

Progress Report - Grant**(Due on April 30)****Please send completed report and supporting materials to****VAC.VeteranInnovation.ACC@canada.ca**

Name of organization	Project name	Project location
Respect Campaign	Respect Forum Initiative	Canada Wide
Period Covered		
Fiscal Year (please check one): <ul style="list-style-type: none"> <input type="checkbox"/> April 1 2018 – March 31 2019 <input type="checkbox"/> April 1 2019 – March 31 2020 <input checked="" type="checkbox"/> April 1 2020 – March 31 2021 <input type="checkbox"/> April 1 2021 – March 31 2022 <input type="checkbox"/> April 1 2022 – March 31 2023 		
Project Description (as outlined in Agreement) <p>Respect Forum is a national networking initiative that strives to help improve services for Canada's military veterans, emergency responders and their families. In its fight against such phenomena as PTSD and homelessness, Respect Forum meetings are designed to promote collaborative approaches to service delivery, knowledge sharing and knowledge development. Respect Forum meetings bring together people from health and social services, all levels of government, universities, community organizations, and peer support organizations. Participants have the opportunity to talk about their organizations, the services they provide, the challenges they face, and their research and community engagement activities—paving the way to explore possibilities for collaboration.</p> <p>Headquartered in Montréal, by-invitation-only Respect Forum meetings have been held semi-annually in that city since the fall of 2016, expanding to six other cities in 2018 (Calgary, Edmonton, Ottawa, Toronto, Vancouver, Victoria). With support from Veterans Affairs Canada's Veteran and Family Well-Being Fund, meetings were held in 19 cities across Canada in March and April of 2019 and 22 meetings were held in October 2019. 23 videoconference meetings were held Canada-wide during the spring and fall of 2020 and this, despite the COVID-19 pandemic.</p> <p>Building on 3 years of development, Respect Forum is expanding in 5 areas: (1) Sea to Sea to Sea (2) Indigenous Outreach; (3) Women's Outreach; (4) Academic Outreach; and (5) Knowledge Mobilization.</p>		
Objectives		
<p>Our initial project objectives were as follows:</p> <ul style="list-style-type: none"> • Objective 1. Expand Respect Forum meetings from 19 locations up to 30 locations from Sea to Sea to Sea. • Objective 2. Collaborate with Indigenous groups and communities in extending Respect Forum meetings and other activities to Indigenous Veterans and Emergency Responders, as well as their families. • Objective 3. Knowledge Mobilization – University Scholars and Canada's Medical Community • Objective 4. Build Respect Forum governance, administration, and sustainability 		

Activities

The following activities were undertaken to accomplish the above objectives:

- **Objective 1. Expand Respect Forum meetings from 19 locations up to 30 locations from Sea to Sea to Sea.**
 - Feedback on the Respect Forum semi-annual meetings:
 - Fall 2020: 23 meetings bringing together 303 individuals representing over 150 organizations.
 - Spring 2021: 24 meetings are scheduled between March 16 and April 22 bringing together 303 individuals representing 157 organizations.
 - National operations team was established to deliver on all objectives (see organization chart, Annex 1)
 - Regional coordinators and local facilitators (aiming for 2 at each location) have been recruited, selected, and trained.
 - A meeting format and PowerPoint presentation were designed for use by all facilitators.
 - Meeting summaries are being created by facilitators and sent to participants.
 - With the current confinement, due to COVID-19, we had to adapt our meeting strategy. Considering the importance of our mission, even more in this context which has a direct impact on uniformed personnel, especially emergency response personnel, we decided maintained our meetings using online platforms.
 - The Fall 2020 meetings were assessed only from the perspective of facilitators. Instead, participants were invited to complete our service mapping questionnaire (see next point). The Spring 2021 meetings were an opportunity to send satisfaction questionnaires to our participants with a view to further improving our meetings. The purpose of this survey is to better understand: (1) who attends Respect Forum meetings and why; (2) their perceptions of themes addressed during the Forum; and (3) their level of satisfaction with the Respect Forum meetings (and suggestions for improvement).
 - During the year, we developed and implemented a methodology for mapping services by questionnaire. Before being disseminated more widely across Canada, this questionnaire was shared with participants at the Fall 2020 meetings. We collected 110 questionnaires, representing 82 organizations. This allowed us to begin the development of our mapping platform, RESPECTMap.

