

Reimagining the Work of the Coordinating Committees ~ Exploring Possibilities

SUMMARY NOTES

2023 05 16



Facilitator:

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Our Time Together

Gathering with veteran and new voices to reimagine the work of the Coordinating Committees considering the emerging needs of our communities within the rural/urban context as well as through a diversity, equity, inclusion lens. In dialogue discuss:

- What emerging trends must we keep in mind as we think about the work of the Coordinating Committees over the next 3-5 years?
- What can we do together that we can't do alone?
- What is our collective vision for the work of the Coordinating Committees?
- What are possible structures that could support with our collective vision? (i.e.. How can we best organize ourselves to do great purposeful work?)





First Dialogue

What emerging trends must we keep in mind as we think about the work of the Coordinating Committees over the next 3-5 years?

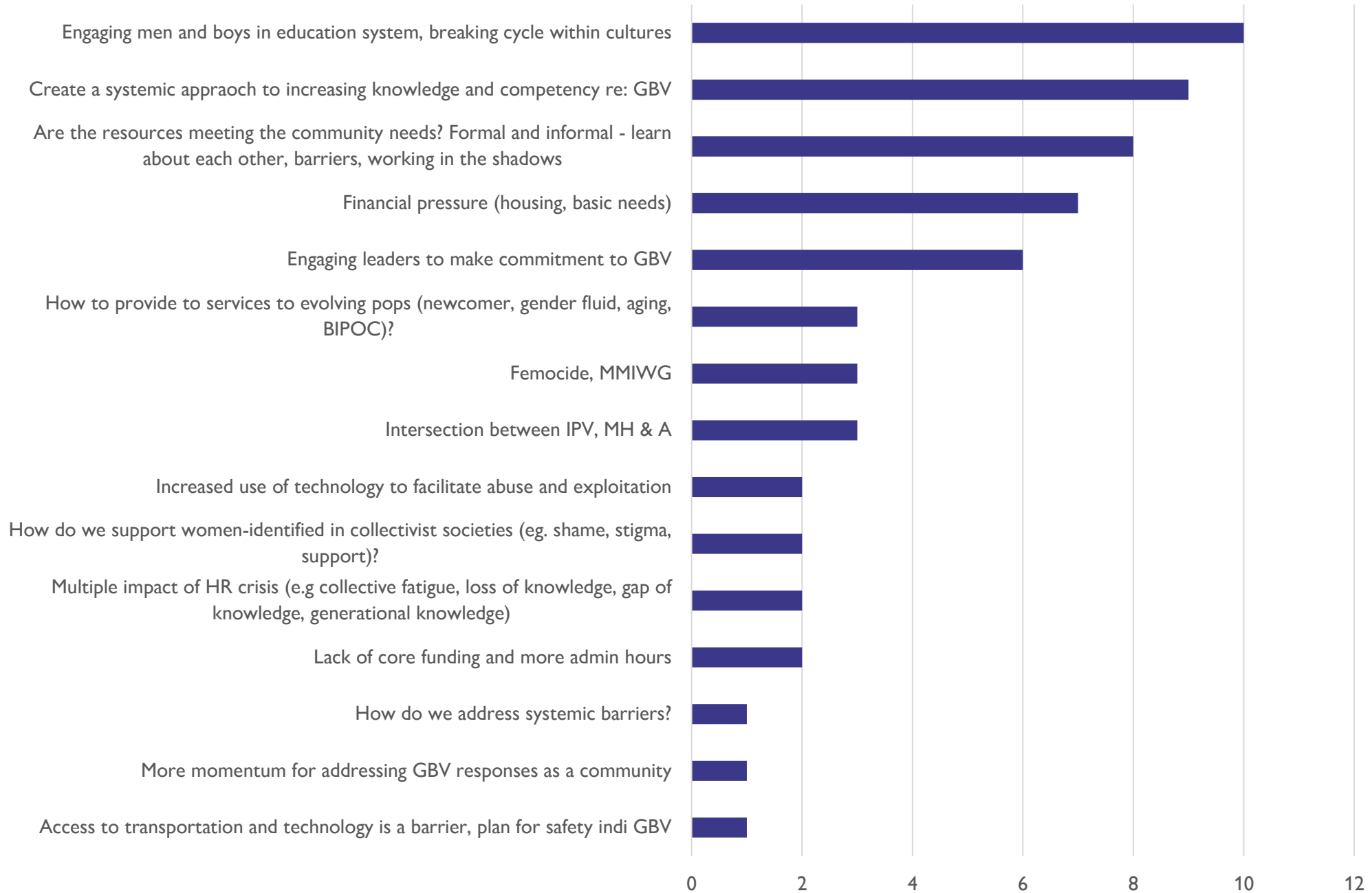
Consider the background reading provided
Your experience

