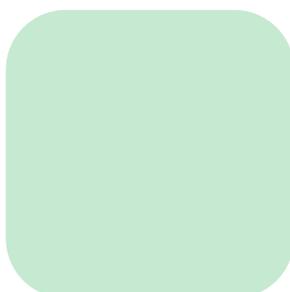
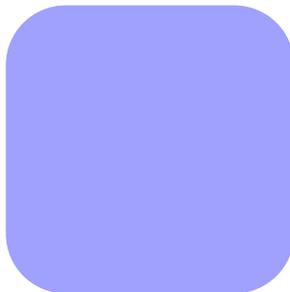


Community Safety and Well-Being Plan 2023-2025




Greater Napanee


Loyalist
TOWNSHIP

Cover Page Photo Credits

Downtown Greater Napanee: Jacob Cote Photography

Couple Walking on Sidewalk: Andrew Clark

Babcock Mill Natural Playground: Loyalist Township

Amherst Islander II: Loyalist Township



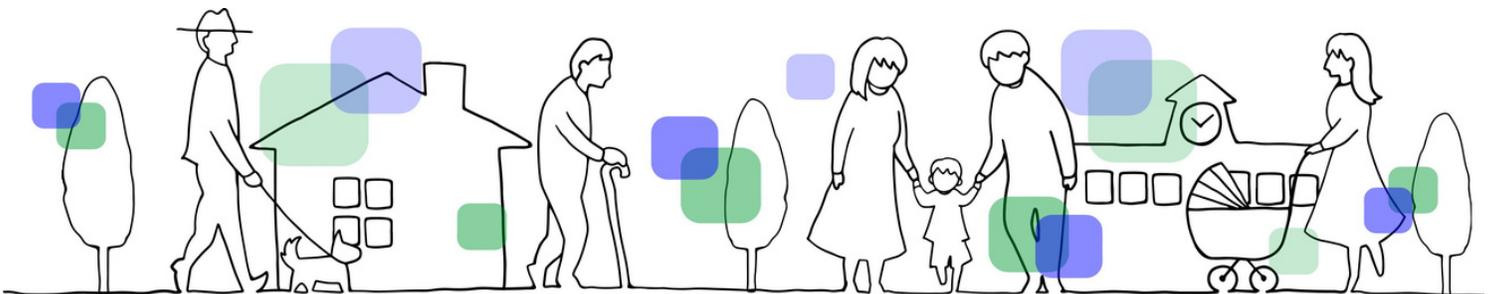
Table of Contents

1. Acknowledgment
2. Our Plan
3. Introduction
4. Community Safety and Well-Being: Plan at Glance
5. Abbreviations Used in This Plan
6. Our Communities Are...
7. Greater Napanee Map
8. Greater Napanee Community Profile
9. Loyalist Township Map
10. Loyalist Township Community Profile
11. Local Context
12. Why Are We Planning?
13. What is Community Safety and Well-Being (CSWB)?
14. The CSWB Planning Framework
15. Planning Timeline
16. Our Model of Collaboration
17. Our Local Approach to Planning
18. How We Determined Our Areas of Risk
19. Connecting Our Work to the CSWB Framework
20. Connecting Our Work to Broader Strategy
21. Governance Structure
22. Strategies in Response to Risk
23. Safety Domain - Risk: Personal / Property Safety
(real and/or perceived)
27. Safety Domain - Risk: Physical Environment
(optimizing community spaces)
31. Well-Being Domain - Risk: Access to Supports and Services



Table of Contents (continued)

- 36. Well-Being Domain - Risk: Poor Community Connectedness and Social Isolation
- 41. Well-Being Domain - Risk: Poor Mental Health and Addiction (MHA)
- 46. Additional Recommendations
- 47. Moving Forward: Implementation
- 49. Implementation Plan: Personal / Property Safety (real and/or perceived)
- 52. Implementation Plan: Physical Environment (optimizing community spaces)
- 56. Implementation Plan: Access to Supports and Services
- 60. Implementation Plan: Community Connectedness and Social Isolation
- 63. Well-Being Domain - Risk: Poor Mental Health and Addiction (MHA)
- 66. Appendix A - Proposed Advisory Body
- 67. Appendix B - Engagement List
- 68. Appendix C - Research and Consultation
- 70. Appendix D - Local CSWB Survey
- 77. Appendix E – Survey Summary
- 80. Appendix F -Theoretical Influences
- 82. References
- 84. Thank you, Greater Napanee and Loyalist
- 85. Plan Prepared By

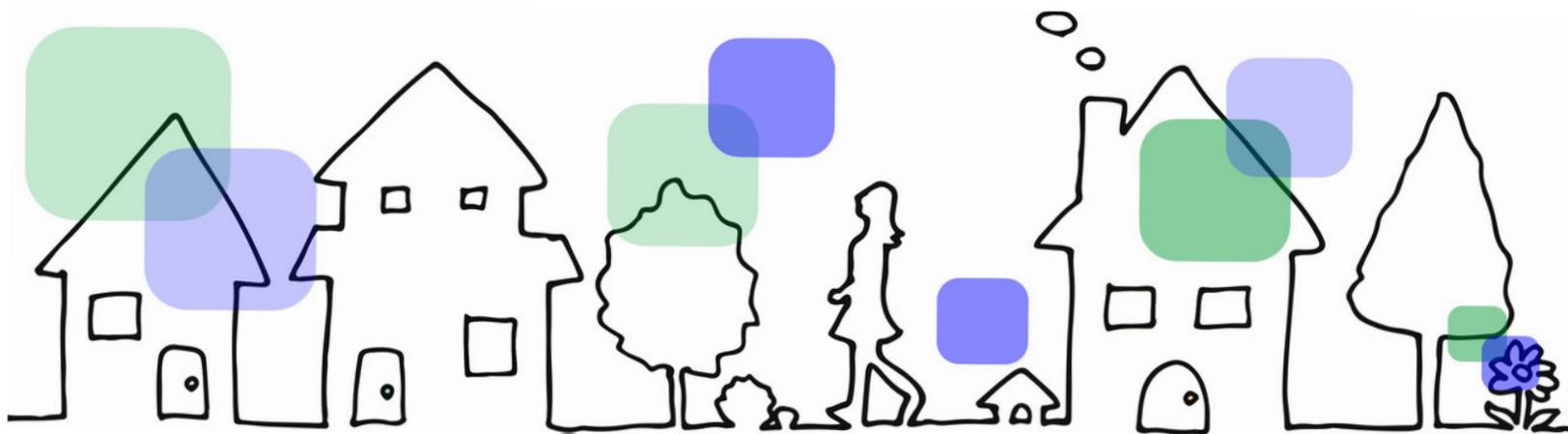


Acknowledgment

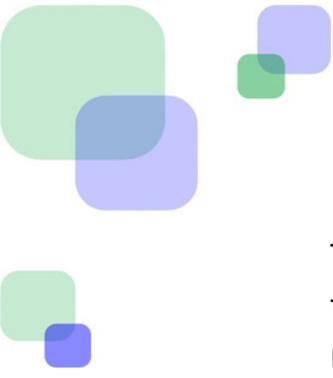
With sincere gratitude, the Town of Greater Napanee and Loyalist Township would like to recognize and thank the senior leaders, community partners, and residents that generously contributed to the development of our Plan through their commitment, time, willingness to collaborate, and sharing of their knowledge and experiences.

The following organizations graciously shared their knowledge and expertise in an advisory capacity to support the development of our CSWB Plan:





Our Plan



Introduction

The Town of Greater Napanee and Loyalist Township remains committed to the safety and well-being of the residents of their communities. With the many events and changes that the past few years have brought to the lives of those in our community, the safety and well-being of our residents remain a priority.

As both municipalities continue to grow and develop, we want to maintain our small-town values, while being welcoming to new residents that now call Greater Napanee and Loyalist 'home'.

While acknowledging the legislated roots of this Community Safety and Well-Being (CSWB) Plan, we also value the opportunity that planning in this way has brought us. Coming together as municipalities, service providers, community partners, and residents have shaped and informed the contents of our Plan.

The strength of our Plan lies in the inter-sectoral / collaborative approach, the focus on information sharing and knowledge transfer, and our commitment to evaluating and measuring the impact of our efforts over time.

The CSWB Plan will focus on actions grouped under five strategic themes:

- Personal / Property Safety (real and/or perceived)
- Physical Environment (optimizing community spaces)
- Access to Support and Services
- Community Connectedness
- Mental Health and Addiction (MHA)

The key results of our research, engagement, and consultation are reflected in the following pages. A governance model rooted in community and engagement will move the Plan forward through implementation.



As with any best-laid plans, sometimes communities face unexpected or unprecedented events. The framework of collaboration embedded in this Plan will lend itself to the agility and responsiveness needed in challenging times and times of great opportunity!

Community Safety and Well-Being: Plan at Glance

Areas of Risk

Physical Environment
(Optimizing Community Spaces)

Personal/Property Safety (Real and Perceived)

Access to Supports and Services

Community connectedness and social isolation

Mental Health and Addiction

Key Strategies

Personal/Property Safety (real and/or perceived)

- Co-Branding (OPP and 211) **fraud campaign** (specific to seniors)
- Education and awareness on **pathways to personal safety** for community resident groups
- Establish agreed-upon **community safety metrics** that will be refreshed annually and used to guide education, planning, and action

Physical Environment (optimizing community spaces)

- Increase **traffic calming** interventions
- Enhance planning for **accessible physical environments**, both indoors and outdoors
- **Active transportation** planning
- Establish, support, and promote **safe and inclusive spaces** in the Town of Greater Napanee and Loyalist Township

Access to Supports and Services

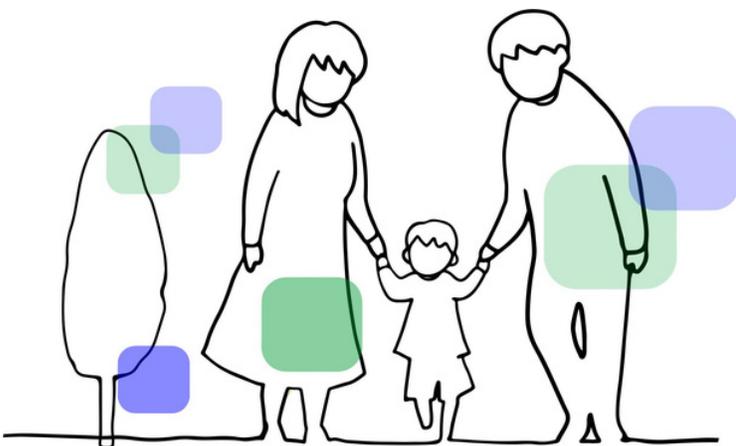
- Form **strategic partnerships** that will facilitate more services offered in the community
- **Co-location** of services (locally offered)
- Increase the **community's knowledge** of supports and services available
- Work towards a **better alignment** between primary care needs and available resources

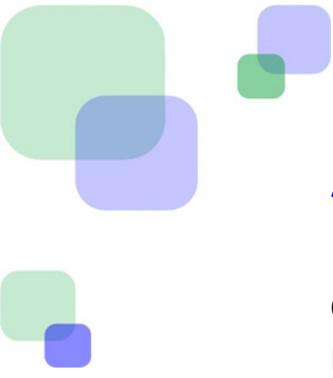
Community Connectedness and Social Isolation

- Support is given to residents that are working to **mobilize grass root efforts** related to social connectedness, social inclusion, small-town values
- Prioritize and **honour Indigenous engagement** opportunities
- Develop a **focused approach around shifting demographics** (Focus: newcomers, new to the area, youth, LGBTQ2S+, seniors)

Mental Health and Addiction (MHA)

- Develop a local MHA plan that **aligns with the broader regional plans and strategies**
- Focus on **Youth** as a priority population
- **Address substance use** (e.g., Education Cannabis Campaign)





Abbreviations Used in This Plan

CSWB = Community Safety and Well-Being

EDI = Equity, Diversity and Inclusion

EDIRA = Equity Diversity Inclusion Reconciliation Accessibility

MHA = Mental Health and Addiction

OHT = Ontario Health Team

OPP = Ontario Provincial Police

KFL&A = Kingston, Frontenac, Lennox, and Addington



Our Communities Are...

- On the traditional territories of Indigenous People
- A balance of urban and rural
- On the 401 corridor, which may influence crime, tourism, and economic development
- Connected to many other communities for services
- Active in sports and recreation
- Near correctional facilities and a place to land after discharge
- Growing and changing
- Welcoming to new residents and has small-town values
- Aging and seeing a shift in its demographics

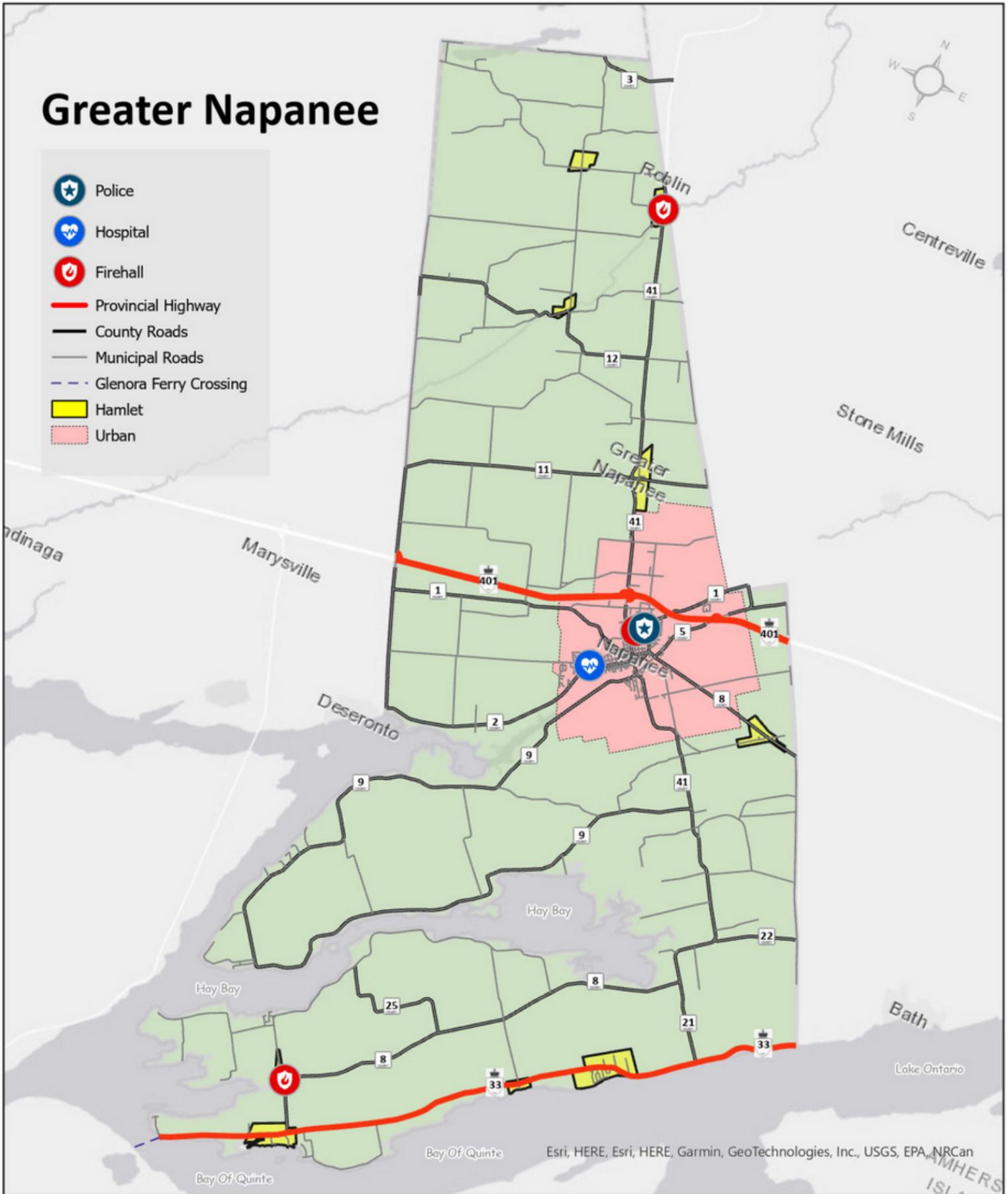
Photo Credit:
Justin Soule

Photo Credit:
Loyalist Township



Greater Napanee

-  Police
-  Hospital
-  Firehall
-  Provincial Highway
-  County Roads
-  Municipal Roads
-  Glenora Ferry Crossing
-  Hamlet
-  Urban



Projection: NAD 1983 UTM Zone 18 Data Source: Ontario GeoSpatial Data Exchange & Greater Napanee. Produced by Greater Napanee with data supplied under License by Members of OGDE & MPAC. This product is for informational purposes only and may not have been prepared for or be suitable for legal, engineering, or surveying purposes. Greater Napanee disclaims all responsibility for omissions, errors, or any inaccuracies in this publication. Produced: 2023-04-26

Community Profile

**16,879
RESIDENTS**



6.2% increase
since 2016

In an area of 462,
37
residents live/km².

