

Person Centered Excellence Plan

Strategic Directions update

With Mental Health /Wellness and Core Gifts

Key Accomplishments 2022/2023.

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Factor 4 –Community Connections

Wheel of Belonging



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Factor 4 – Community Connections

Through our 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.



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Factor 4 -Community Connections

- 20+ social roles through Project Organizer, Volunteer, Educator and Animator
- 13 Active Belonging Brant Community Groups and 2 groups emerging groups for a total of 25 Belonging Brant Community Groups with 175 regular group participants with 210 people being causal participants.
- 3 Asset maps with new mapping of Eagle Place and Paris
- 750 downloads of our community Podcast Channel
- Development continues for both Burford and Paris Citizen groups we are coming along side.



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Factor 4- Community Connections

- Asset Based Community Development
- Generative Journalism and narrative circle have created and posted 50 stories of Belonging this year.
- Tiny Homes Working Circle has been meeting every month, and has a site location, draft plans of the two homes and is working on bring the community together to provide funding for these two, single person/family dwellings.
- Rona Grant Writing with Jaycee homes the lead. Up to \$135,000 available for build.
- 5th ABCD Symposium Occurred last week and over 100 people attended over 12 hours.

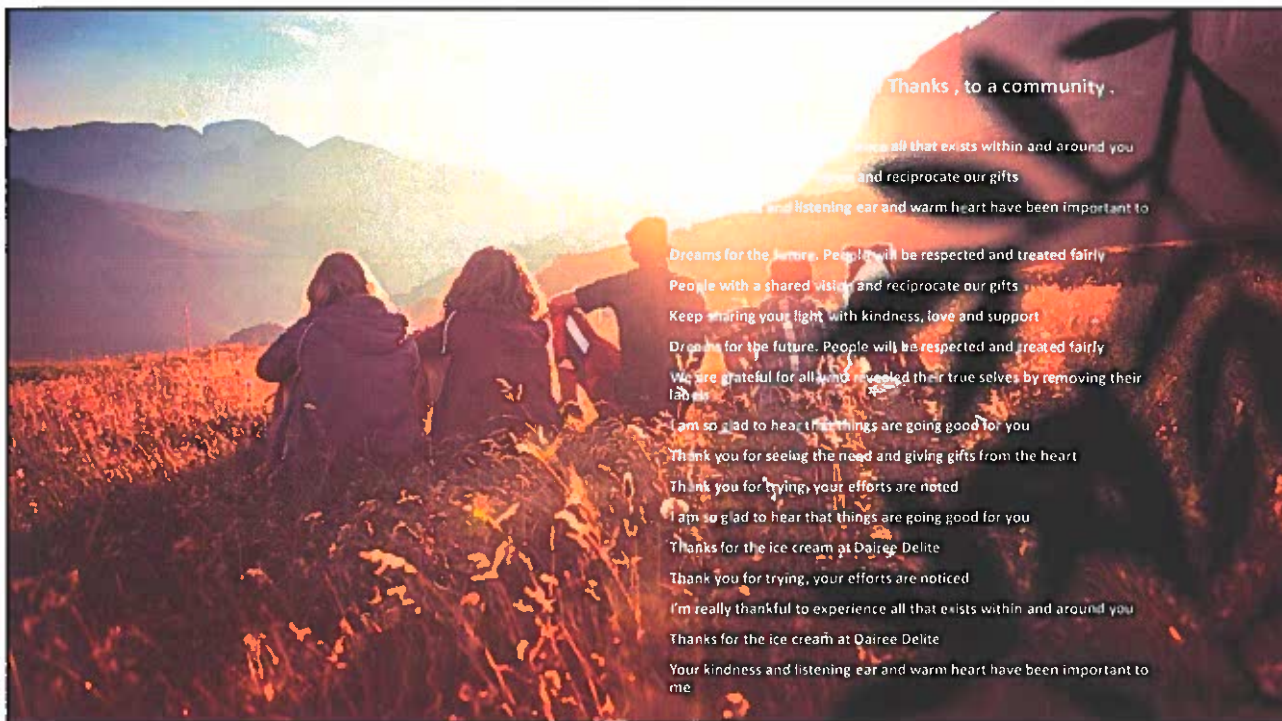


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Community Conversations – Belonging Brant

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... Thanks , to a community .