- Rural/Urban realities
- EDI
- Other key considerations

As a group:

- Record all of your ideas/experience
- Select the top 3-5 that you believe the Coordinating Committees must keep in mind as they plan for the next 3-5 years

Top emerging trends





Second Dialogue

Could we be stronger together to tackle some of our top priorities?

In what ways could we be stronger together?

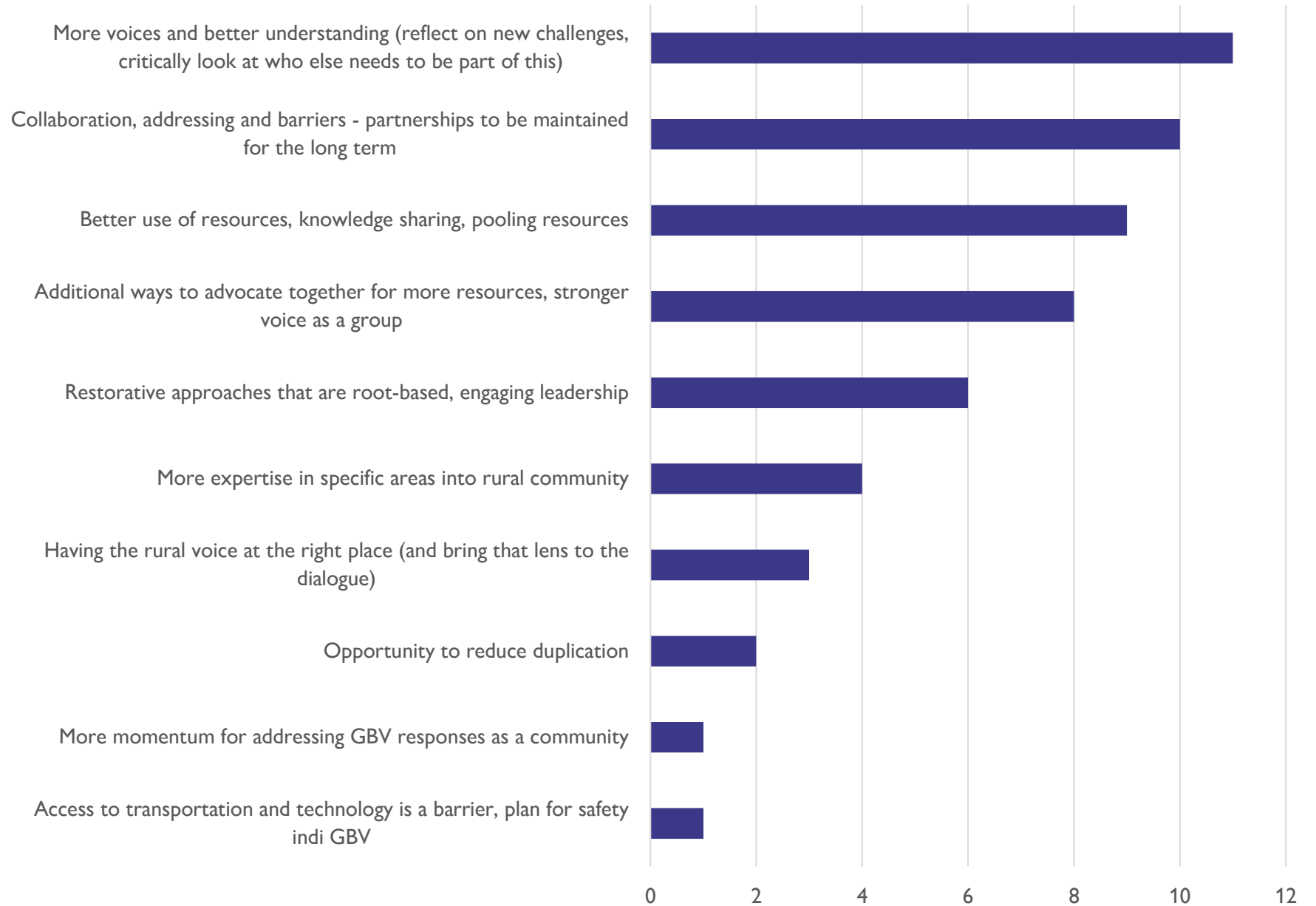
What cautions do we have?