TOWN OF GREATER NAPANEE

There are slightly more women than men.¹

28% of **65 years and over.**

50 median age.

74% of residents live in single **detached houses**

2.3 is the average **household size**

68% of households is of **1-2 persons**

47% of residents have **postsecondary education**

26% have a **College or CEGEP certificate or diploma**

100% of residents speak **English** at home

Other languages include: **Chinese, Arabic, and Greek.**

54% of residents are **employed.**

6.0 was the **unemployment rate** in 2021.



14%
Healthcare/
social



13%
Retail



11%
Manufacturing



9%
Construction

42% of families are couples **not married/ common-law**

41% of families live **with children**

15% of families with children are **one-parent families**

47% of working age population worked in healthcare/social, retail, manufacturing, and construction in 2021.

75% in 75% of one-parent families, **the parent is a woman**

An **economic family**² of **2.8** would have received

\$84,000 as **income (after-tax)** in 2020.⁵

However, all working population⁶ would only receive **\$35,200** of income after-tax.

11.3%³ of population are below the low-income measure (LIM)⁴ after tax.

All data was sourced based on Census 2021. Community Profile Tables.

1 - Gender ratio of 93. For every 100 females, there are 93 males.

2 - Economic family size is any family with 2 people or more - including children

3 - Prevalence of low income (proportion of units whose income falls below a specific low-income line.

4 - Refers to a fixed percentage (50%) of median-adjusted after-tax income of private households.

5 - Income data is referred to 2020 in Census 2021.

6 - Working population are individuals 15 years and older.

avail
consulting

KATHRYN MANNERS
A Greater NEE & Co.

SEAQIT
Your data translated into knowledge

EMERGENCY SERVICES AND FIRE RESPONSE AREAS



Fire Halls

Police Station

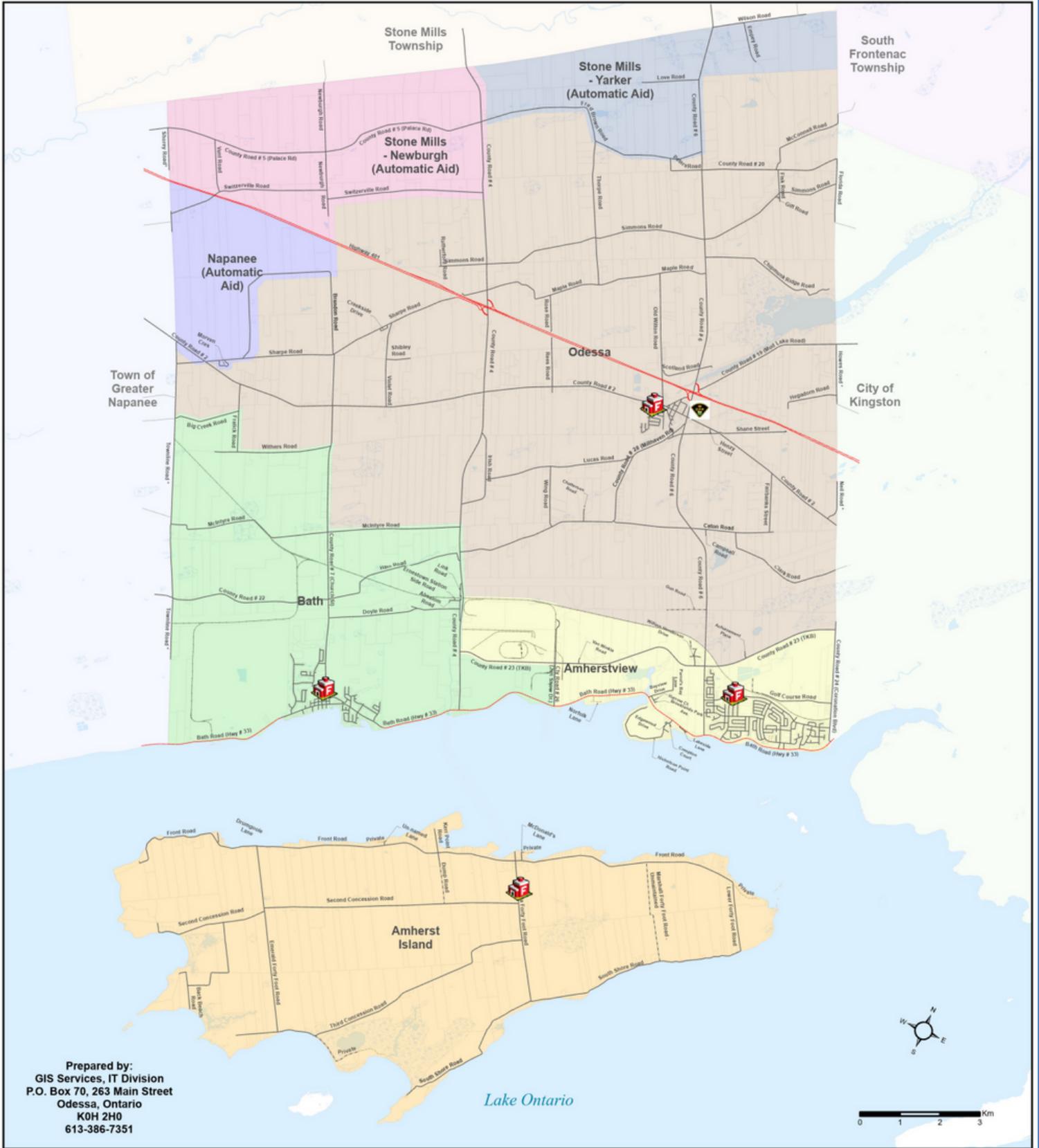
Response Areas

- Amherst Island
- Amherstview
- Bath
- Napanee (Automatic Aid)
- Odessa
- Stone Mills - Newburgh (Automatic Aid)
- Stone Mills - Yarker (Automatic Aid)

Production Date: May 2, 2023
Datum/Projection: Nad 83, UTM 18

Data Sources: Loyalist Township Database
Land Information Ontario

The Corporation of Loyalist Township, its employees and agents, do not undertake to guarantee the validity of the contents of the digital or hardcopy map files, and will not be liable for any claims for damages or loss arising from their application or interpretation, by any party. It is not intended to replace a survey or be used for legal description. This map may not be reproduced without the permission of Loyalist Township.



Prepared by:
GIS Services, IT Division
P.O. Box 70, 263 Main Street
Odessa, Ontario
K0H 2H0
613-386-7351

Lake Ontario



Community Profile

**17,943
RESIDENTS**



5.7% increase
since 2016

In an area of 343,
52
residents live/km2.

LOYALIST TOWNSHIP

There is slightly more men than women¹.

22% of **65 years and over**.

45 median age.

78% of residents live in single **detached houses**

2.5 is the average **household size**

62% of households is of **1-2 persons**

55% of residents have **postsecondary education**

30% have a **College or CEGEP** certificate or diploma

99% of residents speak **English** at home

Other languages include:
Polish, Spanish, Portuguese
and **Tagalog**.

60% of residents are **employed**.

6.6 was the **unemployment rate** in 2021.



39% of families are couples **not married/common-law**



44% of families live **with children**



16% of families with children are **one-parent families**

75%

in 75% of one-parent families, **the parent is a woman**



15%
Healthcare/
social



13%
Public
Administration



12%
Retail



9%
Construction

49%

of working age population worked in healthcare/social, retail, manufacturing, and construction in 2021.

An **economic family**² of **2.8** would have received

\$93,000 as **income (after-tax)** in 2020.⁵

However, all working population⁶ would only receive **\$41,200** of income after-tax.

6.4%³ of population are below the low-income measure (LIM)⁴ after tax.

All data was sourced based on Census 2021. Community Profile Tables.

1 - Gender ratio of 93. For every 100 females, there are 93 males.

2 - Economic family size is any family with 2 people or more - including children

3 - Prevalence of low income (proportion of units whose income falls below a specific low-income line.

4 - Refers to a fixed percentage (50%) of median-adjusted after-tax income of private households.

5 - Income data is referred to 2020 in Census 2021.

6 - Working population are individuals 15 years and older.

avail
consulting

KATHRYN MANNERS
A Dreamer and a Doer

SEAQIT
Your data translated into knowledge

Local Context

The Town of Greater Napanee and Loyalist Township are planning to benefit the residents living in these municipalities. This Plan recognizes that while some infrastructure and services exist in these municipalities, often, residents wish to and or need to, seek services outside of the community in which they live. For example, services are often sought in Kingston, Ontario.

In developing this CSWB Plan, discussions took place and strategies were identified that considered proximity and access.



Photo Credit: Ryan Bennett



Photo Credit: Loyalist Township



Why Are We Planning?

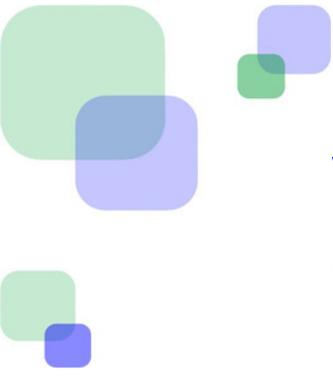
While acknowledging the strengths of the Town of Greater Napanee and Loyalist Township, we also recognize that not all residents experience the same level of well-being. Various factors in people's lives can either facilitate opportunities or inhibit opportunities. In addition, depending on these factors and situations, individuals may face challenges in obtaining education or employment, making difficult choices between housing and food, feeling isolated or grappling with mental health or addiction issues, and searching for appropriate assistance and resources.

The social determinants of health are the non-medical factors influencing health outcomes. The determinants of health are intricate, and sometimes the police are called to attend to complex situations that do not involve criminal activity and are not considered chargeable offences. Despite their round-the-clock availability, the police may not always be the best equipped to handle medically or socially challenging calls. To address the underlying causes, it is evident that all sectors have a joint obligation to promote the safety and well-being of the people they serve.

The Government of Ontario has demonstrated its commitment to supporting communities by developing a provincial approach to community safety and well-being. Under the Province of Ontario's Bill 175, Safer Ontario Act (2018), the Ministry of the Solicitor General requires that the Council of every municipality shall prepare and, by resolution, adopt a Community Safety and Well-Being (CSWB) Plan.



The CSWB Plan aims to cater to the local community's specific needs by considering the local risk factors and opportunities. This approach emphasizes upstream strategies that address the root causes rather than just dealing with the symptoms. By doing so, we can bring positive changes to the lives of community members by improving health, well-being, and safety outcomes.



What is Community Safety and Well-Being (CSWB)?

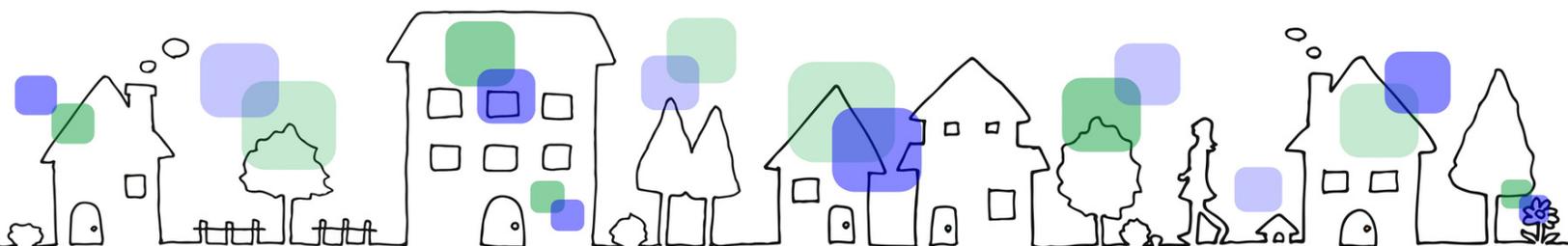
The Ministry of the Solicitor General defines CSWB as:

"The ideal state of a sustainable community is where everyone is safe, has a sense of belonging, and opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression[i]."

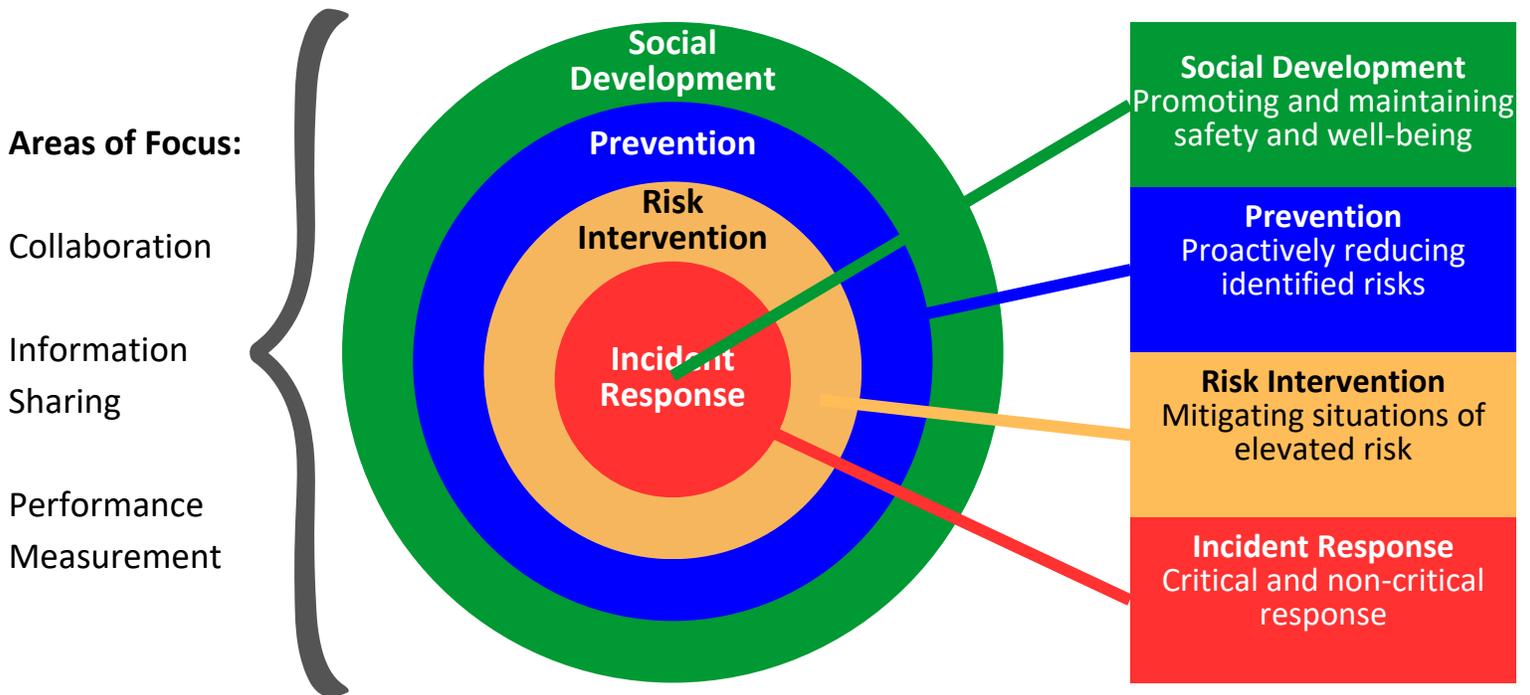
For all residents to achieve this level of safety and well-being, communities must start planning in a way that is less reactionary and re-focus efforts and investments in more upstream approaches that prioritize prevention and social development. This requires all community partners' engagement, participation, ongoing support, and commitment.