- **Objective 2. Collaborate with Indigenous groups and communities in extending Respect Forum meetings and other activities to Indigenous Veterans and Emergency Responders, as well as their families.**
 - Our Indigenous Outreach initiative, implemented in 2019-2020, continues. Exchanges between different groups, such as Canadian Rangers, the Assembly of First Nations, and Métis and Inuit communities across the country are still relevant. Considering the importance of creating a stable base of collaboration versus the health context that limit us in our various exchanges, no activity has been organized this year. However, several First Nations communities are present at our various events to broaden our thinking in the face of the challenges faced by Veteran military, emergency response personnel and their families.

- **Objective 3. Knowledge Mobilization – University Scholars and Canada’s Medical Community**
 - Through the mandate of Academic Outreach and Women’s Outreach, Ms. Roupnel is encouraging and promoting collaboration between research/scientific communities and practitioners and stakeholders seeking to apply the results of research. This year, we supported four (4) students in their participant recruitment process as part of their university research.

- With a view to improving knowledge of the issues faced by Veteran military personnel, emergency response personnel and their families, Ms. Roupnel also participates throughout the year in various webinars. These various webinars are the subject of summary reports shared on our website to allow our participants to take part in the evolution of knowledge. These webinars also offer the opportunity to meet with several distinguished Canadian researchers to develop future collaborations.
 - On November 19, 2020, Richard Martin and Servane Roupnel attended the annual Canadian Association of Fire Chiefs Symposium to present the Respect Forum. This event, in addition to promoting our organization, has expanded our network with national associations of emergency response personnel.
 - The Respect Forum had the opportunity to present a poster during the Virtual Day of *Bell Let's Talk*. While promoting this initiative, it allowed us to promote our organization and our various events.
 - As part of the Women's Outreach mandate, Ms. Servane Roupnel organized a webinar/conference on the specific needs of women in uniform in November 2020 (francophone event) and December 2020 (anglophone event). The year 2021 will be marked by the organization of our second event, which will take the form of 4 webinars/conferences across Canada (for more information, see Project Outcomes/Results). These knowledge-sharing events are a unique opportunity to connect scientists, support organizations and beneficiaries.
 - Through the mandate of Program Evaluation, four reports have been or will be produced: (1) a donor report to present achievements during the previous year (the current report); (2) a lessons learned report to the Forum team with a view to continuous improvement; (3) a report evaluating our Women's Outreach webinar to continue these events with a view to continuous improvement, while allowing the sharing of knowledge on this increasingly central topic in Canada; and, (4) a report on our service mapping as part of a funding application with the aim of continuing and improving this project.
- **Objective 4. Build Respect Forum governance, administration, and sustainability.**
 - LGen (Ret'd) Guy Thibault, CMM, MSC, CD, has joined our endeavour as Respect Forum Patron and Senior Advisor, and now contributes to our governance and oversight.
 - Creation of Governance Committee to oversee and counsel Respect Forum national staff and approve national policies.
 - VAC support through Veterans and Family Well-being Fund:
 - 2019-20 - \$177,000
 - 2020-21 - \$185,000
 - 2020-21 - \$175,000
 - Recruiting and selection of Founding Partners, Partners and Sponsors, contributing to financial stability and engagement.
 - Request for funding from the Veteran and Family Well-Being Fund for our service mapping platform project called RESPECTMap (for more information on this platform, see Project Outcomes/Results).

Expected Results

Objective 1:

- Conduct Respect Forum meetings organized in a maximum of 25 places at least once
- Functional cartography and directory available for the staff of the Respect Forum, VAC and Forum participants
- Functional national calendar, available to Respect Forum staff, VAC and Forum participants

Objective 2:

- Ensure the collaboration and trust of the most representative Indigenous communities for the Respect Forum
- A major strategic and planning activity in collaboration with the indigenous communities
- Development of a plan to undertake activities of the Respect Forum in collaboration with Indigenous communities

Objective 3:

- Successful gathering at national level
- Survey disseminated

Objective 4:

- Organize at least one meeting of the Governance Committee of the Respect Forum
- Organize an annual information session for partners
- Raise at least \$ 46,000 from founding partners, partners and sponsors, in accordance with the budgeted objectives for each category

Report on Progress**Project Outcomes/Results****(1) Outline the results achieved/activities undertaken during this payment period. Please use concrete examples and reference your project milestones.****(a) Fall 2020 meetings.**

In the Fall of 2020, we held Respect Forum meetings in 23 communities across Canada, bringing together 303 individuals representing over 150 organizations.

