



Pandemic Working Group (PWG)

Location: Zoom
Date: Thursday, January 20, 2022
Time: 12:00pm to 1:00pm

Agenda & Notes

Agenda Item	Notes
Workforce & Family Needs Data	<p>CYPT Voting Member organizations were surveyed on most pressing current workforce and family needs. 26 responses in total. To view a slideshow of the data (with weighted averages based on total responses per question), please click here. Or to see the info on the CYPT website please click here.</p> <p>Members noted the importance of tracking trends, especially with regards to community needs as these are very likely to continue to get worse as the cost of living rises. Discussed the possibility of making the data public (i.e. via a media release or to Region councillors) with a specific call to action. Noted that this would require the capacity to accept and mobilize a callout. Noted that for food banks, asking for cash or grocery gift cards would be the best call to action.</p>
Member Updates & Immediate Problem Solving	<p>Public Health</p> <p>Public Health information on vaccinations, including for children and youth, has been updated on the Family Compass COVID-19 Resource page.</p> <p>ACTION: Please promote the Family Compass resource page to the community.</p> <p>Additional resources for 5 to 11-year-old vaccination can be found here. Pages 1-2 are English resources. Pages 3-10 are translated resources listed alphabetically by language.</p> <p>For information on two full-day walk-in vaccination clinics this coming Monday, January 31st, please click here and here.</p>
Other Pandemic Working Groups	<p>Psycho-Social, Spiritual Working Group</p> <p>Barb attended the PSSWG and highlighted challenges around workforce shortages, low vaccination rates for 5-12 year olds and concerning well-</p>



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	<p>being data from the Youth Impact Survey. From the group discussion, the following opportunities were noted:</p> <ul style="list-style-type: none">○ Support from PSSWG for school boards focussing on well-being as a priority over academic.○ Leveraging informal networks to better support families and children and youth to help compensate for the pressure formal systems are under currently.○ PSSWG members encouraged to support Youth Impact Survey sense-making sessions.
<p>Staff Wellness with Jim Moss (YMCA Work Well)</p> <p>12:30pm</p>	<p>The latest report from WorkWell can be found here.</p> <p>As leaders get burned out or overwhelmed, some of the ‘niceties’ in managing others diminish. However, at our base psychology is the need to be appreciated. But appreciation is different from recognition. Recognition as a management tool is <i>what</i> people are doing – positive reinforcement for positive actions. Appreciation is <i>how</i> the work is being done and <i>who</i> is doing the work. It’s very much about the person as a whole. Individual appreciation helps staff feel like the work is ‘worth it’ even when it’s very difficult to keep going, and needs to be built into our every day work.</p> <p>But how to do this when the workload is unbearable and leaders are feeling burned out? We need to accept that we can’t do everything. Is it worse to not serve everybody today or to not serve <i>anybody</i> next week? We’re able to maintain a high rate of work only for a short period of time, while we’re running on adrenaline. After almost two years in the pandemic, we’re no longer running on adrenaline. Need to prioritize work both on an individual level and an organizational level. This likely means leaving work off the list, especially if there’s never enough time to complete things. Prioritizing work also ensures that at the end of the week, there’s no high-priority items left over that then are being done on the weekend—time that should be used to rest and replenish our energy. Also reminder given that when we’re not feeling well, it’s difficult to do the same amount of work as when we’re healthy. So when we’re experiencing burnout, we need to be clear and specific what our actual capacity is at this time. ‘Stretching’ our capacity for a day or two can’t turn into a steady state of constantly being stretched. Need to set specific parameters/boundaries to consistently maintain realistic capacity. Noted that even when things are at a steady state, this is not the time to add more to our plate! We need to maintain a lower steady state for a significant period of time in order to allow our energy to</p>



Children and Youth Planning Table

of Waterloo Region

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	<p>replenish—and this might mean making it clear to others that we only have 4 priorities for the time being and not our usual 5.</p> <p>To reach out to Jim with further questions or support, please email him at Jim.Moss@ytr.ymca.ca.</p>
Other Updates	
Next Steps	Next meeting: February 3 rd , 2022

Future Agenda Items

- Supports needed for children/youth/families during pandemic recovery
- FACS trends related to pandemic impacts