

Peel's **Community Safety** and **Well-being** Plan

STRONGER COLLABORATION, GREATER IMPACT



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Acknowledgements

Peel's Community Safety and Well-being Plan (CSWB) is a plan developed for and by the Peel community. Over the past 4 years, nearly 75 organizations across Peel – including emergency services, school boards and educational institutions, health and social service providers, cultural organizations and governments – have worked together to contribute their expertise, insights and resources to advance meaningful change for Peel residents. This collaboration has helped give voice to community needs, drive impactful initiatives, and strengthen service delivery across Peel.

Peel's updated CSWB Plan presented here is reflective of our shared commitment and collective efforts and only made possible by the strong foundation we have built together. We remain grateful for the continued partnership and dedication that makes this work possible. Together, we will continue to create a safer, more inclusive, and thriving Peel.

Recognizing the System Leadership Table

CSWB Plans are mandated to be supported by advisory committees with representation from police services, local municipalities, education, health, and community and social service providers. Peel's CSWB Plan is overseen by a multi-sectoral advisory committee, titled the System Leadership Table, co-chaired by Peel Region's Commissioner of Health Services, Nancy Polsinelli, and Peel Regional Police's Chief of Police, Chief Nishan Duraipah.

The System Leadership Table has been instrumental in co-creating Peel's updated CSWB Plan presented in this document. We deeply appreciate their contributions and ongoing efforts to foster collective action to create a safer, healthier, and more inclusive Peel community.

System Leadership Table members



Message from the co-chairs

On behalf of the System Leadership Table, and all our community partners who provided input, we are pleased to present an updated Community Safety and Well-being (CSWB) Plan for Peel. The initial Plan, launched in 2020, has brought together a diverse and growing range of community partners to build a strong foundation for collaboration that is driving progress on key initiatives across 5 focus areas. Together we are making measurable strides toward building a safer, more inclusive, and well-supported community.

The updated CSWB Plan recognizes that the health and social needs of people and communities within Peel are continually evolving. Since 2020, Peel's residents, community partners and local service providers have shown a resilience and determination to work together in identifying and addressing needs- particularly through their collaborative response to the COVID-19 pandemic. While Peel has made progress on positively impacting safety and well-being, there are trends and factors exacerbating existing inequalities, adding to the pressures facing vulnerable people. Significant changes in Peel's population composition, economic challenges, affordability crises, and rapid social changes, particularly affecting younger generations, continue to shape the landscape of community needs.

The process to update Peel's CSWB Plan, referred to as the Review and Refresh, has been guided by a commitment to reflection, learning, and evolution for greater impact. We are deeply grateful to all who have contributed to this co-design of our way forward and

shared their honest insights on how we can work better together. The second iteration of Peel's CSWB Plan builds upon the successes and lessons learned of the past 5 years. It is designed to further the connection and collaboration we're building among Peel's existing and expanding network of partnerships dedicated to community safety and well-being. We'll continue fostering the spaces that promote dialogue among people in different sectors and across areas of expertise and lived experience. These conversations will be enriched through community insights and data that inform collaborative actions aimed at addressing the needs we're identifying together as a community.

The Review and Refresh process began as a legislative requirement, but in Peel, we're seizing this opportunity to build an adaptive framework that is unique to our needs as one of Canada's most diverse, fastest growing and continually changing regional municipalities. While we don't know exactly what new challenges the coming years may bring, we are confident that Peel's updated CSWB Plan will set us up to understand the impacts on our residents, gather input from across system and community partners, and provide a clear roadmap for collective action.

On behalf of the System Leadership Table, we are excited to continue working with our partners to achieve our shared goals and create lasting change.



In Peel, we're seizing this opportunity to build an adaptive framework that is unique to our needs.



Nancy Polsinelli
Commissioner of
Health Services,
Peel Region



Nishan Duraippah
Chief, Peel Regional Police

STRONGER COLLABORATION, GREATER IMPACT

Introduction to Community Safety and Well-being Plans

Community Safety and Well-being (CSWB) Plans are provincially legislated for Ontario municipalities under the Community Safety and Police Services Act, 2019.¹ CSWB Plans are mandated to be supported by advisory committees consisting of the chief of police and representatives from the health sector, education, community or social services, youth services, municipalities, and the police services board. In Peel, the System Leadership Table (Page 2) serves as our advisory committee.

The Ontario government has outlined a planning framework (Figure 1) to support municipalities in developing their comprehensive approaches to mitigate harm and promote safety and well-being with multi-sectoral partners. The framework recognizes that no organization or institution can address complex social problems alone, and that everyone has a role to play in supporting community safety and well-being.



CSWB Plans are intended to address all 4 intervention levels of the planning framework, with a particular focus on social development and prevention. By prioritizing efforts on upstream approaches, community needs can be addressed before issues escalate to crisis situations or emergencies. Ultimately, this improves overall personal and community well-being and reduces harm, crime, and victimization that would otherwise require more costly reactive responses, such as policing services.