As a group:

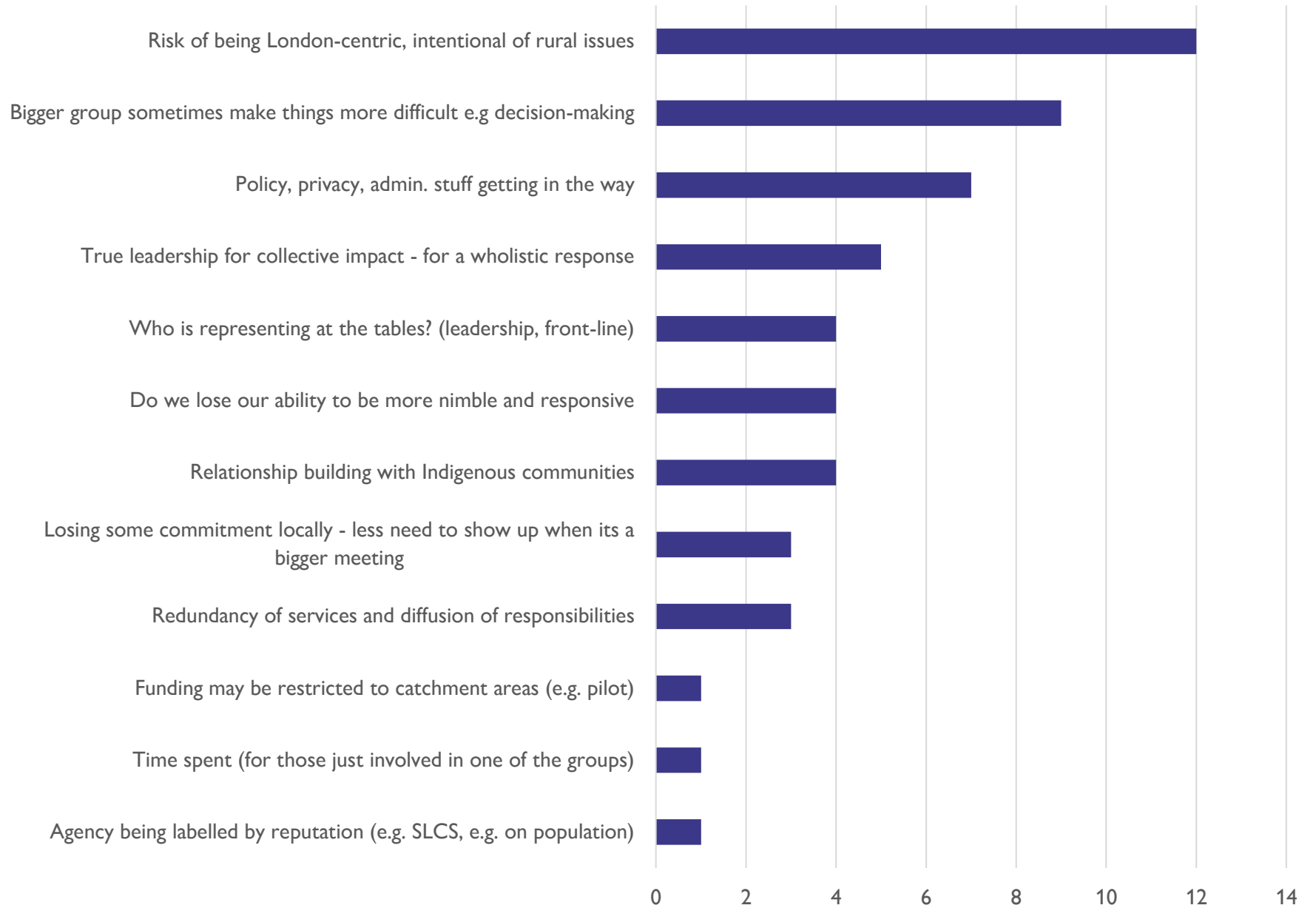
Record all of your ideas/experience for each question

