# Re-imagining Community Inclusion: Work Plan

## 2022/23 - 2024/25

*Description:*

This document outlines activities to be undertaken until 2024/25 to implement the Re-imagining Community Inclusion Initiative 10-year vision and roadmap and the context, process and participation that led to the identification of these activities.

October 2022

Prepared for the Re-imagining Community Inclusion Implementation Steering Committee under the leadership of:

BRITISH COLUMBIA | Ministry of Social Development and Poverty Reduction

COMMUNITY LIVING BRITISH COLUMBIA

inclusionBC

# Acknowledgments

The Re-imagining Community Inclusion (RCI) Implementation Steering Committee terms of reference include a commitment to collaborative engagement with relevant stakeholders in the development of this work plan's implementation goals and priorities, pursuing the partnerships needed to achieve our vision for community inclusion.  The committee members and working group members and supporters are listed in Appendix 1.

The committee co-chairs – Ross Chilton, David Galbraith and Karla Verschoor – would like to express their gratitude for the opportunity to conduct work on the First Nations traditional territories in B.C.; and for the time and contributions of the members of the committee, working groups and supporters leading to the development of this work plan.

These individuals worked tirelessly during the spring and summer of 2021 to confirm the four priority areas and supporting strategies to move the RCI initiative forward. This is a notable achievement in the midst of personal and professional impacts of the COVID-19 pandemic and other significant challenges, including the confirmation of the unmarked graves of hundreds of Indigenous children at residential school sites, the opioid crisis, multiple devastating wildfires, the heat dome and other unprecedented climate events.

The RCI Implementation Steering Committee is pleased to release the 2022/23-2024/25 RCI Work Plan and the initial strategies identified to make progress towards achieving the 10-year RCI roadmap.

# Contents

# Executive Summary

The Re-imagining Community Inclusion (RCI) initiative was launched in May 2018 by the Minister of Social Development and Poverty Reduction in collaboration with community living stakeholders from across British Columbia. Extensive consultation resulted in the report, [Re-imagining Community Inclusion](#), released in March 2019, which is a vision and roadmap for the Province over the next 10 years. The RCI initiative is intended to work towards achieving the vision where, 'people with diverse abilities thrive fully and equally with everyone'. [A plain English version of the RCI roadmap can be found here](#).

The Minister of Social Development and Poverty Reduction identified Community Living BC (CLBC) as the lead for implementing the RCI initiative, with the support of the Ministry of Social Development and Poverty Reduction (SDPR). The RCI Implementation Steering Committee was established in February 2020, co-chaired by the Chief Executive Officer of CLBC, the Deputy Minister of SDPR and Executive Director of Inclusion BC. The committee is comprised of senior executives from ministries and representatives of people who experience barriers to inclusion, families and the social services sector. As per the committee's terms of reference (Appendix 1), the purpose of the committee is to establish goals and priorities for the implementation of the RCI roadmap through a coordinated, inclusive, and collaborative process with relevant partners in the community living sector and governments.

The committee identified four priority areas for the first phase of this work plan's implementation: housing, employment, health, and services for Indigenous people. Housing, employment and health are prioritized because they are the foundation to quality lives and areas where community stakeholders identified that people face significant challenges. Services to Indigenous people is a priority because of the historical injustices identified in the [Truth and Reconciliation Commission](#), the Province's mandate as outlined in the [*Declaration of the Rights of Indigenous Peoples Act*](#) (Declaration Act), and the service gaps identified by Indigenous peoples, such as through the [Declaration Act Action Plan](#). A fifth area of work on research and innovation has been incorporated into the work plan based on the committee's belief that meaningful progress across the four priority areas will require an evidence-based approach and evaluation of activities undertaken.

The committee created RCI working groups to develop key strategies and activities to make progress towards outcomes including people and family members with lived experience and representatives from community organizations and the Province (Appendix 2). Members and supporters met regularly during the spring and summer of 2021, conducting research, consultation, analysis and planning. This resulted in the development of strategies across the four priority areas. The groups also identified indicators to track progress towards outcomes over time. Once preliminary plans were developed, they were tested with stakeholders at the Inclusion BC's *Inclusion Summit 2021: Building Awareness, Inspiring Action, Advancing Rights.*

Going forward, the committee will continue to serve dual advisory and accountability roles. Work on the strategies across the four focus areas will be led by co-chairs and include representatives from CLBC, community groups and provincial and local governments, with task forces coming together to collaborate as needed. The co-chairs of the four focus areas will provide progress reports to the committee on a quarterly basis and a progress report will be publicly released annually.

# Use of Language

The RCI roadmap published in 2019 outlines both the challenge and power of language as it relates to persons with a disability, recognizing the difference in view between those with lived-experience, families and service providers.[1] Diverse ability was chosen as the guiding term in the RCI roadmap, recognizing at times more specific language such as, "individuals with an intellectual or developmental disability" may need to be used for context.

This work plan uses the language from the RCI roadmap where excerpts from that report are quoted. Otherwise, it uses the term *people* to describe the people this work is about except where more specificity is required in which case *people eligible for CLBC* is used. People eligible for CLBC include those with a diagnosis of intellectual or developmental disability and/or fetal alcohol spectrum disorder or autism spectrum disorder who also need support with daily tasks.[2]

This approach to language is based on a Principles of Language document that was developed by the committee in consultation with the people this work is about.

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[1] Re-imagining Community Inclusion, March 2019, Page 3  https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/organizational-structure/ministries-organizations/social-development-poverty-reduction/re-imagining-community-inclusion-march-2019.pdf

[2] Web source: https://www.communitylivingbc.ca/who-does-clbc-support/eligible-clbc-support/

# Re-imagining Community Inclusion – Work Plan 2022/23 – 2024/25 (Summary)

## People with diverse abilities thrive fully and equally with everyone.

**VISION**

**GUIDING PRINCIPLES**

- Exemplify human rights
- Relationship & trust building with Indigenous Peoples
- Focus on the Person
- Respect the lived experience of People and Families
- Support quality of life
- Engage Community

