



## **KFACC Membership Meeting**

**Thursday January 13, 2021, 9:00 AM – 10:30 AM**

**VIA ZOOM**

### **MINUTES**

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#### **Attendees:**

Theresa Metcalfe (KIH), Lillian Murdock (KPF), Michele Arsenault (V/WAP), Maryam Pandi (SACK), Leigh Martins (KIH), Barb Lotan (Queen's), Deirdre Reddick (KAVAC), Sara Legace, (City of Kingston), Debbie Klassen (Ontario Works), Emma Kuranowicz-Vyse (JHS), Kate Simpson (HARS), Jess Gilmore (SACK),

#### **Regrets:**

Kim Irvine-Albano (Resolve), Paula Laughlin (Victim Services), Kim Graham (SACK), Jane Lewis (KHSC), Rifaa Carter (KAVAC), Jayne Graham (Purple Posse), Terri Kennedy (KPF), Nicole Rego (KAVAC), K.C Gilbertson (FACSFLA), Michelle McCaugherty (Elizabeth Fry Society), Wendy Smith (Parole Board), Barb Landry, MCCSS, Lisa Fox (KIH), Laura Jantzi (ISKA), Julie Langan (JHS), Kevin Raison (Resolve), Geanina Circei (SACK), Alicia Lambert (Supervised Access), Antonia Raczy (SHRC), Susan Potvin (KFL&A Public Health), Jackie Smith (HARS), Tammy Wright (Youth Diversion), Sam Galati (KMFRC), Lisa Kirkby (CFT), Marg McDade (VWAP), Lisa Kirkby (CFT), Angela Watson (Kingston Home Based), Alicia Audet (Supervised Access Centre), Kathy Reid (KHSC), Kate Melendy (CFB Kingston), Kelly Rathwell (Justice), Colleen Fairholme (KMFRC), Kathy Cabral (Ontario Works), Kathy Thompson (Resolve), Alicia Dornan (FACSFLA), Amanda Lane (EFry), Anya Brooker (SLC), Mabel Delaney (KAVAC), Elizabeth Stevenson (ILCK), Rebecca McLaughlin (EFry), Tracey McCallum (ODSP), Laurie Rabbie (Ontario Works),

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#### **1. Welcome and Introductions:**

#### **2. Acknowledgement**

"To begin, let us acknowledge that Kingston is situated on traditional Anishinaabe and Haudenosaunee territory. We are grateful to be able to live, learn and play on these lands."

To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

#### **3. Approval of Agenda**

- Approved with no changes

#### **4. Approval of Minutes from November 4, 2021**

- Approved with no changes

## 5. Call for Conflicts of Interest / Respectful Communication

- No conflicts announced

## 6. Action Items

### 6. A. KFACC Website Update – Walkthrough - Anna

- The new site is now live, after the walkthrough please take the time to go through and send any further suggestions to Anna
- Suggestions given:
  - Add land acknowledgement to the front page
  - Add WomenatthecentrE to Resources
  - Add 211 to the top of each support page – “for community resources”
  - Add a search bar to the top with the crisis and escape buttons - make them stationary so they are at the top of the screen at all times for faster access
  - Need some sort of sort function for resources – alphabetical order or under categories i.e. mental health
- Overall positive feedback
- This is a major project that will be completed in 3 phases (we are presently in Phase 1) with Phase 2 being looked at for 2022/2023. Phase 2 will be looking at a more secure subsite that will be used as a virtual One Stop Shop

## 7. New Business

### 7. A. Covid-19 Agency Service Update Discussion

## 8. Budget Update

- Consolidated to the ledger as of October 31, 2021
- \$8025.02 left in the budget YTD
- Website estimate \$5706.50 leaves \$2318.52 YTD estimate
- Admin estimate (based on 2020/2021 numbers) \$3450.00
- YTD estimate is a approximate overage of \$1100.000

## 9. KFACC Equity Update

KFACC Equity, Diversity & Inclusiveness Survey Results

**Question 1 has 17 answers:**

**“When looking at the current membership construct of KFACC, who do you think we are missing at the table? What organizations, communities, and perspectives are not currently represented?”**

**Responses:**

- "Newcomers, racialized people/communities and trans people/communities."
- "It would be good if one person could come from each service every time. Better representation. How many community members are survivors & not affiliated with a group or service?"
- "More representation from Indigenous support services as well as Immigrant services"