To help guide community partners in their planning, a CSWB planning framework has been put forward to help identify the four areas that planning needs to happen in.

[i] Definition of Community Safety and Well-Being found in *Community Safety and Well-Being Planning Framework: Booklet 3 – A Shared Commitment*, p.54



The CSWB Planning Framework



By re-focusing existing efforts and resources in a more strategic and impactful way, we can make our community safer and healthier.



Social Development

Promoting and maintaining community safety and well-being. This is where a wide range of sectors, agencies, organizations and those with lived experience bring different perspectives to the table to address complex social issues from every angle. Strategies need to be put in place that target the root causes of these issues.



Prevention

Reducing identified risks. Proactively implementing evidence-based situation measures, policies or programs to reduce locally-identified priority risks to community safety and well-being before they escalate and result in crime, victimization, and harm.



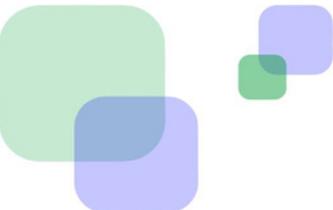
Risk Intervention

Mitigating elevated risk situations. Risk intervention is intended to be immediate and prevent an incident. Multiple sectors work together to address situations where there is an elevated risk of harm – stopping something bad from happening before it happens.

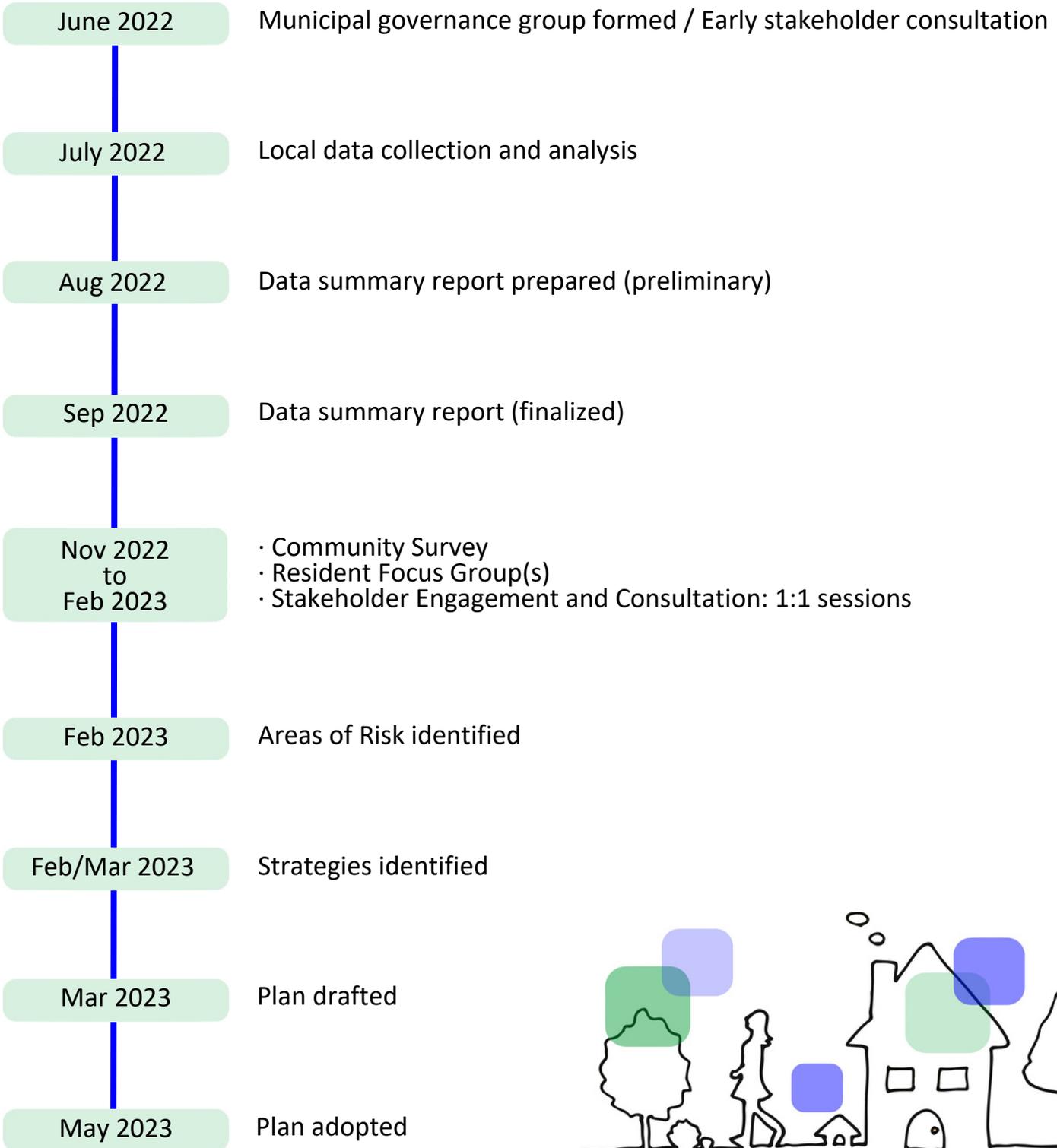


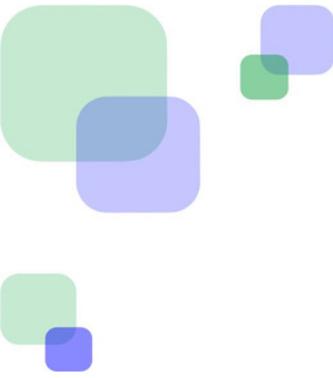
Incident Response

Immediate response to urgent incidents. This includes immediate and reactionary responses that may involve a sense of urgency like police, fire, emergency medical services, a child welfare organization taking a child out of their home, a person being apprehended under the Mental Health Act, or a school principal expelling a student.



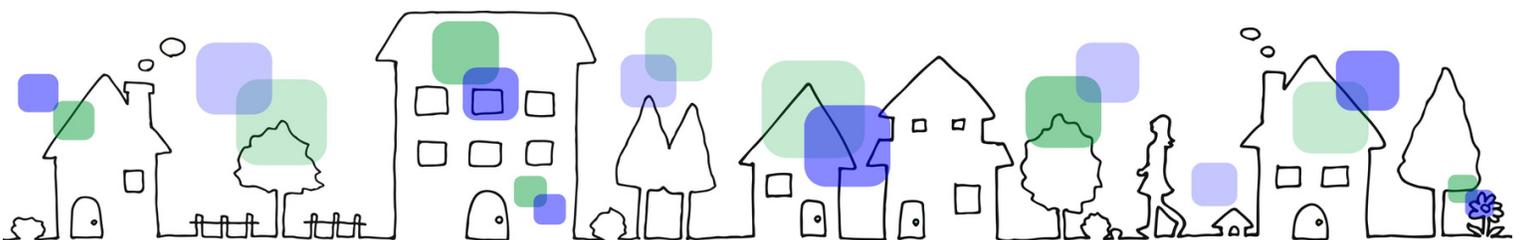
Planning Timeline

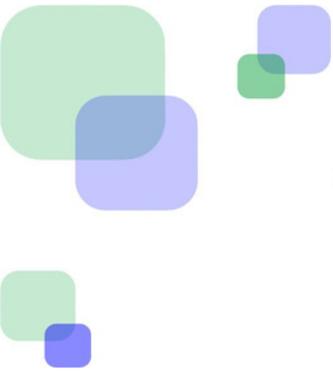




Our Model of Collaboration Will:

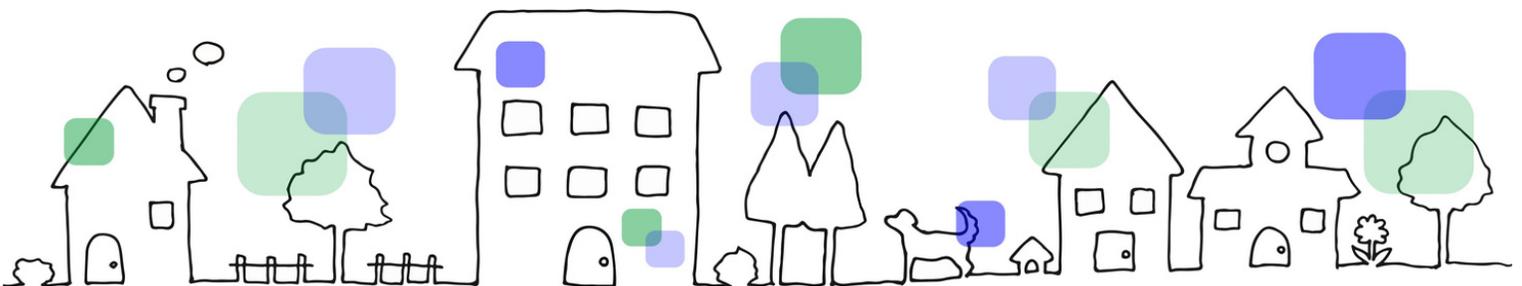
1. Focus on upstream approaches through prevention and social development priorities
2. Align with broader system planning while advocating and working towards strategies that address local needs
3. Leverage resources and work underway as to avoid duplication of efforts
4. Build inter-sectoral groups that are both formal organizational structures and engage volunteers and residents
5. Work together (Greater Napanee and Loyalist) and separate when best for the location.
6. Engage all ages and stages of life in working toward a safer and healthier community

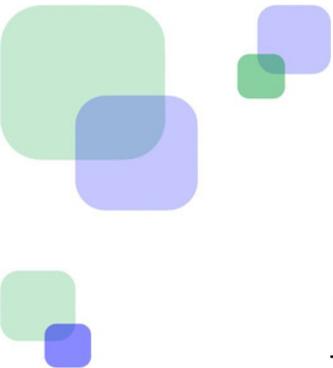




Our Local Approach to Planning:

- Engage community partners and residents in a meaningful and purposeful way
- Guide local decision-making
- Collect, analyze, and use data to plan and make decision that will have a local impact
- Monitor and measure the impact of strategies and actions in our community
- Value and draw on local knowledge and ideas from members of our community
- Encourage collaboration and partnerships among all stakeholders, leveraging everyone's unique experience and expertise
- Fortify our efforts to create a more equitable future for all residents in our community
- As new people join the community, offer ways for them to be involved
- Learn from other communities but design specifically for this location
- Build a Plan that represents all generations, social economic situations and locations of the community





How We Determined Our Areas of Risk:

Engagement Overview

To better understand the unique needs and opportunities of the Town of Greater Napanee and Loyalist Township, engagement efforts focused on local service partners, residents of the community, and key partners from outside the geography that had relevance or bearing on the safety and or well-being of the residents of these municipalities.

Research/ Data

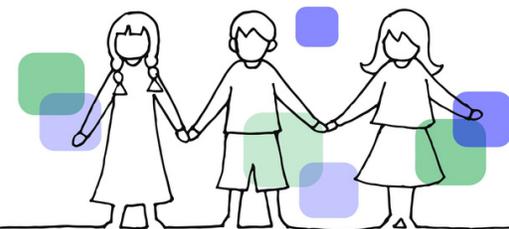
An initial data scan was conducted. Demographic and Statistics Canada data for each municipality was readily found. However, due to the way data is collected, organized, and made public, local service data could only be found at the Kingston, Frontenac and Lennox and Addington County (KFL&A) level. Police data was gathered at the Detachment level.

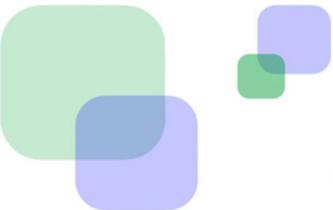
Stakeholder Consultation

Key inter-sectoral partners and service providers were consulted collectively or in one-on-one conversations. Service providers play an important role in informing the Plan and in the implementation of the Plan. In addition, local stakeholders along with those who support border communities, were consulted.

Community Consultation

The residents of the Town of Greater Napanee and Loyalist Township were consulted through an online survey. A representative number of residents completed the survey. In addition, two post-survey Townhall sessions were held to discuss the findings and add additional context and content to the Plan.

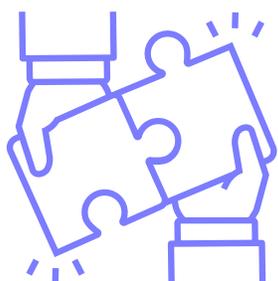




Connecting Our Work to the CSWB Framework

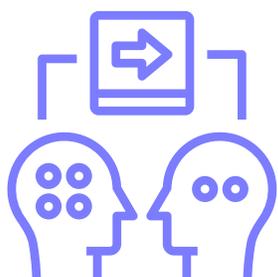
The areas of focus as identified in the CSWB Planning Framework are:

- **Inter-sectoral Collaboration**
- **Information Sharing**
- **Performance Measurement**



Improving inter-sectoral collaboration

Collaboration in this form is highly intricate as it combines interprofessional, inter-organizational, and local residents' efforts across various sectors in the community. The results of such collaboration can be highly beneficial if executed properly, as it allows professions, organizations, and community members to work together and utilize their unique contributions to achieve integration objectives.



Building capacity through information sharing, knowledge transfer, and exchange

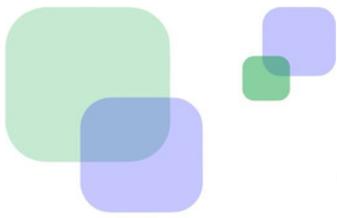
We aim to improve the accessibility and effectiveness of information for those who require it. Residents and service providers need accurate and timely access to information and clear pathways for knowledge transfer and exchange.



Utilizing multi-sectoral data and performance measurement to inform system change

The CSWB Planning Framework identifies risks and protective factors consistent with the Risk-driven Tracking Database. They can be used to guide community partners in identifying local safety and well-being risks and develop strategies to create protective factors to mitigate risks^[1]. Data on the risks identified in this Plan will be collected, refreshed, and shared as appropriate. We will focus on key impact metrics that will guide our inter-sectoral work.

[ii] Taken from Appendix E – Risk and Protective Factors found in the Community Safety and well-Being Planning Framework: Booklet 3 – A Shared Commitment, p.56



Connecting Our Work to Broader Strategy

Community Safety and Well-Being Plans are a key component but not the exclusive Plan for community development. Both the Town of Greater Napanee and the Loyalist Township have strategic plans. For the Township of Greater Napanee, Strategic Initiative-2.4 Promoting a Healthy and Safe Community will align directly with the CSWB work. For Loyalist Township, the strategies of operational excellence and infrastructure support the work outlined in the CSWB plan.

The surrounding geographic areas also have CSWB plans. Since there are some shared resources and patterns of where residents acquire services, some partners also support these other plans. It is critical that this Plan is aware of and works with these initiatives.



