

Slide 1



Facilitated Discussions – Turning the Curve on the Making Ends Meet Results

What you will need:

1. Review the presentation and use it to facilitate the Turn the Curve Discussion.
2. Print off the Summary Report Worksheet for the discussion tables
3. Print off the workbook portion – Discussion Guidelines - of the Making Ends Meet discussion paper

Slide 2

Shaping the future of York Region

- Responding to the challenge of making ends meet
- Finding innovative and creative ways to align with and advance the Making Ends Meet in York Region results
- Tapping into the 'genius of community'

...collaboration...collective leadership...partnerships...

2

It is what you can do that will make the difference.

It is not about more discussion of the problem – it is about responding to the problem and finding solutions.

By responding to the problem and finding innovative and creative solutions we will tap into the 'genius of community' – it is all around us, let's share it and put it to work.

Creating friendly communities – where all residents can thrive

1. A community vision
2. Requires broad community engagement
3. A focus on creating affordable choices and options throughout the course of life
4. Finding solutions – “What is possible”

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3

What are some of the key messages that drive the success of this initiative:

1 & 2: This plan requires broad community engagement with a focus on action and investment on the community.

To be successful the plan requires actions and strategies at both an individual organization, or program and service delivery level as well as collective community actions most likely to be around collaborative advocacy or broad partnership development.

3. Actions will create affordable options and choices for low and moderate income families and individuals throughout the course of life.

4. Finding Solutions and identifying “ What is possible”

This is not primarily a story about disadvantage **but of innovation-** of a creative collaborative— working on what matters in ways that matter

It is about a community being active and innovative in shaping its future. And continuing to enjoy age friendly communities throughout York Region – great places to live, learn, work and play.

The problems are real but that's not what defines us, what defines us is our ability to respond to the problem. Lets move beyond the problem to create momentum for innovation and focus on solutions and possibilities

As you can see it will take all of us working together to be successful, and York Region is one partner at the table.

Ask yourself: **What is 'possible'** if we all – as a community - focus our investments and efforts on advancing the results identified by the Making Ends Meet in York Region initiative?

Building the Action Plan: THE ASK

1. What are you currently doing to contribute to the community results?
2. What could you do better to advance the community results?
3. What are the obstacles to advancing the community results?

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4

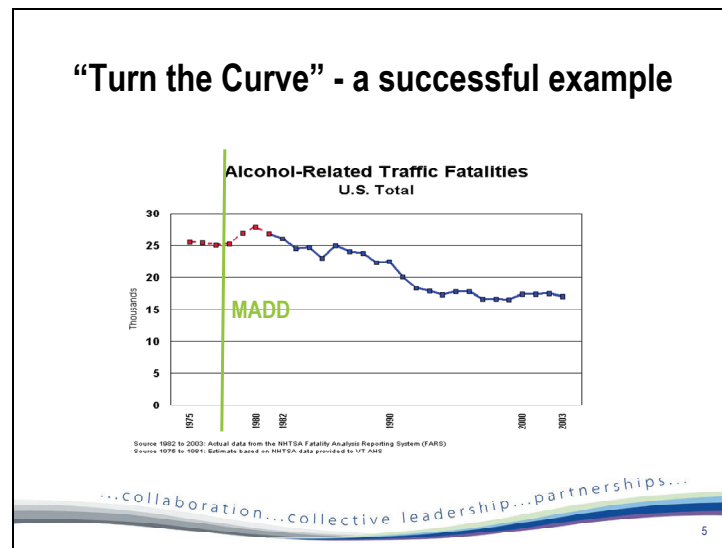
Right now all Board member organizations are focussing on asking their own organizations the answers to the three questions on the screen.

- 1) What are you currently doing to contribute to the community results?
- 2) What could you do better and to advance the results?
- 3) What is preventing you from doing better?

Once we review the answers and commitments to these questions from the Board Members as a full Board, we will have a good sense of

- The current actions that are taking place
- The commitments of the Board Member organizations as well as
- Where we need to take collective action to break down the barriers or obstacles to success. This will assist the Board with engaging key partners and stakeholder discussions as well as propose a community action plan to share at the end of the year.

Slide 5



Before we start the Turn the Curve discussions, we would like you to keep the following example in mind when entering into our discussions in the next section. The community has the power to band together and be a catalyst for change.

