



WECOSS Harm Reduction Working Group Meeting

Thursday, November 27, 2025 | 1:00 p.m. – 3:00 p.m.

Via Microsoft Teams

Present: Anastasia Adams (Welcome Centre Shelter), Alexis Erickson (WECHU), Dr. Adrian Guta (University of Windsor), Kelly Barill (WECHU), Dominique Chauvin (WECHU), Dr. Katherine Rudzinski (University of Windsor), Deanna Parent (Welcome Centre Shelter), Brittany Rumball (Hiatus House), Alison Malott (Peer Representative-WECOSS), Tamara Klinkhamer (Peer Representative-WECOSS), Pauline Nash (Pozytive Pathways), Nicole Wilson (LAW).

Regrets: Jenny, Bradt (WECHU), Jennifer Cline (WEC-Housing Corporation), Michella Mollicone (Essex-Windsor EMS), Emma Salmon (WECHU), EMS-MHART Representative, Melissa Major (HDGH – MHART), Michael Brennan (Pozytive Pathways), Amy Visser (weCHC), Jacob Riches (Medical Student – Schulich School of Medicine), Margo Cameron (CMHA), Andrea Jordan (HDGH).

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	Approval of the Agenda for November 27th, 2025 (Chair): <ul style="list-style-type: none"> Approved. 	
3.0	Review of Action Items from October 1st, 2025 <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). <ul style="list-style-type: none"> Complete – Anastasia Adams, Harm Reduction Coordinator at the Welcome Centre Shelter, co-facilitated the workshop and provided anti-stigma education to the attendees. Connect with Emma Salmon if you or someone in your network may be interested in supporting the policy implementation and anti-stigma education as a peer speaker. <ul style="list-style-type: none"> Complete – Deanna Parent and Emily Mckenna, Peer Support Staff at The Welcome Centre Shelter, supported the policy implementation workshop and provided anti-stigma education to the attendees. Share the WECHU’s anti-stigma social media messages on your organization’s social media accounts (All). <ul style="list-style-type: none"> Complete. The final social media post will be on December 16th, 2025. 	

	<ul style="list-style-type: none"> • Release anti-stigma policy template, e-learning modules, and workshop invites to community partners (tentatively by early November) (WECHU). <ul style="list-style-type: none"> ○ Complete – Invites to community partners were sent and the anti-stigma policy workshop occurred on November 26th, 2025. ○ Anti-stigma policy template and e-learning modules can be found on wecoss.ca. • Confirm co-facilitator and peer speakers for in-person policy implementation workshop (WECHU). <ul style="list-style-type: none"> ○ Complete. • Share preliminary results from WECOSS action plan consultation at upcoming Working Group meetings (WECHU). <ul style="list-style-type: none"> ○ Completed by Alexis Erickson. <p>Approval of Minutes from October 1st, 2025 (Chair):</p> <ul style="list-style-type: none"> • Approved. 	
4.0	<p>Meeting Goals</p> <ol style="list-style-type: none"> 1. Provide closing updates on the 2025 HRWG project. 2. Review results and discuss next steps following the WECOSS action plan consultation. 	
5.0	<p>2025 Project – Building Community for Harm Reduction (A. Erickson)</p> <ul style="list-style-type: none"> • Status of Reducing Substance Use Stigma Policy Template and E-Learning Modules <ul style="list-style-type: none"> ○ Reviewed project purpose and key activities: <i>see presentation attached with minutes.</i> UPDATES: ○ Substance Use Stigma Policy Template has been created and can be applied and adapted to a wide range of community service settings. ○ The template has been added to wecoss.ca, a PDF will also be shared with the minutes. ○ Addressing Substance Use Stigma E-learning modules are now available. The purpose of the e-learning modules is to be used in alignment with the policy implementation within organizations. <ul style="list-style-type: none"> ○ Module 1 is for all staff that work in community service environments. ○ Module 2 is geared towards organizational leaders, human resources, and policy personnel. ○ Both have been added to www.wecoss.ca 	<p>Connect with Emma Salmon if your organization would like more information or tailored support surrounding the implementation of the Substance Use Stigma Policy Template (All).</p> <p>Share the WECHU’s final anti-stigma social media message on your organization’s social media accounts (All).</p>