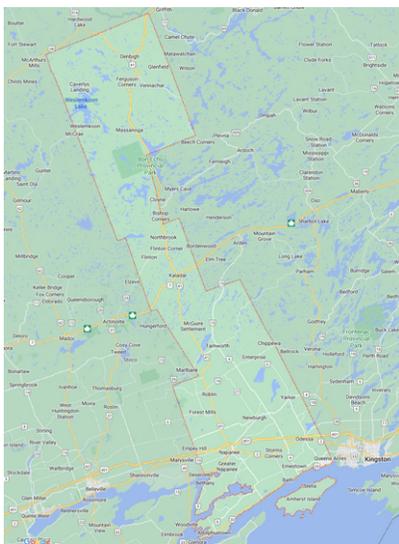
Quinte West CSWB

- Appropriate and Affordable Housing
- MHA

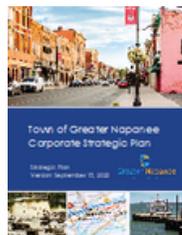


Kingston CSWB

- Stages of Life
- 21 ideas
- 4 Pillars
- Focus
 - Housing
 - Lived Experience
 - MHA
 - Indigenous
 - EDI
 - Food security
 - Collaborative services



source: Google Maps



Greater Napanee Strategic Plan

- Economic Growth
- Performance accountable workforce
- Green sustainable environment
- Effective and efficient service delivery
- Health and safe community



Loyalist Strategic Plan

- Financial
- Commercial and industrial activity
- External communication
- Infrastructure
- Operational Excellence



Prince Edward County CSWB Safety

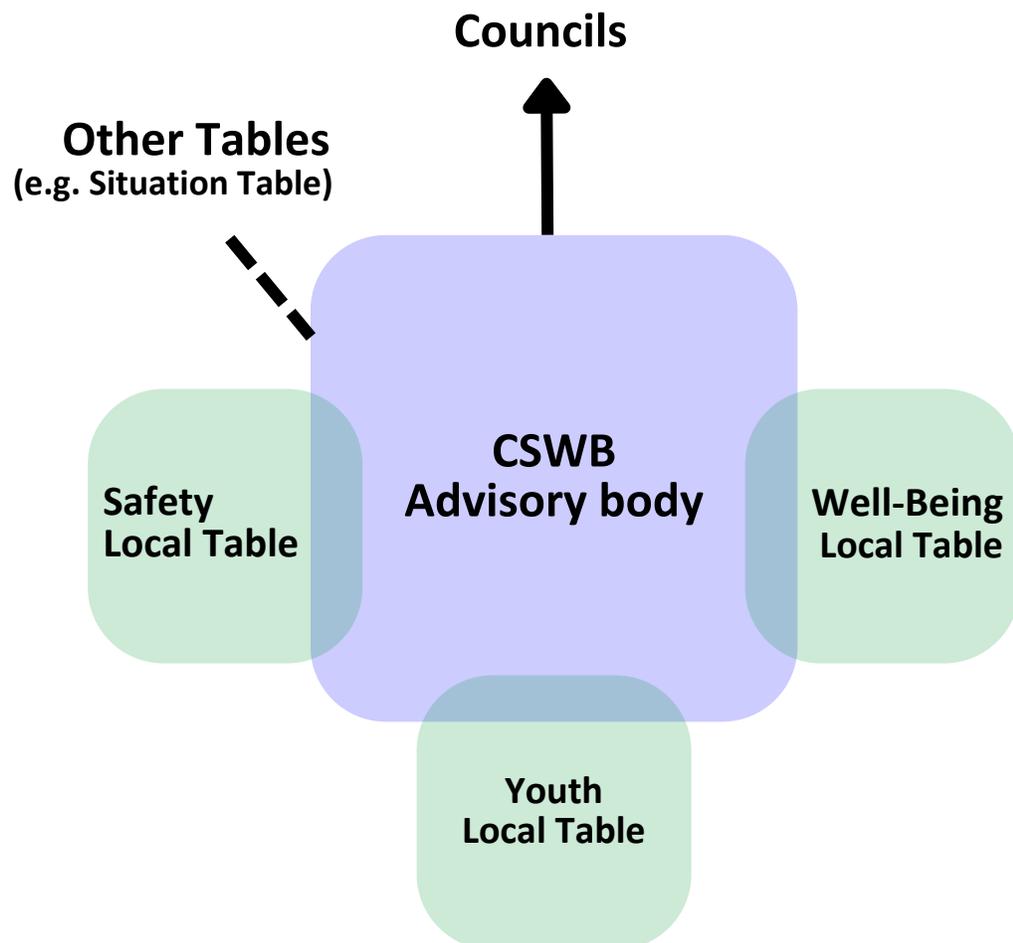
- Emergency response
- Senior supports

Well-Being

- Poverty reduction
- Collaborative MHA

Governance Structure

Addressing factors at individual, organizational, and system levels requires broad sector collaboration and involvement. While the Plan is approved by the Councils, it is owned by all. An Advisory Body was formed to develop the Plan and will be expanded to oversee the implementation of the Plan. It will seek to align with the work of the Situation Table and other broader planning tables. It is recommended that specific local tables (Safety and Well-Being) are formed to discuss the detailed work of both Safety and Well-Being. To futureproof the community and in support of the Plan, we recommend the formation of a Youth CSWB table to guide strategies related to youth.



Strategies in Response to Risk

Like in any community, there could be multiple areas that could be addressed through a Plan that focuses on safety and well-being. Through data and consultation, the following areas were identified for inclusion in the CSWB Plan:

Safety Domain

Risk: Personal / Property Safety (real and/or perceived)

Risk: Physical Environment (optimizing community spaces)

Well-Being Domain

Risk: Access to Supports and Services

Risk: Poor Community Connectedness and Social Isolation

Risk: Poor Mental Health and Addiction (MHA)

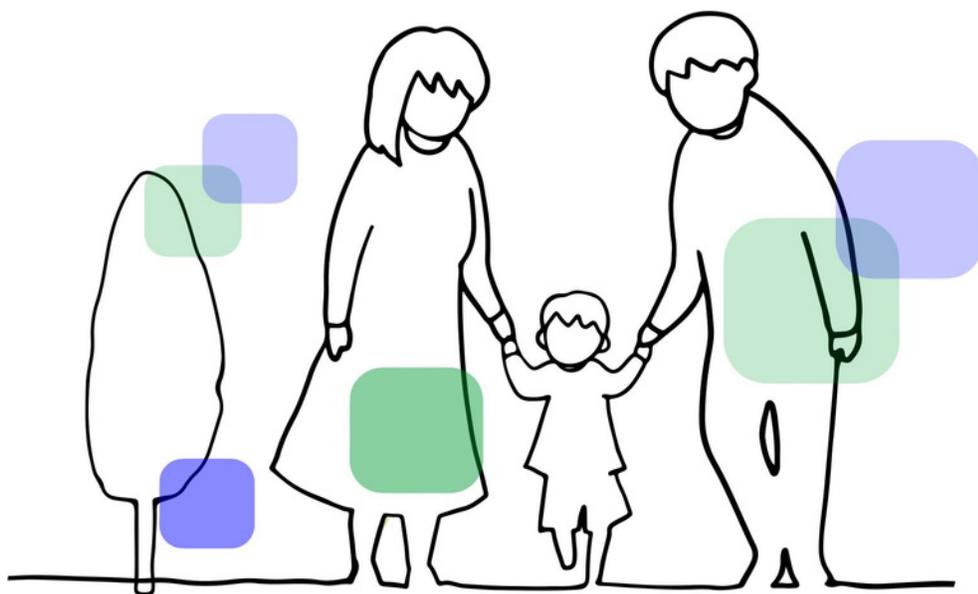
Safety Domain

Risk: Personal / Property Safety (real and/or perceived)

What we are referring to:

Risk to personal safety (real or perceived) is anything that could threaten the personal well-being and safety of residents in the community. Risk to property and or possessions could involve a resident's house, vehicle, or personal belongings.

"Increase foot patrol of OPP auxiliary units in the downtown core... public education regarding volunteer firefighters...encouraging the public to be aware of the non-emergency line for use when you see anything suspicious...public training or information on Naloxone kit use." - Resident



Safety Domain

Risk: Personal / Property Safety (real and/or perceived)

<p style="text-align: center;">Risk factors include but are not limited to:</p>	<p style="text-align: center;">Protective factors include but are not limited to:</p>
<ul style="list-style-type: none"> • Location (eg. areas with a known higher crime rate, questionable areas *perception) • Physical environment (eg. places with poor lighting, routes that are not visible to others) • Personal behaviour: certain risky lifestyle behaviours • Mental and physical condition: poor mental health, cognitive impairment, physical limitations, or disabilities • Relationship dynamics: some relationships can pose a heightened personal safety risk (e.g. domestic violence) • Social status: individuals who are perceived as vulnerable may be targeted by others • Environment: Natural disasters, weather events, and other environmental factors can impact personal safety risk 	<ul style="list-style-type: none"> • Preparedness: being prepared for potential threats or emergencies (e.g. having a plan in place, self-defence, emergency supplies on hand) • Awareness and education: aware of surroundings and potential risks, know where and how to access help • Access to resources: personal or property safety devices • Empowerment: empowering people to take control of their safety and promote personal safety • Positive relationships: healthy relationships with others

Safety Domain

Risk: Personal / Property Safety (real and/or perceived)

Why this is important:

Whether real or perceived, personal safety is a foundational element of residents enjoying a better quality of life and feeling more in control of their environment. Unfortunately, the threat of other safety risks, such as risk to property, can make residents feel generally 'unsafe' in their environment.

Safety is important for a variety of reasons. Being aware of potential dangers (related to personal or property) and taking steps to avoid them is one way to reduce the risk of harm. We are living in challenging times which may impact some people more negatively than others and may lead to increased criminal activity.

Safety measures can help prevent criminal acts such as theft, assault or harassment. In addition, knowing what steps can be taken to stay safe can increase confidence, positively affecting other areas of life, such as relationships and social interactions.

Understanding the real risks in the community versus what a perceived risk might be important so that residents can educate themselves and respond with confidence.

What did we learn about safety (personal and property) and the perception of safety:

- Of those residents surveyed, an estimated 40% felt some level of dissatisfaction with their level of safety in their community.
- Police data reveals a nominal increase in property crimes, specifically theft under \$5000, stolen goods, fraud, and mischief.
- Some residents are concerned (perception) about the community's proximity to detention centres.

What we will focus on:

Improve Perceptions of Personal Safety: Traditional and non-traditional ways to offer pathways to safety to increase the perception of safety and confidence of safety.

Safety Domain

Risk: Personal / Property Safety (real and/or perceived)

What we will do about it:

1. Co-branded (OPP and 211) fraud campaign (specific to seniors)
2. Education and awareness on:
 - pathways to personal safety for community and resident groups
3. Establish agreed-upon community safety metrics that will be refreshed annually and used to guide education, planning, and action.

How we will know if our work has made a difference:

Outcomes/results of the Work	Performance Measures
More residents feel equipped with practical strategies to protect their personal safety and the safety of their property/possessions	# of participants (post-education session survey) reporting an improved sense of confidence in safe practices
Residents sense a stronger police presence	Community Safety Metrics: an indicator(s) reflecting resident perceptions of safety (including free text comments)
The community will have an accurate baseline and ongoing data to bring awareness to real threats (vs perceived)	# of indicators identified and refreshed at regular intervals

Who will champion this work:

- Safety Local Table

Safety Domain

Risk: Physical Environment (optimizing community spaces)

What we are referring to:

Risks in the physical and organizational structures/setup, infrastructure (e.g. buildings, roads, sidewalks, lighting, other) and spaces found in the community.

"Improved lighting in locations where people tend to visit, shop, enhanced signage letting people know where facilities, services are available. Reprogram the traffic signals in all intersections to allow for advanced or delayed turning for smoother traffic flow and to reduce traffic backlogs during heavy traffic periods" - Resident



Safety Domain

Risk: Physical Environment (optimizing community spaces)

Risk factors include but are not limited to:	Protective factors include but are not limited to:
Poverty – residents lacking financial resources to afford or maintain living in physically healthy and safe environments	Standards for occupancy (living spaces and employment spaces)
Inadequate lighting in public spaces	Adequate lighting
Conflicts between automobile and foot traffic	Thoughtful planning and design of automobile traffic and foot traffic
Aging infrastructure	Updates to aging infrastructure
Competing political priorities – if governments don't prioritize infrastructure and environmental improvement	Prioritization to invest in infrastructure and environmental improvement

Safety Domain

Risk: Physical Environment (optimizing community spaces)

Why this is important:

The Town of Greater Napanee and Loyalist Township are projected to continue to see population growth over the coming years. For a community to feel welcoming and safe, there are infrastructure and physical environment factors to continually assess and plan for.

An optimized physical environment and infrastructure can ensure that public spaces, buildings, and transportation are accessible to everyone. This can improve the quality of life for everyone in the community, regardless of their abilities.

Physical environment and infrastructure could include public spaces, buildings, transportation, sidewalks and lighting, to name a few.

A safe and inclusive environment with optimized infrastructure supports local economic development by attracting business and tourism to the community.

What did we learn about optimizing the physical environment, infrastructure, and spaces:

- Certain community infrastructure (e.g. the community pool) plays an important role in recreation and community connection
- There is a need for better separation between car traffic, pedestrian, and bikes
- It is important to create and maintain an accessible environment (e.g. physical accessibility, inclusive design, social inclusion, information accessibility)
- Some residents report concerns with frequently travelled areas that they feel are not adequately lit and/or lacking sidewalks or safe spaces to walk
- More safe spaces and opportunities for LGBTQ2S+ and youth are needed
- There are not a lot of indoor venues that would hold (host) larger community events

Safety Domain

Risk: Physical Environment (optimizing community spaces)

What we will focus on:

Optimize community spaces: Creative approaches and solutions that support and promote personal safety and enjoyment

What we will do about it:

- Increase traffic calming interventions
- Enhance planning for accessible physical environments, both indoors and outdoors
- Active transportation planning
- Establish, support, and promote safe and inclusive spaces in the Town of Greater Napanee and Loyalist Township

How we will know if our work has made a difference:

Outcomes/results of the Work	Performance Measures
Reduction in traffic and pedestrian accidents or near misses	Decline in traffic accidents or near misses
More safe and inclusive spaces	Increase in safe and inclusive spaces
More accessible spaces	Changes to accessibility audit

Who will champion this work:

- Municipal partners
- Advisory Body (relevant members)

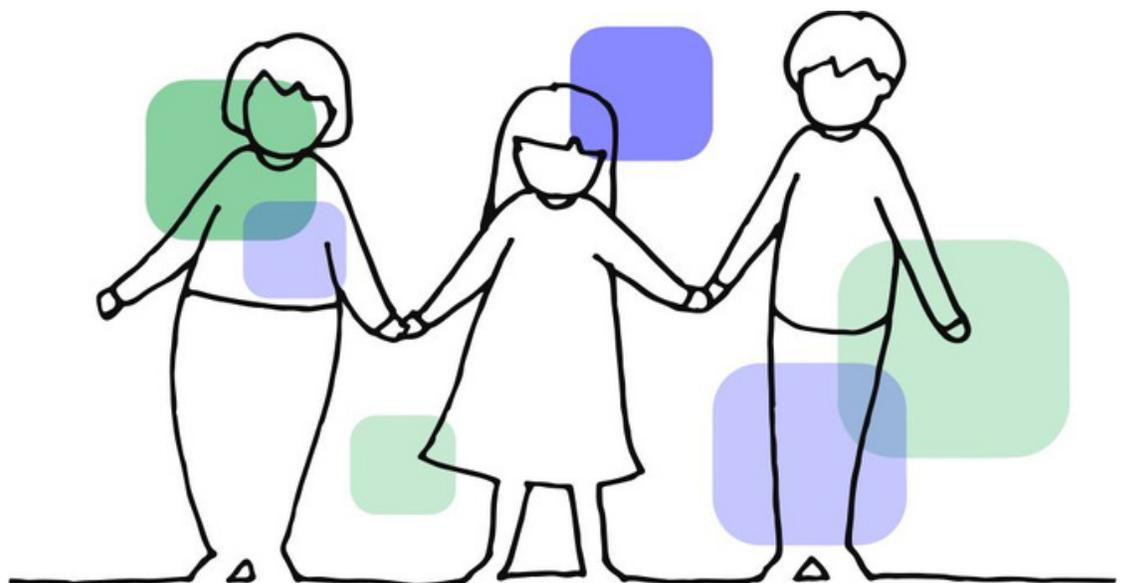
Well-Being Domain

Risk: Access to Supports and Services

What we are referring to:

There is risk related to the fact that not all residents have the same ability to access necessary services and supports due to various obstacles, limitations, or inequities.