- Social development:** Addresses underlying causes of social issues through upstream approaches that promote and maintain individual and community wellness.
- Prevention:** Applies proactive strategies to known and identified risks that are likely to result in harm to individuals or communities if left unmitigated.
- Risk intervention:** Identifies and responds to situations of acutely elevated risk and mobilizes immediate interventions before an emergency or crisis-driven response is required.
- Incident response:** Requires intervention by first responders such as police, paramedics, and other emergency-driven services.

Figure 1: Ontario’s community safety and well-being planning framework²



The first iteration of Peel’s CSWB Plan was established in 2020 and represented a 4-year Plan (2020-2024). Since 2020, partners have established strong relationships and have worked together to tackle the safety and well-being risks that are unique to the local community.

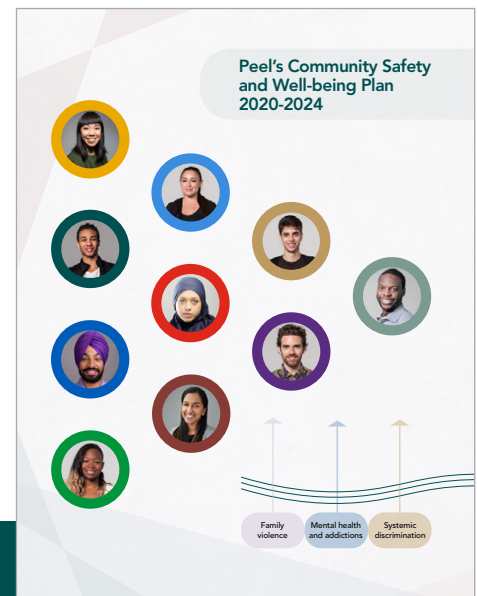
As required, throughout 2024 and 2025 our community undertook an extensive review of our CSWB plan to further enhance the positive impact on the Peel community. The review, known as the Review and Refresh, has positioned the Plan to ensure it remains relevant and sustainable for the community and system partners.

This document shares details on the Review and Refresh process and introduces the second iteration of Peel’s CSWB Plan.

Peel's Initial CSWB Plan (2020-2024)

Planning for the first iteration of Peel's CSWB Plan began in 2018 and involved extensive community consultation. Input was gathered from more than 400 community members, and over 25 organizations – representing emergency services, school boards, social service providers, cultural organizations and governments – came together to collaboratively develop the Plan. Peel's initial Plan set out a roadmap for partners across sectors to work together to make Peel a safer, more inclusive, and connected community where all residents thrive. The Plan was endorsed by Peel Regional Council in October 2020 and implemented from 2020 to 2025.

The CSWB Secretariat, comprised of Peel Region staff, provide backbone support, coordinate the various collaborative planning tables, and support the System Leadership Table in stewarding Peel's CSWB Plan. Peel Regional Council has provided investments and resources to support the development and continued implementation of the CSWB Plan, ensuring that community partners have the necessary infrastructure, resources, and coordination to drive meaningful impact.



Peel's CSWB Plan (2020-2024)

Vision: Peel is a safe, inclusive and connected community where all residents thrive.

Mission: We will work together to ensure access to services and supports that advance safety, connectedness, and well-being for all Peel residents.

Initially, 3 focus areas were identified for Peel's CSWB Plan: family violence, mental health and addictions, and systemic discrimination. These areas were identified and approved by the System Leadership Table based on a combination of research, a review of existing data and community reports, and input from system leaders and community interest holders. There was an overall commitment to together build something that could not be done alone and to focus on system-level issues. Additionally, it was determined that youth (12 to 24 years) would be a focus for the Plan to emphasize prevention and intervening early to address factors that impact well-being and safety across the life course. Each focus area is supported by an action table – a collaborative group of diverse community partners. Each action table is co-chaired by one Peel Region representative and one community agency representative with expertise in the focus area.

In 2023, 2 additional focus areas were identified based on growing community and government concerns and alignment with Peel's CSWB Plan: international students and youth violence prevention:

- The International Students Collaborative, a diverse committee of over 30 multi-sector partners, was established to define key issues, identify partnership opportunities and plan collective implementation approaches aligned to the Brampton Charter for Improving the International Student Experience.³
- With funding from Public Safety Canada's Building Safer Communities Fund, 30 partners collaborated to allocate \$7.3M towards developing and enhancing youth violence prevention services and creating a youth violence prevention strategy for Peel.

In addition to the 5 focus areas, the Data, Monitoring and Evaluation Table acts as a foundational support across the Plan by enabling performance measurement and evaluation functions. The Table consists of sector representation from police services, education, public health, government, and mental health and addictions. The Table created the CSWB Indicator Framework and developed logic models to support planning, evaluation, and communication of activities and initiatives within the Plan.