	<p>and can also be found at: https://learn.wechu.org</p> <ul style="list-style-type: none"> ● In-Person Policy Implementation Workshop Update <ul style="list-style-type: none"> ○ The workshop was held on November 26th, 2025 at the Caboto Club. It was promoted by email invites to WECOSS and community partners, and 211 blasts. ○ Anastasia Adams (Welcome Centre Shelter) co-facilitated the workshop and provided anti-stigma education. Emily Mckenna and Deanna Parent, Peer Support Staff at the Welcome Centre Shelter, assisted with co-facilitation and provided insights on their lived experiences and how stigma impacts their clients. ○ Overall, there was a great turnout of 30 participants. An evaluation survey disseminated after the workshop showed that 100% of attendees' responded that they plan on implementing or recommending the policy within their organizations. ○ Attendees noted that they found Anastasia, Deanna, and Emily's presentation on the effects of stigma to be particularly impactful. ○ WECHU has offered additional support to organizations as needed with implementing and adapting this policy. ● Anti-Stigma Social Media Campaign Update <ul style="list-style-type: none"> ○ The anti-stigma social media campaign has been ongoing since September 2025. The final post of this campaign will be on December 16th, 2025 and can be found on the WECHU's socials. 	
<p>6.0</p>	<p>WECOSS Action Plan Consultation – Results and Discussion <i>(see slides for full details)</i> (A. Erickson)</p> <p>Alexis provided an update on the preliminary results of the WECOSS Action Plan Consultations:</p> <ul style="list-style-type: none"> ● Provided a brief refresher on the reasoning behind the new WECOSS Action Plan and the consultations. <ul style="list-style-type: none"> ○ WECOSS was last updated in 2021 and requires a refresh to meet the new and evolving needs of the community. ● A draft of the preliminary results of the WECOSS Action Plan Consultation to be presented at the WECOSS Leadership Committee meeting on December 8th. This will help inform the future direction of the WECOSS. 	

	<ul style="list-style-type: none"> • Over the months of September and October, we conducted a community consultation to gather information and recurring themes to understand our community strengths, issues and concerns, needs and community coordination. <ul style="list-style-type: none"> ○ 13 key informant interviews with WECOSS leadership committee and other community leaders. ○ 4 focus groups with 38 WECOSS pillar members ○ 3 focus groups with 15 members of the Peer Advisory Committee. ○ 3 respondents to the WECOSS Action Plan Survey. The survey was accessible to the community partners who were unable to participate in a key informant interview. • The feedback gathered during these consultations will help determine what existing strategies the WECOSS will continue with and what priorities should be addressed in the new WECOSS Action Plan. <p>Core insights gathered from the WECOSS Action Plan Consultations:</p> <ul style="list-style-type: none"> • Community Strengths: <ul style="list-style-type: none"> ○ Sustained collaboration & diverse partnerships ○ Data sharing & communication ○ Harm reduction & anti-stigma efforts ○ Education & prevention ○ Accessible & transparent information ○ Community & peer engagement, and safety • Pressing issues, concerns and needs: <ul style="list-style-type: none"> ○ Stigma and discrimination ○ Systemic and policy level barriers ○ Barriers to accessing existing services ○ Service gaps • 4 key priorities areas that WECOSS can focus on. <ul style="list-style-type: none"> ○ Harm Reduction ○ Prevention and Education ○ Data and Accountability ○ Advocacy and Policy <p>Potential opportunities for further collaboration identified:</p> <ul style="list-style-type: none"> • The WECOSS EJWG aligns closely with the City of Windsor’s Community Safety and Wellbeing plan. • The WECOSS TRWG work aligns closely with the MHASt and PAT groups (Mental Health and 	
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	<p>Addictions Sector Table and Providers of Addiction Treatment)</p> <ul style="list-style-type: none"> • The intended goal in regard to enhancing collaboration with these established groups is to improve efficiencies and reduce any redundancies within our respective plans. <p>Group Discussion:</p> <ul style="list-style-type: none"> • Deanna Parent: Addressing all those issues is a big step forward for harm reduction. • Pauline Nash: The awareness piece is interesting. As an organization we've done our own evaluation as well on the NSP and that was something that came up and continue to bring awareness verbally. <ul style="list-style-type: none"> ○ Positive Pathways offers a mobile delivery service in Leamington, Belle River and other areas as well as partners with Family Services in Leamington and well the CHC, Hep C van. Outreach workers go out every second Wednesday. • Alexis Erickson: WECHU also did an assessment around ways that we can expand access to Harm Reduction services to Essex County, and ways to expand out to more rural areas and get harm reduction services and supplies out there. This work is still in progress. <p>Discussion Questions:</p> <p>A Microsoft Teams Poll with 3 questions was sent out to the group to evaluate if the HRWG members are in alignment with the key findings of the WECOSS Action Plan Consultations.</p> <ul style="list-style-type: none"> • Poll Question 1&2: To what extent do you agree that Harm Reduction should be a future strategic priority of the WECOSS? <ul style="list-style-type: none"> ○ Results: strongly agree <ol style="list-style-type: none"> 1. Harm Reduction: 90% 2. Prevention and Education: 60% 3. Data and accountability: 70% 4. Advocacy and policy: 70% • Question 3: Of the actions proposed for the harm reduction priority, which are the most important to you and the work that you do <ul style="list-style-type: none"> ○ Deanna Parent: Harm reduction supply distribution at the Welcome Centre Shelter. 	
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	<ul style="list-style-type: none"> ○ Pauline Nash: Positive pathways – standardizing the harm reduction practices and expanding in the county ○ Alexis Erickson: private dwellings – tailor our strategies and messaging for those that live in this environment and are using alone. ○ Deanna Parent: There is a hotline people can use when they are alone and want to use substances. It is still active. More messaging needs to be done (NORS 1-888-688-6677 or https://www.nors.ca/contact-us) ○ Alexis Erickson: Continued engagement with those with living or lived experience. ○ Anastasia Adams: All staff must be CPR/First Aid certified. Over the last year, staff have reported inconsistency with the training of how to use naloxone and stigmatizing language used by the trainers when discussion naloxone. Many people rely on this training and it's important to have naloxone training standardized. ○ Alexis Erickson: if we're standardizing harm reduction practices and services maybe there's a way we can integrate those elements into that and make the education that's being offered through that channel consistent and standardized as well. <p>Next Steps: We are in the process of drafting the new action plan, to be presented at the WECOSS LC Meeting on December 8th, 2025.</p>	
7.0	<p>Community Agency Roundtable</p> <ul style="list-style-type: none"> ● Anastasia Adams- The Welcome Centre will not be offering the warming center this year as funding was not received. H4 has a warming space available. ● The Welcome Centre has a big commercial kitchen and is looking at different funding opportunities like catering. The menu is on the website, and the funds go directly back to supporting the Welcome Centre Shelter and all our clients that stay with us. <ul style="list-style-type: none"> ○ For more information or to place an order, please visit: https://wcsfoodservice.com/ 	
8.0	<p>WECOSS Pillar Updates (A. Erickson)</p> <ul style="list-style-type: none"> ● Treatment and Recovery Working Group – Opioid agonist therapy (OAT) frontline service provider training webinar occurring on Friday, November 28th. 	

	<p>Jennifer Burton (VON Pain Clinic) will be presenting on OAT. Tamara Klinkhamer (WECOSS Peer Representative) will co-facilitate the webinar to share personal experiences with OAT.</p> <ul style="list-style-type: none"> • Prevention and Education Working Group – Will be focusing on how to talk to and support youth with substance use and how to prevent substance use. • Throughout the year, there has been different presentations, workshops, and social media campaigns to address this at the community level. • Enforcement and Justice Working Group – Will be working on the community safety plan project with the Substance Supports in Neighbourhoods Accessed through Police Partnerships (SSNAPP) initiative to develop safety plans for Leamington and Essex. Surveys were conducted and the data collected showed the core safety needs in those areas. Training and workshops are being held for first responders and service providers in Essex County as part of the SSNAPP initiative. The first one was a couple weeks ago and focused on trauma-informed care. This training was facilitated by the Crisis & Trauma Institute (CTRI). 	
<p>9.0</p>	<p>Summary of Action Items and Next Steps</p> <ul style="list-style-type: none"> • The second Co-Chair position remains open- Contact Anastasia Adams or Alexis Erickson if interested in the second Co-Chair position (All). • Connect with Emma Salmon if your organization would like more information or tailored support surrounding the implementation of the Substance Use Stigma Policy Template (All). • Share the WECHU’s final anti-stigma social media message (which will be posted on December 16th) on your organization’s social media accounts (All). 	
<p>10.0</p>	<p>Meeting Wrap-Up</p> <p>Adjourned: 2:24 p.m.</p>	

Next Meetings: TBD