"Our pharmacy is great but closed on weekends. We have to be vigilant on medication totals so as to not run out on a weekend. Also, no doctors in the area, no after-hour clinics that are open for everyone not just those who have doctors in Amherstview. A lot of us don't and haven't seen a doctor in years." - Resident



Well-Being Domain

Risk: Access to Supports and Services

Risk factors include but are not limited to:	Protective factors include but are not limited to:
<ul style="list-style-type: none">• Poor literacy• Poor digital literacy• Lack of access to technology• Sensory deficits• Marginalized groups• Language barriers• Transportation barriers• Socio-economic factors• Lack of knowledge of services• Stereotyping and prejudice	<ul style="list-style-type: none">• Literacy• Digital literacy• Access to technology• Mobility• Transportation• Income• Language• Knowledge of services• Four domains of 'access' = availability, accommodation, accessibility (incl. affordability), and acceptability of service

Well-Being Domain

Risk: Access to Supports and Services

Why this is important:

Access to services and support is important because it can significantly impact a person's quality of life, health, and overall well-being. Services and supports include healthcare, education, housing, employment assistance, social services, and more.

For example, access to healthcare services can help prevent and treat illnesses, leading to better physical and mental health outcomes. Access to education can provide individuals with the knowledge and skills needed to improve their employment prospects and overall economic well-being. Finally, access to social services can support individuals and families struggling with issues such as homelessness, domestic violence, or substance abuse.

Individuals may struggle to meet their basic needs without access to these services and supports. As a result, residents may be at increased risk of experiencing adverse outcomes such as poverty, poor health, and social isolation. Therefore, ensuring that people have access to the services and support they need is an important aspect of promoting equity, social justice, and overall well-being in society.

Access to services should consider more specific dimensions that help describe and determine if a resident truly has access to a service or support. These are availability, accessibility (this can include affordability), accommodation and acceptability of the service (Penchansky & Thomas, 1981).

Well-Being Domain

Risk: Access to Supports and Services

What did we learn about access to support and services:

- Despite having some access to health / mental health services in the local community (Town of Greater Napanee), residents of Greater Napanee and Loyalist Township often need to seek services in neighbouring communities (e.g. Kingston)
- Residents of Amherst Island are concerned that basic emergency/medical services are not currently readily available, as access to the island is by ferry
- Residents are self-organizing and championing efforts to secure local access to supports and services (e.g. primary care outreach)
- Some service providers have seen expanded roles since COVID-19 (e.g. paramedicine)
- There is a growing number of residents that are not rostered to a primary care provider, and there are no local walk-in clinics (The closest one is in Kingston)
- Some of the services located in the community went virtual during COVID-19 and have not re-opened. Some have opted to no longer have a satellite location in the community
- Residents and service providers alike have concern(s) over current access to supports and services related to the needs of Youth in more rural areas
- The downtown core of Napanee could accommodate more services
- Transportation is a barrier for some residents
- New and creative ways are needed to connect the residents to the support and services

What we will focus on:

Improve Local Access: Bring access closer to home through local solutions to services and supports.

Well-Being Domain

Risk: Access to Supports and Services

What we will do about it:

- Form strategic partnerships that will facilitate more services offered in the community (e.g. through satellite locations, mobile outreach, community partner support, and other)
- Co-locate services (where possible)
- Increase the community's knowledge of supports and services available
- Work towards a better alignment between primary care needs and available resources

How we will know if our work has made a difference:

Outcomes/results of the Work	Performance Measures
More services and supports are offered locally (in Greater Napanee / Loyalist)	# of new services # of residents supported Types of services offered
Partners are better connected on community development strategies	# of new partnerships

Who will champion this work:

- Well-Being Local Table

Well-Being Domain

Risk: Poor Community Connectedness and Social Isolation

What we are referring to:

There is a risk that poor connection to the community may result in residents not feeling a sense of belonging or feeling socially isolated or alone.

"As we just moved, we are working on finding a sense of community and belonging." - Resident



Well-Being Domain

Risk: Poor Community Connectedness and Social Isolation

Risk factors include but are not limited to:	Protective factors include but are not limited to:
<ul style="list-style-type: none">• New to a community• Few or no friends or family• Life transition (e.g. divorce, immigration, widowed, other)• Limited / no access to transportation• Living alone• Limited / no access to technology• Location (rural)• Poor connection to culture• Disability/mobility issues• Health / mental health issues• Low/unstable income	<ul style="list-style-type: none">• Good health / mental health• Higher-income/education levels• Connection to friends/family• Residing in a neighbourhood where you feel safe• Ability to participate in opportunities• Good social capital• Cultural connection

Well-Being Domain

Risk: Poor Community Connectedness and Social Isolation

Why this is important:

Social connection is important for a variety of reasons. Social connection can improve mental health by reducing feelings of loneliness, depression, and anxiety and can also have a positive impact on physical health (Seppala et al., 2013).

Social connections provide a basis for a support system for residents in times of personal or community crisis. They can also give residents a sense of belonging and purpose which is important for overall well-being.

Feeling connected to others can help residents feel that they are a valued part of a larger community. Being part of the broader community gives residents opportunities to experience new things, gain new perspectives, learn from one another, and get feedback on their ideas and actions.

Not being isolated and having opportunities to connect with others in their community is a positive factor in staying safe and well.

Well-Being Domain

Risk: Poor Community Connectedness and Social Isolation

What we learned about community connection and the risk of social isolation:

- There are various opportunities to connect but are limited by the 'type' of social opportunity (e.g. lots of opportunities related to baseball and hockey)
- Impact COVID-19 has had on the community (e.g.. Loss of community gatherings, slow re-openings)
- Residents are finding support in informal channels (e.g. resident-led Facebook Groups that organizations may or may not tap into)
- Our communities are expanding with industry, employment, and residential
- Residents expressed interest in being connected and supportive of each other
- 74% of residents of the Town of Greater Napanee live in single detached houses. 78% of residents of Loyalist Township live in single detached houses.
- 41% of families live with children in the Town of Greater Napanee. 44% of families live with children in Loyalist Township
- 43% of Town of Greater Napanee workers commuted outside of the County and Town to work. 77% of Loyalist Township workers commuted outside of the County and Town for work.

What we will focus on:

Strength-based approaches to growing our community through:

1. Focusing on life in the community (e.g. maintaining small-town values, way to support community connection, growth in employment opportunities).
2. Recognizing the shifting demographics (e.g. Seniors, Youth, new to the area) with a focus on social inclusion, connectedness, and belonging.

Well-Being Domain

Risk: Poor Community Connectedness and Social Isolation

What we will do about it:

- Support given to residents that are working to mobilize grass-roots efforts related to social connectedness, social inclusion, and small-town values
- Prioritize and honour Indigenous engagement opportunities
- Develop a focused approach around shifting demographics (Focus: newcomers, new to the area, youth, LGBTQ2+, and seniors)

How we will know if our work has made a difference:

Outcomes/results of the Work	Performance Measures
Increased number and type of resident groups or opportunities within each community	# of resident groups # of events Type of events with target audience data # of resident-led initiatives
Local history of Indigenous People is known and valued	Local Indigenous engagement Land Acknowledgment is developed
All residents feel safe, welcome, and enjoy a sense of belonging to their community	Survey metrics Program/event feedback

Who will champion this work:

- Advisory Body, supported by:
 - Well-Being Local Table
 - Youth Local Table
 - Local Resident Groups

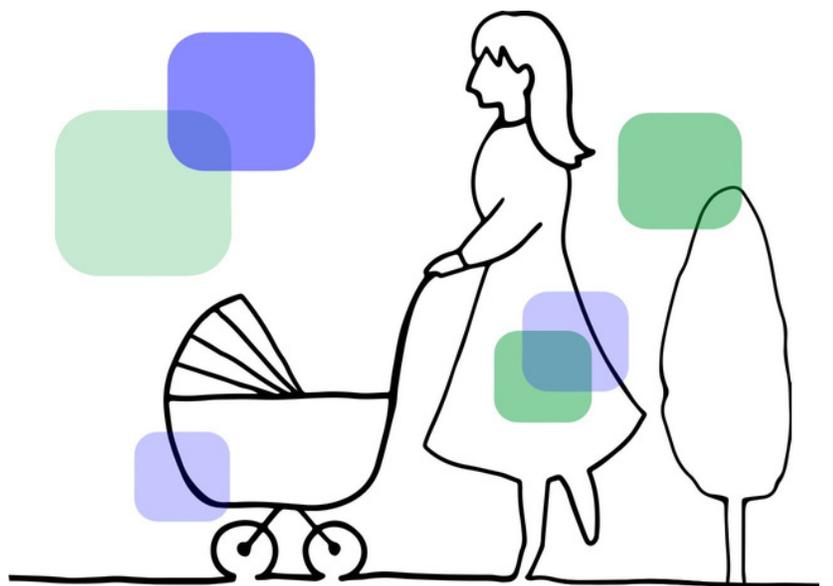
Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)

What we are referring to:

There is evidence that residents in our community are increasingly experiencing poorer levels of mental well-being, and some may also be struggling with issues related to substance misuse and/or addiction. Often, those that struggle with their mental well-being (mental health) also struggle with addiction.

"More mental health services are needed, and access needs to be provided fo rural people." - Resident



Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)

Risk factors include but are not limited to:	Protective factors include but are not limited to:
<ul style="list-style-type: none">• Having a family member with a history of mental health or substance use concerns• Genetic factors• Adverse life event(s)• Abuse (emotional, physical, sexual) Neighbourhood poverty and or violence• Racism Discrimination Social isolation (loneliness)• Consequences of stigma	<ul style="list-style-type: none">• Parental involvement• Healthy lifestyle• Access to education / employment / steady income• Access to faith-based resources• Social connectedness• Strong attachment to family, school• Reduction in stigma

Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)

Why this is important:

Reducing the risks related to poor mental health and addiction (MHA) is important because they affect and can significantly impact the quality of life, relationships, and overall well-being of people in our community.

The World Health Organization defines mental health as a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community (World Health Organization, 2022).

The World Health Organization has identified mental health as one of the officially acknowledged world public health issues for the past two decades. It offers data to demonstrate that one-quarter to one-third of the world's population experience mental states that meet the criteria for psychiatric disorders (World Health Organization, 2023).

Addiction is a complex process where problematic patterns of substance use or behaviours can interfere with a person's life. Addiction can be broadly defined as a condition that leads to a compulsive engagement with a stimuli, despite adverse consequences (Canadian Mental Health Association, 2023).

Both mental health disorders and addiction can impact every aspect of a person's life, including physical health, social life, work, or academic performance. Poor mental health and addiction can also lead to feelings of isolation, hopelessness, and even suicide.

Furthermore, mental health disorders and addiction are often interrelated, with individuals who struggle with one being more likely to struggle with the other. Therefore, addressing both mental health and addiction is essential for a person's overall health and well-being and ability to lead a fulfilling life.

Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)

What did we learn about Mental Health and Addiction:

- There are many creative and willing partners and service providers
- School staff are reporting more substance use and mental health concerns
- There can be a mindset (e.g. judgments, perceptions) around people who struggle with mental health concerns or substance use
- KFL&A emergency department visit rates due to mental health were higher for those living in the most materially deprived areas and areas of the highest ethnic concentration
- KFL&A females had a lower rate of very good/excellent perceived mental health than males
- KFL&A rate of very good/excellent perceived mental health decreased with age
- KFL&A has a higher than the provincial average % of immigrant health and mental health conditions

What we will focus on:

Local planning that improves:

1. Knowledge and awareness of the impacts of MHA across the lifespan
2. Influence: Strategic representation and participation in networked, County, regional, and local planning tables dedicated to addressing MHA

Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)

What we will do about it:

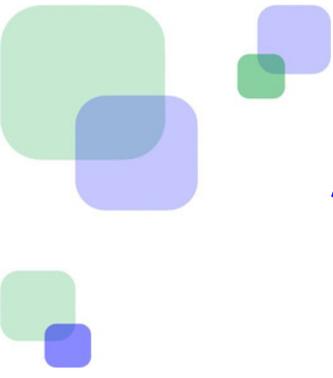
- Develop a local MHA plan that aligns with the broader regional plans and strategies
- Focus on vulnerable residents and youth as priority populations
- Address substance use (e.g. Educational Cannabis Campaign)

How we will know if our work has made a difference:

Outcomes/results of the Work	Performance Measures
Reduction in substance abuse	TBD based on available data Local Cannabis Education Campaign metrics
Local residents' mental health needs are better met and reflected in local and broader MHA strategies	Increased access to data indicators that reflect needs and that needs are met
A positive shift in youth mental health through early intervention(s)	A positive shift in data that reflect early intervention approaches

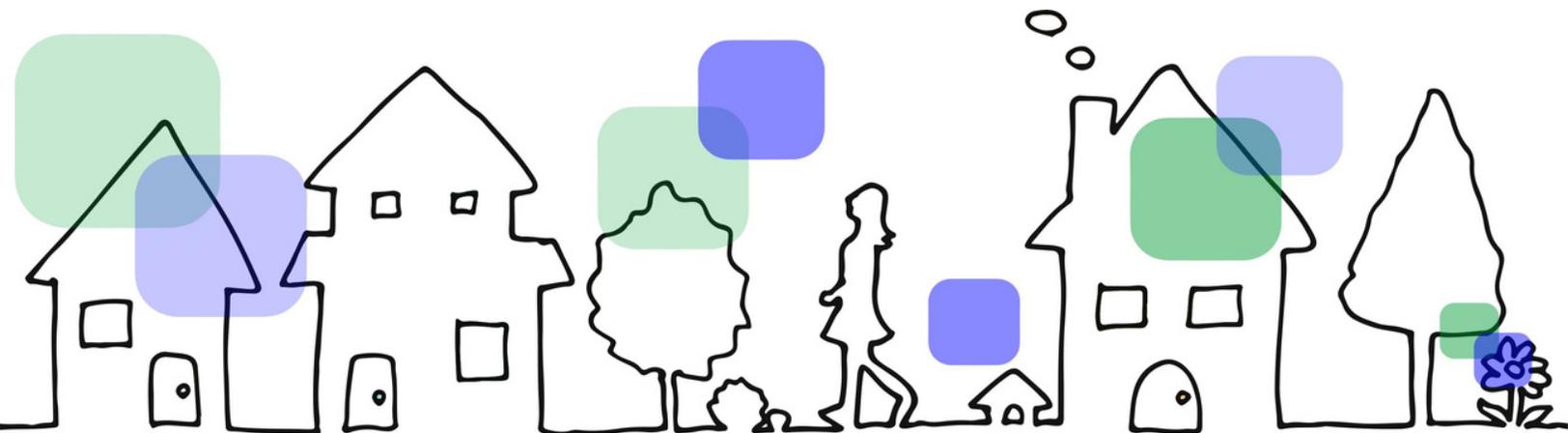
Who will champion this work:

- Well-Being Local Table, supported by:
 - Youth Local Table



Additional Recommendations

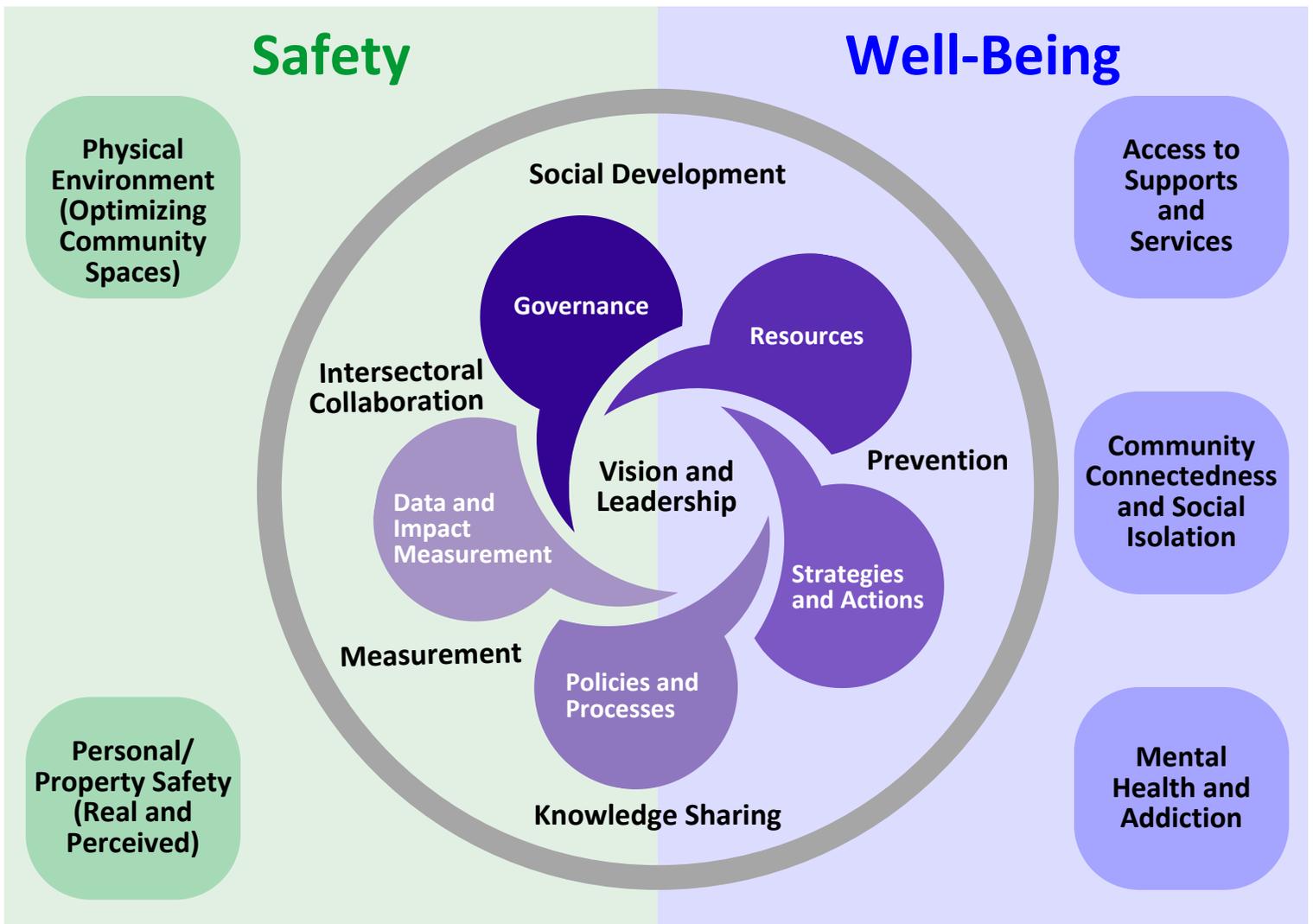
- Greater Napanee and Loyalist Township adopt a three-year Plan to come into alignment with communities that published Plans in 2021
- Broaden Advisory Body (see Appendix A) and create Local Tables (Youth, Safety Well-Being)
- Establish a formal process for disseminating new knowledge and evidence to enhance collaboration and partnerships, ultimately leading to a more significant impact.
 - Those metrics could form a community scorecard where the data can be pulled at the regional or sub-regional level. The community scorecard and indicator framework will help us measure the impact of CSWB efforts.

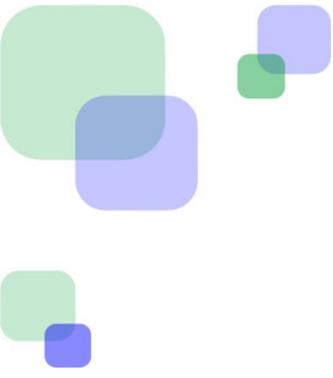


Moving Forward: Implementation

To address the five areas of risk, there needs to be a defined roadmap for moving forward. The following implementation framework identifies key elements that will be needed as you move through implementation.

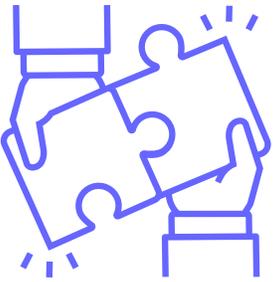
The strategies and actions will evolve and shift as the Plan moves forward. Both policies and processes will need to be developed to support the Plan. Data and performance measures will need to be identified to create momentum and lasting impact. Governance to keep the Plan on track and support decision-making, and resources in the form of time and human resources to coordinate efforts.



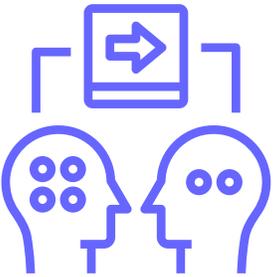


Moving Forward: Implementation (continued)

The proposed implementation plan is a starting point in your planning. When implementing the strategies, the partners should focus on the priorities identified in the CSWB Framework, specifically:



collaborating when and where possible,



sharing information and transferring knowledge, and



measuring and evaluating the impact of the interventions.

We recognize that there are many variables that influence and shape the safety and well-being in the community and that as things shift and change, this Plan may need to be modified to reflect emerging needs.

Implementation Plan – Three Years

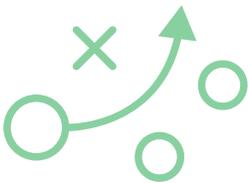
Safety Domain

Risk: Personal / Property Safety (real and/or perceived)



Strategic Initiative

Co-Branding (OPP and 211) fraud campaign (specific to seniors).



Expected Outcomes

More residents feel equipped regarding personal safety and the safety of their property/possessions.

Residents sense a stronger police presence.

Year 1 Action

Planning around co-branding campaign

Year 2 Action

Launch of campaign

Year 3 Action

Impact measurement

Implementation Plan – Three Years

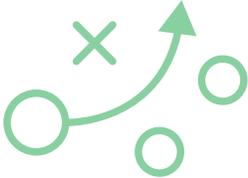
Safety Domain

Risk: Personal / Property Safety (real and/or perceived)



Strategic Initiative

Education and awareness on pathways to personal safety for community resident groups.



Expected Outcomes

More residents feel equipped regarding personal safety and the safety of their property/possessions.

Year 1 Action

OPP and community partners will define / map pathways to:

- Personal safety
- Property safety

Year 2 Action

Education for residents on pathways to safety

Baseline measurement

Year 3 Action

Increase awareness of pathways to safety

Measurement

Implementation Plan – Three Years

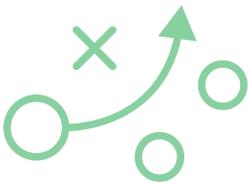
Safety Domain

Risk: Personal / Property Safety (real and/or perceived)



Strategic Initiative

Establish agreed-upon community safety metrics that will be refreshed annually and used to guide education, planning, and action



Expected Outcomes

The community will have an accurate baseline and ongoing data to bring awareness to real threats (vs perceived)

Year 1 Action

Establish data team

Develop metrics

Year 2 Action

Refresh and modify

Year 3 Action

Refresh and modify

Implementation Plan – Three Years

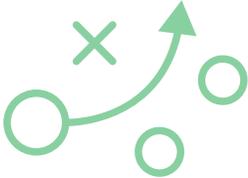
Safety Domain

Risk: Physical Environment (optimizing community spaces)



Strategic Initiative

Increase traffic calming interventions



Expected Outcomes

Reduction in traffic and pedestrian accidents or near misses

Year 1 Action

Review traffic data
Identify key locations

Year 2 Action

Identify actions that can
be implemented

Implement actions as
appropriate

Year 3 Action

Refresh data and
evaluate after a set
period

Implementation Plan – Three Years

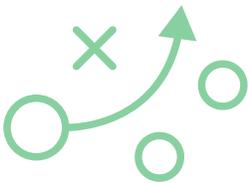
Safety Domain

Risk: Physical Environment (optimizing community spaces)



Strategic Initiative

Enhance planning for accessible physical environments, both indoors and outdoors



Expected Outcomes

More accessible spaces (indoors / outdoors)

Year 1 Action

Audit infrastructure for inclusive and accessible needs

Work / consult with residents and others to identify perceived high-needs areas for lighting and sidewalks.

Year 2 Action

Development of Plan (post-audit and community consultation around perceived high-needs areas)

Implementation of actions stemming from audit and consultation

Year 3 Action

Measurement and evaluation of implementation efforts

Ongoing assessment and identification of new locations and needs

Implementation Plan – Three Years

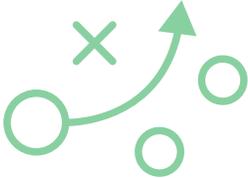
Safety Domain

Risk: Physical Environment (optimizing community spaces)



Strategic Initiative

Active transportation planning



Expected Outcomes

Reduction in traffic and pedestrian accidents or near misses

Year 1 Action

Active Transportation
strategy development
activities

Year 2 Action

Implementation of
initial activities

Year 3 Action

Implementation
continues

Evaluate progress
to-date

Implementation Plan – Three Years

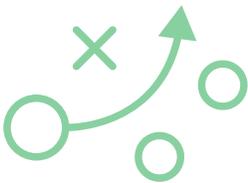
Safety Domain

Risk: Physical Environment (optimizing community spaces)



Strategic Initiative

Establish, support, and promote safe and inclusive spaces in the Town of Greater Napanee and Loyalist Township



Expected Outcomes

Residents feel safe and welcomed in spaces throughout the municipality

Year 1 Action

Consult with key populations who may have safety and inclusion concerns and identify key spaces

Connect with subject matter experts (people with lived experience and those who design spaces) re: safe space design

Year 2 Action

Develop strategies to support and promote safe and inclusive spaces

Year 3 Action

Measurement

Implementation Plan – Three Years

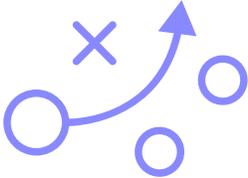
Well-Being Domain

Risk: Access to Supports and Services



Strategic Initiative

Form strategic partnerships that will facilitate more services offered in the community



Expected Outcomes

Residents are able to access more services locally (in Greater Napanee/Loyalist)

Year 1 Action

Map current services delivered locally.

Identification of gaps and emerging needs

Year 2 Action

Actively seek partners /partnership agreements for additional locally delivered services

Identify indicators for emerging needs

Year 3 Action

Expand and add to partnerships

Implementation Plan – Three Years

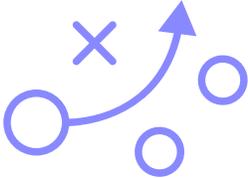
Well-Being Domain

Risk: Access to Supports and Services



Strategic Initiative

Co-location of services (locally offered)



Expected Outcomes

Residents can be connected to and access services and supports more efficiently

Year 1 Action

Map current service partner locations

Inventory municipal and community assets (locations that could accommodate co-location)

Identification of gaps and emerging needs

Year 2 Action

Discussion of potential co-location partners / arrangements / logistics / timelines

Year 3 Action

Implement as appropriate

Implementation Plan – Three Years

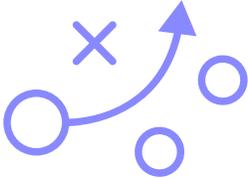
Well-Being Domain

Risk: Access to Supports and Services



Strategic Initiative

Increase the community's knowledge of supports and services available



Expected Outcomes

The community knows how and where to access support and services

Year 1 Action

Work with 211 to increase the accuracy of community partner listings in the 211 database

Year 2 Action

Increase listings
Baseline usage

Year 3 Action

Increase listings and usage of service

Implementation Plan – Three Years

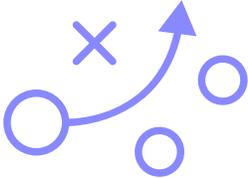
Well-Being Domain

Risk: Access to Supports and Services



Strategic Initiative

Work towards a better alignment between primary care needs and available resources



Expected Outcomes

Resident primary care needs are met locally

Year 1 Action

Align with broader tables addressing this need (e.g. Ontario Health Teams *OHTs)

Year 2 Action

Ongoing support for recruitment strategy

Year 3 Action

Ongoing support for recruitment strategy

Implementation Plan – Three Years

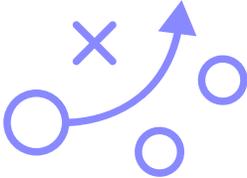
Well-Being Domain

Risk: Community Connectedness and Social Isolation



Strategic Initiative

Support is given to residents that are working to mobilize grass root efforts related to social connectedness, social inclusion, small-town values



Expected Outcomes

Residents feel welcomed and connected

Year 1 Action

Identify and engage key resident groups

Year 2 Action

Identify a clear path for residents that are seeking community/municipal support

Year 3 Action

Re-evaluate / re-fresh identification of key resident groups

Implementation Plan – Three Years

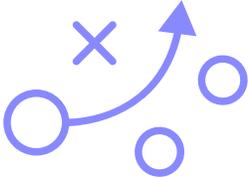
Well-Being Domain

Risk: Community Connectedness and Social Isolation



Strategic Initiative

Prioritize and honour Indigenous engagement opportunities



Expected Outcomes

Local history of Indigenous People is known and valued

Year 1 Action

Initiate local engagement of key community members, inclusive of Indigenous partners

Year 2 Action

Develop a plan to address key actions
Collaboratively develop a Land Acknowledgement (Greater Napanee)

Year 3 Action

Build key events and educational opportunities

Implementation Plan – Three Years

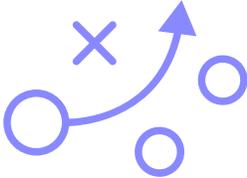
Well-Being Domain

Risk: Community Connectedness and Social Isolation



Strategic Initiative

Develop a focused approach around shifting demographics
(Focus: newcomers, new to the area, youth, LGBTQ2S+, seniors)



Expected Outcomes

All residents feel safe and welcome, and they have a sense of belonging to their community

Year 1 Action

Build a data-based profile of the community now and 3 years from now

Year 2 Action

Build actions based on key populations

Year 3 Action

Enhance actions

Implementation Plan – Three Years

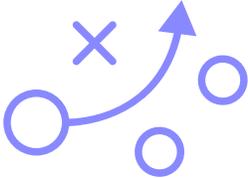
Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)



Strategic Initiative

Develop a local MHA plan that aligns with the broader regional plans and strategies



Expected Outcomes

Local residents' mental health needs are better met and reflected in local and broader strategies

Year 1 Action

Review current local and provincial plans

Identify key representatives who can advocate and represent the interests of Greater Napanee and Loyalist residents to sit at broader MHA planning tables

Year 2 Action

Identify gaps and key needs and develop actions

Year 3 Action

Identify shifts and emerging needs

Implementation Plan – Three Years

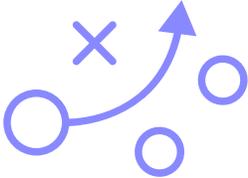
Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)



Strategic Initiative

Focus on Youth as a priority population



Expected Outcomes

Improved mental health through early intervention

Year 1 Action

Form a CSWB Youth-led
Local Table

Identify key issues
through CSWB Youth-
led Local Table

Year 2 Action

Development of an
action plan with key
metrics

Year 3 Action

Re-assess based on the
impact

Implementation Plan – Three Years

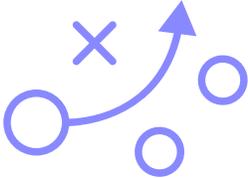
Well-Being Domain

Risk: Poor Mental Health and Addiction (MHA)



Strategic Initiative

Address substance use (e.g., Education Cannabis Campaign)



Expected Outcomes

Reduction in substance use

Year 1 Action

Support local Public Health Strategy

Year 2 Action

Support local Public Health Strategy

Year 3 Action

Support local Public Health Strategy



Appendix A - Proposed Advisory Body

Organization

Town of Greater Napanee

Loyalist Township

OPP – Lennox & Addington Detachment

Lennox & Addington Interval House

Lennox and Addington County

Metis Council and other Indigenous Partner(s)

