

POLICY STATEMENTS SUBMISSION for 2018

Presented to

THE RIGHT HONOURABLE DOUGLAS FORD

Premier of Ontario

By



**THE BUSINESS & PROFESSIONAL
WOMEN OF ONTARIO**

bpwontario.com

**Working towards improving economic, political, social, and
employment conditions for Women in Ontario**

“Embracing Women’s Empowerment”

Member of:

The Canadian and International Federation of Business and Professional Women (BPW Canada)

The International Federation of Business and Professional Women (BPW International)

September 2018



INTRODUCTION

The Business and Professional Women of Ontario (BPW Ontario) is the coordinating organization for the active membership of dedicated working women in clubs across the province.

BPW Ontario membership represents a diverse group of women, in both the public and private sectors of business, industry, and the professions. Our members hold positions as business entrepreneurs, CEO's, managers and employees across a full range of occupational sectors.

Individual clubs within the provincial organization are members of the Canadian Federation of Business and Professional Women (BPW Canada) founded in 1930, and the International Federation of Business and Professional Women (IFBPW) has members in over 95 countries around the world and maintains Consultative Status in the United Nations Economic and Social Council.

Since 1910 BPW Ontario has worked to promote the interests of working women. We have made submissions to government, addressing issues of equal pay and benefits, employment opportunities, employment equity, part time work, child care, maternity leave, pension reform, health issues and other areas of concern to women. BPW Ontario promotes equality as a basic human right, ensuring the full participation of women who comprise 52% of the population. It is believed that through the realization of their full potential, Ontario working women will continue to drive the thriving business and economic climate of today and ensure prosperity for the generations to come.

A handwritten signature in black ink that reads 'Linda Rice'. The signature is fluid and cursive, with the first name 'Linda' and the last name 'Rice' clearly distinguishable.

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Business and Professional Women of Ontario

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Human Trafficking Prevention Education Strategy: Child Advocacy Centre Abuse Prevention Coordinators

Rationale: Sexual human trafficking is a complex and often hidden crime and human rights violation that results in serious and long-term trauma for survivors. In Canada, 32% (1 in 3) children will experience physical or sexual abuse, or witness domestic violence before they reach adulthood (Victim Justice Network, 2017). The vast majority of women who experience this level of violent exploitation are Indigenous women and girls (Ontario Native Women's Association, 2016).

Ontario is a major centre for human trafficking accounting for more than two thirds of cases nationally (Minister of Community and Social Services, 2017). Trafficking for sexual exploitation is the fastest growing criminal enterprise in the world and 96% of victims are women and girls (Equality Now, 2017).

Given that the average age for girls to be recruited in to sexual human trafficking is 13 to 14, and that trauma from this type of crime can lead to increased negative life outcomes, including a 6.1 times increased likelihood of attempting suicide (Victim Justice Network, 2017), it is vitally important to prevent and safeguard Canadians through prevention and education programs. These prevention strategies seek to avert injury, abuse or exploitation before it occurs and are part of what researchers refer to as a Primary Stage of Intervention (The Protect Coalition, n.d.).

The Child Advocacy Centre Simcoe Muskoka [CACSM] is a non-profit organization whose mission involves a multi-disciplinary and child friendly approach to cases of child abuse and neglect. Their model of service is designed to reduce stress and further trauma often associated with traditional child abuse investigations and prosecution proceedings, and to improve the effectiveness of response to children and youth who have experienced abuse, including sexual exploitation (CACSM, n.d.).

Since opening in 2014, the CACSM has facilitated over 600 interviews to investigate child abuse and human trafficking cases in Simcoe County and Muskoka. According to the CACSM, their Abuse Prevention Coordinator has developed and implemented a program to educate students, parents, police officers, educators, and frontline workers in recognizing and preventing child sexual abuse, sexual exploitation and human trafficking that has helped to safeguard over 25,000 children (Divinski, 2017; CACSM, n.d.).

While there are eight Child Advocacy Centres with similar mandates currently operating across Ontario, only two centres have Abuse Prevention Coordinators and strategies in place to combat abuse, including sexual human trafficking. Provincial funding for the Ontario Child Advocacy Centres is not guaranteed from year to year, and threatens the ongoing stability of these important resources (Child and Youth Advocacy Centres, 2018).

