

# **Re-imagining Community Inclusion Work Plan**

**2022/23 - 2024/25**



***A Plain Language  
Summary***



## Background: What is the Re-imagining Community Inclusion Initiative?

*Re-Imagining Community Inclusion (RCI)* is a project that started in May 2018 by the Minister of Social Development and Poverty Reduction. The purpose of the project was to come up with a 10-year vision and roadmap to help people with intellectual or developmental disabilities have the same opportunity as everyone else to live a good life that they choose for themselves.

The *Re-imagining Community Inclusion vision for 2028* is: *People with disabilities thrive fully and equally with everyone.* The roadmap includes 5 key destinations (where we want to get to), milestones (signs that we're getting closer), and steps needed to get there.

You can read a [plain language report about the RCI project and roadmap here](#).

## What is this summary report about?

After the RCI 10-year vision and roadmap were created, the project team needed to figure out the most important things to start working on first. They also needed come up with a plan on how to get that work done. This is called the *Re-imagining Community Inclusion Work Plan*.

### **This plain language summary explains:**

1. The role of the RCI Steering Committee
2. The 4 focus areas of the RCI 2022- 2025 work plan
3. How the RCI work plan got created
4. The goals and strategies of the RCI work plan
5. What happens next with the RCI work plan

## 1. The role of the *Re-imagining Community Inclusion Steering Committee*

The RCI vision and roadmap will take at least 10-years to achieve. The RCI *Implementation Steering Committee*, or RCI Committee for short, was created to figure out what was most important to start working on first, and to do this in a way that included the ideas of families, self advocates, government and service provider partners, and leaders in the Community Living and Self Advocacy Movement.

You can see a list of the people on this RCI Committee on page 20 of the [RCI Workplan](#).

## 2. The 4 focus areas of Re-imagining Community Inclusion work plan

The RCI Committee decided on 4 areas for the first part of the RCI work plan:

- Housing
- Employment
- Health
- Indigenous services

These areas were chosen because of their importance in the quality of life of all people:

- Everyone needs a place to call home where they feel a sense of belonging and connection.
- Everyone deserves to be healthy and to have a positive home life with connections to family and friends.
- Everyone has the right to participate in the workforce and have a job.
- And for all 4 areas, the rights and needs of Indigenous people must be given attention and focus.

While working together to figure out these important areas, the RCI Committee decided to have the 5th area of focus.

**Focus area #5** is about making sure the community living sector has the ability to research, be creative and try new things, and to always be getting better at the work we do together.

### 3. How the work plan was created

After the 4 focus areas of the work plan were decided on, *RCI Working Groups* were created to figure out the actions and activities needed to get closer to the **North Star** of each area.

**The North Star** is another way of saying *'the way we want things to be like in the future'*.

You can see a list of the members of each Working Group on page 23 of the [RCI Workplan](#).

Members and supporters of the 4 Working Groups met regularly between spring and summer of 2021. They did research and talked to people and families with lived experience, advocacy organizations, as well as other parts of government, to understand as many different ideas as possible.

You can see a one-page summary view of the 2022-2025 RCI Work Plan on the next page and a plain language description of each area in following pages.