**GOALS**

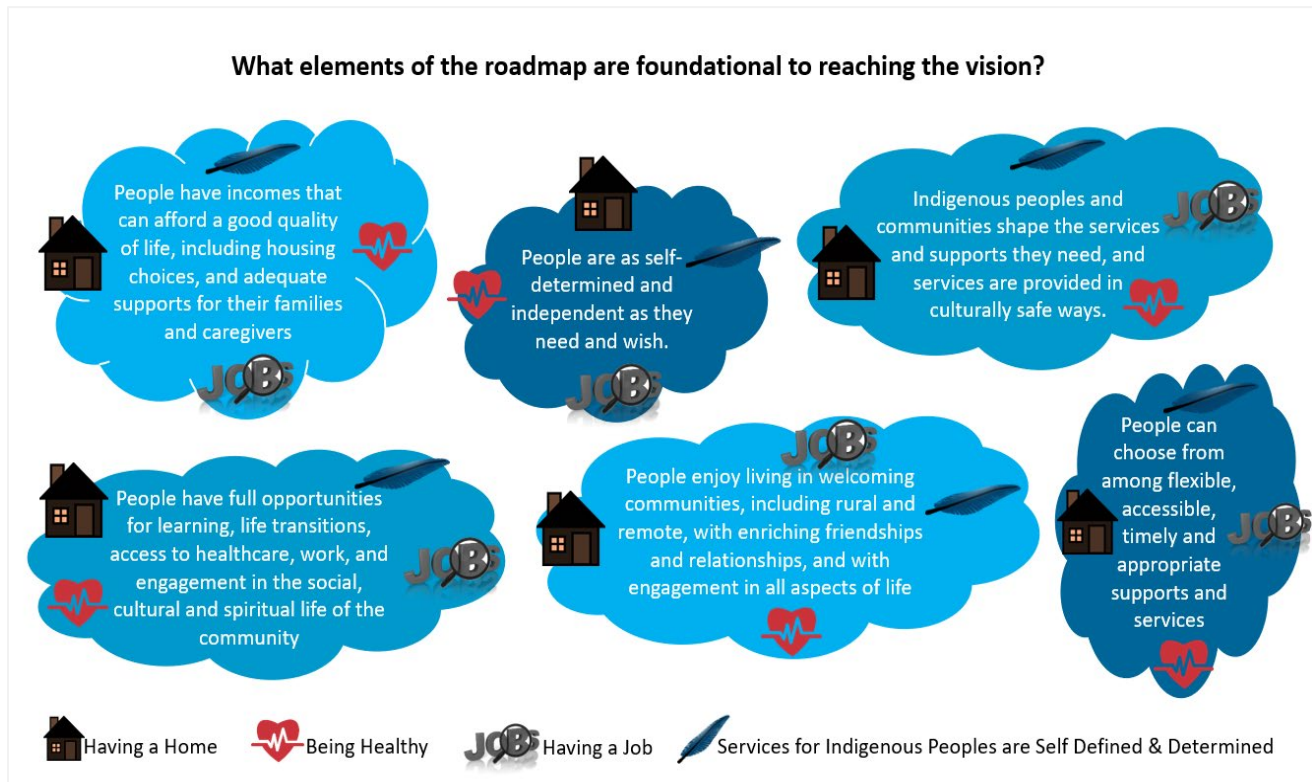| Focus Area 1 | Focus Area 2 | Focus Area 3 | Focus Area 4 |
|---|---|---|---|
| **Milestone 1.1** (d) – Develop flexible housing options | **Milestone 2.2** – People have more & better employment opportunities | **Milestone 3.2** (b, c) – Improve access to health and mental health services | Services for Indigenous Peoples are self-defined and self-determined |

**STRATEGIES**

| | | | |
|---|---|---|---|
| Ensure governments, Indigenous communities and developers are informed of the need for inclusive housing in their communities | Engage in activities that change attitudes about people working from an early age | Work with partners to: | Explore relationships with Indigenous Partners; work in partnership on priority areas |
| ---------------------------- | ---------------------------- | Establish inter-ministry table(s) for equitable, culturally safe, accessible health and mental health care for people, including Indigenous people. | ---------------------------- |
| Work with partners to determine resources to support non-Indigenous housing and housing supports to be culturally safe | Ensure employment support is available for anyone | ---------------------------- | Collaboratively develop space recognition strategy and cultural safety & humility declaration at CLBC |
| ---------------------------- | ---------------------------- | Update and support service alignment with "Thriving in Community: Delegating Health Care tasks in the Community Living Sector" | ---------------------------- |
| Work with partners to research and evaluate portable rent supplements | Increase culturally safe employment support for Indigenous people | ---------------------------- | Develop Indigenous procurement focus at CLBC |
| _____ | ---------------------------- | Update Guidelines For Collaborative Service Delivery For Adults With Developmental Disabilities (2010) | ---------------------------- |
| Increase the range of housing support options CLBC funds within existing budgets, including culturally safe options | Support employment services to have well-trained staff (including services delivered through Individualized Funding options) | ---------------------------- | Develop training for CLBC staff & partners to work effectively with Indigenous Peoples |
| ---------------------------- | ---------------------------- | Support the needs of aging people | ---------------------------- |
| Encourage local Municipalities to include inclusive housing in their housing plans | Leverage existing opportunities that support youth to work | ---------------------------- | Explore what Indigenous community inclusion means with Indigenous Peoples & promote across Nations, communities, providers |
| | ---------------------------- | 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. | ---------------------------- |
| | Engage in activities that influence employers | | Prioritize connections work - especially for people without natural supports |
| | | | ---------------------------- |
| | | | Develop "Indigenous Lens" across CLBC systems |

**Focus Area 5**
The community living sector has strong capacity for research, innovation and continuous improvement

# Priority Areas of Focus

The work to achieve the RCI roadmap will take at least 10 years to achieve. As such, the committee engaged in a process to determine where to start that included the input of stakeholders outside of the committee.



**What elements of the roadmap are foundational to reaching the vision?**

People have incomes that can afford a good quality of life, including housing choices, and adequate supports for their families and caregivers

People are as self-determined and independent as they need and wish.

Indigenous peoples and communities shape the services and supports they need, and services are provided in culturally safe ways.

People have full opportunities for learning, life transitions, access to healthcare, work, and engagement in the social, cultural and spiritual life of the community

People enjoy living in welcoming communities, including rural and remote, with enriching friendships and relationships, and with engagement in all aspects of life

People can choose from among flexible, accessible, timely and appropriate supports and services

Having a Home   Being Healthy   Having a Job   Services for Indigenous Peoples are Self Defined & Determined

# Testing Draft Work Plan and Strategies

Once pathways of change, assumptions, indicators, draft activities and preliminary work plans were developed for each of the four areas, these were tested with diverse stakeholders outside of the working groups and their constituents at Inclusion BC's *Inclusion Summit 2021: Building Awareness, Inspiring Action* on October 14, 2021, which was attended by 178 people including people eligible for CLBC, their families, First Nations and Indigenous organizations, service providers and other community partners from across B.C.

Testing sessions at this event were held for the plans of each of the four focus areas where participants were asked to share what they liked, didn't like, thought was missing or had questions about. Input from testing at this event were reviewed and incorporated where possible throughout the work plan.

The stakeholder consultations and the work of the RCI Implementation Steering Committee resulted in identifying four priority areas of focus to start the work on this work plan, and the fifth focus area supports the work across all areas.

## Focus Area 1

**Develop flexible housing options**

## Focus Area 2

**People have more and better employment opportunities**

## Focus Area 3

**Work with partners to improve access to health and mental health services**

## Focus Area 4

**Services for Indigenous Peoples  are self-defined and self-determined**

## Focus Area 5

**The community living sector has strong capacity for research, innovation, and continuous improvement**

# Why These Focus Areas?

Focusing on these areas was considered the best way to start implementing RCI roadmap because of their importance in the quality of life of all people. Each of these areas is also critical to the well being and needs of specific groups facing enhanced or unique challenges including those with complex needs and those who are aging.

At the most basic level, everyone needs a place to call home where they feel a sense of belonging and connection; they need to be healthy and well enough to maintain a positive home and connections with family and friends – and to participate in the workforce if they are of working age.

When people are employed, research shows their quality-of-life increases, especially in areas that people eligible for CLBC services currently struggle more in than the general population i.e., rights and title and self determination.[3]

Across all areas, the rights and needs of Indigenous people must be given attention and focus. For many Indigenous people and their families and supporters, additional barriers and hardship exist due to a variety of historical and current injustices and systemic inequities. This was a key theme in both the initial prioritization work of the four working groups as they identified pathways of change and the actions that would support their achievement.

The fifth area of focus – ensuring the community living sector has strong capacity for research, innovation, and continuous improvement – reflects both a mindset and way of working that must be embedded to ensure the work we do has impact and remains relevant over time. Activities in support of this fifth area naturally emerged in the work of the four working groups and are embedded in the strategies and activities of each area as illustrated in the following pages.

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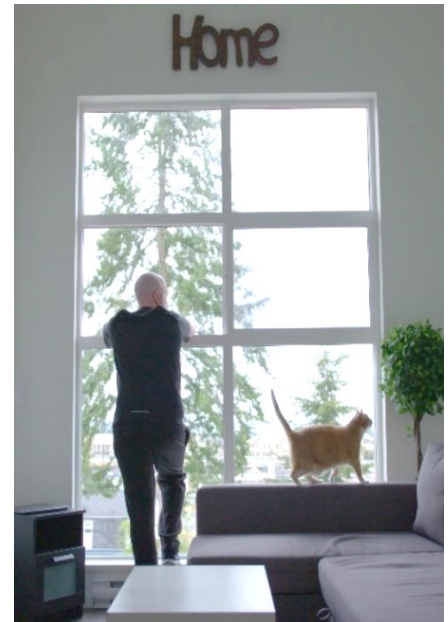
[3] Source: 2019-20-CLBC-Overall-Summary-Report-June-26-2020-FINAL-with-full-appendix_.pdf (communitylivingbc.ca). Self-Determination refers to perceived ability to set goals and make decisions and choices; Rights refers to the right to privacy, ability to make choices and oppose decisions, and respect.

# 2022/23 - 2024/25 Actions

## *Collaboration with Partners to implement these strategies is key*

Similar to the collaborative planning process of the RCI working groups, this work plan is based on the principle of inclusive collaboration. Work on the strategies across the four focus areas will be led by co-chairs and include representatives from CLBC, community groups and governments, with task forces coming together to collaborate as needed.

The co-chairs of the four focus areas will provide progress reports to the committee on a quarterly basis and a progress report on this work plan will be released to the public annually.

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

An increase in flexible housing options will require work on both the availability of affordable housing, and the flexibility of support options.

The current evidence suggests both paths are essential to achieving the imagined future state or North Star which is:

### Desired Future State:
*People have access to a range of inclusive housing options across their lifespan, including access to a range of supports while living in their own home with the people they choose.*

Inclusive in the goal is the understanding that First Nations should have the ability to choose where to live, in or off reserve. Further, while a number of actions are specific to Indigenous people, the assumption is that all actions will be inclusive of Indigenous Peoples, namely First Nations, Métis and Inuit peoples.

This work must also reflect the needs of people in diverse areas of the province i.e., outside the lower mainland, and in different situations due to age, cultural backgrounds, or other circumstances.



Shelley's Story

## Strategies

The planning process indicates that the following strategies have the best chance of resulting in progress toward the desired future state for this area:

▶ Ensure governments, First Nations and Indigenous organizations and developers are informed of the need for inclusive housing in their communities.

▶ Work with partners to determine resources to support non-Indigenous housing and housing supports to be culturally safe.

▶ Work with partners to research and evaluate portable rent supplements.

▶ Increase the range of housing support options that CLBC funds within existing budgets, including culturally safe options.

▶ Encourage municipalities to include inclusive housing in their housing plans.

## Programs and Activities

The programs and activities listed below will be prioritized to advance this focus area's strategies:

▶ CLBC will establish regional housing leads to lead planning and coordinate and support housing engagement.

▶ CLBC will establish practice, processes and tools to enable it to accurately track future housing needs. With the data, CLBC will produce and disseminate data on the future housing needs of CLBC eligible people. Housing stakeholders, e.g., municipalities, housing developers and providers, have indicated that good data is needed to be able to respond to peoples' housing needs. The data will also be used to enhance CLBC's planning for future housing related supports that people will need.

▶ Grant funding will be provided to the Aboriginal Housing Management Association for a one-year project to increase cultural safety in housing and related services. This project will engage Indigenous people to better understand and define Indigenous inclusive housing, as well as developing cultural safety educational resources and delivering training to housing providers and related organizations. The project will also map Indigenous housing that is being developed, support connections to CLBC and identify structural barriers with available housing.

▶ To increase the range of CLBC funded housing support options, CLBC will evaluate novel housing support models.

- CLBC and the Province will develop and evaluate portable rent supplements as a potential option to support CLBC eligible people in finding the housing that they need. The work will include understanding how other jurisdictions are addressing housing issues for similar populations and evaluating models that could be used in further testing the value of a portable rent supplement.

