

Barrie CSWB Plan Refresh

Proposed Framing and Guiding
of the Work

Karie Warnar
November 19, 2024



Agenda

INTRODUCTION

GOALS OF THE REFRESH

KEY CONSIDERATIONS

KEY ACTIVITIES AND TIMELINE

CSWB LESSONS LEARNED

About Us

At Avail Consulting Inc., we specialize in guiding municipalities through the complexities of Community Safety and Well-Being (CSWB) planning and implementation. Led by Karie Warnar, founder and principal consultant at Avail Consulting Inc. and independent consultant with Consilium Public Sector Services, Avail Consulting delivers tailored, actionable CSWB strategies that meet legislative standards and address community-specific needs.

Avail Consulting has supported 19 municipalities in developing their CSWB plans, led implementation activities for select communities, and worked with Police Services on internal and external CSWB approaches, thus giving us a deep understanding of the complexity involved. This hands-on experience allows us to create practical, results-driven strategies responsive to community dynamics and designed for sustainable impact.

Avail Consulting leverages a trusted network of specialized consultants and subject matter experts, bringing them on board as needed to meet the unique demands of each project. This model ensures access to a broad range of expertise while maintaining a focused, client-centred approach.

Karie holds an MBA in Leading Innovation and Change, is a Prosci-certified change practitioner, and has over 15 years of experience designing, implementing, and evaluating cross-sector strategies for complex health and social issues. Her expertise spans strategic planning, policy development, and program design, with notable work on initiatives like Health Link, Coordinated Access (Homelessness), and CSWB. Known for her collaborative approach, Karie has built partnerships across government, law enforcement, healthcare, community and social services to deliver impactful, innovative solutions for communities and vulnerable populations.



Karie Warnar
Founder and Principal
Consultant

Goals of the Refresh

MEET LEGISLATIVE COMPLIANCE

Subsection 255 (1) of the Community Safety and Policing Act, states that a municipal council must review and, if appropriate, revise its community safety and well-being plan within four years after the day the plan was adopted and every four years thereafter

REFINE THE FOCUS AREAS AND PRIORITIES

Narrow the focus to fewer but higher-impact priorities

REFLECT EVOLVING COMMUNITY NEEDS

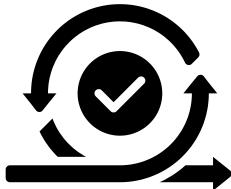
Refresh the Plan consistent with current community needs based on what is known from data and consultation

BUILD A MORE AGILE PLAN

Integrate strategies and approaches that enable timely response to emerging needs, align with evolving priorities, and can weather the impact of changes that can influence the success of the Plan



Key Considerations



- Alignment between the CSWB Plan and:
 - the Barrie Police Strategic Plan
(as per legislation)
 - Broader planning tables
 - City of Barrie Strategic Plan
- Shared community partners across Simcoe County
- Need actionable and measurable strategies
- Build agility/flexibility in right from the start
- Honour the framework:
 - Inter-sectoral collaboration
 - Information sharing
 - Performance measurement
- Build in pathways and ongoing supports for the four-year refresh