Select the top 3-5 ideas for each

Top ways we could be stronger together



Top cautions to be considered



Summary of Morning Dialogue

1

Priority Areas

- Engaging men and boys in education system, breaking the cycle within cultures
- Creating a systemic approach to increasing knowledge and competency re: GBV
- Addressing financial pressures (housing, basic needs etc.)
- Engaging leaders to make commitments to GBV

2

Stronger Together

- More voices and better understanding (reflect on new challenges, critically look who needs to be part of this)
- Collaboration, addressing barriers – partnerships to be maintained for the long term
- Better use of resources, knowledge sharing, pooling resources
- Additional ways to advocate together for more resources, stronger voices

3

Cautions

- Risk of being London-centric, need to be intentional or rural issues
- Bigger group sometimes makes things more difficult (e.g. decision-making)
- Policy, privacy, admin stuff getting in the way
- True leadership for collective impact – toward a wholistic approach

Collective Vision Dialogue

- If we had the best functioning Coordinating Committee for London Middlesex what would it include?
- How would we know it was serving rural and urban?
- How would we know it was serving through a DEI lens?
- How would we know it was decolonizing through its work?
- What would be the outcomes we would see in 5 years?



If we had the best functioning Coordinating Committee for London Middlesex what would it include?

- Reflection opportunities
- Shift our mindset
- Long term mindset
 - Plant seeds
- Before the crisis mindset/ approach
- Time for generative dialogue- slow to go fast – and responsibility
- Boys and men – true engagement
- Proactive members, engaged members
- Knowledge management
- Knowledge exchange of member programs and services
- Being a network of resources
- Being the recognized voice for GBV in Middlesex county
 - Media, policy makers reach out
- Avril as coordinator
- In-person meeting, alternating location (and hybrid at times)
- Have meetings in alternate locations to engage local orgs.
- Diverse ideas are shared, including from those with lived experience, brave space, working outside of comfort zone
- Inclusive and diverse leadership i.e.. marginalized communities, newcomers, etc.
- Voices of lived experiences; adds opinions and ideas
- Unified voice on decisions – and respect for differing opinions
- Rural and urban representation
- MP/MPP/ city counsellor representation
- Advocacy
- Policy changes can be better from front line work to advocate for change
- Being agile and responsive
- Active subcommittees to meet various needs
 - I.e.. Frontline consultation
- Same/similar measuring indicators
- Are you a leadership group or grassroots level?
- Streamline agenda information in calendar invite (5 emails to 1 email)
- Goal/ action setting – accountability

How would we know it was serving rural and urban?

- Call things differently
- Create space of safety before crisis
 - Who is in? who leads?
 - Committed men
 - We can all be part of this
 - Innovate try
 - World of upstream prevention (risk factors/ protective factors)
- More preventative work being done vs reactive
- Investing in pro-active/ creative approaches vs. reactive/ crisis
- How do we embed in the work we are already doing?
- Rural lens is integrated in all conversations
- That there is leadership (rural) representation at table
- Equitable representation for isolated communities in the conversation
- Active representation from rural and urban
- Extending conversation outside traditionally funded partners
 - More local/ grassroots engagement from community groups
- Flexibility in structure to respond to priorities, needs, etc. to allow for different kinds of participation, i.e.. Rural leaders mt 1x year to discuss systemic barriers specific to rural
 - A more responsive and robust structure
- Understanding of unique needs of different areas within both urban and rural
- Research and data re: GBV considers rurality (elements re rural strength and barrier AND proportions vs. numbers)
- Knowing when to use a micro vs. macro approach and acting accordingly (or both)
- No cookie cutter model; create an assessment to individualize challenge
- Positive change is seen in both rural and urban
- Member to collective action/ flexible action
- Integrated community response
- Police and community partners strengthen collaborative response/ resources/ communication
- To be able to pull people together in different ways for different purposes
- High risk table engaging community partners outside “justice partners” – letting go of apprehension around privacy leg in high risk situations
- Government leading innovation/ collaboration
- Having meetings in different locations to engage local community/ orgs.
- Consistent attendance from both groups

How would we know it was serving through a DEI lens?