Mothers Against Drunk Driving (MADD) provides one of the best examples of a group of people who set out to create change using a deliberate community-wide strategy. A group of mothers directly affected by drinking and driving came together and engaged the community through ad campaigns, a ribbon campaign, presentations, school visits, and other work that made a difference in decreasing drinking and driving.

MADD teaches us not to wait for a federal grant or to wait for the research community to tell us the answer to the problem. Don't wait to measure our success by how many projects we have implemented or how much money we have raised, but by whether or not we make a difference. MADD reminds us that we can change the rules of the game and win. After reaching a peak in 1980, the rate and number of alcohol traffic fatalities has steadily declined, from 25,165 in 1982 to 16,589 in 1994. There are approximately 60 alcohol-related injuries for every one fatality.

Slide 6

'Turn the Curve' Exercise

STEP 1: What population are we concerned about?

- Low and moderate income families and individuals who are struggling to make ends meet

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6

Handouts:

We will be using the Making Ends Meet Discussion Paper – Discussion Guidelines and 1 page Summary Turn the Curve Report – handout.

Open your discussion paper to the Work book

In order to set the context for moving from talk to action using the RBA model – I will take you through the steps to “Turn the Curve” – to identify actions that will help to slow, flatten or turn the current trend in a positive direction.

Step 1:

First the Board has set the target population- Who is it we want to support? - this is a community level target population – a York Region target population

Low and moderate income is defined for discussion as: Low – is LICO and below (\$0-35,000), Moderate - is up to double LICO – approx. \$70,000 for a family of four (\$35-70,000)

‘Turn the Curve’ Exercise

STEP 2: What conditions do we want for this population?

- Affordable Housing
- Economic Self-Sufficiency

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7

Step 2:

Secondly: Where can we focus our efforts to have an impact on the target population – to help the target population make ends meet?

The Board set two desired results –

- 1. Housing that is Affordable, and**
- 2. Economic Self-Sufficiency**

‘Turn the Curve’ Exercise

STEP 3: How could we measure these conditions?

- Affordable Housing
 - Housing Options/ Mix
 - Housing Affordability
 - Housing Programs and Waitlists
 - Housing Policy Decisions

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8

Then the Board asked:

Step 3:

How can we measure whether as a community we have made a difference in the two identified result areas?

If we have made a difference in making ends meet then - what conditions have changed?

Or What do we need to focus on to advance the results?

HSPB said they want to focus on changing the conditions associated with Affordable Housing and Economic Self-Sufficiency.

Around the question: How will we know if we have had an impact on developing housing that low and moderate income families and individuals can afford? We will look at 4 indicator areas: First off- What is an indicator? Think ruler...an indicator is a measureThese areas should also drive the development of actions and strategies.

Summary of results and indicators

We are going to look at measuring –

Housing Options – Mix

- This area provides an indication of the range of affordable housing options in the marketplace– what we are looking for is to create options that can assist low and moderate income families and individuals to make ends meet.
- Indicator wise....We are looking at tracking the owner/rental split here – as currently York Region has a very high ownership rate (88% as per 2006 census)– and low rental rate (12%) -there just aren't many rentals in York Region
- When looking at the diversity of housing – we are trying to look at the options and choices available throughout the course of life. Housing options or choices need to be available for various income levels and age groups – eg. children, youth, students, elderly, disabled, supportive housing, palliative care, respite beds, shelters, long term carethink of the housing options that are needed across the continuum of life.... This is not about someone else – it is about yourself, your kids, your parents, your relatives, young families
- Based on available data- We plan on developing a basket of housing option indicators. From this we will develop a baseline identifying the current housing options across the continuum of life.

2. Housing Affordability –

- Looking at tracking those spending 30% or more of income on shelter, and those spending 50% or more on shelter with the 50% or more indicating a risk of homelessness and the 30% or more indicating a struggle to pay for all the necessities of life.

3. Housing Programs and Waitlists –

- In this indicator area we will develop a basket of indicators to tell us how we are doing with supply matching demand? Do we have this waitlist criteria right? Is there anything we can do differently? What are we doing for people on the waiting lists? Are there programs in place to support these families and individuals?

4. Housing Policy Decisions –

- This area is about engaging all partners with a role to play to advancing this result area. Applying both the hard and soft infrastructure lens to creating safe, complete communities.
- Planning complete communities –planning for income diversity, age friendly, live -work opportunities etc.....
- This area also includes looking at second suite development and implementation which would increase availability of rental accommodations– this could be an awareness and education piece around policy, and looking at best practices in the implementation of second suites.
- Some of the areas of action associated with this area are; partnership development with local municipalities, collaborative advocacy, best practices, education and awareness....