<b>VISION</b>	<h2>Re-imagining Community Inclusion – Work Plan 2022/23 – 2024/25 (Summary View)</h2> <h3>People with diverse abilities thrive fully and equally with everyone.</h3>			
<b>GUIDING PRINCIPLES</b>	<ul style="list-style-type: none"> <li>✦ <i>Exemplify human rights</i></li> <li>✦ <i>Relationship &amp; trust building with Indigenous Peoples</i></li> <li>✦ <i>Focus on the Person</i></li> <li>✦ <i>Respect the lived experience of People and Families</i></li> <li>✦ <i>Support quality of life</i></li> <li>✦ <i>Engage Community</i></li> </ul>			
<b>GOALS</b>	<b>Focus Area 1</b> <b>Milestone 1.1(d)</b> – Develop flexible housing options	<b>Focus Area 2</b> <b>Milestone 2.2</b> – People have more & better employment opportunities	<b>Focus Area 3</b> <b>Milestone 3.2</b> (b, c) – Improve access to health and mental health services	<b>Focus Area 4</b> Services for Indigenous Peoples are self-defined and self-determined
<b>STRATEGIES</b>	<p>Ensure governments, Indigenous communities and developers are informed of the need for inclusive housing in their communities</p> <p>-----</p> <p>Work with partners to determine resources to support non-Indigenous housing and housing supports to be culturally safe</p> <p>-----</p> <p>Work with partners to research and evaluate portable rent supplements</p> <p>-----</p> <p>Increase the range of housing support options CLBC funds within existing budgets, including culturally safe options</p> <p>-----</p> <p>Encourage local Municipalities to include inclusive housing in their housing plans</p>	<p>Engage in activities that change attitudes about people working from an early age</p> <p>-----</p> <p>Ensure employment support is available for anyone</p> <p>-----</p> <p>Increase culturally safe employment support for Indigenous people</p> <p>-----</p> <p>Support employment services to have well-trained staff (including services delivered through Individualized Funding options)</p> <p>-----</p> <p>Leverage existing opportunities that support youth to work</p> <p>-----</p> <p>Engage in activities that influence employers</p>	<p>Work with partners to:</p> <p>-----</p> <p>Establish inter-ministry table(s) for equitable, culturally safe, accessible health and mental health care for people, including Indigenous people.</p> <p>-----</p> <p>Update and support service alignment with “Thriving in Community: Delegating Health Care tasks in the Community Living Sector”</p> <p>-----</p> <p>Update Guidelines For Collaborative Service Delivery For Adults With Developmental Disabilities (2010)</p> <p>-----</p> <p>Support the needs of aging people</p> <p>-----</p> <p>CLBC will work with the Ministry of Social Development and Poverty Reduction to review the health supplement programs to inform discussions on how to better meet the needs of people eligible for CLBC services.</p>	<p>Explore relationships with Indigenous Partners; work in partnership on priority areas</p> <p>-----</p> <p>Collaboratively develop space recognition strategy and cultural safety &amp; humility declaration at CLBC</p> <p>-----</p> <p>Develop Indigenous procurement focus at CLBC</p> <p>-----</p> <p>Develop training for CLBC staff &amp; partners to work effectively with Indigenous Peoples</p> <p>-----</p> <p>Explore what Indigenous community inclusion means with Indigenous Peoples &amp; promote across Nations, communities, providers</p> <p>-----</p> <p>Prioritize connections work - especially for people without natural supports</p> <p>-----</p> <p>Develop “Indigenous Lens” across CLBC systems</p>
	<b>Focus Area 5</b> The community living sector has strong capacity for research, innovation and continuous improvement			

## 4. The RCI Work Plan: Goals and Strategies

A work plan is made up of goals, strategies, and projects.

**A goal** is something you want to achieve or make happen.

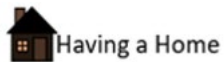
**Strategies** are activities or actions that need to get done in order to reach a goal.

**A project** is an activity with a very specific tasks and timelines that need to be completed in order to be successful.

Below are the areas, goals, strategies, and projects that make up the RCI work plan:



### Focus Area #1 Goal: Develop Flexible Housing Options

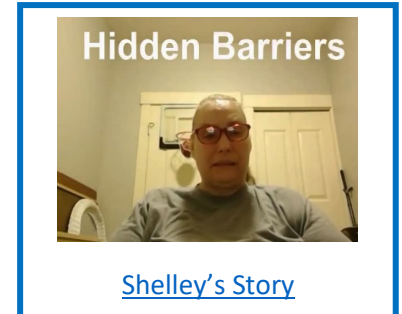


**This goal is about** people having more choices about where they live, including housing options they can afford and that also have the right support available.

**The North Star is:**



*People have access to a range of inclusive housing options across their lifespan, that includes access to a range of supports while living in their own home with the people they choose.*



**The key strategies and projects needed to reach Goal #1 are:**

1. Make sure governments, Indigenous communities and developers who plan and create housing understand the need for inclusive housing in their communities.

- **Project-** CLBC will create **regional housing leads**- These will be CLBC staff hired to help plan for and promote inclusive housing in communities across BC.

2. Work with Indigenous and Non-Indigenous organizations to make sure housing and housing supports are culturally safe.

**Culturally safe** means being physically, socially, emotionally and spiritually safe. Cultural safety happens when there is respect for the cultural identities of others, without challenge or denial of an individual's identity, who they are, or what they need.

- **Project-** Grant funding will be given to the Aboriginal Housing Management Association to increase cultural safety in housing.

3. Do research to understand **portable rent supplements** and how they can be used.

**Portable rent supplements** are money given by a government to help people to pay for rent in the community they choose to live in. Portable means the subsidy can be moved from one home to another.

4. Have more flexible housing support options that CLBC funds.

- **Project-** CLBC will learn about different housing support models and figure out what is working well and what can be made better.

