



WECOSS Harm Reduction Working Group Meeting

Thursday, October 1, 2025 | 1:00 p.m. – 3:00 p.m.

Via Microsoft Teams

Present: Anastasia Adams (Welcome Centre Shelter), Jennifer Cline (WEC-Housing Corporation), Alexis Erickson (WECHU), Jenny Bradt (WECHU), Dominique Chauvin (WECHU), Emma Salmon (WECHU), Dr. Adrian Guta (University of Windsor), Kelly Barill (WECHU), Margo Cameron (CMHA), Dr. Katherine Rudzinski (University of Windsor), Brittany Rumball (Hiatus House), Alison Malott (Peer Representative), Tamara Klinkhamer (Peer Representative), Andrea Jordan (HDGH).

Regrets: Michella Mollicone (Essex-Windsor EMS), EMS-MHART Representative, Melissa Major (HDGH – MHART), Michael Brennan (Positive Pathways), Laura Liebrock (CMHA Health Centre), Amy Visser (weCHC), Jacob Riches (Medical Student – Schulich School of Medicine), Deanna Parent (Welcome Centre Shelter), Nicole Wilson (LAW).

Chair: Anastasia Adams

Recorder: Kelly Barill (WECHU)

Agenda Item		Action Items
1.0	Welcome and Introductions <ul style="list-style-type: none">Welcome to all.	
2.0	Review of Action Items from May 22nd, 2025 (Chair): <ul style="list-style-type: none">Contact Anastasia Adams and Alexis Erickson if interested in the second Co-Chair position (All).<ul style="list-style-type: none">Second Co-Chair position remains vacant, but putting a pause on recruitment while the WECOSS action plan renewal is underway (as the renewal may lead to some changes to the WECOSS' operations).Reach out to Jenny Bradt to explore opportunities to deliver the PEWG's substance use prevention presentation for parents/caregivers of youth at a future drop-in session at the Welcome Centre Shelter (A. Adams/D. Parent).<ul style="list-style-type: none">Complete – Presentation held at the Welcome Center Shelter. Will hold another session next quarter.Circulate the meeting presentation with the minutes (F. Kalamba).<ul style="list-style-type: none">Completed by Alexis Erickson.Develop anti-stigma organizational policy template and training content based on survey results and group discussion (F. Kalamba).	

	<ul style="list-style-type: none"> ○ To be discussed later in the agenda. ● Schedule a meeting to review the draft policy template and training content once prepared (F. Kalamba). <ul style="list-style-type: none"> ● Complete – Extra meeting held over the Summer to review the draft materials with the group. Further updates to be discussed later in the agenda. <p>Approval of Minutes from May 22nd, 2025 (Chair)</p> <ul style="list-style-type: none"> ● Approved. 	
3.0	<p>Meeting Goals</p> <ol style="list-style-type: none"> 1. Provide status updates on the 2025 HRWG project. 2. Facilitate a focus group for the WECOSS Action Plan Consultation. 	
4.0	<p>2025 Project – Building Community for Harm Reduction (Anti-Stigma Programming) (E. Salmon)</p> <p>Emma Salmon, Health Promotion Specialist at the WECHU, has taken over as lead on the anti-stigma project, as Francis has moved into a new position at the WECHU.</p> <p>Status Update on Anti-Stigma Policy Template and Training Content</p> <ul style="list-style-type: none"> ● Emma reviewed presentation with updates, which will be shared with the minutes. ● Anti-stigma policy template has been drafted. The WECHU is currently working to implement the policy internally. ● Plan to disseminate the policy template to community partners in early November, along with two e-learning modules – one for all staff at organizations with anti-stigma education and a second for leaders, human resource representatives, and policy staff to support implementation of the policy at their organization. ● Will also be offering an in-person implementation workshop for management, human resources, policy staff, and others in leadership or decision-making roles to provide anti-stigma education and support integration of the policy across organizations. Tentatively planning to hold the in-person workshop on November 18th. 	