'Turn the Curve' Exercise

STEP 4: How could we measure these conditions?

Economic Self –Sufficiency

- Workforce Development
- Income Levels and Financial Literacy
- Food Security
- Child and Elder Care

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9

The second area is economic self-sufficiency and the question is: How do we provide a strong combination of employment and human services supports to low and moderate income families and individuals to make ends meet?

Next Steps: HSPB has identified 4 indicator areas to concentrate on – next they will identify and define individual indicators or a basket of indicators and develop a baseline of these indicators to measure community progress.

The first area is:

Workforce Development – or conversely underemployment –

- This indicator will reflect the distribution of low and moderate income working age population by highest level of education in relation to skill level and industry.
- Do we have the right job, for the individual's education to skill match? If not, why not?
- What can we do to further align this and help realize potential?
- Employment Levels – are people working full time, full year in low paying positions? Are people working in contract, or precarious employment positions?

2. Income Levels and Financial Literacy- are income levels eroding? What else can be done to support or put more money in people's pockets to make ends meet?

- Financial Literacy - how is our knowledge of finances? If we understood finances better, could we make better financial decisions? Financial Literacy – will look at measuring debt levels – which could be 3 months behind in bill payments, credit card debt, line of credit debt...

3. Food Security –

- What is the current ability to **access** healthy foods for the target population?
- These indicators include- looking at
 - Food deserts** – where grocery stores are located in relation to low and moderate income neighbourhoods. For example if I don't have transportation and the nearest food store is a convenience store – am I spending too much of my income on food and am I able to access only packaged foods?
 - Food program use** – school breakfast programs, meals on wheels, community kitchens, community gardens....food banks
 - Food literacy** – awareness and education around healthy eating , cooking

4. Child Care and Elderly Care

Access to affordable **child care**: with the waitlist for subsidized childcare in the thousands- how can low and moderate income families **access affordable child care options**

The indicator we are investigating here – is the cost of childcare in York Region looked at as a percentage of income in low and moderate income families.

Elder Care – there are two main parties here – the children of elderly parents (or those commonly referred to as the sandwich generation) and the elderly themselves

This area will look at two components – **the actual affordability of elder care** - Can elderly residents have affordable options to access health services needed to stay at home? **And are the needed services available** - are there enough staff to provide (example; Personal Support Workers) to provide the services needed?

'Turn the Curve' Discussion Instructions

- Adopt a Result and Indicator Area
- **STEP 4**
How are we doing on these indicator areas?
 - What is the story behind the indicator area/ trend?
 - What are the obstacles or barriers to advancing the results?

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10

Now we will get down to work and go through the questions in the work book - To see how we can make a difference. How we can contribute to advancing these results and turn the curve in one or more of the indicator areas.

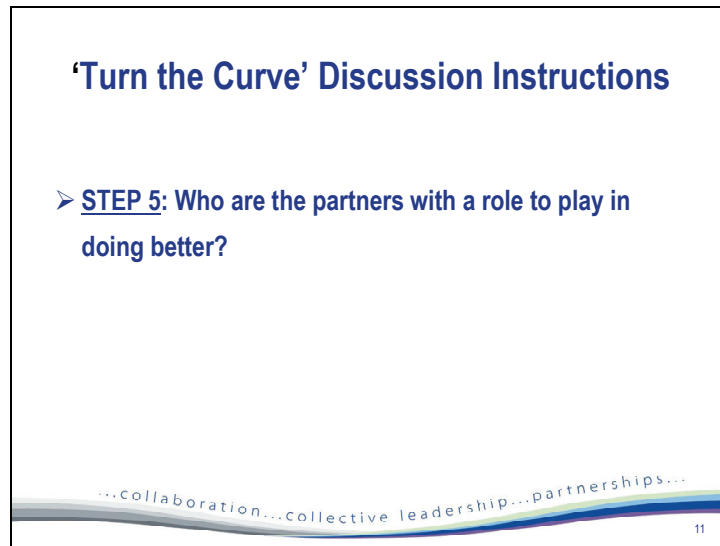
Step 4:

Using your work book:

1. The first thing you need to do at your table is adopt a Community Result and then choose an indicator area that aligns best with your area of influence- to discuss in your group.
2. We don't have baselines available for your discussion – but I think you can determine from your experience and perspectives: How we are doing in the indicator area? If we do nothing- continue on the way we are – What will happen?