211

Lennox and Addington Paramedicine

Youth Diversion

Family Health Team

Community Health Centre

KFL&A Public Health

Lennox & Addington Seniors Outreach Services

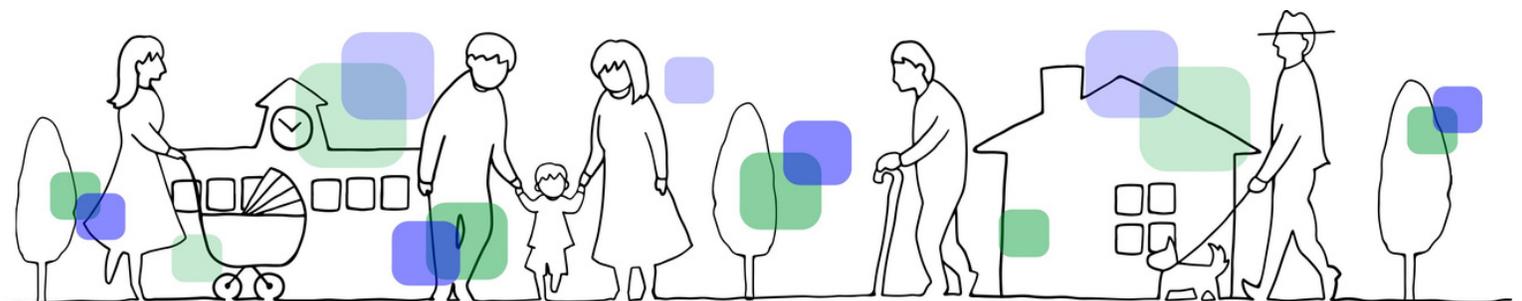
Morningstar Relief Mission

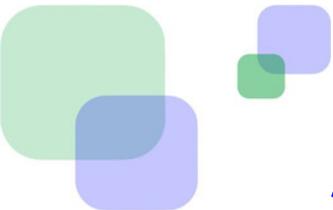
School Board

Economic Development

TBD - EDIRA (Equity Diversity Inclusion Reconciliation Accessibility)
expertise

TBD - Data Analyst Support

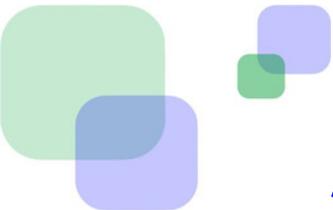




Appendix B - Engagement List



Engagement	Position / Program	Area of Focus
Amherst Island Community Alliance	Resident	
County of Lennox & Addington Library Services	Interim Manager	Community connectedness
KFL& A Public Health	Health Promoter	Health / Mental Health
Legal Aid	Executive Director / Lawyer	Justice
Lennox & Addington Community Paramedicine Program	Superintendent of the Paramedicine Program	Health / Mental Health / Access to Services
Lennox & Addington Interval House	Executive Director	Safety / At-risk women and children
Lennox & Addington Seniors Outreach Services	Executive Director Activity Coordinator	Seniors / Access to Services
Limestone School Board	Associate Superintendent of Schools, Safe Caring Schools	Youth / Education
Loyalist Family Health Team	Executive Director	Health / Mental Health
Loyalist Township	Deputy Fire Chief	Resident / Community
Metis Nation - MNO Highland Waters Métis Council	President	Indigenous Partner
Morningstar Relief Mission	Executive Director	At-risk / vulnerable population(s)
Napanee Community Health Centre	Executive Director	Health / Mental Health
Ontario Provincial Police	Detachment Commander Sgt.	Justice
Prince Edward - Lennox & Addington County Social Services	Director of Social Services	Income / Housing / Childrens' Services
Situation Table	Members	Residents at acutely elevated risk
Survey and Focus Group of Loyalist Township	Residents of Loyalist Township	
Survey and Focus Group of the Town of Greater Napanee	Residents of the Town of Greater Napanee	
Town of Greater Napanee	CAO Assistant to the CAO	Resident / Community
United Way Kingston	President and CEO	Access to Services
Wlilton Community Association	Resident	
Youth Diversion	Executive Director	Youth



Appendix C - Research and Consultation

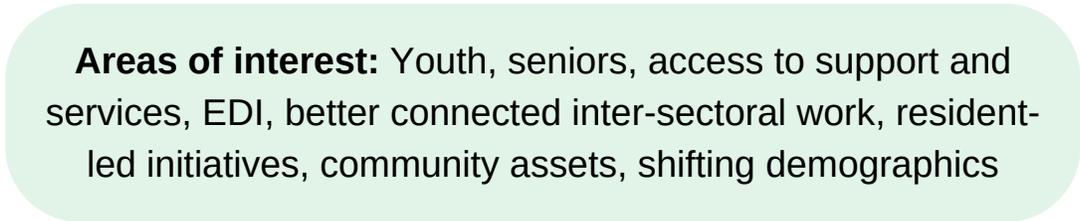
1:1 Consultation Summary Data

15 key informant interviews

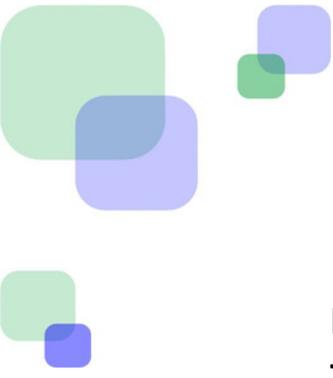


Young people are our future and need to be involved in the Plan.

- Impact COVID-19 has had on community (e.g. loss of community gatherings, slow re-opening(s), isolation)
- Need for 'futureproofing' - engage the youth now (lack of services, social, and recreational programming)
- Haves vs Havenots depending on your location (e.g., transportation, finances, internet access and connectivity)
- Overburdened community, health, and social service sector (e.g., wait times, strained access to primary care)
- Unclear strategy around shifting demographics (e.g., newcomers, gender identity, other)
- Data-driven decision making and/or sharing of data is not readily obvious for all areas of risk
- Residents are filling/looking to fill the gaps in service and supports (e.g., resident-led Facebook Groups that organizations may or may not be tapped into)
- Strong resident groups taking the lead (e.g., purchasing their own defibrillator due to remote location)
- Matrix of work being done (intersections) but they are not necessarily rolled up under clear and inclusive strategy
- Multiple locations to look to for access (e.g., Prince Edward County, Kingston, Belleville) but this is also causing a disconnect between partners and assigned geography
- 'Locations' for events, recreation, groups, etc. is challenging to find and secure



Areas of interest: Youth, seniors, access to support and services, EDI, better connected inter-sectoral work, resident-led initiatives, community assets, shifting demographics

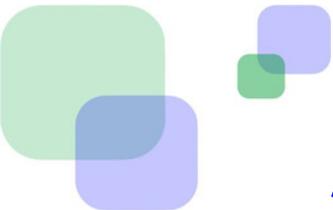


Research and Consultation (continued)

Resident Engagement (Townhalls): Follow up from Survey Town of Greater Napanee - Jan. 11, 2023 / Loyalist – Jan. 12, 2023

- Confirmation of resident satisfaction with their life in their community, belonging to community, and personal safety
- Rankings of importance:
 - Greater Napanee - Environment (questioning), Economics, and Social
 - Loyalist - Safety (questioning), Social, and Health
- Transportation is a limiting factor for health, education, employment, access to services, recreation
- Strong but limited social opportunities (e.g. baseball, hockey)
- Access to services (rural and remote)
- Fairly safe, some concerns about activity along the 401 corridor
- Detention Centre – impact is hard to quantify
- Infrastructure opportunities (lack of sidewalks, lighting in certain areas is poor, need to re-open the pool)
- Limited opportunities for youth
- Potential for social isolation
- Unclear on extent of homeless population (e.g. invisible homeless)
- Need to provide opportunities for meaningful contribution (e.g. employment, volunteering, etc)

Areas of interest: Infrastructure opportunities, personal safety, social inclusion, youth, economics, social supports



Appendix D - Local CSWB Survey



Town of Greater Napanee and Loyalist Township CSWB Plan: Input on Areas of Risk

The Town of Greater Napanee and Loyalist Township are joining together to develop a Community Safety and Well-Being (CSWB) Plan.

Community Safety and Well-being (CSWB) Plans are Provincially mandated under Bill 175, Safer Ontario Act, 2018. Bill 175 requires all municipalities to develop a Community Safety and Well-Being Plan for their local municipality.

The CSWB Plan aspires to build a sustainable community where everyone is safe, has a sense of belonging and opportunities to participate, and where individuals and families can meet their needs for education, health care, food, housing, income, and social and cultural expression.

Local data was gathered and reviewed to help inform areas of risk on which the CSWB Plan will focus. Based on the initial review, we are seeking your input on the following potential areas of focus for the Town of Greater Napanee and Loyalist Township CSWB Plan:

1. Education
2. Safety
3. Economic
4. Social
5. Health
6. Environment

We are looking for your assistance in advising us on what you believe, or have experienced to be, the priorities for your community and any challenges, obstacles, or gaps in addressing the above issues.



Local CSWB Survey (continued)

We welcome your thoughts or ideas on how best to create solutions to the above areas of risk.

NOTE: The residents of The Town of Greater Napanee and Loyalist Township will benefit from the local CSWB planning efforts and, indirectly, from the planning efforts throughout the region around the other areas of risk as there will be opportunities to leverage the collective wisdom and learning.

By participating in this survey, you agree to the collection of your answers and the use of information from your responses to inform community safety and well-being planning. This information will be shared with the consulting firm engaged to help develop the local Plan to support broader community safety and well-being planning. Your personal information will not be attached to your responses; only overall results, without individual identifying information, will be shared in the final Town of Greater Napanee and Loyalist Township CSWB Plan. The CSWB Plan will be made available to the general public and posted on the municipal website(s).

You may exit the survey any time if you change your mind about participation. However, only completed surveys will be counted in the results.

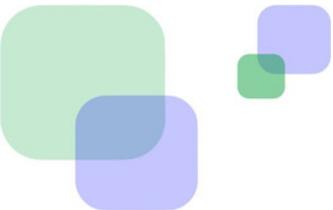
Section One

1. In which location is your primary residence?

- Town of Greater Napanee
- Loyalist Township
- Other (Please specify)

2. In general, how satisfied are you with your life in your community?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied
- OPEN TEXT Comment Option



Local CSWB Survey (continued)

3. How would you describe your feelings of belonging to your local community?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied
- OPEN TEXT Comment Option

4. How would you feel about your personal safety in your community?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied
- OPEN TEXT Comment Option

Section Two

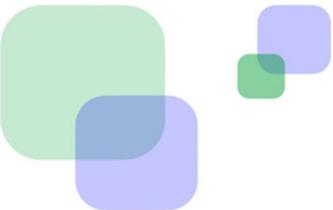
5. We are exploring the following areas for inclusion in the Community Safety and Well-being Plan for the Town of Greater Napanee and Loyalist Township. Please rank them in order from most to least important to your sense of community safety and well-being

- Education: Ability to access post-secondary education
- Safety: Improved safety within the local community
- Economic: Ability to find meaningful employment within a reasonable commuting distance
- Social: Access to available services
- Health: Awareness of health risks and available supports
- Environment: Understanding local environmental risks and available supports

6. Education

What do you believe or have experienced to be any challenges, obstacles, or gaps in people's ability to pursue post-secondary education? (Please select all that apply)

- Lack of available funding or grants
- Access to post-secondary (physical location)
- Other obligations (e.g. family commitments, work, other)
- Lack of understanding of the value of post-secondary education
- Other: (please specify) OPEN TEXT



Local CSWB Survey (continued)



7. Do you have any thoughts, recommendations, or ideas that would advance access to post-secondary education for those in your community?:

- No
- Yes (please specify) - OPEN TEXT

8. Safety

Do you have any thoughts, recommendations, or ideas that would support a safer community?:

- No
- Yes (please specify) - OPEN TEXT

9. Economics

What do you believe or have experienced to be any challenges, obstacles, or gaps in people's ability to secure desirable employment within a reasonable commuting distance? (Please select all that apply)

- Lack of available opportunities (inventory of jobs)
- Lack of opportunities that pay a reasonable wage
- Lack of ability to work virtually or hybrid
- Other: (please specify) OPEN TEXT

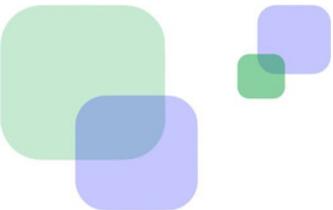
10. Do you have any thoughts, recommendations, or ideas that would increase or improve local employment in your community?:

- No
- Yes (please specify) - OPEN TEXT

11. Social

What do you believe or have experienced to be any challenges, obstacles, or gaps in people's ability to access services? (Please select all that apply)

- Lack of services (please specify below)
- Barriers to access (location, physical, language, other)
- Lack of integration of services
- Poor accommodation (wait times, cost, hours of service, other)
- Other: (please specify) OPEN TEXT



Local CSWB Survey (continued)



12. Do you have any thoughts, recommendations, or ideas that would improve access to service for those in your community?:

- No
- Yes (please specify) - OPEN TEXT

13. Health

What do you believe or have experienced to be any challenges, obstacles, or gaps in people's ability to live a healthy lifestyle (Please select all that apply)

- Lack of income
- Lack of interest
- Lack of access to healthy food
- Lack of awareness of healthy lifestyle habits
- Other: (please specify) OPEN TEXT

14. Do you have any thoughts, recommendations, or ideas that would increase opportunities for people to live a healthy lifestyle in your community?:

- o No
- o Yes (please specify) - OPEN TEXT

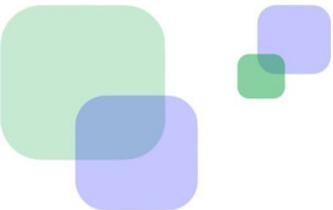
15. Environment

What do you believe or have experienced to be any challenges, obstacles, or gaps in people's understanding of local environmental risks and available supports? (Please select all that apply)

- Lack of awareness of local risks
- Lack of access to supports for local environmental risks
- Lack of interest
- Lack of clarity of pressing local environmental risks
- Other: (please specify) OPEN TEXT

16. Do you have any thoughts, recommendations, or ideas that would improve people's understanding of local environmental risks and access to supports in your community?:

- No
- Yes (please specify) - OPEN TEXT



Local CSWB Survey (continued)

Section Three



18. Do you have any other comments or suggestions that you feel would help make your community a safer and more vibrant place to live?

- No
- Yes (please specify)

19. Do you want to be part of the solution? Enter your email address here if you would like to participate in future Community Safety and Well-Being planning or discussions. NOTE: your email address will be shared with your local municipality:

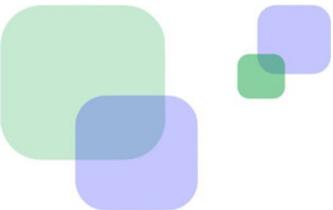
- No, thank you.
- Yes, I would like to participate in future CSWB Planning.
My email address is: (OPEN TEXT)

Section Four

Tell us a bit about yourself.

20. With which gender do you most identify?

- Female
- Male
- Non-binary
- Gender not listed
- Prefer not to answer



Local CSWB Survey (continued)



21. What is your age?

- Under 18 years
- 19-30 years
- 31-55 years
- 56-65 years
- 66-75 years
- Over 76 years

22. Indigenous people from Canada identify as First Nations (Status, Non-Status, or Non-Treaty), Inuit, Metis, Aboriginal, Native or Indian or having Indigenous ancestry.

Do you identify as Indigenous in Canada?