- Grant funding was provided to Inclusion BC to enable a three-year project that will support community living partners to engage housing stakeholders, non-profit housing providers, developers, and local governments to include inclusive housing in their housing plans and to establish communities of practice.

# Focus Area #2: People have More and Better Employment Opportunities

**Desired Future State:**
*People have meaningful work where they are valued and have opportunities for growth.*

To reach the desired future state, people need to expect to work and understand the benefits and responsibilities of work at a young age, well before they reach adulthood. In addition, employers need to employ people and benefit from their strengths and abilities. Finally, the community needs to see People as capable and competent to work.



Chantel's Story

## Strategies

The planning process indicates that the following strategies have the best chance of resulting in progress toward the desired future state for this area:

- Engage in activities that change attitudes about people working from an early age.

- Ensure employment support is available for anyone.

- Increase culturally safe employment support for Indigenous people.

- Support employment services to have well-trained staff, including services delivered through Individualized Funding options.

- Leverage existing opportunities that support youth to work.

- Engage in activities that influence employers.

# Programs and Activities

The program and activities listed below will be prioritized to advance this focus area's strategies:

▶ Grant funding has been provided to Inclusion BC to support a three-year community led project to change attitudes about the desire and ability of people eligible for CLBC services to work, and to fully contribute to inclusive workplaces. The project will focus on success stories and will include developing targeted, high-value partnerships as well as platforms to showcase stories.

▶ Demonstrating the value that individuals have to offer employers is key to changing attitudes and advancing employment. CLBC will explore the role of people who are eligible for CLBC in supporting the work to advance employment to assist in this objective.

▶ CLBC will evaluate policy and practices and explore existing supports that are available to all CLBC eligible people who want to work and identify potential gaps. This may include various services e.g., employment services and L.I.F.E.-based services and different pathways to increased independence and employment, e.g., inclusive post-secondary education and [Curiko](#).

▶ Grant funding has been provided to the Indigenous Community and Leadership Development Group and the BC Employment Network to support a two-year project to increase access to culturally safe employment services for Indigenous job seekers. The project will define culturally safe employment services and identify or develop training resources that will be delivered to staff in CLBC funded employment services. The project will also explore increasing access for Indigenous individuals who are CLBC eligible to employment services offered by Indigenous service providers.

▶ Grant funding has been provided to the BC Employment Network to support a three-year project that will provide training and development opportunities to employment service provider staff, to assist employment service providers in ensuring an effective workforce to support CLBC eligible job seekers in finding employment.

▶ To increase the number of youth who will be CLBC eligible that work, CLBC will work with the Province's partners to explore opportunities such as revising the Youth Transition Protocol and the development of a provincial employment strategy for youth with disabilities.

▶ Grant funding will be provided to Inclusion BC to conduct a three-year pilot project, to explore and evaluate the use of local business leaders' networks in encouraging and supporting employers to hire people eligible for CLBC services. The project will work with a number of CLBC employment service providers to test options and will have a focus on smaller communities outside of the lower mainland.

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

## Desired Future State:
*Equitable access to quality health and mental health supports and services for people with barriers to inclusion.*

People eligible for CLBC services have unique and more complex health and mental health needs than the general population. The number of adults eligible for CLBC services increases at an average of 5 per cent per year, doubling every 15 years. In 2005/06, CLBC was funding services for 10,500 adults. By 2018/19, that number more than doubled to 22,224 – and forecasts indicate that by 2038/39 there will be 49,651 people eligible for CLBC funded services. As the number of people eligible for CLBC services increases, the number of people requiring specialized health and mental health services is also growing.



Michelle G. Aged 51
Self Advocate and Parent
Victoria BC

[Michelle's Story](#)

Opportunities exist to strengthen the oversight, training, or coordination for health and mental health supports to people eligible for CLBC services. The guidelines that support the work of CLBC and health authorities will continue to be worked on with all partners involved. Collaborative work needs to continue to ensure health systems are accessible, person-centred, safe, and existing barriers to care are removed. To reach the desired future state, people need access to health and mental health services, and health and mental health services need to be coordinated across relevant systems. Service providers delivering health and mental health services need support to practice using cultural humility, trauma-informed, and gender-affirming care. It is also critical that there are ongoing shared data collection and forecasting activities to understand current and predict future health related needs.

## Strategies

The planning process indicates that the following strategies, working with partners, will have the best chance of resulting in progress toward the desired future state for this area:

▸ Establish inter-ministry table(s) for equitable, culturally safe, accessible health and mental health care for people, including Indigenous people.

▸ Update and support service alignment with [Thriving in Community: Delegating Health Care Tasks in the Community Living Sector](#) (2015) guide.

- ▸ Update the [Guidelines for Collaborative Service Delivery for Adults with Developmental Disabilities](#) (2010).

- ▸ Support the needs of aging people.

- ▸ CLBC will work with SDPR to review the health supplement programs to inform discussion on how to better meet the needs of people eligible for CLBC services.

## Programs and Activities

The programs and activities listed below will be prioritized to advance towards this focus area's strategies:

- ▸ The CLBC Health Advisory Team (CHAT) has been established to help explore establishing a health leadership initiative, through providing a forum for issues discussion and resolution related to health and mental health services access. CHAT will facilitate discussion of strategies, actions, and track progress regarding access and barriers to health and mental health services. Discussions will also focus on strengthening relationships between the health sector and community living sector. Membership of CHAT includes people with lived experiences, Indigenous people, families, governments and community partners.

- ▸ CLBC will work to strengthen existing issues management tables and processes between CLBC and provincial health authorities.

- ▸ Grant funding will be provided to support a one-year project ensuring oversight and monitoring of health care services that are being provided by CLBC contracted service providers.

- ▸ CLBC will work with the Ministry of Health (HLTH), health authorities and their existing governance and task tables to facilitate a revision of the [Guidelines for Collaborative Service Delivery for Adults with Developmental Disabilities](#) (2010), to bring these guidelines into alignment with current delivery practices in the sector.

- ▸ CLBC will work with key stakeholders in the community living and health sectors to facilitate discussion, explore options and begin action to support the needs of people experiencing aging related changes and their existing support networks.

- ▸ CLBC will initiate a review of Aware Share Care Resources and update it as needed.

▸ CLBC will work with the Ministries of Health and Mental Health and Addictions, the First Nations Health Authority, and provincial health authorities to explore governance and service options to help ensure equitable, culturally safe, accessible health and mental health services for Indigenous people eligible for CLBC services.