Don't skip the second question - Identifying the story behind the trend or the implications of this trend. This is the diagnostic step where different perspectives and varying experiences will come into play and the answer to this question will help to identify root causes for the trend and point to action!

From your perspective, what are the obstacles or barriers to advancing the community result (s)? Are there partners that need to be brought together to affect change? Different sector participation that needs to happen?



'Turn the Curve' Discussion Instructions

➤ **STEP 5: Who are the partners with a role to play in doing better?**

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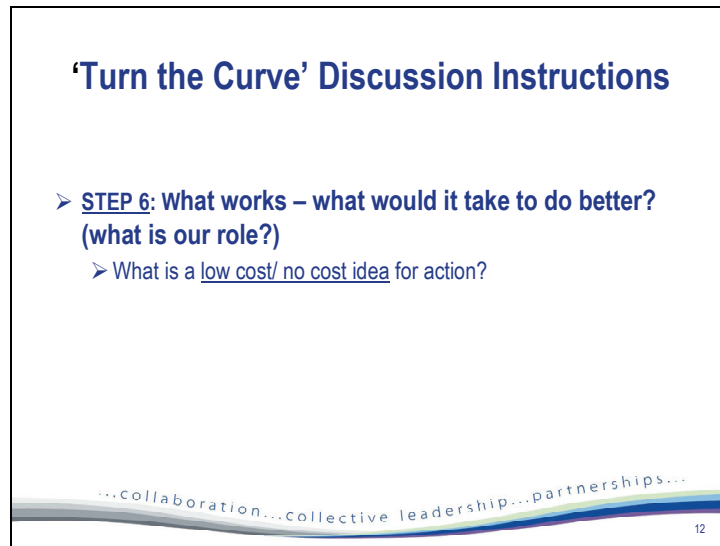
11

Step 5:

Who are the partners with a role to play?

Advancing the community results will require contributions from a broad spectrum of partners, public, non-profit and private, from across and serving York Region.

HSPB will be engaging potential partners from across York Region that have a role to play. While no one agency or program can advance the community results alone, many partners coming together and aligning efforts can.



'Turn the Curve' Discussion Instructions

- **STEP 6: What works – what would it take to do better? (what is our role?)**
 - What is a low cost/ no cost idea for action?

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12

Step 6:

What are the actions that would contribute to turning these conditions around – what would it take to turn these conditions around?

These don't have to be big ideas! It would be good to concentrate on low cost/ no cost actions and identify actions we already are working on....Take a moment to also discuss the role of the organization in advancing this action.

INSTRUCTIONS:

There is a summary TURN THE CURVE REPORT worksheet that I will be asking you to hand in at the end of the session.

So, please assign a facilitator, scribe and report back person at each table.

Depending on the size of your group:

The discussion should take you about 30 minutes.

REPORT BACK OPTIONS:

Report out by group: This would create the opportunity for idea generation and the creation of synergies, but will take longer.

Report out on 1 idea per table: This will provide the opportunity for some discussion and will take less time

Hand in the Summary Report – Collate the ideas and distribute to participants

Use this information to develop the organization action plan

Remember this is about moving to action – finding solutions – not focussing on the problem!

Use your innovation and creativity!

quote – “If you do what you always do you will get what you always get!” Or “How can you expect to get different results when you employ the same old, same old.”

COLLECT SUMMARY REPORTS



We will use today's discussion to build the framework for action. I may work with some of you individually following this session to develop a more complete action plan.

1. Please continue to ask yourselves, from your place in the organization, from your program area or service area- How can you contribute to advance the community results. You don't have to wait to start taking action. Talk to others about how we can respond to this challenge – remember innovation happens when you least expect it. It is that idea that triggers discussion and more thought.

2. Complete the organization reporting template in the Communication Tool Kit and return it to Janet Rurak by October 6th, 2011.

3. Report organization commitments to take action back to the full Human Services Planning Board in October, 2011.

4. Complete the organization endorsement card from the communication tool kit- if you haven't already done so. Bring a copy with you to the October full Human Services Planning Board Meeting.

THANK YOU

I look forward to seeing the results of all of our efforts to turn the curve on making ends meet in York Region and will update you on our progress moving forward.

**For more information about the
Human Services Planning Board
of York Region
please visit: www.york.ca/hspb**

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