- Shift to looking at big picture as a whole, rather than isolated cases of IPV, GBV
- Conversations like this would have more and more varied voices
- Lived experience, advisory group – community voice
- Representation of committee members including executive
- Accountability to community partners involved, open lines of communication
- Accountability for who is at the table (local to federal)
- In 5 years, we no longer refer to the previous two separate VAWCCs
- Agreed sense of measuring indicators
- Survey/ evaluation periodically to measure work being done/ goals met
- Embedding DEI in our TOR and reviewing regularly
- Member organizations conscious and practicing of intentional hiring to reflect DEI
- Constantly naming and bringing light to white privilege (supremacy) and decolonization
- Continuous professional development (education) and intentional self-reflective practice of blind spots
- Reflection on mission values regularly
- Being open to continuous learning and self-reflection
- Broader understanding across community (and government) of causes of, solutions for, and issues of IPV/ GBV in general
- Brochures: communication materials translated into different languages
- Snapshot collects more DEI data
- Presentations from agencies working with equity deserving populations and actively engaging with these agencies
- Utilizing non-Western approaches
- Ensuring not just appearance of equity, but reflected in action – diversity in all intersectionality

How would we know it was decolonizing through its work?

- Dismantle structures that create barriers
- Understanding the history of colonization and impact on services and encouraging info is taught at school level
- Continual learning and exposure to decolonization work
- Leaning into discomfort
- Assess how our structures (i.e.. Meetings) are centered around colonial values (e.g. fiscal use). Relationship building over efficiency
- Visible FNIM and BIPOC voices at table – making table more welcoming/ inclusive
- Incorporated in terms of reference
- Utilizes a non-western framework to bridge gaps in service
- Being intentional at language, recognizing intention b/c there could be differences in languages among cultures
- Seek feedback
- Centering deep symbiotic relationships



What would be the outcomes we would see in 5 years?

- Stronger relationships and goals
- More efficient use of resources
- Better system navigation to better meet community needs, better understanding of services
- Stronger understanding of systemic issues resulting in change



Possible Structure

- To support our collective vision, how can we best self-organize?
- What would be the structures needed to support our work?

Self-organizing & Potential Structures

Self-Organizing

This is just a start:

- Committee meeting 4x year
 - Half day
 - Locations around the region
 - Purpose: relationship focused (i.e.: pot luck) meaning making of “the work”, systemic issues, and dialogue identify action required/ work plan (increase informs sub committees)
- Rotating location (3x year in person)
- Goals and actionable items – per meeting, per year
- *? Meeting locations/ frequency/ in person
- More collective participation in creating agenda, such as ongoing survey, sent out prior to meeting, where members can contribute to agenda setting
- Same repeating meeting in calendar – with outlook invite
- Start on time, end on time

Structure

- Subcommittees
 - Time limited or ongoing, meet as needed
 - Responsive to needs/ priorities
 - Relevant roles/ participation
 - Good to identify key players for specific issues
 - Must include lived experience advisory committee
- Co-chairs actively manage contributions from all participants
- Co-chairs (overlap rotation for continuity)
- 2 co-chairs – rural and urban
- Front line case study presentations
- Documentation of decisions
- Engage experts and/or expertise of the VAWCC members when making decisions
 - TOR strong enough to handle disagreement and financial/ HR decisions
- Coffee and snacks – break bread together over intentional discourse - donuts
- Parking available – cars and bikes
- Everyone engaged – including virtually
- Co-ordinator
- Executive committee with equal representation
- Committee of the whole
- Task groups as needed (i.e.. events/ response)
- Senior agency leadership rep. and commitment



Next Steps

Coordinating Committee Executives Meeting
2023 06 28 | 10:30am - Noon