▸ CLBC will work with SDPR to review the health supplement programs to inform discussion on how to better meet the needs of people eligible for CLBC services.

▸ Grant funding has been provided to the B.C. Lookout Housing and Health Society and the Fraser Region Aboriginal Friendship Centre Association, to lead a two-year pilot project. Services and supports will be provided to people eligible for CLBC services, through a non-traditional step-in/step-out housing model.

▸ CLBC will initiate a project to gather data on how health care access for people eligible for CLBC differs from other adults.

## Focus Area #4: Services for Indigenous People are Self-determined

### Desired Future State:
*Services for Indigenous people are self-defined and self - determined*



Jamie's Story

In order to reach the desired future state, supports need to be culturally safe regardless of where people are supported; services for Indigenous people need to be evaluated from an Indigenous perspective using an Indigenous approach; and service coordination must ensure best possible outcomes for Indigenous people and their families.

It should be noted that every milestone identified through the 2018 *Reimagining Community Inclusion* Engagement is applicable to Indigenous Peoples and the key principles identified through the Declaration Act apply. Indigenous specific milestones were considered as additional and critical priorities that should not be ignored.

## Strategies

The planning process indicates that the following strategies will have the best chance of resulting in progress toward the desired future state for this area:

▶ Explore relationships with Indigenous partners; work in partnership on priority areas.

▶ Collaboratively develop a space recognition strategy and cultural safety and humility declaration at CLBC.

▶ Develop an Indigenous procurement focus at CLBC.

▶ Develop training for CLBC staff and sector partners to work effectively with Indigenous people.

▶ Explore what Indigenous community inclusion means in partnership with Indigenous people and promote across Nations, communities, providers.

▶ Prioritize connections work-especially for people without natural supports.

▶ Develop an "Indigenous lens" across CLBC systems.

## Programs and Activities

The programs and activities listed below will be prioritized to advance towards this focus area's strategies:

▶ CLBC will work to develop strong connections with Indigenous individuals, families, and supporters through developing an elders' council and robust representation on the CLBC Indigenous Advisory Committee.

▶ CLBC will work to strengthen relationships between urban Indigenous partners and the community living sector.

▶ CLBC will develop a built space recognition strategy, a reconciliation strategy and a CLBC Board Statement of Commitment, in collaboration with the CLBC Indigenous Advisory Committee.

▶ Partnering with the B.C. Association of Aboriginal Friendship Centres (BCAAFC) to encourage Indigenous Services Agencies to engage with CLBC and CLBC will develop and deliver training for CLBC staff and launch a CLBC community of practice to enhance cultural safety.

- ▸ Support a partnership between the BCAAFC and BC CEO Network to co-design and deliver, with CLBC, cultural safety training to community home and service providers.

- ▸ Enhance cultural safety in employment supports through a grant funded project in partnership with the Indigenous Community for Leadership Development organization and the BC Employment Network.

- ▸ Develop a cultural planning tool and guidance to support cultural connections for people to want to enhance, maintain or restore relationship.

- ▸ Grant funding will be provided to Secwepemc Child and Family Services to support a one-year project, to research and develop recommendations about how to support and improve cultural safety for Indigenous youth transitioning to CLBC.

- ▸ CLBC will work with First Nations and Indigenous organizations to align with new cultural safety and humility standards

# Looking Forward

## Accountability

Over this work plan's timeframe, the committee will continue to serve dual advisory and accountability functions.

## Progress and Impact Tracking

For the 2022/23-2024/25 period, small task forces will take responsibility for progress in each of the four areas of focus:

- ▸ Develop flexible housing options

- ▸ People have more and better employment opportunities

- ▸ Work with partners to improve access to health and mental health services

- ▸ Services for Indigenous people are self-determined.

Task force members will include leaders of the entities responsible for implementing strategies and activities to support progress towards outcomes across the four areas of focus. In keeping with the methodology used to develop the Work Plan, these task force members will also conduct formal engagement activities with relevant stakeholders to understand the differences the work is making and whether course corrections at the pathway, assumptions, strategy, activity or indicator levels are required.

Results of this engagement will be reported back to the RCI Implementation Steering Committee so that adjustments can be made based on learnings and progress shared and communicated to relevant stakeholders.
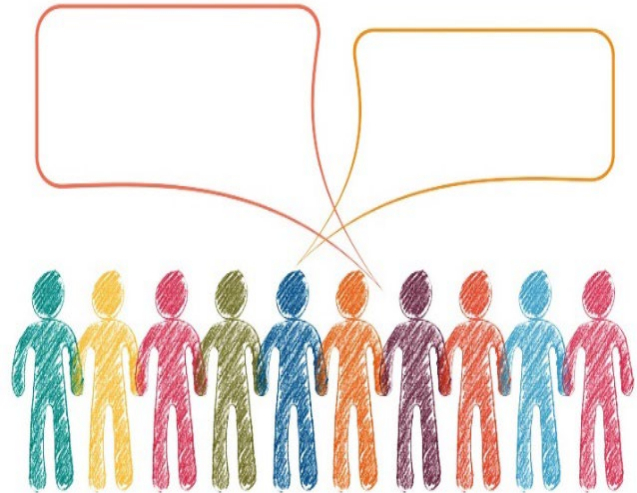
# Appendix 1: RCI Implementation Steering Committee Terms of Reference and Membership List

**Shared Vision:**     As part of the Re-imagining Community Inclusion (RCI) process we are moving forward to the implementation phase of RCI's ten-year vision. The ten-year vision outlined in the [RCI report](#) (2019) is a community-driven vision rooted in the lived experience of persons who experience barriers to inclusion. It represents the shared goals and aspirations that people who experience barriers to inclusion, their families, and the people, organizations and systems around them have for a more inclusive British Columbia.

**Purpose:**     The purpose of the RCI Implementation Steering Committee is to establish goals and priorities for the implementation of the RCI ten-year Roadmap through a coordinated, inclusive, and collaborative process with relevant partners in the Community Living Sector and Governments.

**Objectives:**     The RCI Implementation Steering Committee will:

- ▸ Identify a collaborative approach to developing the goals and priorities for implementing the RCI Roadmap.

- ▸ Work with RCI Stakeholders (see Appendix B) as appropriate to develop the goals and priorities for the implementation of the RCI Roadmap.

- ▸ Establish sub-committees and working groups with associated governance and scope, as needed (e.g., Indigenous-Led Planning Working Group).

- ▸ Serve as a conduit and liaising body to RCI Stakeholders to promote collaboration in the completion of the above objectives.