Family Violence

Mental Health and Addictions

Systemic Discrimination

International Students

Youth Violence Prevention



Goals for the 2020 to 2024 Peel CSWB Plan

Plan partners collaboratively worked towards achieving the following focus area goals:

Family violence

- Create and strengthen Peel’s pathways to safety.
- Increase awareness and public education of family violence.

Mental health and addictions

- Promote mental wellness and positive relationships among youth and families.
- Improve access to mental health and addictions services and supports for youth by simplifying pathways and coordinating efforts.

Systemic discrimination

- Publicly review, develop, and sustain anti-oppressive and equity practices and policies in Peel.
- Implement effective data gathering and reporting practices in order to assess impact and respond to inequities as they emerge.

International students (2023-2025)

- Improve pathways to support by enhancing access to information and resources for international students, and supporting cross-sectoral collaboration.
- Strengthen systems and policies impacting international students by advocating for key policy changes that protect international students’ rights, address exploitation risks, and foster safe and supportive communities.

Youth violence prevention (2023-2025)

- Work collaboratively with partners to develop a strategy which includes strategic recommendations to make meaningful change and impact on youth violence prevention in Peel.
- Fund community organizations that work to reduce and prevent exposure to violence by addressing the risk and protective factors for youth violence.



Peel’s initial Plan set out a roadmap for partners across sectors to work together.



Accomplishments of Peel's 2020-2024 CSWB Plan

The first iteration of Peel's CSWB Plan successfully brought partners together to foster trusted and collaborative relationships. These relationships formed a strong foundation that was strengthened through collective action, including work within action tables and other collaborative mechanisms aligned with the Plan's objectives. Since 2020, the community safety and well-being ecosystem has evolved and matured, alongside the efforts under the CSWB Plan, to better address community needs. Many partners have developed organization-level plans, initiatives and strategies that align with the goals and priorities of Peel's CSWB Plan.⁴ This collective effort demonstrates that Peel's CSWB Plan provides strategic direction for community safety and well-being in Peel, with partners sharing a deep commitment to its advancement.

The accomplishments of the community safety and well-being work over the last 4 years were made possible only through the commitment of the partners around the various CSWB Plan tables and the leadership of their co-chairs. Notable achievements through the implementation of Peel's CSWB Plan are outlined below under the 5 focus areas. Additionally, joint projects and initiatives enabled by seed funding, which has been provided by Peel Regional Council annually since 2021, are highlighted.

Family violence:

The Family Violence Action Table includes over 20 organizations representing various sectors, including health and social services, government, police, and education. The Action Table works collaboratively to address system integration challenges, build consensus, and identify issues and shared advocacy opportunities.



Annual public awareness campaigns:

Rates of family intimate partners violence in Peel are high and growing. Despite these alarming rates, there is little understanding or awareness of this issue in Peel. In response to this, community, regional, and municipal partners have co-designed the ongoing annual family and intimate partner violence awareness campaign, 'Break the Silence'⁵, since 2021. The initial goal of the campaign was to start the conversation about family and intimate partner in violence in Peel, then, following the 2023 declaration of intimate partner violence as an epidemic in Peel, the campaign goal also incorporated challenging misconceptions about abuse.⁶ The campaign leverages tactics across various channels including pre-show film advertisements, social media, and posters

in salons, washrooms, and community hubs, encouraging difficult conversations about violence against women and sharing resources available to support survivors.

Launch of the Intimate Partner Violence (IPV) Unit: In 2021, Peel Regional Police launched the IPV Unit⁷ at the Safe Centre of Peel⁸, joining 20 partner agencies. The Safe Centre provides integrated and comprehensive services, including onsite child minding, system navigation, crisis support and counselling, court support, settlement services, income support, and more. The Safe Centre is a critical component of Peel's pathways to safety, offering a centralized location for survivors to access integrated services. The IPV Unit is one of several Peel Regional Police initiatives directly aligned with the CSWB Plan's objectives.

**Family Violence
Action Table
Co-Chairs: Catholic
Family Services
Peel-Dufferin and
Peel Region.**



Co-designing family violence interventions: The Family and Child Health Initiative at Trillium Health Partners collaborated with various partners to co-create regional recommendations to support family violence prevention interventions and services. The project⁹ gathered insights via a Community Advisory Board, consisting of community agencies that provide services to those experiencing family violence, community members with lived experience, and researchers. Photovoice research methods were used to gather insights from those who have experienced or witnessed family violence, ensuring that real-life experiences informed recommendations.

CSWB seed funding supported initiatives

Addressing community capacity and gaps: In 2021, Family Violence Action Table members and other sector partners came together to create a system map of community resources in Peel¹⁰ for survivors of interpersonal violence. The purpose of the mapping was to ensure that all communities have equitable access to an integrated system of services, leading to desired outcomes for all.