- Yes
- No
- Prefer not to answer

23. What was your total household income before taxes last year? Your best estimate is fine

- Less than \$20,000
- Between \$20-29,000
- Between \$30-49,999
- Between \$50-69,999
- Between \$70-99,999
- \$100,000 or more
- Prefer not to answer

24. What is the highest certificate, diploma, or degree that you have completed or are currently completing?

- Less than a high school diploma
- High School diploma/equivalency certificate
- Trade diploma, College, CEGEP (or non-university/university diplomas below the Bachelor's level)
- University Bachelor's Degree
- University Graduate Degree
- Prefer not to answer



Appendix E - Survey Summary

Survey Data Summary

TOTAL = 209 Surveys completed

(Greater Napanee = 76 surveys / Loyalist Township = 129 / Other = 4)

Town of Greater Napanee

Leading gender respondents identified as: Female

Leading age of respondents: 31 – 55

Note: Responses were received for ALL age categories

Leading household income before tax: Preferred not to answer

Note: Responses were received for all income brackets

Highest level of education: Trade Diploma / College

Loyalist Township

Leading gender respondents identified as: Female

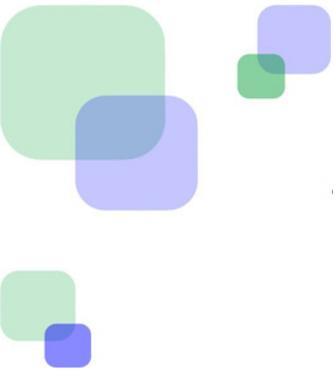
Leading age of respondents: 31 – 55

Note: Responses were received for ALL age categories

Leading household income before tax: : \$100,000 or more

Note: Responses were received for all income brackets

Highest level of education: Bachelor Level



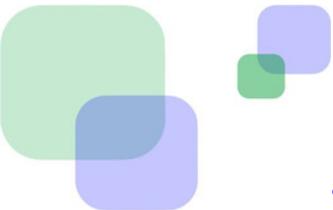
Survey Summary (continued)

TOTAL = 209 Surveys completed

(Greater Napanee = 76 surveys / Loyalist Township = 129 / Other = 4)

- People are generally (very satisfied and satisfied) with their **life in their community**
- People are generally satisfied (satisfied and neither satisfied or dissatisfied) with their **sense of belonging**
- People are generally satisfied (mixed response) **personal safety**
- **Rankings of importance**
 - Greater Napanee: Environment, Education, and Social
 - Loyalist: Safety, Social, and Health
- **Environment** – Lack of awareness of local risk / lack of interest in environmental issues
- **Education** – Lack of access to post-secondary / inability to afford post-secondary/ Child-care for mature students
- **Social (Access)** - Poor accommodation (e.g. wait times, service options) / Access (location, affordability)
- **Health** – Lack of income to make better choice (food, health care)
- **Safety** – Increased patrol by Police, improvements to infrastructure (e.g. lighting, sidewalks, signage), address drug use, resident engagement and co-design of local initiatives

Areas of interest: Environment, Education, Safety, Social, Health (including mental health and addiction)



Survey Summary (continued)



**Survey quotes related to top areas of risk:
Social (Access), Safety, Environment, Education, Health
(incl. Mental Health and Addiction)**

"Possibly satellite offices for services."

"Improve transportation links."

"Increased awareness of pathways to education."

"Better separation from car traffic for pedestrians and bikes."

"Transition to low carbon communities...encourage our towns to become 20 minute communities".

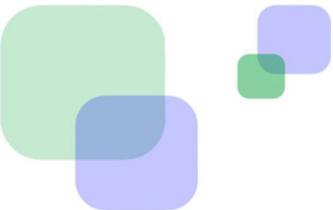
"Community safety projects involving residents."

"Virtual and in person environmental events during the summer in outdoor spaces geared at families and communities ."

"Better transportation links to post- secondary schools."

"Community organized outdoor activities...without driving 30 mins to get there."

Education on how to prepare healthy meals on a budget...grants for low- income families to purchase healthy foods



Appendix F -Theoretical Influences

Throughout this planning process, it was important to keep in mind some of the underlying theories that guided both the process and the Plan recommendations.

Place Based Innovation

Robin Hambleton (2014), in his book *Leading the Inclusive City: Place-Based Innovation for a Bounded Planet* argued that imaginative place-based leadership can enable citizens to shape the urban future following progressive values – advancing social justice, promoting care for the environment and bolstering community empowerment. It is believed that innovation and community development need to be localized and customized for the residents that live there.

Social Determinants of Health

Braveman (2003, p. 181) defined health equity as when all people have "the opportunity to 'attain their full health potential,' and no one is 'disadvantaged from achieving this potential because of their social position or other socially determined circumstance.'"

A person's health is broadly influenced by five categorical factors known as the determinants of health. They are genetics, environmental and physical influences, behaviour, medical care and social factors.

These 'social factors' are often called social determinants, including economic and social conditions that influence health (Marmot & Wilkinson, 2006).

Recent approaches to population health have expanded the thinking to include broader determinants of health as part of a more comprehensive look at improving not only health but also inequalities and other factors.

Lived Experience

Engaging people with lived experience helps researchers and others understand human experiences, meaningful human interaction, choices, and options for developing new approaches. Wilhelm Dilthey determined that human science is based on lived experiences, which makes them fundamentally different from the natural sciences, which is based on the study of the physical world, which consists of objects and organisms unaware of their own existence (Makkreel, 2015).





Theoretical Influences (continued)

Social Analysis Theory (micro, meso, macro)

Social analysis can take place at the individual (micro), organization or group (meso), or larger community or government level (macro). The levels influence each other. While much attention is often paid to the micro and macro levels, it has been argued that the meso level can be seen as a bridge between the other two levels (Serpa & Ferreira, 2019)

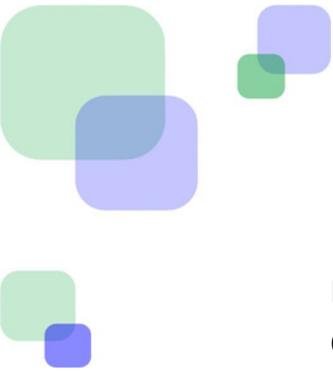
Organizational Effectiveness / Community Development

Peter Drucker believes that organizational effectiveness refers to the capability to use available resources to achieve goals. Organizational effectiveness is the combination of the organization's capability to achieve its goals and the results based on the capability to achieve. The same concepts can be applied to communities. The capacity of the community and available resources will influence success.

Kenny (2011) identified community development as a holistic approach underpinned by principles of empowerment, social justice, agency, inclusion and collaborative action and efforts. Community development fosters inclusive practices and builds more robust and connected communities.

Approaches that focus on the strengths and assets of the community and individuals can help identify the inherent resources within the community that can assist in creating the change needed to address social and community issues.





References

Braveman, P. (2003). Monitoring Equity in Health and Healthcare: A Conceptual Framework. *Journal of Health, Population, and Nutrition*, 21(3), 181–192.

Canadian Mental Health Association. (2023). Substance Use and Addiction. https://ontario.cmha.ca/addiction-and-substance-use-and-addiction/#_edn1

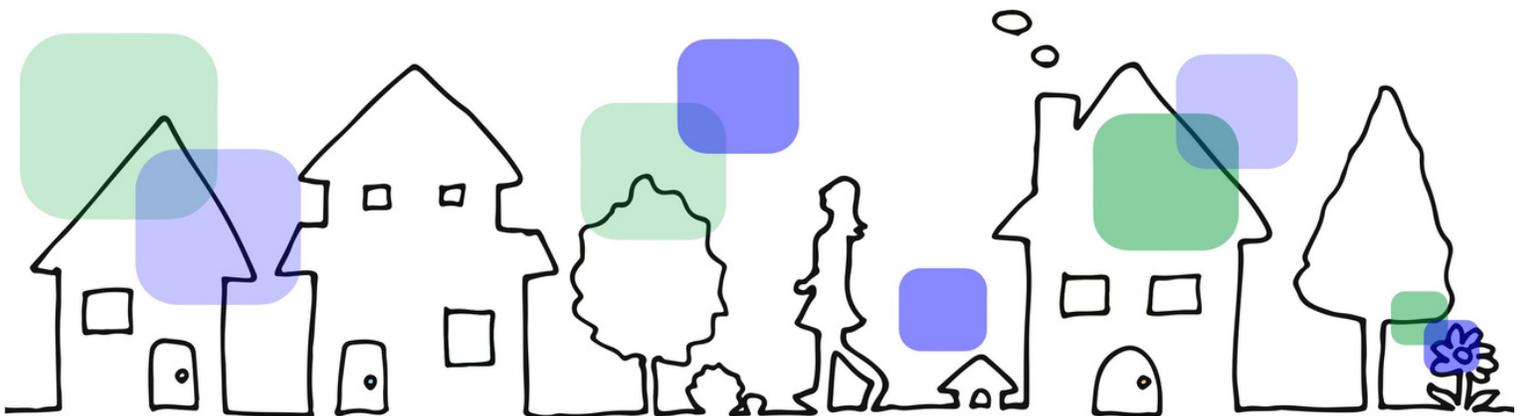
Hambleton, R. (2014). Leading the Inclusive City: Place-Based Innovation for a Bounded Planet. In *Leading the Inclusive City*. Policy Press. <https://doi.org/10.51952/9781447304982/HTML>

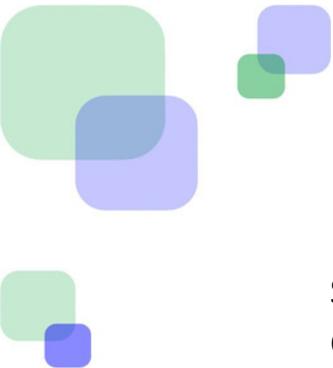
Kenny, S. (2011). *Developing Communities for the Future* (4th ed.). Cengage Learning.

Makkreel, R. A. (2015). Wilhelm Dilthey. In *A Companion to Hermeneutics* (pp. 378–382). John Wiley & Sons, Ltd. <https://doi.org/10.1002/9781118529812.CH45>

Marmot, M., & Wilkinson, R. (2006). Social Determinants of Health. In M. Marmot & R. Wilkinson (Eds.), *International Journal of Epidemiology* (2nd ed., Issue 4). Oxford University Press (OUP). <https://doi.org/10.1093/IJE/DYL121>

Penchansky, R., & Thomas, J. (1981). The Concept of Access: Definitions and relationship to Consumer Satisfaction. *Medical Care*, 19(2).





References (con't)

Seppala, E., Rossomando, T., & Doty, J. R. (2013). Social Connection and Compassion: Important Predictors of Health and Well-Being. *Social Research: An International Quarterly*, 80(2), 411–430.
<https://doi.org/10.1353/sor.2013.0027>

Serpa, S., & Ferreira, C. M. (2019). Micro, Meso and Macro Levels of Social Analysis. *International Journal of Social Science Studies*, 7(3).
<https://doi.org/10.11114/ijsss.v7i3.4223>

World Health Organization. (2022, June 17). Mental Health - Key Facts.
<https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response>

World Health Organization. (2023, March). Depression - Key Facts.
<https://www.who.int/news-room/fact-sheets/detail/depression>

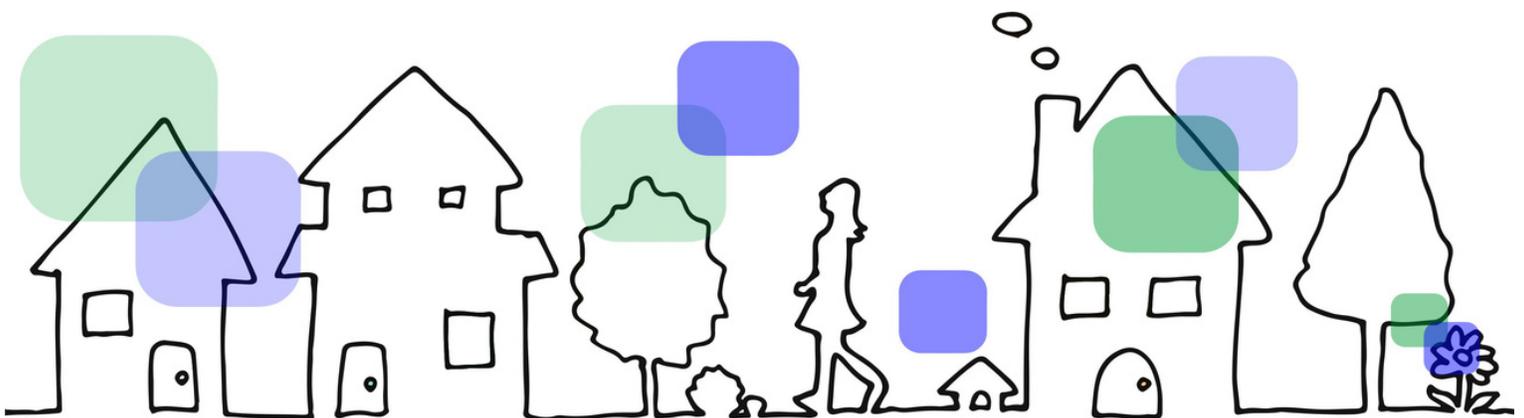




Photo Credit: Justin Anderson

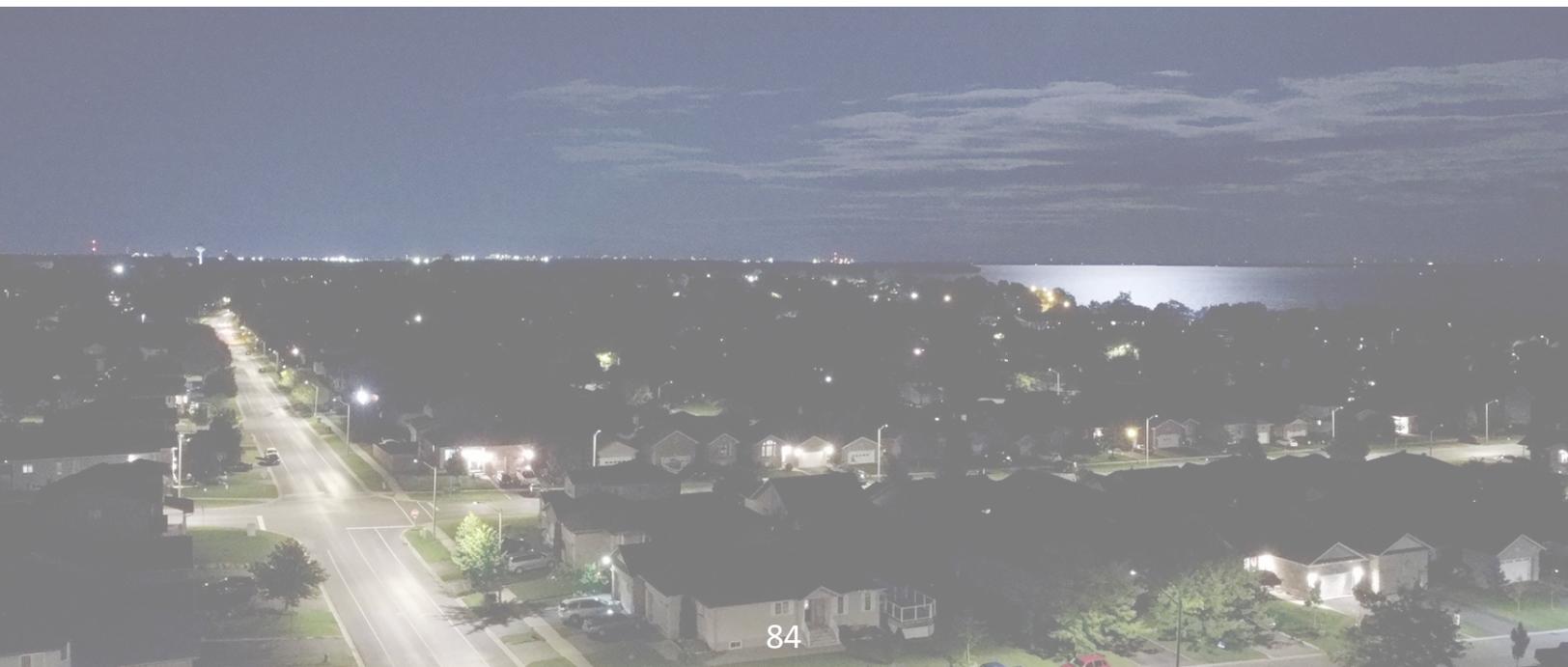
Thank you, Greater Napanee and Loyalist.

We developed our Plan together, and in the same spirit of collaboration, we will see it through implementation.

There is no power for change greater than a community discovering what it cares about."

-Margaret Wheatley

Photo Credit: Loyalist Township



Prepared by:

