

ATTACHMENT A

Addendum to City of Nanaimo CAI Harm Reduction Grant Application

Overview

The City of Nanaimo will receive funding from the Overdose Emergency Response Centre (OERC) and will be responsible for distributing this funding to the Snuneymuxw Health Centre. The Snuneymuxw Health Centre is then responsible for distributing the funding as described in the budget of this Addendum. The goal for this initiative is to support Indigenous people with lived or living experience with substance use in improving their capacity for positive social engagement in the community. Peer engagement refers to interactions, collaborations, and partnerships with People Who Use Drugs (PWUD) with the purpose of supporting peers to engage in harm-reduction initiatives and positive social experiences. The program will reduce stigma among the broader Nanaimo region by providing PWUD, particularly Indigenous PWUD, with opportunities to demonstrate capacity for positive social engagement including participating in employment opportunities and providing mentorship to peers. This program will demonstrate to the Nanaimo region that PWUD have the ability to actively engage with their community in harm reduction initiatives.

Goals

- Reduce stigma for Indigenous PWUD by identifying and engaging in positive social experiences, such as skill development and employment opportunities.
- Increase capacity for representation of Indigenous peers within the Nanaimo Community Action Team and broader public forums, and thereby increase the effectiveness of strategies to improve the health and well-being of Indigenous peers who are disproportionately represented among PWUD.
- Increase partnership between Snuneymuxw Health Centre, Island Health, and City of Nanaimo through the successful engagement and support of hired peers.
- Increase access to available resources for PWUD within Snuneymuxw First Nation through peer-to-peer engagement, skills training, education and employment of hired peers from Snuneymuxw.

Milestones

Date	Outcomes/Indicators
Mid-April 2021	<p>Outcome: Snuneymuxw Health Centre will hire two Indigenous peers with lived experience who are well-regarded within the community, at a rate determined by Snuneymuxw Health Centre.</p> <p>Indicator: Two Indigenous peers hired by April 15, 2021</p> <p>Outcome: Snuneymuxw Health Centre will determine if they require the support of a consultant with knowledge of skill-building opportunities and an ability to provide networking with other peers and relevant organizations.</p> <p>Indicator: If necessary, consultant hired by April, 15, 2021</p>

End of April 2021	<p>Outcome: First quarterly partnership meeting between peers, Snuneymuxw Health Centre (SHC) representative, City of Nanaimo (the City), and Island Health (VIHA) to provide networking and resources as requested to develop a skills and education acquisition plan for the hired Indigenous peers.</p> <p>Indicators: First Quarterly partner meeting held by April 30, 2021 Peer Skills and Education acquisition plan developed by April 30, 2021</p>
April, May & June 2021	<p>Outcome: Based upon the plan developed in April, peers will engage in skill development opportunities available through organizations such as AVI Health and Community Services (e.g. Overdose Awareness and Naloxone Training, ‘Street School’), Canadian Mental Health Association (e.g. Suicide Prevention (Community Gatekeeper Training), Understanding Addiction), Tillicum Lelum, and any other harm-reduction or peer capacity building opportunities offered in the community. If the consultant is hired, they will be responsible for identifying opportunities in the community; if they are not hired, SHC will take on this responsibility. SHC will screen these training opportunities for cultural relevancy and will provide de-brief support to peers upon completion of the programs. Additionally, peers will be invited by the Community Action Team to participate in monthly meetings to support Indigenous peer representation.</p> <p>Indicators:</p> <ul style="list-style-type: none"> ○ If hired, consultant will provide list of available skills training/education opportunities ○ SHC will screen skills training/education opportunities for cultural safety and relevance and create list for hired peers ○ Various skills training obtained by peers employed by SHC ○ Indigenous peers attend monthly Community Action Team meetings <p>Outcome: If appropriate, peers will provide organizations or facilitators with feedback regarding their perspectives on cultural safety and relevancy of the training opportunities. This will nurture partnerships between Indigenous peers and community organizations.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Hired peers will provide feedback to SHC on strengths and challenges of skills/education opportunities ○ If appropriate, SHC will follow-up with organizations providing training and education to promote cultural safety and relevance in the future
Beginning of July 2021	<p>Outcome: Second quarterly partnership meeting between peers, SHC, the City, and VIHA will occur.</p> <ul style="list-style-type: none"> • This meeting will update stakeholders on program development and identify goals for the next 3 months which should include exploring opportunities for positive social engagement and employment experiences for peers. • This meeting will also be an opportunity for the peers to provide feedback on their experiences in the program thus far. <p>Indicator:</p> <ul style="list-style-type: none"> ○ Second Quarterly Partners meeting held by July 7, 2021 ○ List of Opportunities for positive Social Engagement for Peers developed for hired peers to consider

	<p>Outcome: Based upon peer's self-reported development and comfort with their skills, peers will identify any learning or skill development gaps and plan their peer engagement initiatives with SHC support.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Learning or skill development gaps identified by hired peers ○ Hired peers propose Peer Engagement Strategy to SHC by July 15, 2021
July, August & September 2021	<p>Outcome: If applicable, peers will complete additional training.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Additional training/skills development completed by September 30, 2021 <p>Outcome: Hired peers will begin carrying out their peer engagement plan which will involve some employment and skill building opportunities for other peers. The peer engagement plan may include:</p> <ul style="list-style-type: none"> ○ Hosting a series of culturally relevant support groups for Indigenous PWUD ○ Collaborating with existing peer networks ○ Engaging in street clean-up initiatives ○ Distributing harm reduction supplies ○ Educating businesses on trauma-informed practices ○ Providing Naloxone training to businesses, peers, and the Snuneymuxw First Nation community ○ Engaging in knowledge translation to the Snuneymuxw First Nation community by sharing information regarding relevant resources, training opportunities, and harm reduction strategies in the Nanaimo region ○ Other opportunities identified by SHC and the peers <p>Indicator:</p> <ul style="list-style-type: none"> ○ 5 or more Indigenous peers or other PWUD engaged in positive social engagement and/or employment experience by September 30, 2021 <p>Outcome: Feedback will be obtained from program participants around positive experiences, program challenges and suggestions for program development</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Formal and informal feedback collected by hired peers and reported to SHC
Beginning October 2021	<p>Outcome: Third quarterly partnership meeting between peers, SHC, the City, and VIHA will occur.</p> <ul style="list-style-type: none"> ○ This meeting will update stakeholders on program development and identify any support or resources needed by the peers or SHC based on feedback provided by peers and/or participants. <p>Indicator:</p> <ul style="list-style-type: none"> ○ Third quarterly partnership meeting held by October 15, 2021

October, November & December 2021	<p>Outcome: Continue to carry out peer engagement plan.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ 5 or more Indigenous peers or other PWUD continue to be engaged in positive social engagement and/or employment experiences. ○ Informal feedback collected from participants by hired peers and reported to SHC.
Beginning of January 2022	<p>Outcome: The fourth and final quarterly partnership meeting between peers, SHC, the City, and VIHA will occur.</p> <ul style="list-style-type: none"> ○ This meeting will update stakeholders on program development and provide an opportunity to plan for program sustainability. Other community partners who may be involved in the future sustainability of this program will be identified. ○ The City and VIHA will identify new funding opportunities available which would support program sustainability. ○ This meeting will also update stakeholders on feedback from participants in the community engagement plan. <p>Indicator: Final Quarterly Partnership Meeting held by January 15, 2022.</p>
January, February & March 2022	<p>Outcome: Continue to carry out peer engagement plan.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ 5 or more Indigenous peers or other PWUD continue to be engaged in positive social engagement and/or employment experiences. ○ Informal feedback collected from participants by Hired Peers and reported to SHC. <p>Outcome: Consult with community organizations regarding their ability to support the peer engagement plan beyond March 2021 and/or apply for funding through avenues identified at quarterly meeting.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Potential community partner or grants identified by February 28, 2022 <p>Outcome: Begin working on the final report outlining strengths of the program, opportunities for future development, encouraging case examples, and positive outcomes. SHC and the Peers can report on these items in a way which is relevant to them.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Draft of Final Report completed by March 15, 2022
End of March 2022	<p>Outcome: Peers and SHC will provide a report on strengths of the program, opportunities for future development, encouraging case examples, and positive outcomes. SHC and the Peers can report on these items in a way which is relevant to them. This report will include suggestions for the sustainability of the Peer Engagement Program.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ○ Final report presented to all partners by March 31, 2022

Updated Budget

Item	Projected Cost
Snuneymuxw Health Centre Peer Engagement Coordinator (4 hours per week)	\$10,000
Indigenous peer leaders (2 @ \$20/hour, 8 hours per week)	\$20,000
Skills Training and Incidentals (travel, phone, etc)	\$5,000
Consultant (if required by Snuneymuxw Health Center)	\$2,000
Peers employed through the Peer Engagement Plan initiatives (offer Local Living Wage of \$17.55/hour)	\$10,000
Peer Engagement Initiative Supplies (e.g., support group refreshments, bus vouchers, venue rentals)	\$3,000
TOTAL	\$50,000