Pallotta, who will deliver his famous TEDTalk, "Uncharitable, plus 7 other speakers. Expecting about 400 people to attend and tickets will be on sale at the beginning of December
- ED Happy Hour, January 22nd at 6pm, A time for NFP Executive Directors to get together and just talk

For additional details, contact Laurie@cknn.ca or 519-354-0430 ext 245

## Prosperity Roundtable

Phillip Mock, Project Coordinator



## Looking Back

- Started a Lived Experience Advisory Group and engaged the larger community in conversations about poverty-related challenges
- Engaged with businesses downtown and the community through a Community Conversation to generate a discussion about increased concerns of homelessness and substance use downtown
- Held the Breaking Barriers Art Show at the Thames Art Gallery from Sept 28th to Nov 18th – theme of how we can create an inclusive and supportive community for everyone in Chatham-Kent
- Calculated the new Living Wage for Chatham-Kent: \$16.33 – AgMedica Bioscience Inc. is first licensed producer to register as a Living Wage employer
- Worked with community members on a response to social assistance reform by the provincial government (video) – sought positive and supportive reforms for social assistance to help them get back on track and find employment

## Looking Forward

- Evaluating our current level of impact, and align operations with our strong strategic plan
  - » In the process of determining 3 core projects to ensure sustainable impact moving forward
  - » Projects will focused on income security, access to post-secondary education, and creating a sense of community belonging
- Learning and building to be responsive to community needs and work closely and collaboratively with all sectors to create a healthy, prosperous, and vibrant Chatham-Kent
  - » Working to engage new sectors in the community to determine how the Prosperity Roundtable can partner with them to achieve solutions for impact

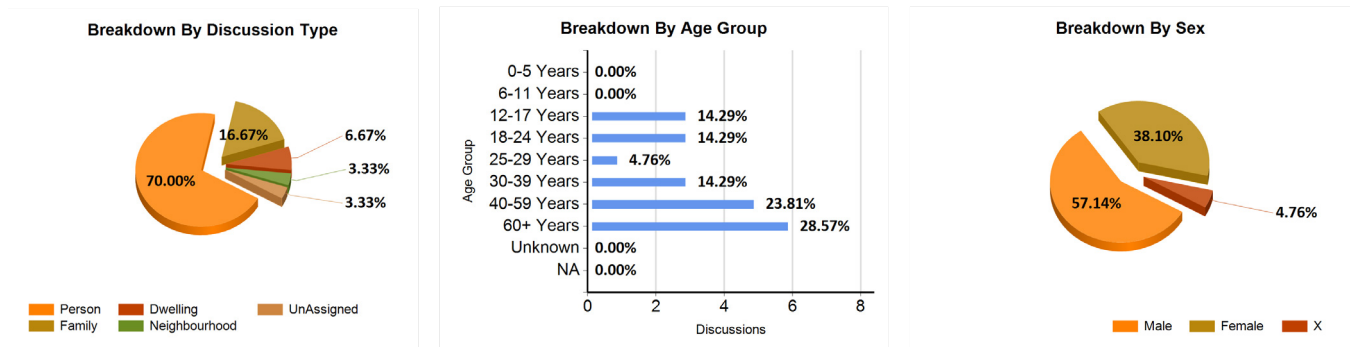
For additional details, contact pmock@familyservicekent.com or (519) 354-6221 ext. 222

**Looking Back**

- 27 community agencies signed on as partners with the situations continuing to grow each year
- Situations; where an assessment occurs for response
  - » 2016 – 15 situations, 2017 – 24 situations, 2018 – 30 situations (as of Dec 12th)