Quebec Region Montreal – 14-Oct Quebec City – 20-Oct Saguenay – 10-Nov	Atlantic Region Saint John NB – 7-Oct Fredericton – 29-Oct Moncton – 16-Oct Halifax – 6-Oct St John's NL – 27-Oct
Central Region Ottawa – 21-Oct Toronto – 23-Oct Kingston – 20-Oct North Bay – 28-Oct Hamilton – 22-Oct London – 29-Oct Windsor – 28-Oct	Western Region Winnipeg – 14-Oct Saskatchewan – 8-Oct Edmonton – 21-Oct Calgary – 20-Oct Vancouver – 20-Oct Comox – 14-Oct Victoria – 14-Oct Thunder Bay – 29-Oct

(b) Spring 2021 meetings

In the Spring of 2021, we held 24 meetings across Canada between March 16 and May 6. At the time of this report, we do not have the final participation rates at our meetings. However, our Spring Forums involved 303 participants by the end of April. It seems that virtual meetings allow many organizations to be present, despite very busy schedules considering the COVID-19 pandemic.

The Spring 2021 is marked by the addition of 2 new communities in the Quebec region: Gatineau and Sherbrooke and some municipalities participation (Burnaby, Coquitlam, Kingston, Lasalle, London, Nanaimo, North Saanich, Ottawa, Port Hardy, Port Moody, Regina, Saanich, and Victoria).

Quebec Region Quebec City (March 31): 32 participants Montréal (April 1): 20 participants Gatineau (May 6): TBC Saguenay (April 15): 9 participants Sherbrooke (April 23): 2 participants	Atlantic Region Fredericton (March 23): 9 participants Halifax (March 30): 8 participants Moncton (March 29): 6 participants Saint John NB (March 23): 9 participants St John's NL (April 6): 13 participants
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<p>Central Region Hamilton (April 15): 6 participants Kingston (April 13): 12 participants London (March 25): 14 participants North Bay (March 23): 11 participants Ottawa (March 30): 33 participants Toronto (May 5): TBC Windsor (March 24): 20 participants</p>	<p>Western Region Calgary (March 16): 20 participants Comox (April 22): 8 participants Edmonton (March 18): 16 participants Saskatchewan (March 23): 11 participants Thunder Bay (April 13): Cancelled Vancouver (April 14): 24 participants Victoria (April 21): 13 participants Winnipeg (March 30): 7 participants</p>
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(c) Training for regional coordinators and local facilitators

Regional coordinators and local facilitators (aiming for at least 1 for each location) have been recruited, selected, and trained. As well, we have implemented uniform training and performance standards: meeting facilitators and regional coordinators were convened to multiple training sessions to conduct meetings in a consistent manner across the country. As part of this training, a meeting format and PowerPoint presentation were designed for use by all facilitators. What is more, all members of our team have been trained to use the Zoom platform to adapt to the health rules while offering stimulating meetings despite the distance.

(d) Program Evaluation: Administered survey to Forum's participants and local facilitators.

To be able to assess both the organization of the Respect Forum and its reception from the participants, two questionnaires are sent after the meetings of the Forum.

The first questionnaire is to be completed by the different facilitators who organized and facilitated the meetings. Transmitted by email, it was to be completed by the facilitators at the end of the meeting and transmitted to the National Program Evaluation Coordinator. Through these different themes, the questionnaire makes it possible to assess how the organization of the Forum was perceived by the facilitators, how the meeting took place according to the pre-established agenda, the perception of facilitators vis-à-vis the participants and the atmosphere of the event, as well as the various good moves or difficulties encountered by the facilitators. The final objective of these questionnaires is to improve the organization of the meetings to facilitate the task of the facilitators while attesting to the successes of each to share them during the next training sessions.

