



# OASIS Board Highlights

The Board Highlights covers some of the key items and presentations made at its meetings. If you are interested in or have questions about these items, please contact a Board Member (see Board list).

The Board of Directors met on:

- July 3 & 4, 2019, in Ottawa ON

Next meeting:

- September 11 & 12, Toronto ON

## **WELCOME AND THANK YOU TO OUR GUESTS AND PRESENTERS AT THE JULY 3<sup>RD</sup> & 4<sup>TH</sup>, 2019 OASIS MEETING IN OTTAWA**

It was a pleasure to welcome the following to the July 3<sup>rd</sup> & 4<sup>th</sup> OASIS Board meeting in Ottawa:

- Anna Lacelle, ED, Service Coordination for People with developmental Disabilities
- Vivien Runnels, Board Member for OCAPPD
- Kathleen Stokely, Board Member for OCAPPD
- Jocelyne Paul, ED Ottawa Carleton Lifeskills
- Robert Hickey, Associate Professor, Queen's University
- Bill Cowie, Every Canadian Counts

## **COMMUNICATIONS AND GOVERNMENT RELATIONS SUPPORT**

OASIS and their members will continue to engage with the government and MPPs. Since there is a new Minister, Minister Todd Smith, time is needed for him to be briefed etc. However, OASIS anticipates that the new Minister will take more advantage of connecting with OASIS and its members and we look forward to working with government and their engagement within our sector.

Following the Board meeting, the OASIS President, Darren Connolly and Vice President ED, Brad Saunders did have a call with Sarah Letersky, Chief of Staff for Minister Smith. Discussions were clear around the pressure for budget packages and allocations with emphasis on the importance of maintaining the Stabilization funding from the last fiscal year. The next step will be to have an 'in person' meeting with the Minister as soon as this can be arranged. It is also expected that the new Minister and his staff will want to arrange tours of member organisations over the summer and fall.

## **SERIOUS OCCURRENCE REPORTING (SOR)**

OASIS is aware of the concerns with the Serious Occurrence Reporting guidelines recently released and the many inquiries from the OASIS membership to OASIS, MCCSS Program Supervisors as well as MPP's. OASIS will be connecting with Assistant Deputy Minister Rupert Gordon, in order to get a better understanding of what is expected going forward and to request a six-month transition period for the new guidelines. This will at least allow agencies some transition time. OASIS, the Provincial Network and the Provincial Executive Director's group will also discuss these issues further and will share any findings with membership.

### **EVERY CANADIAN COUNTS (ECC)**

Bill Cowie presented and updated on 'Every Canadian Counts' (ECC) sharing the history since 2014 and where we are today.

The systems designed to help provide and cover the costs and availability of supports for those with disabilities are badly broken. Thousands of Canadians with disabilities are on long waiting lists for supports, or the supports they are receiving are minimal and do not meet their needs. As a result, individuals and families are experiencing crises.

**The Every Canadian Counts Coalition** is calling on Canadian federal and provincial governments across the country to work together to develop a National, publicly funded, disability insurance program that will cover all Canadians living with a disability. The Coalition includes individuals living with disabilities, caregivers, advocates and support organizations. This insurance program would be based on the Australian **National Disability Insurance Scheme (NDIS)** and would replace the many current disjointed systems with a single program that would deliver individualized care and supports to people with chronic and severe disabilities throughout their lifetime.

ECC will continue to push to ensure that this becomes a reality, not just as part of a Party platform but that it is actually implemented. They want to ensure a special advisor is appointed by government and continue to push otherwise there is fear it will get lost.

ECC Coalition: <https://oasionline.ca/wp-content/uploads/OASIS-July-2019-ECC.pdf>

### **PAY EQUITY**

OASIS has engaged Navigator to assist with the Pay Equity concerns. Two meetings have taken place with government and the concern of the proxy method of comparison within the sector was highlighted. This work has been suspended during the summer months, although the committee will be meeting again soon. Bob Butella has left the committee, and Trevor McGregor has agreed to take on the co-chair role.

### **PROVINCIAL NETWORK**

The Network has continued to meet regularly. The Moving ON sub-committee has been working to activate their discussions and strategies, and has been using a consultant from the Osborne Group to assist. The Chair of the Network has announced his retirement in 2020, so the process to replace Wade has been initiated.

### **LABOUR RELATIONS**

OASIS was invited to the Ontario Public Sector consultations focused on 'compensation growth across the provincial public sector as a critical element in restoring sustainability to Ontario's finances while preserving critical front-line services'. Meetings are being conducted separately with various sectors and then with unions. Discussion points were on coordinated bargaining, centralized benefits, wage gap and pay equity. It was also determined to not make a submission to the Bill 124 consultations.

### **SENSORY PARTNERS**

Sensory Partners have now confirmed membership of two DSO contacts who are committed to working with the Sensory Partners. Work is ongoing with the DSO to assist the Sensory Partners with knowing who may have sensory issues for assessment purposes and assisting navigators to understand services that may be available and make appropriate referrals to individuals and their families on the waiting list. A presentation package is ready to go to the Ministry on the work of the Sensory Partners. The training material currently provided to DSO assessors is being updated and this will be shared with OASIS board and the Network later this fiscal year.

### **HOUSING WORK GROUP**

The Housing Work Group met in May and June 2019 and covered the following topics:

**National Housing Strategy:** The Work Group is developing a summary of experiences of applicants to the co-investment program. There are 6 members of OASIS to date who have made an application of some form and their shared experience will help inform others. The timeline is to have a document ready for distribution by the end of October.