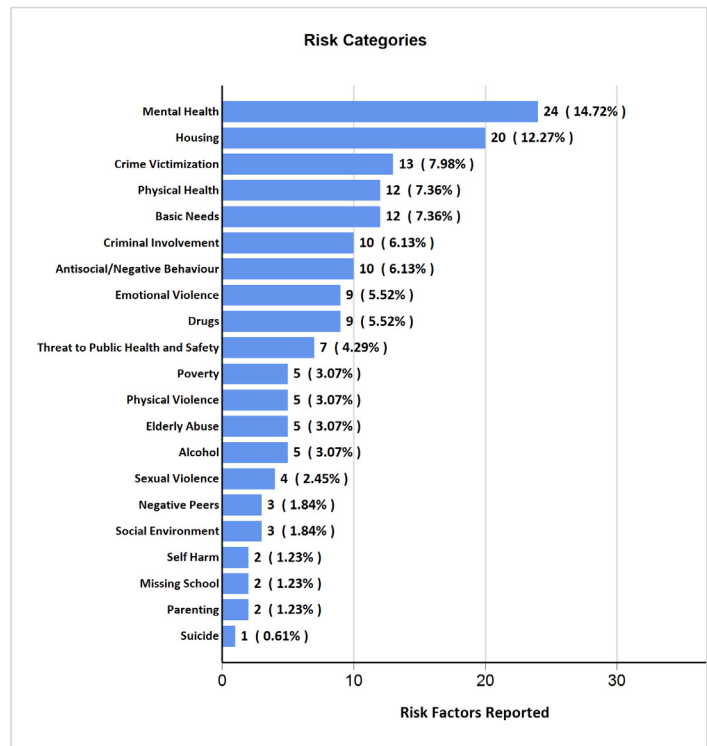
**Risk-driven Tracking Database Reports**

**Demographics Report for Chatham-Kent on or after 1/1/2016**



**Overall Risk Information for Chatham-Kent on or after 1/1/2016**

Risk Category	Number	Percentage
Mental Health	24	14.72%
Housing	20	12.27%
Crime Victimization	13	7.98%
Basic Needs1	27	.36%
Physical Health	12	7.36%
Antisocial/Negative Behaviour	10	6.13%
Criminal Involvement1	06	.13%
Drugs9		5.52%
Emotional Violence9		5.52%
Threat to Public Health and Safety7		4.29%
Alcohol	53	.07%
Elderly Abuse	53	.07%
Physical Violence5		3.07%
Poverty	53	.07%
Sexual Violence4		2.45%
Social Environment3		1.84%
Negative Peers3		1.84%
Parenting	21	.23%
Missing School	21	.23%
Self Harm2		1.23%
Suicide	10	.61%
<b>Total</b>	<b>163</b>	<b>100.00%</b>



**Looking Forward**

- Continued reach out to groups for partnerships
- Investigating sustainable funding

For additional details, contact jimli@chatham-kent.ca or (519) 352-3198



## EarlyON Child and Family Centres

Jeff Nelson, Data Analysis Coordinator



**CK Child Care  
& Early Years**

### Looking Back

- Chatham-Kent's EarlyON Child and Family Centres are almost one year old. 2018 has been a year of growth and development, both internally with intensive staff training and externally in building our membership and participant numbers
- CCEY hosted a very successful Grand Opening of our Chatham EarlyON Center, located at Queen Elizabeth II Elementary School, which was attended by dozens of parents and children, as well as many community partners and politicians
- Besides our 7 centres, we've also created a 'Forest' EarlyOn; an all-outdoors program held in various forests and parks, which has been very well received by families.

### Early Years Affordability Cost Reductions

CCEY reduced child care fees from July to December to make child care more affordable for Chatham-Kent residents

CCEY also gave child care operators a grant equivalent to a 3% revenue increase, with the condition that they did not raise rates due to the increased operating costs associated with Bill 148. This funding will continue as we wait for further direction from the Ministry

### Looking Forward

#### Child Care Expansion

- There are currently 937 children on a waitlist for child care in Chatham-Kent, meaning we need to expand our licensed child care spaces and, consequentially, our number of registered early childhood educators (ECEs)
- CCEY recently added new child care spaces at various child care centres
- To provide culturally relevant programming, we will be using community-based capital to fund indigenous-based child care centers in Wallaceburg and Chatham
- We are also partnering with the St. Clair Catholic District School Board to create a multi-purpose room that would be available to Early Years community partners at their new school on the Northside of Chatham
- ECE Attraction and Retention
- CCEY has been collaborating with the Goodwill Career Center, St. Clair College, childcare operators and Economic Development to attract ECEs to Chatham-Kent and provide residents with high-quality, affordable child care. The efforts include:
  - » Rebranding early childhood care through videos, flyers and career fairs.
  - » Encouraging high school guidance councillors to inform students of the many benefits of working in early childhood care.
  - » Incentives to get ECEs into paid employment quickly with possible apprenticeships.
  - » Grants and bursaries to ECE students from the Ministry of Education's Second Careers initiative.