**Membership:**     The RCI Implementation Steering Committee will be comprised of senior executives from government ministries and representatives of people who experience barriers to inclusion, families, and the social services sector. It is expected that members are authorized to speak on behalf of and can represent the interests of their respective organizations or stakeholder groups.

Members on the Steering Committee have been asked to participate at the request of government.

Membership is set out in Appendix A and will be updated to reflect changes in the composition of members. Appendix B includes a list of RCI stakeholders.

The RCI Implementation Steering Committee Co-Chairs will be the CEO of Community Living BC, the Executive Director of Inclusion BC and the Deputy Minister from the Ministry of Social Development and Poverty Reduction.

**Key Principles:**

Commitment to open, respectful, and timely communications as well as active participation.

Commitment to collaborative engagement with relevant stakeholders in the development of the RCI implementation goals and priorities, pursuing the partnerships needed to achieve our vision for Community Inclusion.

Commitment to rooting our thinking and work in the lived experience of persons who experience barriers to inclusion

Commitment to constructive and collaborative discussions and problem-solving - taking into account the shared interest of the implementation of the RCI Roadmap that will lead to better services and outcomes for British Columbians.

Respect for the diversity of people, interests, organizations, and communities, including Indigenous communities, as represented by members of the Steering committee.

Commitment to upholding the principles of the Truth and Reconciliation Calls to Action and B.C.'s Declaration on the Rights of Indigenous Peoples Act (DRIPA).

Commitment to upholding the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) & United Nations Convention on the Rights of the Child (UNCRC)

Respect for the confidentiality of information and sensitivity of issues that may be brought to the RCI Implementation Steering Committee for discussion.

Proactively strive for realistic, measurable, timely and action orientated outcomes.

Commitment to evidence-based decision-making, policies and practices.

| **Roles and Responsibilities:** | Members commit to attending meetings. |
| --- | --- |
| | Members commit to using plain language. This includes use of verbal language and language in materials that are shared with the Steering Committee |
| | The Co-Chairs of the Steering Committee are responsible for setting meeting agendas on behalf of government, seeking advice and input from RCI Steering Committee members on approved agenda items. |
| | The RCI Implementation Steering Committee can establish sub-committees and working groups with associated governance and scope as needed. |
| | The RCI Implementation Steering Committee can invite guests and/or subject matter experts in support of it's work. |
| | A Secretariat for the Steering Committee will: support the chairs with planning and facilitation, as required, facilitate additional supports (e.g., research, development of plan and/or communications), document discussions and prepare minutes of meetings. |
| **Support and Administration:** | Community Living BC and the Ministry of Social Development and Poverty Reduction will provide secretariat support. |
| **Agreed/Approved:** | May 25, 2021 |

**APPENDIX A**[4]

| **RCI IMPLEMENTATION STEERING COMMITTEE MEMBERSHIP** ||
| --- | --- |
| ORGANIZATION | REPRESENTATIVE(S) |
| Minister Simons | |
| Parliamentary Secretary Coulter | |
| CO-CHAIRS ||
| Community Living BC (CLBC) | Ross Chilton, CEO (Co-Chair) |
| Inclusion BC | Karla Verschoor, Executive Director (Co-Chair) |
| Ministry of Social Development and Poverty Reduction | David Galbraith, Deputy Minister (Co-Chair) |

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[4] Current members of the RCI Steering Committee may differ from the list provided in this workplan.

| MEMBERSHIP | |
|---|---|
| Advocate Liaison | Sherwin Strong |
| BC Aboriginal Network on Disability Society (BCANDS) | Neil Belanger, Executive Director |
| BC CEO Network | Brenda Gillette, CEO |
| BC Family Net | Linda Derkach, President |
| BC People First | Joanne Gauthier, President |
| BC Self Advocate Leadership Network | Alexander Magnussen, Inclusion Consultant |
| CLBC Provincial Advisory Committee | Debbie Moore, Chair, Family Member |
| Family Support Institute | Angela Clancy, Executive Director |
| Federation of Community Social Services of BC | Rick FitzZaland, Executive Director |
| Self Advocate Net | Bryce Schaufelberger, Manager |
| GOVERNMENT PARTNERS | |
| Community Living BC | Jack Styan, Vice President, Strategic Initiatives |
| Community Living BC | Jai Birdi, Director, Health Sector Partnerships and Initiatives |
| Community Living BC | Jerry Stanger, Director, Strategic Operations |
| Community Living BC | Joanne Mills, Vice President, Quality Service and Indigenous Relations |
| Community Living BC | John Stinson, Vice President, Service Delivery and Innovation |
| Ministry of Health | Kiersten Fisher, Executive Director Seniors' Services Division, Senior's Services Branch |
| Ministry of Health | Ross Hayward, Assistant Deputy Minister, Senior's Services Division |
| Ministry of Children and Family Development | Carolyn Kamper, Assistant Deputy Minister, Strategic Integration, Policy and Legislation |
| Ministry of Social Development and Poverty Reduction | Adam McKinnon, Assistant Deputy Minister, and Executive Financial Officer |
| Ministry of Social Development and Poverty Reduction | Cary Chiu, Advocate for Service Quality |
| Ministry of Social Development and Poverty Reduction | Sam Turcott, Executive Lead, Accessibility Directorate |
| Ministry of Social Development and Poverty Reduction | Suzanne Christensen, Assistant Deputy Minister, Research, Innovation and Policy Division |
| Ministry of Attorney General | Meghan Will, A/Strategic Director, Office of Homelessness Coordination |

| SECRETARIAT | |
|---|---|
| Community Living BC | Brianne Samson, Health Lead, Strategic Operations |
| Community Living BC | Zainum Bahadshah, Manager, Research and Development |
| Ministry of Social Development and Poverty Reduction | Teresa Kovacs, Executive Director, Corporate Services Division |

## APPENDIX B.[5]

| RCI STAKEHOLDERS |
|---|
| ORGANIZATION |
| BC Aboriginal Network on Disability Society (BCANDS) |
| BC Association of Aboriginal Friendship Centres |
| BC CEO Network |
| BC Family Net Society |
| BC Government & Service Employees Union |
| BC Home Share Providers Association |
| BC People First |
| Central Okanagan Professional Caregivers |
| Centre for Inclusion and Citizenship, University of British Columbia |
| Community Living BC |
| Family Support Institute |
| FASD Society for BC (The Asante Centre) |
| Federation of Community Social Services of BC |
| First Nations Health Authority |
| Fraser Region Aboriginal Friendship Centre Association |
| Inclusion BC |
| Ministry of Children and Family Development |
| Ministry of Children and Family Development Services to Adults with Developmental Disabilities (STADD) |
| Ministry of Children and Family Development - Early Years and Inclusion |
| Ministry of Health- Seniors Services |
| Ministry of Social Development and Poverty Reduction |
| Planned Lifetime Advocacy Network (PLAN) & PLAN Institute |
| Provincial Advisory Committee, Community Living BC (CLBC) |
| Provincial Association of Residential and Community Agencies (PARCA) |
| Through an Aboriginal Lens (TAL) program, Native Court worker & Counselling Association of BC |
| Vela Microboard Association |

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[5] Current RCI Stakeholders may differ from the list provided in this workplan.