The second questionnaire is addressed to participants. Completed on the Survey Monkey platform, the link to access the questionnaire is emailed by the facilitators to all the participants of the meeting they were facilitating. This questionnaire returned to the various topics on the agenda as well as to the meeting in general to collect the participants' perceptions and comments. The final objective of this questionnaire is to allow reflection on the meetings to share them with the Respect Forum team with a view to continuous improvement.

In total, the 14 facilitators of the Fall 2020 all replied to their questionnaires. The same is true for the Spring 2021. It should be noted that during the Fall 2020 meetings, the satisfaction questionnaire was not passed on to the participants. Indeed, the Fall 2020 focused on the mapping of services. In order not to overwhelm our participants, we decided to submit only the questionnaire concerning mapping (see below).

All these documents have enabled us to prepare a highly relevant evaluation report in order to adjust our future Forums with a view to continuous improvement. Built around points to remember, the Respect Forums teams are invited to a post-Forum summary meeting so that the National Coordinator of program evaluation presents its findings. They also have access to the evaluation report (see Annex 2). For the first time this spring, a summary page of this evaluation (see Annex 3) will be shared publicly so that our participants are informed of our findings and the impact of their participation in our various questionnaires.

(e) Mapping of services: RESPECTMap

One of the founding projects of the Respect Forum is the creation of a mapping of services to veteran military personnel, emergency response personnel, and their families. Our mapping platform in its basic draft is accessible via the following link: <https://sites.google.com/view/rf-service-mapping-platform/home?authuser=0>

- Project description

Across Canada, organizations and individuals are committed to assisting and providing services and support to men and women in uniform (military veterans, police, firefighters, paramedics) who face challenges arising from their service to the nation. Often in the form of mental health issues and adjustment to civilian life, these challenges and their consequences have many levels and affect individuals as well as their families and communities.

In the face of this, the Respect Forum's mission is to promote collaboration through networking and knowledge sharing to improve mental health services and reduce homelessness for men and women in uniform who run to danger. Given its mission, ongoing activities and experience, the Respect Forum is in a unique position to develop and provide a comprehensive conceptual framework to guide the creation, development and implementation of service mapping and assistance for these vulnerable communities.

We believe that the resulting mapping will help all stakeholders provide more comprehensive services and programs that contribute to the quality of life of Veterans, men and women in uniform and their loved ones. The main audience for this mapping is the support organizations, which, in their daily practice, need to know the various support offers available to staff in uniformed service nationally and regionally, but especially locally. Indeed, in the locality that services are offered and where the need for coordination and collaboration between organizations is greatest.

- Methodology

Our service mapping for uniformed personnel is based on a two-phase crisis management approach. First, we tested and evaluated our methodology with the four target groups of beneficiaries through the implementation of a pilot phase. During the months of May and June 2020, four cities (one per region of Canada) were designated to implement our project in its pilot phase. The City of Halifax Facilitator worked with members of the police force, the two facilitators from the City of Vancouver developed their mapping with paramedics, the Windsor facilitator developed the methodology with the firefighters, and the Saguenay facilitator worked with the Veterans.

This pilot phase was a success in terms of the validity of the methodology. However, its implementation raised several limitations, especially in the time invested in virtual group meetings. Indeed, the preliminary work agenda, discussing the importance of meetings with participants for the concrete realization of mapping, was undermined whether by the need to organize several meetings, the lack of available participants or the lack of collaboration of certain groups. We concluded that we needed to optimize our method by turning it into a questionnaire that was more easily and quickly disseminated to a very large number of organizations across Canada.

Thus, our second and final approach to standardizing data collection is born through the validation and dissemination of our bilingual questionnaires to all the organizations identified by our team (see Annex 4 for the English-language version of the questionnaire). A total of 1,033 organizations were contacted by email to invite them to read our project and respond to our questionnaire. By responding to this questionnaire, organizations agree to be listed in our mapping via the information provided in response to our questions.

To create an accessible and easy-to-use mapping, we have set up an Web platform where all the organizations responding to our questionnaire are listed according to their geographical location (local and regional) and based on their offers of support (see methodology). Currently, this platform is hosted on a Google site, but remains a preliminary platform that deserves to be perfected and perpetuated in its information offering.