	<ul style="list-style-type: none"> • Seeking volunteers to help co-facilitate the in-person implementation workshop to assist with anti-stigma education. Also seeking out peer volunteers who may be willing to share their personal experiences with stigma at the workshop. • Project will be evaluated 6-months post-implementation of the policy template and e-modules/workshops. • Anti-stigma social media campaign has also been launched. Messages were reviewed with the Substance Use Peer Advisory Committee and changes were made based on their feedback prior to finalizing them. Eight messages will be running on the WECHU’s Facebook, Instagram, and Twitter from October to December. Social media calendar was included in the slide deck, which will be shared with the minutes. <p>Group Discussion:</p> <ul style="list-style-type: none"> ○ Contact list of community partners has been developed to disseminate the anti-stigma policy template, e-modules, and workshop invites. ○ Margo Cameron: Like how the anti-stigma social media messages relate to other people. It’s a health issue, just like those who need an epi pen. ○ Anastasia Adams: Important to be mindful and respectful of the language used with those with different experiences, even though it may be different than what we would say. May use different words based on their experiences. ○ Jenny Bradt: Recognize that policy implementation can be a challenge for organizations. This project will support agencies in that process to reduce barriers. ○ Discussed that organizations can also use these materials to add to their existing policies to make them more inclusive. ○ Group discussed many examples of stigma being perpetuated across service settings/the community and the importance of this project. ○ Anti-stigma social media campaign currently has an educational focus, but could also be used in the future to promote the upcoming in-person workshop. 	<p>Connect with Emma Salmon if you are interested in helping to co-facilitate the policy implementation workshop to assist with anti-stigma education (All).</p> <p>Connect with Emma Salmon if you or someone in your network may be interested in supporting the policy implementation workshop as a peer speaker (All).</p> <p>Share the WECHU’s anti-stigma social media messages on your organization’s social media accounts (messages and dates of release can be found in Slide 12 of the meeting presentation) (All).</p> <p>Release anti-stigma policy template, e-modules, and workshop</p>
--	---	--

		<p>invites to community partners (tentatively by early November) (WECHU).</p> <p>Confirm co-facilitator and peer speakers for in-person policy implementation workshop (WECHU).</p>
5.0	<p>WECOSS Action Plan Consultation – Focus Group</p> <p>Alexis provided an overview of the WECOSS’ Action Plan Consultation:</p> <ul style="list-style-type: none"> • The WECOSS has launched a comprehensive community consultation that will inform the development of a renewed, multi-year action plan for the strategy. • The WECOSS’ action plan was last updated in 2021 and requires a refresh to meet the new and evolving needs of the community. • The consultation involves key informant interviews with WECOSS Leadership Committee members and other community leaders, focus groups with each of the WECOSS Working Groups, a focus group with the WECHU’s Substance Use Peer Advisory Committee, and other supporting activities. • Together, the feedback gathered will be used to create a new action plan for the WECOSS, with fresh goals and actions for the partnership to achieve over the years to come. <p>A focus group was facilitated with the HRWG as part of the action plan consultation. Preliminary results and findings from the consultation will be shared at upcoming Working Group meetings.</p>	<p>Share preliminary results from WECOSS action plan consultation at upcoming Working Group meetings (WECHU).</p>

6.0	<p>Community Agency Roundtable</p> <ul style="list-style-type: none"> • Jennifer Cline – Friendsgiving at Glengarry on October 9th (300-400 expected). 	
7.0	<p>WECOSS Pillar Updates (A. Erickson)</p> <p>Did not have time to provide pillar updates during the meeting. Updates are summarized below for the purposes of the minutes:</p> <ul style="list-style-type: none"> • Treatment and Recovery Working Group – Will be offering training opportunities this Fall for frontline service providers on opioid agonist therapy (OAT). A needs assessment survey was issued to community partners in the Spring to assess knowledge gaps and learning needs of frontline providers around OAT. Results are currently being used to develop training content. • Enforcement and Justice Working Group – Continuing with neighborhood safety planning project. Will be expanding the safety plans to the County, starting with Leamington. A consultation will be launched to gather input from those who live, work, or frequent this area to inform the plan. • Prevention and Education Working Group – Working on youth substance use prevention. Attending community events and holding workshops for youth, parents/caregivers, families, teachers, and educators on how to prevent and support conversations with youth about substance use. Ongoing social media campaign about youth substance use prevention continues. Also working with schools regarding vaping by creating an e-module that can be taken by youth caught smoking/vaping at school instead of getting suspended. 	
8.0	<p>Summary of Action Items & Next Steps</p> <ul style="list-style-type: none"> • Connect with Emma Salmon if you are interested in helping to co-facilitate the policy implementation workshop to assist with anti-stigma education (All). • Connect with Emma Salmon if you or someone in your network may be interested in supporting the policy implementation workshop as a peer speaker (All). • Share the WECHU’s anti-stigma social media messages on your organization’s social media accounts (messages and dates of release can be found in Slide 12 of the meeting presentation) (All). 	

	<ul style="list-style-type: none"> • Release anti-stigma policy template, e-modules, and workshop invites to community partners (tentatively by early November) (WECHU). • Confirm co-facilitator and peer speakers for in-person policy implementation workshop (WECHU). • Share preliminary results from WECOSS action plan consultation at upcoming Working Group meetings (WECHU). 	
9.0	<p>Meeting Wrap-Up</p> <ul style="list-style-type: none"> • Adjourned: 3:00 p.m. 	

Next Meeting:

- Thursday, November 27th from 1:00 p.m. – 3:00 p.m.