- "The entire membership list likely contains many agencies that do not attend regularly, but would like to figure out why and how to address so that the core group is represented more broadly. Suggestions include settlement services across the county, indigenous, LGBTQ+ community members and/or services"
- "High schools, not just Board level, at the school level - staff and students but mostly we need to hear from the young people that live in this community"
- "Representation from Indigenous peoples. My apologies if these organizations have already been invited - Katarokwi Learning Centre (Cowdy St.) and or Ontario Coalition of Indigenous Peoples (Grant Timmins Dr.). "
- "Educate Judges, Lawyers, Teachers, everyone who works for all the Systems. All these systems were organized for men by men"
- "Survivors "
- "I would like to see a representative from Tipi Moza join."
- "Indigenous groups, newcomers (not staff but maybe a community group similar to KAVAC)"
- "Rural, indigenous, BIPOC are under-represented as a whole. 2SLGBTQ+"
- "Indigenous community; Trans community; New Comers to Canada community [immigrant and refugee]"

Comments:

- There is a lack of diversity in the agencies
- We need these people/agencies at the table (LGBTQ+, Indigenous, Newcomers etc.)
- We have the same people attending the KFACC meetings every month with some agencies not showing up at all. Who is representing them?

**Question 2 has 16 answers**

**"Why do you think that is?"**

**Responses:**

- "There is no way to know that this is happening and most people would not know if their voice is wanted or needed or that this is a current gap.  
Has there been prior suggestion that community members are welcome?  
While everyone at the table is a "volunteer", they are volunteering through their paid day job! How are we accommodating (time) and compensating where needed those who are not.  
People with lived experience, including of marginalization, are also often disadvantaged as a result of their lived experience. There need to be processes in which they are mentored and supported into roles when needed.  
Again, as others are there through their paid job, and with fancy titles, it can also be intimidating.  
Police station physical location of meetings previously, as well as police presence is a barrier to some community members or agencies who support them whose clients have had negative experiences with the police. While police of course play an important role for many survivors, how can we acknowledge and mitigate this barrier where it exists."
- "More advertisement that clearly states our purpose. Introduction at the beginning of meetings and a clear message for what tasks and goals need to be made and who is assigned to each piece."
- "They aren't part of the organizations that sit at the table, but would have to be recruited on their own."
- "I think it is easy to be cliquish at times where we gravitate in a more welcoming way with other people from an organization. I think for victims it must be hard to come in to a

room full of professionals and feel comfortable. We need to make sure that we are more conversational and welcoming as a whole and it is not just the chairs or Anna who try to welcome them."

- "Because there aren't any linguistically diverse speakers in the group."
- "Police presence will keep most affected away."
- "Possibly other community members or groups, not part of KFACC, interested in these topics could be beneficial."
- "ISKA or other similar agencies that support immigrants There are many Indigenous programs in Kingston that could join. Anyone from a friendship centre, places that offer counselling or housing"
- "We have to be proactive in engagement and make or meetings, committees and projects immediately relevant to maintain engagement - relevance both from the 'what's in it for me' perspective, but also from the perspective of making room for specific priorities and projects, agenda space and broader-based leadership"
- "I don't know if we have ever reached out to high school students - then, we need to make attendance and participation possible for them, schools/teachers and parents need to support the participation"
- "I don't know."
- "Perhaps hard to recruit?"
- "They house marginalized indigenous individuals and I believe they would bring perspectives that would speak to systemic abuse, racism and discriminations."
- "Metis Nation has been a part but they are inconsistent and I think many of the people who are still around the table have always been around the table. It is hard to buy in from any new folks"
- "Our agencies largely are also under-represented. In addition, we have not actively reached out to some of these populations."
- "Understanding of what KFACC is [goals and mandate] and the need to have all perspectives at the table in order to make our community safe."

Comments:

- People do not know about KFACC, there is no outreach or targeting
- The difference between paid time volunteers versus free time, non-affiliated volunteers. They have to schedule around paid work and cannot schedule as part of their workday. They need to be paid for their time and meeting dates/time should work for all.
- It is hard to have an active voice in a room full of professionals
- Police presence limits some participation

**Question 3 has 14 answers:**

**"What are some suggestions for actions KFACC can take in creating a welcoming space and centering the voices of these folks and creating more inclusive practices in the way KFACC operates?"**

**Responses:**

- "Information sharing practices, including info for recruitment -Engaging community to know we exist and want to know their needs -Are we asking those not at the table directly why they are not at the table... and if they even know the table is there? -Build relationships in communities and invite intentionally -Offer/provide mentorship/training -If peoples lived experiences are informing their participation/contribution, they MUST be compensated!!!! -How can community members know what they can expect out of

engagement when often tokenized and invited to the table to tick off a demographic box?"

- "More community awareness. We need new faces, new stories with new barriers that we are unaware of. "
- "We need to stop using acronyms so much as we talk in jargon that not everyone is familiar with. Even as a professional we can sometimes not know what someone is referring to and are too embarrassed to ask. So a non-professional person might be even more embarrassed. We need to make a point of trying to seek out the newer members to have a welcoming conversation with them. We need to make sure meetings are at a convenient time for people to attend."
- "To have workshops/etc. in different languages."
- "Ask police not to attend or have some meetings in which they are not present."
- "Making sure that we regularly invite people from a variety of agencies and/or advertising in the community so that other groups can join"
- "use the strategic plan to broaden core membership and identify opportunities that speak to KFACC's main priorities (for Ex., learning events, ensuring collaboration agreements (protocols, new efforts, just the ways we work together, etc.) for service provision do not contain unintended or un-noticed contain barriers; consider our meeting places, times and structure "
- "Can we use some funding to hire a young facilitator to do some outreach, focus groups, surveys? Can schools be asked to provide a rep from student's council? Another interested student?"
- "Our invitation should be more than providing a seat at the table rather a unique voice at the table that is listened to, respected and deemed valuable."
- "I believe this group is welcoming however perhaps with zoom meeting the name of a member and their agency should be visible."
- "I believe having a focus group with this demographic; we would be able to learn how to create all of the above from an indigenous centered approach."
- "Asking for teaching moments from these groups such as knowledge exchanges"
- "Reach out to Indigenous, Rural agencies and ask why they do not attend. Look at structure of meetings - very business-like, maybe it needs to change? I wonder if Keys or Iska would like to attend?"
- "Making KFACC more publically visible - perhaps presentation at Kingston City Council and Napanee City Council - so all regional councillors are aware of KFACC."

#### Comments:

- We need to create better information sharing
  - Mentoring/outreach/onboarding
  - Compensation for lived experience
  - Definition of terms, jargon and acronyms
- Part of the Strategic Plan is a broadening of membership

#### **Question 4 has 7 answers:**

**"Are there any additional comments or thoughts you have that have not been captured by this survey? (Optional)"**

#### **Responses:**

- "I think we need some members to be trained about public speaking and about healthy relationships, communication, warning signs, and where to turn, then reach out to

schools, community centers, churches, youth centers, etc. and teach our young how to have a healthy life and relations and be proactive. "

- "No I don't think so."
- "I think KFACC members from services and agencies are well rounded to meet diversity/equity standards. You also have to take the interested members because you cannot force people into the committee."
- "Seniors? Male survivors?"
- "N/A"
- "Providing opportunities for engagement for members is key. As was described at the last meeting, there are retirements, members busy with their current roles etc. Perhaps newer members (with some mentor ship) could become more involved to avoid burnout by others who have been on the committee for a while."
- "Thank you for doing this survey."

#### Comments:

- Should we look at public speaking events?
- Look at running focus groups with youth, rural, indigenous and newcomers
- Ask what are your experiences?
- Ask how to make attendance easier
  - Too business like? Make meetings more casual
- What is the benefit to participating in KFACC if there is no agency affiliation?
- Advocacy vs. Agency
- Sometimes community members want advocacy and some agencies cannot get on board due to funding and policy restrictions. KFACC represents all of its agencies and it's priority has always been the Protocols

- Anna to send survey results out to KAVAC and the Diversity Workgroup

## 10. Workgroup Updates

- **KAVAC**
  - ⇒ Meeting soon
  - ⇒ Looking at honorariums for representation at KFACC's main table and on the Workgroups
- **Diversity Workgroup**
  - ⇒ No update – not presently meeting
- **Education Advocacy & Communication (EAC) Workgroup**
  - ⇒ Meeting in February 2022
- **Protocol Workgroup**
  - ⇒ Revisions have been done and were sent back to the Workgroup by Anna. Workgroup should be meeting in February/March

- ***Administrative Workgroup***

⇒ Have been focused on the website update and the Strategic Plan

⇒ On the January Agenda are:

- New fiscal year financials
- Representation from Agencies in the Membership
- Workgroup focus for the 2022/2023

## **11. Community Updates**

## **12. Next Meeting**

***Thursday March 3rd, 2022 @ 9:00AM - 10:30AM***

***Via ZOOM***