Several activities are planned to perfect and sustain our service mapping platform for uniformed personnel which, in April 2021, lists 122 organizations out of the 1,033 contacted.

- Project's planned outcomes

The methodology for mapping services proposed by the Respect Forum team is, from a theoretical point of view, relevant and necessary to address a real national lack of support for veterans and emergency response personnel. Precise and operational, the use of methodological tools, based on crisis management models, are now well integrated within the Respect Forum allowing a wide dissemination of the project. The questionnaire, as a method of gathering information, provides a useful framework to encourage the participation of more support organizations across Canada.

The mapping of services proposed by the Respect Forum is therefore a concrete theoretical and practical opening to respond to a national challenge. It is now easy to use, and it is now possible to think about a wider and standardized distribution to apply the method across Canada. 2021 is a pivotal year in the beginning of the launch of our large-scale mapping platform so that it ultimately becomes a relevant tool and used by the largest number of uniformed personnel support organizations both nationally and locally.

- Related projects

Our service mapping platform is an innovative project. Therefore, it can be the basis of many related projects. Currently, two projects are under construction: 1) the writing of a scientific paper presenting our methodology to promote it in the academic sphere; and 2) the creation of a mapping, on the same model, of scientific research in Canada (see (g) for more information).

In addition, we worked on the creation of two videos (one in English and one in French) to explain in a simple and concrete way our mapping project and its methodology. These videos are available, for all interested in being part of this project, both on the mapping platform and on our YouTube channel.

We are pleased to confirm that we have received funding from the Veteran and Family Well-Being Fund in the objective to improve greatly or RESPECTMap.

(f) Women's Outreach Webinars

The National Coordinator of Academic Outreach took charge of the creation of a webinar/conference to create and share knowledge on the specific challenges of veteran women military personnel and women members of emergency response organizations.

- First Webinar "The Specific Needs of Women in Uniform"

The first webinar/conference was held in November 2020 for the French-language version and in December 2020 for the English-language version (see poster of the English-language event in Annex 5). The purpose of this webinar was to reflect on the specific needs of women in uniform in Canada. This women-only event gave women a voice on their daily lives, their challenges, but also their good ideas and solutions. Bringing together women in uniform as well as women working in aid and support organizations, these webinars were intended to be a place of sharing with the aim of developing knowledge and collaborations.

Organized around 3 conferences (per webinar) that will open the discussions, this first symposium of the Women's Outreach was a pilot before continuing with other events of this type. Indeed, this meeting helped to establish, in concrete terms, the challenges faced by women wearing uniforms to be able to work together on various solutions.

In partnership with True Patriot Love, this event was a real success considering it is the first webinar/conference organized as part of our Women's Outreach. Seven (7) keynote speakers were invited to talk about their careers, including Sandra Perron (Canada's first female infantry officer), Josée Querry (former RCMP member, recognized speaker on her experience with PTSD) and Mechelle Murphy (Deputy-Chief (Acting) at EWEMS). A total of 29 women participated in the French-language webinar and 67 women participated in the English-language webinar. Through a program evaluation, we are pleased to see the value of this event to the various participants, as shown by the statistics in Annex 6.

- Second webinar "Homelessness Among Women: Issues and Challenges of Housing Offers for Military Veterans and Emergency Response Personnel."

This event is intended as a direct follow-up to the first round of webinars which highlighted specific challenges for women in uniform, among which strongly emerged the issues of homelessness and/or offers of housing accommodation (therapeutic or not) meeting the specific needs of women in uniform. To this day, there are no minimum standards for serving homeless women. For example, most support institutions do not provide gender-appropriate accommodation (Kim et al., 2019) or appropriate to the traumatic events experienced by women in uniform.

This series of webinars is therefore a unique opportunity to jointly reflect on solutions for housing accommodation that are useful and consistent with the experience of women in uniform. It will also be possible to put forward organizations that are currently working to serve this type of population by adapting their support offerings (see the poster of the event in Annex 7).