5. Encourage Municipalities to include inclusive housing in their housing plans.

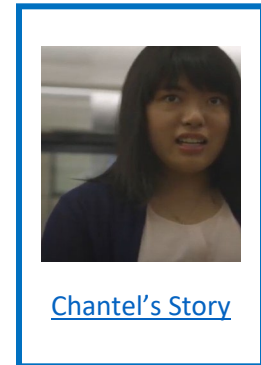
- **Project-** Grant funding for Inclusion BC to work with housing leaders and municipalities to make sure inclusive housing is part of housing developments and plans.



## Focus Area #2 Goal: People have More & Better Employment Opportunities



**This goal is about** people wanting and expecting to work and employers hiring people with disabilities for their strengths and abilities. It's about understanding the benefits and responsibilities of work at a young age and people with disabilities being seen as willing and able to work.



### **The North Star:**



*People have meaningful work where they are valued and have opportunities for growth.*

### **The key strategies and projects needed to reach Goal #2 are:**

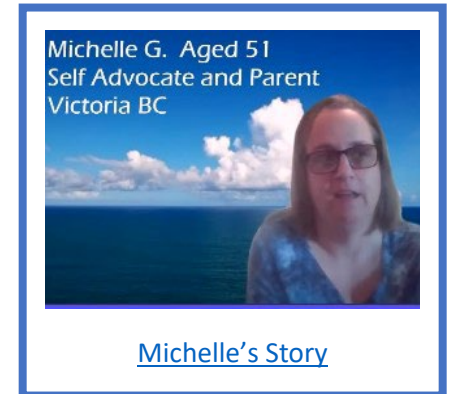
1. Work on activities that change attitudes about people working from an early age.
  - **Project-** Grant funding for Inclusion BC to find and share stories to change attitudes about the ability of people eligible for CLBC services to work, and to fully contribute to inclusive workplaces. This includes involving people with lived experience to have a leadership role in changing attitudes.
2. Make sure employment support is available for anyone.
  - **Project-** CLBC will look at all options for employment support and figure out what is working, what needs to be better, and where more work needs to happen so people eligible for CLBC services have the same opportunities and pathways to work as everyone else.

3. Increase **culturally safe** employment support for Indigenous people.
  - **Project-** Grant funding for the Indigenous Community and Leadership Development Group and the BC Employment Network to increase access to culturally safe employment services.
4. Support employment services to have well-trained staff (including staff hired through Individualized Funding options).
  - **Project-** Grant funding for the BC Employment Network to provide training to employment service provider staff.
5. Find and support the good work that is already happening to help youth get jobs.
  - **Project-** CLBC will work with Government partners on the *Youth Transition Protocol*, to make it easier to move from children services to adult services, as well as help with a *Provincial Employment Strategy for Youth with Disabilities (PYES)*.
6. Get involved in activities that encourage employers to hire people eligible for CLBC services.
  - **Project-** Grant funding for Inclusion BC to explore *business leaders' networks*, or groups of businesses that would work together to encourage and support employers to hire people eligible for CLBC services.

## Focus Area #3 Goal: Work with Partners to Improve Access to Health and Mental Health Services



**This goal is about** understanding that people eligible for CLBC services have unique and more complex health needs than other people. It is about making the health and mental health care system stronger and better trained so people eligible for CLBC services have access to culturally safe and trauma-informed services. **Trauma-informed** is about working with people in a way that recognizes and understands the extremely difficult and unsafe experiences they have gone through in their life.



### **The North Star is:**

 ***Equitable access to quality health and mental health supports and services for people with barriers to inclusion.***

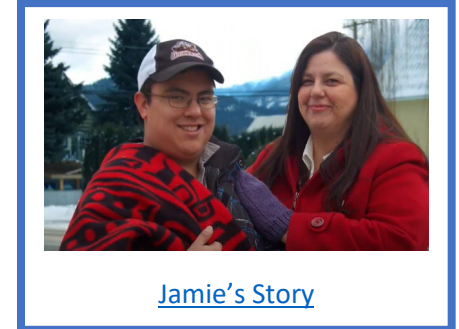
### **The key strategies and projects needed to reach Goal #3 are:**

1. Regularly bring together leaders from different ministries (often called **an inter-ministry table**) to help find ways to create accessible, person-centred and safe health and mental health care for people, including Indigenous people.
  - **Project-** CLBC will work with other people from government and community on a health advisory team called CHAT. This team will help to make the relationship between CLBC and the Health Authorities stronger so more people eligible for CLBC services have access to what they need to be healthy and well.