Collaborative forums to enhance sector collaboration: In 2022 and 2024, Family Services of Peel hosted collaborative forums for the Family Violence Action Table. The 2022 event brought together approximately 95 partners to enhance sector coordination and support dialogue, building connections and trust among interest holders. The 2024 event introduced and collected feedback on a culturally responsive family violence framework and toolkit. Both forums were instrumental in identifying solutions to support residents impacted by family and intimate partner violence.

Culturally responsive family violence framework: In 2023-2024, Family Services of Peel collaborated with Family Violence Action Table members to develop a culturally responsive framework that is trauma-informed, anti-racist, and includes reconciliation and equity practices. Agencies can use this framework when responding to incidents of family violence.

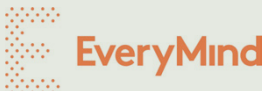
Mental health and addictions:

The Mental Health and Addictions (MHA) Action Table includes over 25 organizations representing various sectors, including community mental health and addictions, education, family services, health care, police, and settlement services. The MHA Action Table works collaboratively to advance cross-sectoral initiatives, coordinate advocacy, and support ongoing awareness and coordination of MHA work across Peel.

Collective advocacy: The MHA Action Table led and informed advocacy strategies to address Peel's unique MHA needs, system challenges, and opportunities for investment. This included submitting a CSWB pre-budget submission¹¹ to the Ontario government and supporting a roundtable discussion¹² with the provincial minister around Peel's child and youth MHA system and other engagements with elected officials.

Co-designing mental health care improvements research project: Between 2021 and 2024, partners supported the Family and Child Health Initiative at Trillium Health Partners with an arts-based research project¹³ which co-designed improvements to mental health care with young adults, family, caregivers, and providers.

Mental Health and Addictions Action Table Co-Chairs:
Associated Youth Services of Peel (2024-present),
EveryMind (2023-2024), Canadian Mental Health
Association Peel Dufferin (2021-2023), and Peel Region.



CSWB seed funding supported initiatives

Peel Situation Table evaluation framework: In 2021, partners developed an evaluation framework to guide an evaluation of the relevance, effectiveness, efficiency, and sustainability of the Peel Situation Table¹⁴. The Peel Situation Table supports coordinated and multi-sectoral risk intervention in situations of acutely elevated risk. We continue to strengthen connections between the Peel Situation Table and broader CSWB work.

24/7 Crisis Walk-In design model: In 2022, Canadian Mental Health Association (CMHA) Peel Dufferin and partners designed a clinical model and business case for a 24/7 Crisis Walk-In Center in Brampton and a future site in Mississauga. The project proposal, submitted to relevant interest holders, aimed to make it easier for people experiencing MHA crises to get immediate care. The Walk-In Center was envisioned as a safe and accessible space for individuals in crisis, offering services such as crisis counseling, assessment, and referral to appropriate treatment options.

Mental wellness for newcomer youth and international students: In 2023-2024, Peel Newcomer Strategy Group and partners developed cultural competency trainings¹⁵ for service providers and stigma reduction videos for youth and their families. The project activities aimed to improve the mental wellness of newcomer youth and international students and were informed by their lived experiences through Community Advisory Boards.



Graphic summary of the ideas discussed at the 2023-2024 seed funding project's final forum in October 2024, focusing on lessons learned and future collaboration.

Credit: Kathryn Maxfield,
thinklinkgraphics.com



Systemic discrimination:

The Systemic Discrimination Action Table includes over 15 community organizations in Peel representing various sectors, including police, education, employment, health, housing, children and youth, and settlement services. The Action Table works collaboratively to engage and influence system leaders and anchor organizations in Peel to embed and advance anti-oppressive and equity considerations within their processes and practices.

Creating space for community dialogue: The Systemic Discrimination Action Table continues to serve as a vital forum for meaningful and challenging conversations, reflections, and calls to action on topics of system discrimination and their impacts globally and locally. This initiative supports senior leaders in enhancing their understanding and awareness of existing injustices and inequities, which is crucial for fostering meaningful change that promotes inclusion. For example, the Action Table provided input into Peel's Municipal Diversity Plan, participates in initiatives and conferences such as the Regional Diversity Roundtable's Annual Conference, and engages in discussions about making change to support structural and system transformation.

CSWB seed funding supported initiatives

Disaggregated Workforce Assessment Tool (DWAT): In 2021, the Regional Diversity Roundtable collaborated with the Systemic Discrimination Action Table to develop the DWAT, a community resource to support organizations in Peel to collect sociodemographic data on their workforce. Following the development and pilot launch of the DWAT, the Regional Diversity Roundtable and partners continued this work by analyzing the data collected to-date, developing reports¹⁶, and continuing to assess how the tool can be adapted for ongoing improvements.

Collective Action Now forum: In 2023, the Regional Diversity Roundtable and partners hosted a forum¹⁷, bringing local partners together to share learnings, progress, and challenges in advancing equity and addressing systemic discrimination within their organizations. The forum was an opportunity to collaborate across sectors, learn from each other and identify actionable next steps to address these issues in our community.

Interactive online forum: In 2024, Roots Community Services developed and launched an interactive online forum¹⁸ to support dialogue about systemic discrimination in Peel. The platform was created to encourage discussions about anti-black racism, anti-Indigenous racism, and systemic discrimination.

**Systemic
Discrimination
Action Table
Co-Chairs:
Regional Diversity
Roundtable and
Peel Region.**



Peel Region

International students:

The International Students Collaborative is a committee of over 35 multi-sectoral partners, representing health and social services agencies, academic institutions, government, and individuals with lived experience. Through a collective approach, the Collaborative has worked to advance solutions that reflect the needs and lived experiences of international students in Peel.

Collective advocacy to speak with one voice for Peel: The Collaborative identified advocacy as a key long-term priority to support international students in Peel. Through one voice for Peel, an advocacy strategy was developed to raise awareness of key needs, gaps and opportunities to strengthen support systems and influence policy change.

Central repository of resources: In 2024, the Collaborative initiated the development of a central repository list of available supports and services for international students in Peel, to enhance access and awareness of programs and resources.

Integration of lived experience voices: In 2025, the Collaborative hosted international student focus groups to inform Peel's advocacy efforts and guide ongoing Collaborative actions, ensuring that student experiences remain at the center of decision-making.

Information sessions for international students: In 2025, The Collaborative co-designed and launched a series of 9 information sessions for international students designed to support students in navigating key aspects of life in Peel and Canada, including topics such as immigration, housing and employment rights, health and well-being.

**International
Students
Collaborative
Co-Chairs:
Sheridan
College and
Peel Region.**

Sheridan

Peel Region



Inviting international students in Peel

Peel's International Students Collaborative wants to hear from you! Join us for a group discussion in May 2025 to shape a better experience for students.

Why attend?

- ✓ Make an impact – Your experiences matter! Help us understand and improve support for international students.
- ✓ Join the conversation – Participate in a group discussion with fellow students.
- ✓ Get compensated – This is a paid volunteer opportunity.

Who can apply?

- Current international students or graduates from the past 2 years.
- Living, studying, and/or working in Brampton, Caledon, or Mississauga.
- Interested in sharing your international student journey.
- Passionate about community involvement.

This is a collaboration between Peel Region and community partners.



Scan the QR code or visit bit.ly/peeldiscuss to learn more and apply today!



Youth violence prevention:

Two tables were formed to address youth violence prevention (YVP); a community table of 16 organizations and a system table of 14 system partners. Each table includes partners representing various sectors, such as community social services, education, police, and government. The tables collaborate to develop community-based YVP and intervention strategies to tackle gun and gang activity in Peel.

Strategy development: With a focus on building partnerships and collaboration among community and system partners in Peel, the process of developing the YVP strategy has led to a shared vision and direction for all partners in the community, which includes strategic recommendations to make meaningful system change and impact on YVP in Peel.

Funding community-based YVP programs: Funding through the Building Safer Communities Fund¹⁹ was distributed to 25 community organizations to support YVP and intervention services. Funding has supported programs such as:

- Housing subsidies and case management for vulnerable youth.
- Mental health counselling for black youth.
- After school sports and arts programming for black youth.
- Life skills programming within schools including topics such as conflict resolution and healthy relationships.

In 2025, the release of additional dedicated funding facilitated the following initiatives:

- Providing training on racialized trauma, trauma-informed and violence-informed approaches for front-line providers who work with vulnerable youth.
- Collaboratively developing recommendations to ensure equitable access for community organizations within schools for services needed by vulnerable youth and their families and equitable referral pathways between schools and community organizations.
- Hosting events aimed at supporting the mental well-being of vulnerable youth.

Youth Violence Prevention System Table Members: Dufferin-Peel Catholic District School Board, Peel District School Board, Peel Children's Aid Society, Ontario Provincial Police – Caledon, Peel Regional Police, City of Brampton, Town of Caledon, City of Mississauga, and Peel Region.





Evolution of Peel's CSWB Plan

Under the Community Safety and Police Services Act, 2019²⁰, municipalities are required to regularly review, and if appropriate, revise their CSWB Plans every 4 years. Peel leveraged this opportunity to design a process to reflect, learn, strengthen and evolve the foundational work and accomplishments achieved thus far. The aim was to develop a responsive and collaborative model that ensures long-term relevance and viability, while maximizing impact.

The Review and Refresh approach

A structured approach, developed and facilitated by Peel Region staff and approved and supported by the System Leadership Table, was guided by two core questions:

- How might we create greater collective impact through our shared efforts?
- How might our refresh ensure Peel's CSWB Plan's long-term relevance and viability for our community, members, partners and Regional Council?

In response, the Review and Refresh approach was developed to build on successes and learnings from working with communities, to continue to evolve and optimize system partnerships, and to introduce ways to work better together. This structured and iterative engagement process consisted of:

- **Interest holder engagement:** Over 40 semi-structured interviews with community and system leaders from health and social service sectors, Peel Region Councillors, past and present CSWB members, Peel Region staff and members of Peel Regional Police.
- **Co-design process:** 5 facilitated design workshops with the System Leadership Table and focused discussions with community partners that participate across all CSWB tables and initiatives.
- **Jurisdictional benchmarking:** A cross-comparison of municipal CSWB Plans across the Greater Toronto and Hamilton Area to identify best practices and lessons learned.

Throughout and following the engagement process, insights were distilled and synthesized to inform the model-building process. Components and concepts were iteratively derived, tested, and refined until a model meeting the desired criteria was constructed.

The Review and Refresh process highlighted key learnings and insights that informed the design of the new model, evolving our ways of working for greater impact.

Key learnings include:

Community Insights



- Invite a broader representation of community perspectives by incorporating insights from residents and individuals with lived experience.
- Embed equity approaches throughout all aspects of the Plan.

System Change and Integration



- Create a more responsive strategy for ongoing systems change.
- Identify emerging issues before they escalate into crises.
- Strengthen the role of system leaders to direct and inform strategy and actions.
- Form non-traditional partnerships to create upstream change.

Collective Impact



- Strengthen relationships at the individual, organizational, community, and ecosystem levels to build greater integration and improve cross-sectoral partnerships.
- Align and integrate funding streams and opportunities for greater collective impact.
- Tailor actions and responses to diverse community needs, including place-based approaches that are localized and targeted.
- Improve data collection and insight development processes, including data sharing methods and qualitative and community-informed data and insights.

An adaptive model for stronger collaboration and greater impact

The second iteration of Peel's CSWB Plan maintains the strong foundation and progress achieved over the years and introduces new and strengthened functions and processes to enhance collaboration, respond to emerging community needs and make a bigger impact.

The new model, depicted in Figure 2, focuses on working together more effectively and addressing the challenges faced by Peel communities in timely and responsive ways. The infinity loop at the centre of the model depicts the new structured way of community and systems partners working together to continually revise, refresh and adapt actions and approaches for different issues. The model puts an emphasis on better sensing and signalling community needs and issues early and often, allowing the System Leadership Table to define the best directions and responses. Additionally, the model intentionally strengthens relationships and connections with other community-based networks, tables, and initiatives, making it possible to jointly identify opportunities to coordinate greater system change and action.