# Appendix 2: Working Group Members and Supporters (April -July 2021)

## INCLUSIVE HOUSING WORKING GROUP MEMBERS

| | |
|---|---|
| Brian Clifford | Policy Manager, B.C. Non-Profit Housing Association |
| Celeste Hayward | Operations Director, Aboriginal Housing Management Association |
| Corinna Hayden | Director, Operational Services, B.C. Housing |
| Ellen Tarshis | Executive Director, Community Living Victoria |
| Jack Styan (co-chair) | Vice President, Strategic Initiatives, CLBC |
| Jena Weber | Senior Health Equity Policy Analyst, Aboriginal Housing Management Association |
| Joanne Gauthier | President, B.C. People First, Self-advocate |
| Joanne Mills | Executive Director, Indigenous Relations, CLBC |
| John McCulloch | Family Member, Director, PALS Adults Services Society |
| Karla Verschoor (co-chair) | Executive Director, Inclusion B.C. |
| Linda Derkach | Family Member, President, B.C. Family Net |
| Shirley-Ann Reid | Family Member, Delta Housing Be Mine Society |

## SUPPORTERS

| | |
|---|---|
| David Pasko | Research and Innovation Lead, CLBC |
| Shelley DeCoste | Strategic Initiatives Advisor, CLBC |
| Sylvie Zebroff | Strategic Business Analyst, CLBC |

## EMPLOYMENT WORKING GROUP MEMBERS

| | |
|---|---|
| Annette Burrows | President, Canadian Association for Supported Employment |
| Arlene Zuckernick | Newport Bay Consulting, Family Member |
| Brian Govereau | Supervisor, Employment Assistance Services, Seabird Island Band Employment Training and Social Development Office |
| Carolyn Kamper | Assistant Deputy Minister, Strategic Integration, Policy and Legislation Division, MCFD |
| Dan Collins (Co-Chair) | Executive Director, Inclusion Langley |
| Ian Ross | Executive Director, Program Policy and Development, Employment & Labour Market Services Division, SDPR |
| Jack Styan (Co-Chair) | Vice President, Strategic Initiatives, CLBC |
| Jennifer Dosanj | Self-advocate, Facilitator and Engagement Officer, VIDEA |
| Jennifer Halbert | Director, Inclusive Education, Ministry of Education |
| Jose Figueroa | Self-advocate |
| Rachelle Hole | Co-director, Canadian Institute for Inclusion and Citizenship, UBC |

David Johnston               Strategic Initiatives Advisor, CLBC
Jessica Humphrey             Self-advocate Advisor, CLBC
Shelley Gerber               Provincial Employment Coordinator, CLBC
Christina Baird              Special Projects Analyst, CLBC

## HEALTH AND WELLNESS WORKING GROUP MEMBERS

Angela Clancy                Executive Director, Family Support Institute of BC
Barb Goode                   Self-advocacy leader (provincial/national/international), Founding member: B.C.
                             People First, Author, Educator
Debbie McLachlan             Director, Community Care Supports, HLTH
Debbie Moore                 Family Member, Chair of CLBC Provincial Advisory Committee
Dr. Vikram Palanisamy        Psychiatrist, Provincial Assessment Centre, CLBC
Gerritt van der Leer         A/Executive Director, Mental Health and addictions Division, HLTH
Jai Birdi                    Director of Regional Operations, South Fraser, CLBC
Jen Hirsch                   Program Director, John Howard Society Pacific
John Stinson (co-chair)      Vice President, Regional Operations, CLBC
Kate Gibbs                   Community Leader and Inclusion B.C. Board Member
Leanne Dospital (co-chair)   Advocate for Service Quality, SDPR
Leslie Varley                Executive Director, BCAAFC
Marta Carlucci               Parent & Inclusion Liaison, Steps Forward Inclusive Post-Secondary Education
Rod MacDonald                Regional Manager, Fraser Health Authority
Rona Sterling-Collins        First Nations Consultant, Aboriginal Supported Child Development Consultant,
                             Family Support Institute Resource Parent

## SUPPORTERS

Brianne Samson               Research and Innovation Lead, CLBC
Lori Skinner                 Research and Innovation Lead, CLBC
Michelle Goos                Strategic Initiatives Advisor, CLBC
Norah Drake                  Strategic Business Analyst, CLBC

## KEY ISSUES CONSULTANTS

Dan Howe                     President and CEO, Special Olympics B.C.
Danielle Prpich              Executive Director, Community Care Supports, HLTH
Janice Barr                  CEO, Community Living Society
Nick Grant                   Assistant Deputy Minister, MMHA
Ross Hayward                 or Executive Director, Mental Health and Substance Use, HLTH
Tim Stainton                 Director, Canadian Institute for Inclusion and Citizenship, UBC

## INDIGENOUS STRATEGIES FOR COMMUNITY INCLUSION WORKING GROUP MEMBERS

| | |
|---|---|
| Bradley Anderson | Senior Director, Indigenous Cultural Safety, Provincial Health Services Agency |
| Brenda Gillette | Executive Director, BC CEO Network |
| Charlene Barney | CLBC Provincial Advisory Committee, South Island Community Council, BC People First, Self-advocate |
| Eugene Harry | Parent and Squamish Elder |
| Joanne Mills (co-chair) | Executive Director, Indigenous Relations, CLBC, |
| Jody Stuart/Grant Huffman | Director and Acting Director, Regional Operations North & Thompson-Cariboo, CLBC |
| Judith Desjarlais | Northern Rural Representative |
| Linda Perry | Executive Director, Vela Canada |
| Neil Belanger | Executive Director, B.C. Aboriginal Network on Disability |
| Rick FitzZaland | Executive Director, Federation of Community Social Services of B.C. |
| Ross Chilton | CEO, CLBC |
| Samantha Cocker | Deputy Representative, First Nations, Métis & Inuit Relations, Office of the Advocate for Children and Youth |
| Sherwin Strong (co-chair) | CLBC Indigenous Advisory Committee Member, Consultant, Self-advocate |
| Sonia Hall | Director of Operations, South Fraser, MCFD |
| Ted Nordio | Aboriginal Community Liaison Officer, Corrections Canada |
| Yvonne Hare | Executive Director, Scw'exmx Child and Family Services |