- **Project-** CLBC will work with the Ministries of Health and Mental Health and Addictions, the First Nations Health Authority, and BC Health Authorities to figure out how to create equitable, **culturally safe**, accessible health and mental health services for Indigenous people eligible for CLBC services.
  - **Project-** Grant funding to the Lookout Housing and Health Society and Fraser Region Aboriginal Friendship Centre to try out new ways of supporting people in a home that supports them with what they need when they need it.
2. Update and support how services work together with [Thriving in Community: Delegating Health Care Tasks in the Community Living Sector](#) (2015) guide. (This guide talks about how health care tasks are done in the community).
    - **Project-** Grant funding to make sure the health care services provided by CLBC service providers are doing the best job possible.
  3. Update the [Guidelines for Collaborative Service Delivery for Adults with Developmental Disabilities](#) (2010). (These guidelines talk about policies and processes that are followed when people need specialized health support services in the community.)
    - **Project-** CLBC will work with the Ministry of Health and health authorities to update the [Guidelines for Collaborative Service Delivery for Adults with Developmental Disabilities](#) (2010).
  4. Support the needs of people who are getting older.
    - **Project-** CLBC will work with people and families and organizations in the community living and health sectors to create supports for the needs of people experiencing aging related changes. .
  5. CLBC will work with the Ministry of Social Development and Poverty Reduction to figure out how the **health supplement programs** through PWD assistance can better meet the needs of people eligible for CLBC services.

## Focus Area #4 Goal: Services for Indigenous People are Self Determined

**This goal is about** supports being **culturally safe** for people who are Indigenous no matter where they live or where they are being supported. It's about making sure services for Indigenous people are created and evaluated with an Indigenous way of thinking. This means the experience, beliefs and values of Indigenous people is what is used to know whether the service is working and what needs to happen to make it better.



**The North Star is:**



*Services for Indigenous people are Self Defined and Self Determined*

**The key strategies and projects needed to reach Goal #4 are:**

1. Explore relationships with Indigenous partners and work together on things that are important.
  - **Project-** CLBC will work to build and strengthen relationships between **urban Indigenous partners** and the community living sector.  
**Urban Indigenous partners** are leaders and organizations that work outside of Indigenous communities. For example, Friendship Centres.
  - **Project-** CLBC will work to develop strong connections with Indigenous people, families, and supporters by creating an Elder's council and having strong voices on the CLBC Indigenous Advisory Committee.
2. CLBC will work with the CLBC Indigenous Advisory Committee to create a:
  - **Built Space Recognition Strategy-** this is about making CLBC spaces culturally safe by doing things like acknowledging traditional territories and having local Indigenous art in CLBC offices.

- **Reconciliation Strategy**- this is about CLBC staff learning about the history of Indigenous peoples, including Residential Schools, and understanding what is needed to create safe, equitable and trusting relationships and services with the Indigenous people we serve.
  - **CLBC Board Statement of Commitment**- This is about the CLBC Board making a public commitment that the Board and CLBC staff will learn how to work in ways that are truly culturally safe and respectful of Indigenous people.
3. Develop an **Indigenous procurement** focus at CLBC- This is about making sure there is a process to encourage and support Indigenous organizations to become service providers.
  4. Develop training for CLBC staff & sector partners to work effectively with Indigenous people.
    - **Project**- CLBC will develop and deliver training for CLBC staff and launch a CLBC community of practice to enhance cultural safety.
    - **Project**- Grant funding for the B.C. Association of Aboriginal Friendship Centres to research and design approaches to build cultural safety into home sharing, including cultural safety training that will be developed collaboratively with the BC CEO Network.
  5. Explore and promote what **Indigenous community inclusion** means by partnering with and learning from Indigenous people.
    - **Project**- CLBC will support Indigenous people to connect to their culture and community by creating a **CLBC cultural planning tool**.
  6. Focus right away on connecting Indigenous people who do not have family, or other natural supports in their life, to their culture and Indigenous community.
    - **Project**- Grant funding for Secwepemc Child and Family Services for research to come up with recommendations about how to improve cultural safety for Indigenous youth transitioning to CLBC.

7. Develop an “**Indigenous lens**” across CLBC systems- this is about CLBC learning Indigenous history and culture in a way that influences all of the work at CLBC. It’s also about working with Indigenous partners to build tools so CLBC can see how well we are doing and what can be strengthened to become a culturally safe organization.

## 5. What happens next with the RCI Work Plan?

From 2022 to 2025 the activities and projects of the RCI Work Plan will be underway in each of the 4 areas of focus. The RCI Committee will take on the advisory role of checking on and making sure the work is happening.



Each of the 4 areas of focus will also have a group of leaders attached to keep track of what has been accomplished and whether it is making a difference. These task force members will bring updates to key stakeholders, like people and families with lived experience and community living and self advocacy organizations, to understand from their perspective how the work is making a difference and whether any changes are needed to the strategies and projects.