Human Trafficking Prevention Education Strategy: Child Advocacy Centre Abuse Prevention Coordinators

THEREFORE BE IT RESOLVED THAT BPW Ontario urges the Government of Ontario, specifically the Ministry of Community and Social Services, the Ministry of the Status of Women, the Ministry of Children and Youth Services, the Ministry of the Attorney General, the Ministry of Education, and the Ministry of Indigenous Relations and Reconciliation to provide annual and recurring funding to all Ontario Child Advocacy Centres to ensure support for victims of human trafficking and other forms of gender based, sexual violence and/or abuse;

FURTHER BE IT RESOLVED THAT BPW Ontario urges the Government of Ontario, specifically the Ministry of Community and Social Services, the Ministry of the Status of Women, the Ministry of Children and Youth Services, the Ministry of the Attorney General, the Ministry of Education, and the Ministry of Indigenous Relations and Reconciliation to mandate and fund permanent full-time Abuse Prevention Coordinator position at each Ontario Child Advocacy Centre so that an educational strategy will be implemented across the province to combat sexual human trafficking and other forms of gender based, sexual violence, and/or abuse.

Increased Funding to Ensure Decrease in Violence by Residents with Dementia in Ontario Long Term Care Facilities

Rationale: Long Term Care Facilities (LTCF) are run and funded by the government while private retirement homes are for-profit and run by private corporations and investors. According to the Geriatric and Long Term Care Review Committee report, “more than half of the residents in Long term care in Ontario have a diagnosis of dementia and almost half exhibit aggressive behaviours.” (Office of the Chief Coroner Province of Ontario [OCCPO], 2015, p. 19). Geriatric care is extremely complex and managing behavioural and psychological symptoms of dementia is critical to keep seniors safe (OCCPO, 2015). Deaths and injuries have resulted in many cases from patients with dementia. In Ontario between 2011 and 2016 resident-on-resident abuse has increased by 107% (Osman, 2018). Between 1981 and 2005 the number of seniors increased from 2.4 to 4.2 million while between 2005 and 2036 this number is estimated to increase to approximately 9.8 million seniors. As the baby boomer generation ages, the increase for the need to care for seniors with dementia is of great concern (Statistics Canada, 2006).

Women are affected by the issue of seniors with dementia for many reasons such as mortality rate of men exceeds women of all ages, women tend to report worse health (United Nations, 2013; Case and Paxton, 2005) and “In Canada, average life expectancy for males born in 2012 is 80 and for females 84.” (CBC News, 2015, para. 2). Dementia patients have a tendency towards escalating violence as they are often frustrated due to their lack of communication, memory loss, disorientation, anxiety, and often feeling their wishes are not honoured and they might not feel respected. Addressing these issues on a personal basis would improve the level of contentment and decrease violent tendencies for these seniors (Alzheimer’s Society, 2017).

Long-term care facilities in Ontario are struggling to care for patients with dementia. Personal Support Workers (PSW) perform daily tasks for residents. Behavioural Support Ontario (BSO) Programs help to ensure residents’ personal wishes and documented preferences are understood, respected, and taken in to consideration. According to the LTC Association increasing the number of PSW’s would help ensure residents with dementia receive better care, and having BSO Programs with documented personalized plans which address individual causes of violent outbursts would decrease residents with dementia frustration thus decrease violent tendencies (Ontario Long Term Care Association [OLTCA], 2018).

Currently not all LTCFs have designated areas for residents with dementia which would improve care and be more economical because of an increased number of PSW’s and BSO teams in these areas. Ensuring these residents have appropriate care would ultimately likely lead to less escalation of violence (OLTCA, 2018). Lanza (n.d.) stated, “It was considered good practice when residents with similar needs are placed together so the special needs of that group can be focused on and met.” (para. 4). According to the Alzheimer’s Association one of the “key goals of a successful dementia unit should be to... maximize safety and support.” (para. 7) which leads to happier residents.

Increased Funding to Ensure Decrease in Violence by Residents with Dementia in Ontario Long Term Care Facilities

THEREFORE BE IT RESOLVED that BPW Ontario urges the Government of Ontario, specifically the Ministry of Health and Long Term Care to increase funding to Ontario long-term care facilities with residents with dementia to ensure an increased number of Personal Support Workers;

FURTHER BE IT RESOLVED that BPW Ontario urges the Government of Ontario, specifically the Ministry of Health and Long Term Care to design, where possible special dementia designated areas within Ontario long-term care facilities for residents with dementia;

AND FURTHER BE IT RESOLVED that BPW Ontario urges the Government of Ontario, specifically the Ministry of Health and Long Term Care to ensure that all Ontario long-term care facilities have designated Behavioural Supports Ontario Program workers to aid in helping residents with dementia be content and reduce the incidences of violence.

