Region of Waterloo
Community Safety & Wellbeing Plan

An Emerging Framework for a Safe and Well Community
January 2022
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
- Committing to anti-hate and anti-racism
- Creating cultural safety
- Providing basic needs
- Strengthening communities - build social capital
- Honouring identities and understanding intersectionalities

- Addressing systems that limit safety and wellbeing
- Building understanding and pursuing a sense of belonging
- Creating intentionally structured accountability

- Making representation meaningful and powerful
## 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 |

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This table outlines the foundational things to grow, create, and explore, emphasizing the need for comprehensive action that drives change and real action.

1. **Calls to Action**: A list of actions that drive change and real action, focusing on institutional review of skills, capacity, and curriculum, ensuring equity of investment and funding.

2. **Community Involvement**: Emphasizes community-driven support structures, including research, planning, implementation, and learning.


4. **Leadership and Representation**: Highlights leadership and representation in political office, school boards, and council leadership, ensuring expanded representation in service planning, delivery, and policy.

5. **Equity and Safety**: Focuses on data equity, culturally safe spaces, and equity in technology, ensuring proper accountability and accessible physically safe environments.

6. **Additional Support**: Includes government advocacy and Indigenous land-based learning and community hubs, providing a comprehensive approach to support foundational growth.
## Barriers to change

<table>
<thead>
<tr>
<th>Tokenism vs. meaningful engagement</th>
<th>Power distribution</th>
<th>Lack of appropriate legislation, policies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Systemic oppression</td>
<td>Inequitable and harmful experiences with systems</td>
<td>Unclear accountability</td>
</tr>
<tr>
<td>Not recognizing the diversity within communities (unique identities, histories and needs)</td>
<td>Professionals’ lack of knowledge</td>
<td>Truth, acknowledgment and awareness of ongoing systemic racism</td>
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<tr>
<td>Limited representation</td>
<td>Egos and silos</td>
<td>Systems that are not responsive</td>
</tr>
<tr>
<td>Crisis vs. upstream</td>
<td>Lack of representation at decision making and planning tables including diversity within communities</td>
<td>Unbalanced safety and wellbeing funding</td>
</tr>
</tbody>
</table>
Framework for community safety and wellbeing

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Creating intentionally structured accountability
Creating cultural safety
Provide basic needs
Strengthening communities - build social capital
Honouring identities and understanding intersectionalities

Safe and well Waterloo Region

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