## SUPPORTERS

| | |
|---|---|
| Lori Skinner | Research and Innovation Lead, CLBC |
| Norah Drake | Strategic Business Analyst, CLBC |
| Patrice Cormier | Indigenous Practice Advisor, CLBC |

## KEY ISSUES CONSULTANTS

| | |
|---|---|
| Cheryl Ward | Executive Director, Indigenous Health, Provincial Health Services Authority |
| Sue Sterling | Associate Vice President, Nicola Valley Institute of Technology |
| Tanny Watson | Northern Rural Representative |

# Appendix 3: Plain Language Glossary of Terms

## Focus Area #1: Develop Flexible Housing Options

▸ **Inclusive Housing:** Housing that is affordable, close to community, physically accessible and welcoming of people of all abilities, including those with developmental disabilities.

▸ **Portable Rent Supplements:** 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.

## Focus Area #2: People Have More and Better Employment Opportunities

▸ **Employment Services:** Provide support and assistance to people eligible for CLBC services to find and keep a job, including self employment.

▸ **Individualized Funding Options:** Funding that assists people to participate in activities and live in their communities in the way that works best for them.

▸ **Skills Training:** Training to learn a specific skill needed for a particular kind of job. For example- Food Safe training is needed to work in a restaurant.

▸ **Youth Transition Protocol:** A coordinated transition process for youth eligible for CLBC services. A protocol provides the structure to support the transition process, which requires collaboration from different ministries and CLBC.

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

▸ **Collaborative Guidelines:** Guidelines that provide direction and support with health care service delivery for people who eligible for CLBC services (not PSI), between CLBC, regional and provincial health authorities, e.g.. Vancouver Coastal Health, HLTH and SDPR

▸ **Equitable (fair) Access:** The opportunity for people to get the right kind of health services based on their assessed need for care. Quality of care must also be considered.

- **Health:** Health is having physical, mental, and social well-being. Not just the absence of disease.

- **Inter-ministry Table:** Representatives with decision-making authority from different provincial ministries, e.g. HLTH, MMHA, etc. meet together regularly to solutions to problems.

- [Thriving in Community-Delegation of Tasks in the Community Living Sector](): A 2015 document written by CLBC, the Provincial Clinical Consultant for Adults with Developmental Disabilities, and the Richmond Society for Community Living.

## Area of Focus #4: Services for Indigenous Peoples are Self-defined and Self-determined

- **Indigenous Lens:** A tool and/or strategies to create Indigenous understanding.

- **Procurement:** Selecting Indigenous service providers to provide services to Indigenous people.

- **Natural Supports:** The support and assistance that naturally flows from associations and relationships. For example, relationships that come from family, school, work and community.

- **Cultural Safety:** A setting, e.g., home, hospital, workplace, that is free of racism and discrimination, where people feel safe.

- **Cultural Humility:** Being respectful of cultures that are not your own. Accepting oneself as a learner when it comes to understanding another person's experiences.

- **Declaration on the Rights of Indigenous People Act:** Passed into law in 2019, the Declaration Act establishes the [United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration)]() as the Province's framework for reconciliation, as called for by the Truth and Reconciliation Commission. On March 30, 2022, the Province released the Declaration Act Action Plan, which was developed through two years of intensive engagement to ensure it aligned with the priorities of Indigenous Peoples in B.C.

- **Built-space Recognition Strategy:** Establishing relationships with the traditional territories on which CLBC offices are located on throughout B.C. This also includes using local artwork to make the spaces more welcoming and to recognize culture of First Nations.

# Appendix 4: Planning Approach

## Theory of Change

The RCI Implementation Steering Committee acknowledges that the work to make progress towards the RCI roadmap will be complex. It will involve multiple stakeholders. It will require changes in policy, practice and funding flows within the Province and service providers. It will also require changes in behaviour, beliefs, and attitudes in every stakeholder group both inside and outside the community living sector. And many of the activities and changes will interact with each other.

Evidence has shown that to be successful the approach must match the challenge.

As a result, a **Theory of Change** process was used in developing the plan that follows. Using this approach involves:

▶ co-creating detailed *pathways of change*;

▶ making clear the *assumptions* upon which pathways of change are based;

▶ identifying evidence-based strategies and *activities* required to advance along the pathways of change;

▶ developing *indicators* to measure progress and impact of identified activities; and

▶ creating detailed implementation *plans*.

### Why a Theory of Change Approach?

It is for situations that have lots of different parts, people, unknowns; where changes aren't simple (**made for "complex" situations**)

Includes actions and activities that are proven to work (**evidence-based**)

Needs different points of view to work (partner **involvement**)

Is made to be changed along the way because we know here are things we don't know yet and things we may have gotten wrong (**iterative**)

Includes ways to know and measure if we're making progress (**indicators**)

Only includes actions that are necessary to make the change happen (**no "nice to haves"**)

Openly shares the assumptions the plan is based on so they can be debated and updated as appropriate (**transparency**)

To ensure the effectiveness of this approach, intentional efforts were made to ensure diversity of participants and the fulsome involvement of diverse participants through the following elements:

## Working Groups

Care was taken to recruit cross-stakeholder working groups. Members included the Province, community, and other partners with extensive lived and/or work experience in each area and/or roles essential to moving the work forward. The membership of each working group included at least two people eligible for CLBC services themselves. Each working group was co-chaired by community and provincial government leaders.

Working group members and supporters met regularly between spring and summer of 2021 and conducted research, planning, consultation, and synthesis activities between meetings to ensure evidence-based, realistic, and detailed planning for each of the four areas.

## Embedding Lived Experience

In addition to active participation as members of each of the working groups, members with lived experience played the additional key role of grounding working group thinking and planning in the experiences of the people the RCI is intended to serve. For example, the working group members with lived experience brought stories that illustrated both the challenges that need to be addressed and the possibilities of better futures in each area. A few samples of these stories are included in the detailed strategies and activities section of this document.