Resident-to-Resident Abuse and Its Impact on Women Living in Long-term Care Facilities

Rationale: Elderly women (age 75+) who are residents in Ontario long-term care (LTC) facilities are at an increased risk of physical injuries caused by other seniors (Banerjee, 2007). According to AGING WITH CONFIDENCE: Ontario's Action Plan for Seniors (Ontario Ministry of Seniors Affairs, 2017), "in 2016, 16.4% of Ontario's population was 65 years or older. By 2041, it is projected that 25% of Ontario's population will be 65 years or older, almost doubling from 2.3 million seniors in 2016 to 4.6 million seniors" (p. 9). Information from Statistics Canada shows that in 2010 there were 4.8 million seniors in Canada of which 2.7 million, or 56% were women. It is projected that by 2031, in Canada, there will be 9.6 million seniors and 53% of these, or 5.1 million seniors, will be women. In 2031, 1.6 million of those women will be over 80 years of age (Milan and Vezina, 2011).

LTC facilities usually house seniors experiencing two or more chronic conditions such as arthritis or heart disease (97%), 90% of these residents have some form of cognitive impairment. Cognitive impairment contributes to 46% of the residents' aggressive behavior or a mental health condition and 40% have a mood disorder such as anxiety, depression, bipolar disorder, or schizophrenia (Ontario Long Term Care Association, 2016). 65% of seniors diagnosed with dementia over 65 years of age are women (Chambers, Bancej, and McDowell, 2016). In addition, 2011 statistics show that from age 65 up to age 74, the proportion of men and women living in these facilities are about equal, but from the age of 75 the number of women increases by age 85 and over to 33.4% versus 21.5% for men of the population (Milan and Bohnert, 2011).

In Ontario's *Long-Term Care Homes Act, 2007*, the Residents' Bill of Rights states: "every resident has the right to be protected from abuse" and "every resident has the right to live in a safe and clean environment" (Part II, Sec. 3). Regulations require reports be filed with the Government of Ontario, Ministry of Health and Long-Term Care (MOHLTC) in all instances of abuse, especially injury to a resident by anyone in all public and private facilities. Persons are guilty of an offence if they fail to make a report. In addition, training of LTC facility staff and MOHLTC inspections are carried out annually to ensure compliance with the Act (Government of Ontario, 2007, Regulation 143). Reports are available online listed by long-term care facilities but there appears to be no compilation available for statistical purposes outlined by abuse types (Ontario Ministry of Health and Long-Term Care, 2017).

Bill 160, *Strengthening Quality and Accountability for Patients Act, 2017* has made changes to the *Long-Term Care Homes Act, 2007* and the *Mental Care Consent Act, 1996*, repeals the current "secure units" provisions in facilities and enacts a system that deals with restraining and confining of residents (Government of Ontario, 2017a). The AGING WITH CONFIDENCE action plan initiatives include: working with the long-term care community to develop strategies to care for seniors requiring a higher level of support in dealing with complex needs caused by cognitive and physical decline and conditions such as dementia, increasing direct patient care per day to four (4) hours, and working to prevent and respond to elder abuse through public education, increased service provider training, research, and improved community response (Ontario Ministry of Seniors Affairs, 2017). Since 2015, the three industries with the greatest share of women (relative to men) were in the services producing sector, health care and social assistance (82.4%), and educational services sector (Moyser, 2017). Recent and proposed changes in legislation is a start to protect women housed and working in long-term care but more needs to be done.

Resident-to-Resident Abuse and Its Impact on Women Living in Long-term Care Facilities

THEREFORE BE IT RESOLVED that BPW Ontario urges the Government of Ontario, and specifically the Ministry of Health and Long-Term Care to increase funding, including staff coverage for more frequently scheduled and substantial training programs which focus on preventing violence, and incident reporting of repeat or escalating situations;

FURTHER BE IT RESOLVED that BPW Ontario urges the Government of Ontario, and specifically the Ministry of Health and Long-Term Care to review the intake process, including more accurate admission application forms so the intake process clearly and openly identifies applicants who exhibit or are likely to exhibit violent symptoms.

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