**Provincial Housing initiatives:** The Work Group is concerned that assets tied up with group homes and the lack of funding for repair and maintenance will erode the value and use of the assets. It was reported that \$196M in group home repairs and maintenance was submitted and yet only \$3M was funded.

**Technology and Housing:** The Work Group identified other strategies related to housing that they would like to see explored, including the use of technology.

### **EMERGING PRACTICES**

The Emerging Practices committee met in July and discussed the 2019-20 plan. It was recommended to continue to seek innovative initiatives that demonstrate leadership and difficult challenges, focusing on business, structural and service innovations allowing members to continue participating and 'sharing their stories'.

OASIS is looking at having an 'Emerging Practices' section on the website where stories can be submitted and shared with membership.

### **THE PROVINCIAL DS HR STRATEGY**

Robert Hickey presented and shared the Provincial DS HR Strategy acknowledging instrumental groups and engaging Board members to share ideas and interests around recruitment in the DS sector. Many reports and approximately 3,000 surveys speak to the tight labour market and service demand pressures.

There is a need to look at our own sector to confirm what our recruitment barriers are and to address key challenges and gaps around turnover, training, career growth strategies, recruitment barriers in terms of qualified candidates and lack of regular full time positions. This is a global crisis on the workforce. The most significant challenge facing the DS workforce today, is the number of employees that hold another job or work privately.

Dr. Hickey just started his sabbatical and would like to offer support to work with agencies to do a case study on how to improve recruitment.

**DSHR Strategy:** <https://oasisonline.ca/wp-content/uploads/OASIS-DSHR-Strategy-Evaluation-presentation.pdf>

*We hope you find this issue useful. As we continue to develop and grow the newsletter, your continued support and feedback is welcome. Feedback can be provided through this link: <https://goo.gl/forms/75FzMQsNUffZECAC2>*

## 2019-2020 BOARD OF DIRECTORS

*We have Board Representatives in your community and invite you to contact us if you have any further questions*

**President: Darren Connolly**

Member Agency: Community Living Elgin (Volunteer)  
Email: [president@oasonline.ca](mailto:president@oasonline.ca)

**Past President: Ann Kenney**

Member Agency: Community Living South Muskoka  
Email: [pastpresident@oasonline.ca](mailto:pastpresident@oasonline.ca)

**Vice-President Executive Director:****Brad Saunders**

Member Agency: Community Living Toronto  
Email: [vicepresidentED@oasonline.ca](mailto:vicepresidentED@oasonline.ca)

**Vice-President Volunteer: David MacCoy** Member

Agency: Reena (Volunteer)  
Email: [vicepresidentV@oasonline.ca](mailto:vicepresidentV@oasonline.ca)

**Treasurer: Michelle Marshall**

Member Agency: Participation House Project (Durham Region)  
Email: [treasurer@oasonline.ca](mailto:treasurer@oasonline.ca)

**Secretary: Norma Lamont**

Member Agency: Ottawa-Carleton Association for Persons with Developmental Disabilities (OCAPDD) (Volunteer)  
Email: [secretary@oasonline.ca](mailto:secretary@oasonline.ca)

**Director At Large: Kim Andrews**

Member Agency: Community Living Kincardine and District  
Email: [kim\\_vdb@hotmail.com](mailto:kim_vdb@hotmail.com)

**Executive Coordinator Consultant for OASIS**

Jonathan Bradshaw:  
Email: [executivecoordinator@oasonline.com](mailto:executivecoordinator@oasonline.com)

**Administrative Services for OASIS**

Christine Dubyk, Executive Assistant  
Participation House Project (Durham)  
55 Gordon Street, Whitby ON L1N 0J2  
Office Telephone: 905-529-5267  
Email: [administrativesupport@oasonline.com](mailto:administrativesupport@oasonline.com)

**Supporting Executive Directors**

**Andy Swan**, Community Living Kincardine & District  
Email: [aswan@clkd.ca](mailto:aswan@clkd.ca)

**Bryan Keshen**, Reena

Email: [bkeshen@reena.org](mailto:bkeshen@reena.org)

**Krista Haiduk-Collier**, Community Living South Muskoka

Email: [khaiduk@clsm.on.ca](mailto:khaiduk@clsm.on.ca)

**Gary Dowe**, Cochrane Temiskaming Resource

Email: [gdowe@crtc.on.ca](mailto:gdowe@crtc.on.ca)

**David Ferguson**, OCAPDD

Email: [dferguson@ocapdd.on.ca](mailto:dferguson@ocapdd.on.ca)

**Michelle Palmer**, Community Living Elgin

Email: [palmer@communitylivingelgin.com](mailto:palmer@communitylivingelgin.com)

**Wade Durling**, Ongwanada

Email: [wdurling@ongwanada.com](mailto:wdurling@ongwanada.com)

**Directors – Volunteers****Geoff McMullen**

Member Agency: Developmental Services of Leeds and Grenville (Volunteer)  
Email: [GMcMullen@dslg.ca](mailto:GMcMullen@dslg.ca)

**Phoebe Sutherland**

Member Agency: Cochrane Temiskaming Resource Centre (Volunteer)  
Email: [psutherland@crtc.on.ca](mailto:psutherland@crtc.on.ca)

**Directors – Executive Directors****Trevor McGregor**

Member Agency: Community Living Stratford & Area  
Email: [TMcGregor@clsa.ca](mailto:TMcGregor@clsa.ca)

**Terri Gray**

Member Agency: Community Living Oshawa Clarington  
Email: [tgray@communitylivingoc.ca](mailto:tgray@communitylivingoc.ca)

**Gina St. Amour**

Member Agency: The Ottawa Rotary Home  
Email: [Gina@rotaryhome.on.ca](mailto:Gina@rotaryhome.on.ca)