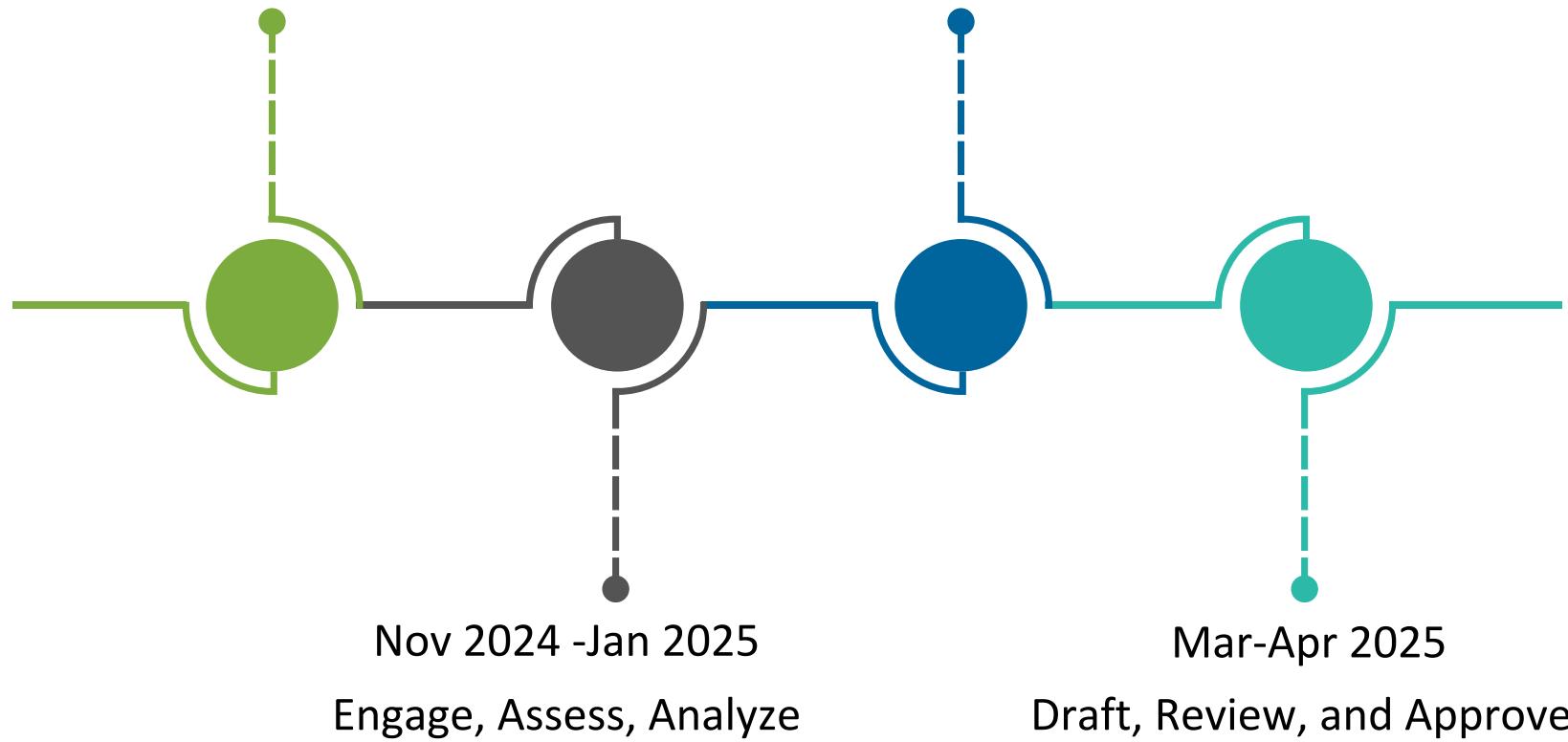
Key Activities and Timeline

Discover and Assess

Nov-Dec 2024

Strategize and Build

Feb-Mar 2025



Discover and Assess

Activities

Initial CSWB Committee of Council and key stakeholder meeting(s).

Documentation review (current Plan, progress reports, evaluation data, other relevant documents)

Review and analysis of available data



Outcome

Shared understanding of project goals, objectives and stakeholder alignment

Identify strengths, weaknesses, and opportunities for improvement

Gain data-driven understanding of community needs and factors that should inform the Plan

Engage, Assess, Analyze

Consultation

One-to-one key informant interviews
(6-8 interviews)

Online community survey (TBD)

Telephone Polling
(probability sampling)

Partner Provider Session

Lived/Living Experience Session
(optional - at an additional cost)



Barrie Police Service
Family Connexions
School Boards
Library
BIA
Simcoe Coalition
Barrie Native Friendship Centre
SMDHU
Newcomer Services
Gilbert Centre
CMHA
Safe Barrie
CFS + Wellbeing
Georgian College
RVH
County of Simcoe
Barrie OHT
Salvation Army
Community Connection / 211
Homeless serving sector orgs.
Women and Children's Shelter

SAMPLE Stakeholder List

Confidence to Strategize and Build

Collaborative

Data-Informed

Flexible

Community input and engagement

- build in engagement as a continuous process

Use data-driven decision-making

- Use community-centric indicators linked to safety and well-being

Re-frame your thinking and commitment regarding decision-making

- View and engage the community as a partner in creating solutions

Build flexibility and agility into the planning and strategies

- A phased approach to strategies

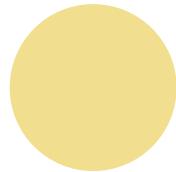
Ensure transparency and accountability throughout

- Clear roles, measurable goals, feedback loops, evaluation, reporting, and transparent data strategies

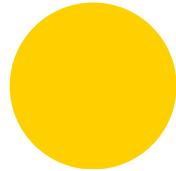
Draft, Review, and Approve



Draft the revised Plan



Committee will review and offer edits to the (draft) Plan



Final edits made to the Plan



Release of the Plan to the Committee

CSWB Lessons Learned

A few common challenges...

Plans were too ambitious
Siloed (to a degree)
Competing demands
Fragmented data
Ill-defined measures
Compromised by changes
(partners, mandates, funding,
priorities, etc)
Lack of funding to implement
strategies

Fewer, focused, evidence-based
priorities

Prioritize integrated service
models (+formalize)

Streamline tables and demands
on partners

Develop a clear data strategy (e.g.
agreements, partnerships, leverage
dashboards, etc)

Plans needs to be focused yet
flexible

Leverage, amplify, scale, or
reconfigure initiatives and
partnerships

Discussion

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