I am so glad to experience all that exists within and around you

Thanks for the ice cream at Dairée Delite and reciprocate our gifts

Your kindness and listening ear and warm heart have been important to

Dreams for the future. People will be respected and treated fairly

People with a shared vision and reciprocate our gifts

Keep sharing your light with kindness, love and support

Dreams for the future. People will be respected and treated fairly

We are grateful for all who revealed their true selves by removing their labors

I am so glad to hear that things are going good for you

Thank you for seeing the need and giving gifts from the heart

Thank you for trying, your efforts are noted

I am so glad to hear that things are going good for you

Thanks for the ice cream at Dairée Delite

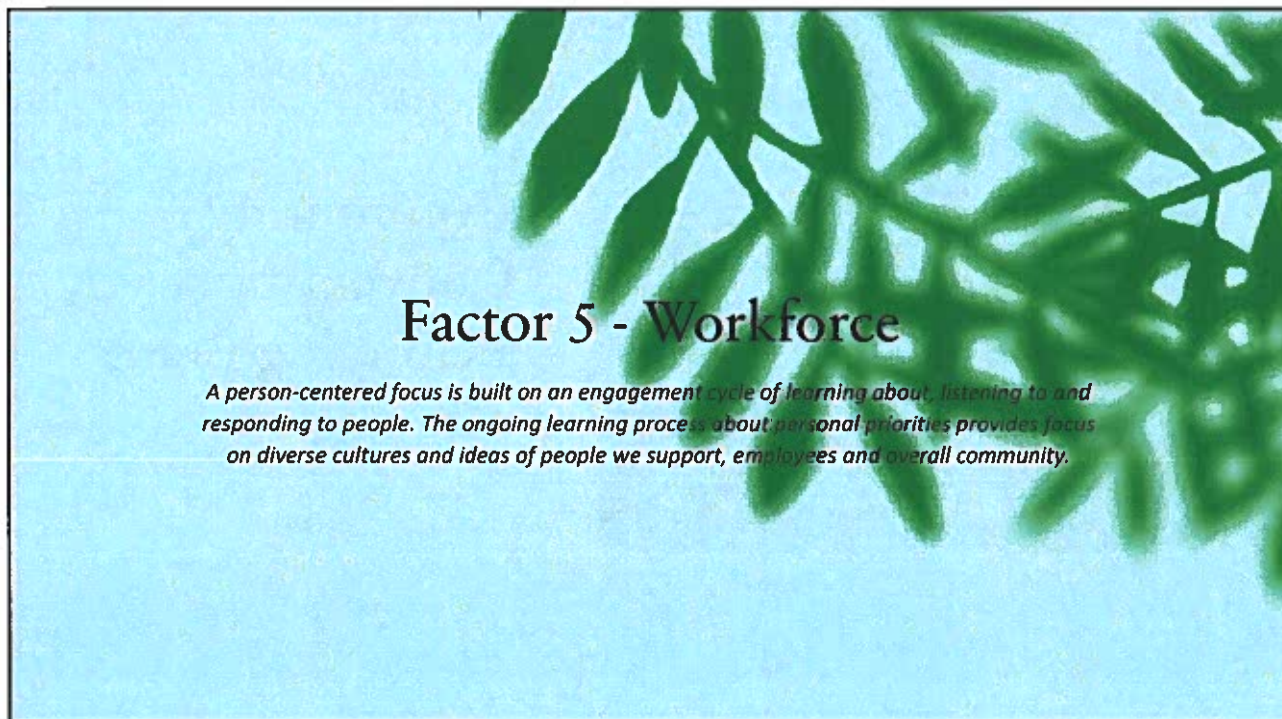
Thank you for trying, your efforts are noticed

I'm really thankful to experience all that exists within and around you

Thanks for the ice cream at Dairée Delite

Your kindness and listening ear and warm heart have been important to me

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Factor 5 - Workforce

A person-centered 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.

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**MENTAL
HEALTH/PSYCHOLOGICAL
SAFETY IN WORKPLACE TO
IMPROVE WORKPLACE
HEALTH 2022/2023**

**STRATEGIC PLAN IDENTIFIES THIS UNDER
FACTOR 5 WORKFORCE.**

**OUR VISION TO HAVE A STRONG STABLE AND
SUPPORTIVE WORKFORCE. TO ENSURE GREATER
MENTAL HEALTH, STAFF FEEL VALUED, RETAIN
QUALIFIED STAFF, REDUCE STAFF TURNOVER,
CONSISTENCY FOR SUPPORTS, PROVIDES
CONTINUITY AND SECURITY**



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**Factor 5 - Workforce
2021/2022 Recommendations**

Strike a Wellness
Committee or Sub
Committee to coordinate
Wellness /Mindfulness
initiatives.

Psychological Safety in
the Workplace Policy
Development

Training All Staff in
Mental Health First Aid

Expand Queens Mental
Health Leaderships -
Working
Accommodation for
return-to-work planning
for mental health


Cultivating Community
Wellness Sector Wide
Initiative/ Provincial
Committee

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Factor 5- Workforce

Wellness Committee and Psychological Safety Policy

- Met in Fall of 2022 to coordinate wellness activities.
- Submitted Psychological Safety Policy to the Health and Safety Committee and Leadership Team for approval.



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Factor 5 Workforce - Training All Staff in Mental Health First Aid

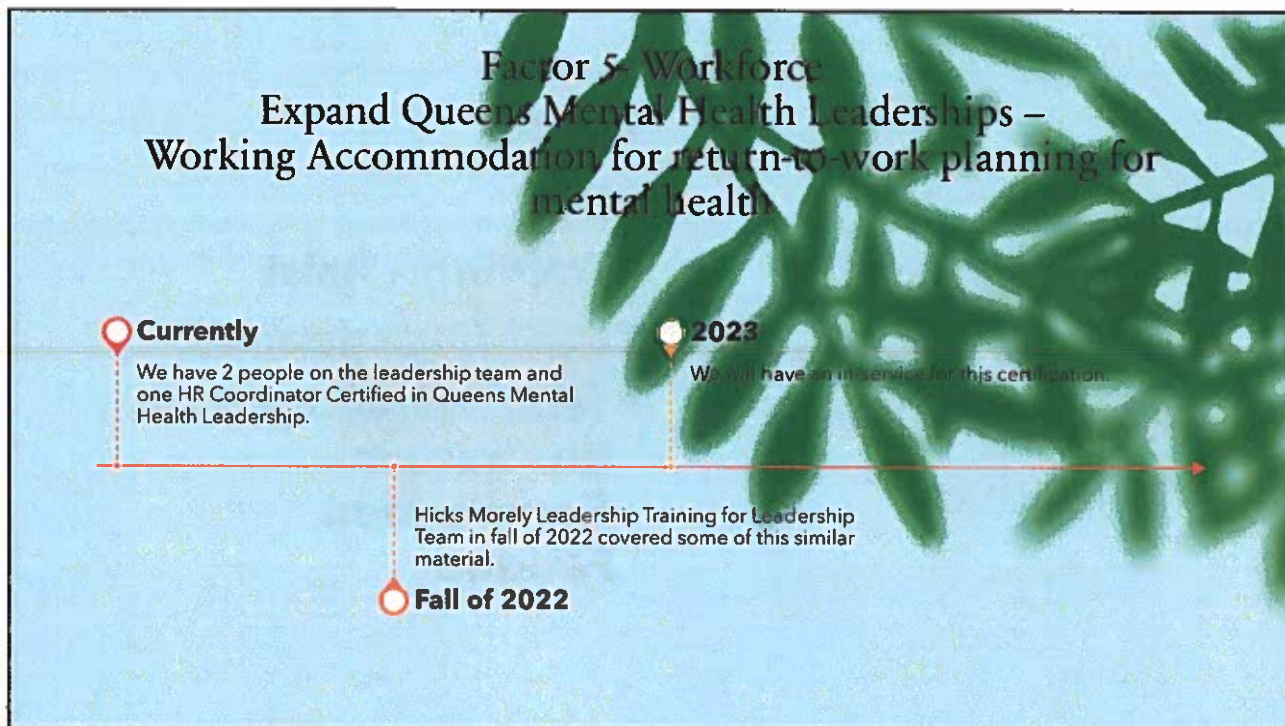
We have trained and Certified 35 staff in last 6 months. We have a wait list for staff who want to participate in the three-half day training.

Targeted teams are adding to this with ASIST training.

Looking for sector opportunities for another internal Train the Trainer.


Future possibility to incorporate into new staff orientation.

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Factor 5 – Workforce Cultivating Community Wellness Sector Wide Initiative and new Provincial Committee



We were asked to be a member on the CCW Provincial Committee in 2022 to ensure the work of the initiative continues.



CCW continues to house a Community of Practice , Mindfulness training and other tools and resources to help staff in our sector. It also provides free Agency certifications.



April 18th -20th I presented with CCW members from Queens University and CMHA on the impact of this work and the integration into agency life at the OADD (Ontario Association on Developmental Disabilities) Conference.

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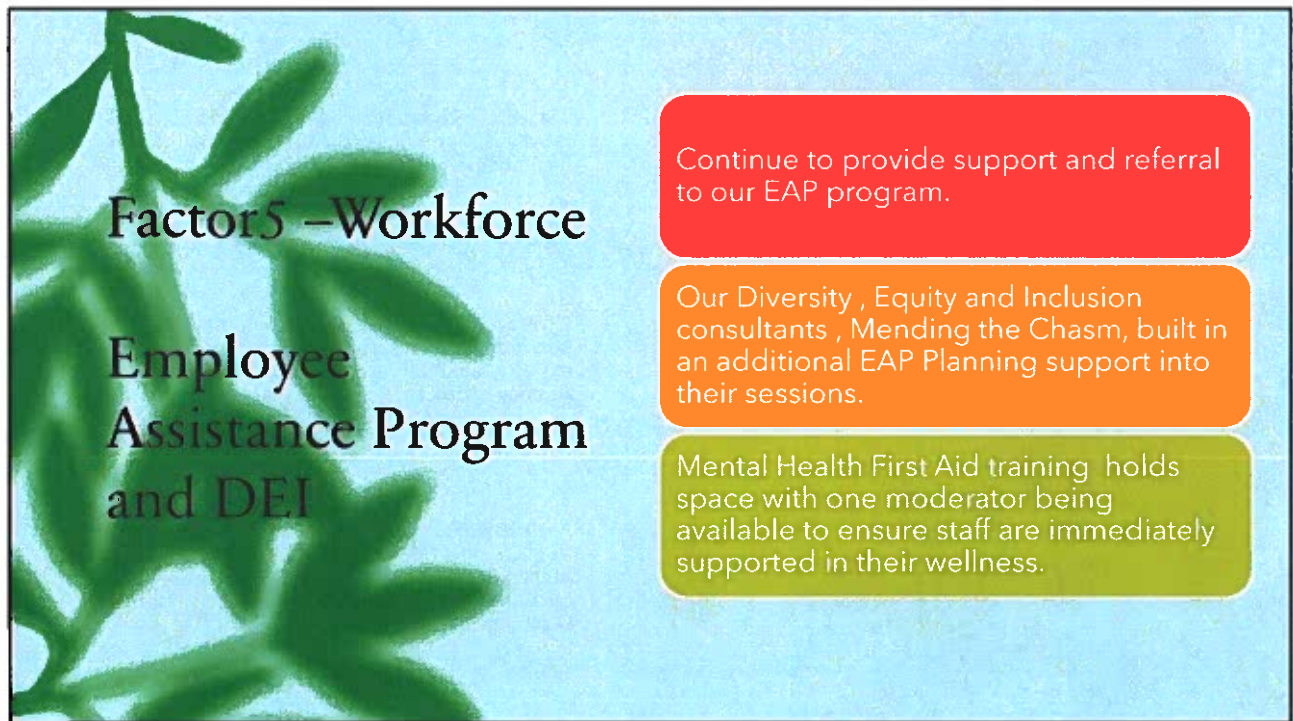


Factor 5-
Workforce

Other Wellness
Initiatives

- **EAP**
- **DEI**
- **Training - Asist**
- **Staff Engagement**
- **Tend Academy Train the Trainer - Compassion Fatigue**

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Factor 5 – Workforce

Employee Assistance Program and DEI

Continue to provide support and referral to our EAP program.

Our Diversity , Equity and Inclusion consultants , Mending the Chasm, built in an additional EAP Planning support into their sessions.

Mental Health First Aid training holds space with one moderator being available to ensure staff are immediately supported in their wellness.

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Factor 5 – Workforce Asist Training

Applied Suicide Intervention Skills **Training (ASIST)** is a two-day interactive workshop in suicide first aid. **ASIST** teaches participants to recognize when someone may have thoughts of suicide and work with them to create a plan that will support their immediate safety.”
Centre for Suicide Prevention”

This training works hand in hand with our Mental Health First Aid Certification

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Factor 5 – Workforce Staff Engagement and Core Gifts



Connection and sharing of staff gifts has been an important tool to support staff wellness.



We have held staff events such as Car Rally , Maple Leaf Game, Holiday Event , Staff Appreciation Dinner and increased the Staff Christmas Party Budget.



Core Gifts now has over a dozen Master Core Gift Facilitators as well as a very active Core Gift Committee. It is following Supported Employment’s lead and holding “Core Gift Attack Days” where we focus on doing Core Gifts all day long.

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Factor 5 – Workforce Staff Retention Rate

- Our staff retention rate has improved from 2022 to 2023.
- The work we have done as an agency is part of this improvement.

| Year | Retention Rate |
|--------------------------------|----------------|
| 2022 | 3.9 |
| 2023 January till end of March | 2.3 |

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Factor 5 – Workforce Core Gifts

- Core Gift Blitz Day October 2022
- Team Building – Half agency teams. Lifeshare, Pathways, Belonging Brant and Broadway location is just some of the examples of teams who have had a team core gift created.
- Feb 7th and 8th we had 9 more Master Core Gift Facilitators trained.
- 1 staff in Belonging Brant attended Core Gift Retreat in Portugal.

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Factor 5 Workforce – DEI

- **What we have accomplished so far:**
- Completed an audit of our culture, policies and practices, and identify opportunities to improve our transparency, accountability and equity to all our stakeholders.
- Completed 12 Month Education and Dialogue journey with Mending the Chasm open to all staff and paid time.
- Completed Policy Audit with 5 Policies updated to date based on recommendations from Audit.
- 1 All agency engagement to discuss results of Agency Audit results.
- 1 Leadership engagement to discuss policy recommendations.

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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.*

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Factor 2- Person Centred Planning

- Person Centred Planning Squad is making huge strides in education and holding person centered planning with teams and individuals.
- Laurier Social Work Student will be focusing on this area in Fall for targeted work.
- Staff who have gifts as Graphic Harvesters in the agency.

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Questions

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