

Region of Waterloo

# Community Safety & Wellbeing Plan




**An Emerging Framework for a Safe and Well Community**


January 2022

# Framework for community safety and wellbeing


## Safe and well Waterloo Region



**Conditions for wellbeing and safety**

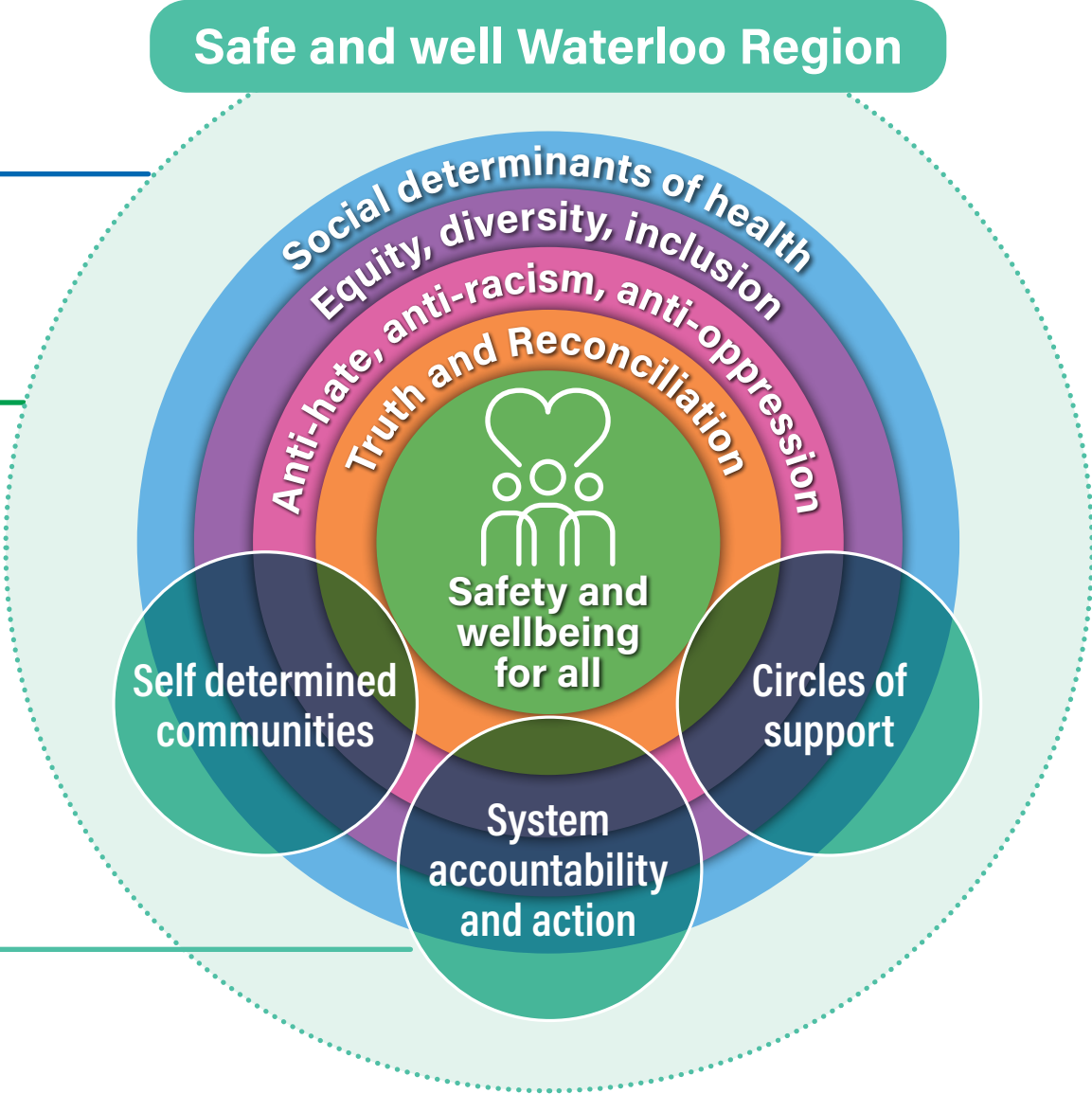


**Foundational things to grow, create, explore**



**Barriers to change**

Equitable, accessible, and trauma informed health care; mental health services; social services; housing; employment; justice; and education, with a special focus on seniors, children and youth.





## Conditions for wellbeing and safety

### Truth and Reconciliation

Addressing systems that limit safety and wellbeing

Making representation meaningful and powerful

Committing to anti-hate and anti-racism

Building understanding and pursuing a sense of belonging

Creating intentionally structured accountability

Creating cultural safety

Provide basic needs

Strengthening communities - build social capital

Honouring identities and understanding intersectionalities





## Foundational things to grow, create, explore

A complete list of calls to action that drive change and real action

Institutions to review their skills, capacity and curriculum - e.g. seniors care, health care, social worker etc.

Equity of investment and funding

Community driven through research, planning to implementing and learning

Restorative justice

Community led support structure / recreating villages

Prioritize working with institutions and communities that know how to do the work

Review of institutionally held roles for safety and wellbeing (for example, police)

Expanded outreach and engagement - to increase representation

Bridges between grassroots groups and leadership

Representation in political office, school boards, Council leadership

Leadership and representation in service planning/delivery and policy

Proper accountability

Accessible and physically safe spaces

Data equity / community led / driven research / data collection

Culturally safe spaces

Equity in technology

Government advocacy

Indigenous land based learning and community hub



## Barriers to change

Tokenism vs. meaningful engagement

Systemic oppression

Not recognizing the diversity within communities (unique identities, histories and needs)

Limited representation

Crisis vs. upstream

Power distribution

Inequitable and harmful experiences with systems

Professionals' lack of knowledge

Egos and silos

Lack of representation at decision making and planning tables including diversity within communities

Lack of appropriate legislation, policies

Unclear accountability

Truth, acknowledgment and awareness of ongoing systemic racism

Systems that are not responsive

Unbalanced safety and wellbeing funding



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