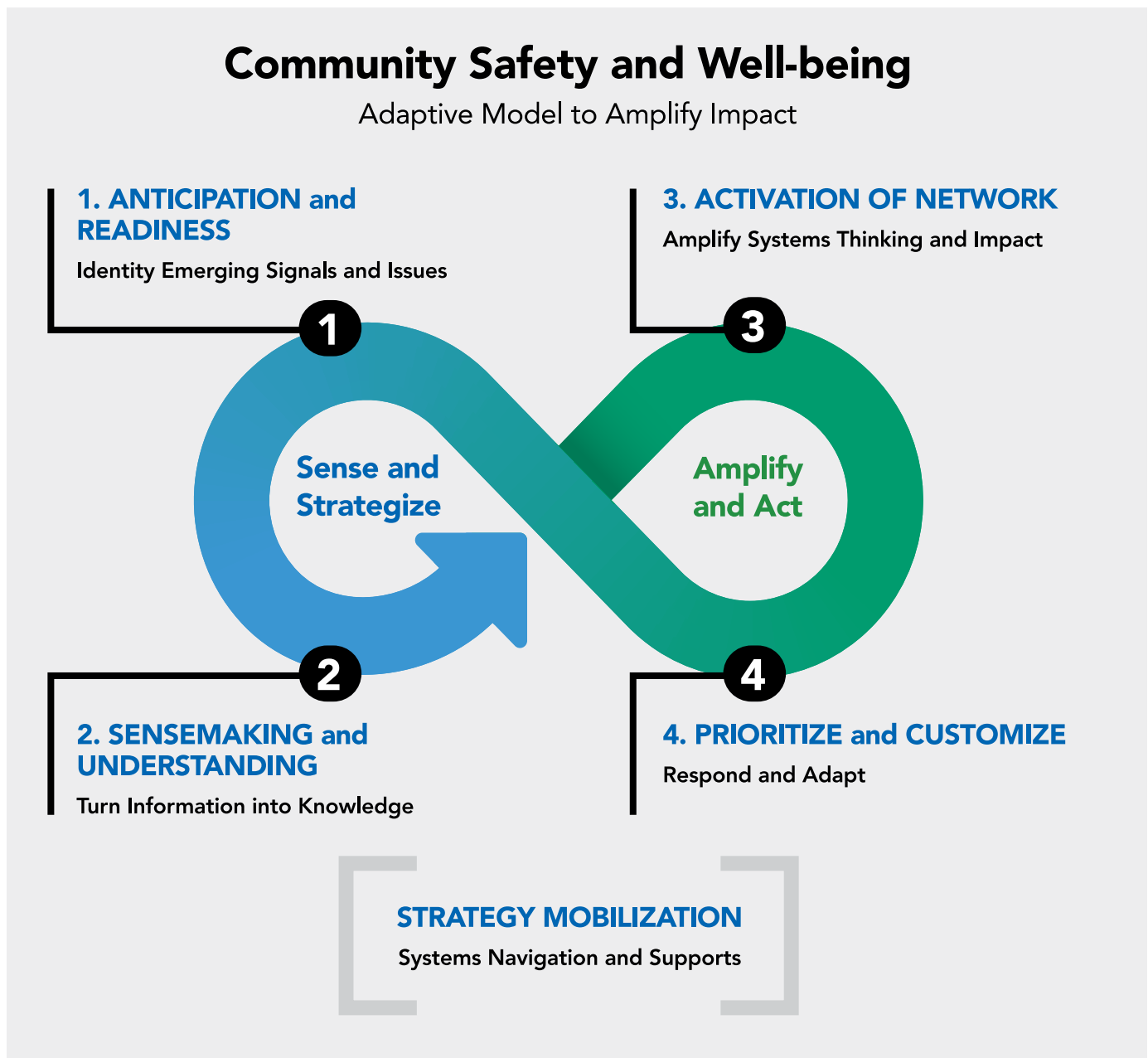


...working together more effectively and addressing the challenges faced by Peel communities in timely and responsive ways.



STRONGER COLLABORATION, GREATER IMPACT

Figure 2: Peel's CSWB adaptive model to amplify impact



New structures and processes drive the Peel CSWB Plan's new adaptive model, including:

- Detecting and addressing early signs of issues through enhanced data and community insights practices, including lived experiences.
- Moving away from a fixed-term plan with predetermined focus areas to allow for greater responsiveness to issues as they emerge and before they reach crisis levels.
- Taking targeted and local approaches and strengthening partnerships with aligned community and systems change networks to amplify impact.
- Enhancing innovation, co-design and community participation through new ways of working, with action tables as one of several levers. This shift ensures the plan continually updates its strategies and approaches for greater relevance and long-term sustainability.

Key mobilizers of the new model

To enable and mobilize Peel's CSWB model and adaptive way of working, new approaches and functions are required, including:

- **A strengthened governance model and role of the System Leadership Table to drive the overall direction** of CSWB strategies and actions and provides a critical equity lens to the work. Members identify connections between and across issues and work together to make sense of systemic challenges and identify levers to drive systems level change.
- **Secretariat functions related to leading integration and sensemaking efforts** with other community collaboratives and networks.
- **A Data and Community Insights Working Group** to leverage both quantitative and qualitative data and information, including lived experience research and knowledge.
- Collaborative sensemaking and co-design processes to support the creation of **customized actions and responses**.
- **Emphasis on systems thinking approaches** and convening aligned initiatives, community tables, forums, collaboratives and academics advancing change across shared issues.
- **A process to sense and identify emerging signals and trends** to inform ongoing sensemaking and awareness of community needs and issues.

This adaptive model, emphasizing cross-system collaboration and continuous improvement for greater collective impact, will guide our future efforts. Peel will implement this model through a phased and collaborative approach, ensuring strong processes and structures are in place to support the transition and strengthen key functions like data and community insights. By leveraging these elements, along with system thinking and partnerships, we will address priority areas to foster a safer and healthier community.

LL

**...cross-system
collaboration
and continuous
improvement
for greater
collective
impact will
guide our
future efforts.**

11





Peel's CSWB priorities moving forward

The accomplishments of Peel's initial CSWB Plan, along with the insights gained through the Review and Refresh process, provide a strong foundation for implementing the second iteration of Peel's CSWB Plan. As we transition into this new way of working, it is essential to recognize the unique context in which the evolved model will be applied. Peel Region is a vibrant and diverse community and understanding its unique characteristics will be critical to effectively advance community safety and well-being.

What makes Peel unique?

Peel is a large and vibrant region in Ontario that is continuously growing and evolving. Its population grew by 69,000 over a 5-year period (2016-2021)²¹, making it the fastest growing region in the province. There are several factors that make Peel unique, including:

- **Cultural, ethnic and linguistic diversity:** 69% of residents identify as a member of a racialized group, and over half were born outside of Canada.²² About one-third (33%) of the region's residents speak a language other than English or French at home.²³ Of these, Punjabi is the most spoken language, followed by Urdu and then Arabic.²⁴
- **High proportion of young people and families:** The average age of Peel residents is 39 years, which is the youngest average in the Greater Toronto Area (GTA), and 42% of Peel census families have children.²⁵ This is the highest proportion of families with children in the GTA.
- **Mixed geography:** The physical landscape of Peel region varies by municipality. Mississauga is 100% urban, similar to Brampton (99%), but much higher than Caledon (29%).²⁶
- **Transportation hub:** The region is home to Canada's busiest international airport, Pearson International, which 44.8 million people passed through in 2023.²⁷ Peel also contains the densest network of 400-series highways in the GTA²⁸, and 52% of commercial truck trips in Ontario use Peel roads.²⁹
- **Underfunded services:** Peel region has faced chronic underfunding for health and human services for more than a decade. The health and social services ecosystem receives about \$145 less of provincial funding per resident compared to other municipalities.³⁰ Persistent underfunding has significantly limited the availability and access to essential services for residents and exacerbated inequities in outcomes experienced by Peel.

In addition to the characteristics that make Peel unique, there have been significant changes to the context and realities of living in Peel in recent years that have contributed to growing health and social needs across the community. The health, safety and well-being of Peel residents are shaped by the social and structural determinants of health, which can either support or undermine community outcomes. In Peel, several risk factors currently are impacting community safety and well-being, as illustrated in Figure 3.

Figure 3: Risk factors impacting community safety and well-being in Peel

Employment and Income

Peel has the **second lowest household income levels** within the Greater Toronto Area (GTA) despite having the largest household size in the GTA³¹, and Peel's unemployment rate (13.5%)³² was slightly higher than Ontario's (12.2%)³³ in 2021.



Employment affects our income levels, which influences our access to resources and opportunities and our overall well-being.

Violence

16,000+
INCIDENTS



In 2023 there were **over 16,000 incidents of family and intimate partner violence** in Peel that required a police presence.³⁶

Safe communities start in our inner circles with positive relationships fostering well-being.



1,650
WAITLIST

Mental Health and Addictions

In 2023, there were more than **1,650 children and youth on waitlists** for core services (including 1,279 waiting for counselling or therapy) in Peel's child and youth mental health sector.³⁴

Limited access to timely and appropriate mental health and addictions services can lead to worsening conditions and more serious crises.

Housing

In 2023, an estimated **91,000 households across Peel** were in core housing need (lacking adequate, affordable, and suitable housing) with the majority being renters.³⁷



91,000
Households in NEED

Access to quality housing contributes to well-being.

Safety



Between 2020 and 2023, Peel's Violent Crime Severity Index **increased from 52 to 67**, and Peel's Non-Violent Crime Severity Index **increased from 32 to 45**.³⁵

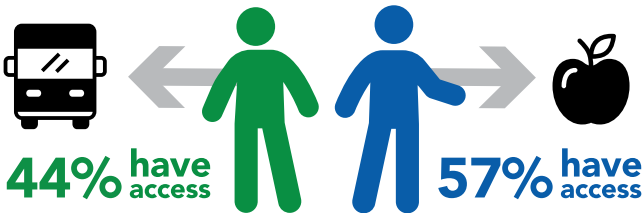
Crime Severity Index
2020 – 2023



Safety is a key contributor to individual and communal well-being.

Built Environment

In 2021, only **44% of individuals had access to transit**, and **57% of individuals had access to food stores**.³⁸



Lack of access to products and services negatively affects the quality of life of individuals in a community.

The way in which the community works together to address these issues is evolving to respond to an increasingly complex and interconnected ecosystem. We have witnessed rising numbers of community-based tables that have limited intentional interconnections, often leading to a duplication of efforts and a fragmented response to community issues. The updated Plan presents an opportunity to deepen integration across initiatives within the region's ecosystem of partnerships and create connections or processes that ensure our collective efforts advance our vision – Peel is a safe, inclusive and connected community where all residents thrive.

Working better together

Determining the next steps to address community safety and well-being within the unique context of Peel Region will be two-fold. First, we will utilize the structured processes in the new model to assess and evolve our responses to the 5 existing focus areas:


Family Violence
Mental Health and Addictions
Systemic Discrimination
International Students
Youth Violence Prevention



This may involve refining existing tactics or adopting new approaches to amplify impact on these critical issues.

Next, we will apply the new model to identify and anticipate emerging issues related to the structural and social determinants of health, such as affordability pressures currently affecting food security and housing. By integrating systems thinking, data, and community insights, we will set priorities and take actions tailored to local needs.

Given the evolving nature of the CSWB Plan, updated information on focus, activities and initiatives will be regularly available at bit.ly/cswb-peel.

As we move forward, we remain committed to collaborating with system and community partners, building on the strong foundation we have established together. We will work together to bring Peel's new CSWB model to life and its vision for action, while continuously listening to and involving those with lived experience to improve our community. We appreciate the ongoing partnership, dedication, and passion that make this work possible because we all have a role to play in making Peel a safer, more inclusive and connected community where all can thrive. 

LL

**We will work
together to
bring Peel's
new CSWB
model to life
and its vision
for action...**

11



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