Discussing the issue of homelessness for women in uniform is part of a concrete reality experienced across Canada. That is why we find it necessary to divide this webinar according to the major regions of Canada. This will allow us to respond to the specifics of each community while valuing shelter organizations according to their locality. As a result, four separate webinars will be organized in four major regions:

- 1) The Quebec region - May 26, 2021
- 2) Western Canada - June 2, 2021
- 3) Ontario Region - June 16, 2021
- 4) The Atlantic Region - 30 June 2021

This series of webinars will then welcome several speakers with a variety of backgrounds. The goal here is to combine a scientific perspective through conferences of recognized researchers across Canada and a practical perspective in welcoming support organizations that have tailored their services to the women population in uniform.

Currently, the project is under construction with the recruitment of speakers. An evaluation of this conference series will be carried out at the end of the 4 webinars, the results of which will be publicly available.

(g) Academic Mapping: Expand our Academic Outreach.

Because of her experience in the academic world, the National Coordinator of Academic Outreach is aware of the challenges of a lack of knowledge about existing research on veteran military personnel and/or emergency response personnel, and their families. However, developing a network of researchers and student-researchers would have very important benefits to always improve the development and sharing of knowledge as well as interdisciplinary collaboration.

Considering the success of our methodological approach to our mapping of services, we plan to develop a similar tool/questionnaire to develop a mapping of academic research. While connecting different researchers, students, and research groups, it will also allow support organizations to find academic resources to create new support programs. What is more, such mapping will create a non-negligible network of academics across Canada to showcase the scientific expertise of our researchers through the development of joint scientific communications, the organization of knowledge-sharing events, etc.

The project will begin in the summer of 2021 with the adaptation of the mapping methodology.

(h) Communication and Knowledge Sharing

The objectives of knowledge-sharing communications cover all areas of activity of the Respect Forum. The objective here is (1) to communicate around our events and projects to promote our organization, (2) to demonstrate the relevance of the projects of all our participants to promote the benefits, and (3) to disseminate the various research existing in Canada to support veteran military personnel and emergency response personnel.

1. **Communicate around our events and projects.** Here is the value of our program evaluation. Through an analysis of our various events, we are able to share with our teams, but also our participants, the value of our diverse events. This objective also includes scientific writing around

our events and projects (e.g., service mapping, women's outreach, etc.). What is more, we worked on the creation of explanatory video to present the different mandates of the Respect Forum and thus expand our participant base. These videos are available on our YouTube channel: <https://www.youtube.com/channel/UC6lyXplE8k2StZjj7BI3l4Q>

We also have responded to the Canadian Association of Fire Chiefs' call for communications for the *Canada Firefighters Conference 2021* in September 2021. A communication presenting our RESPECTMap have been proposed. The results of this call for papers will be available in May.

2. **Demonstrate the relevance of our participants' projects.** Thanks to the collaborative work between our team members and our social media manager, we can disseminate many projects, created by various participants of the Respect Forums. While recognizing the value of our participants, we are here helping to develop knowledge sharing so that a true collaborative network can be created across Canada.
3. **Disseminate the various research that exist in Canada.** Both in the academic sphere and in the context of support organizations events, many events aimed at developing and sharing knowledge in Canada. Although COVID-19 has impacted the organization of numerous conferences or networking events, each has allowed the development of many more than relevant virtual events. The Respect Forum, by its National Coordinator of the Academic Outreach, is committed to participating as well as promoting these various events. This can take several forms such as: 1) supporting the recruitment of participants in various scientific research; 2) share knowledge by participating as a speaker at various events or 3) promoting various webinars/conference on veteran military personnel and emergency response personnel through the writing of reports (see an example in Annex 8 – All the report are available on our website: <http://respectcanada.org/pages/reports.html>).

2) Please explain the discrepancies between the planned results/activities and the actual results/activities.

This year, the Respect Forum continued its activities adapted to the health context. We are therefore fortunate to be able to confirm that we have been able to adapt in a relevant and consistent way to the situation, as COVID-19 does not impact us as much as in the previous year. However, health rules have transformed our working methods, limiting some of our projects that are only possible in collaboration with other organizations/events.

a) Indigenous Outreach

Our Indigenous Outreach mandates has stagnated somewhat in 2020. We would have appreciated the opportunity to organize a collaborative event to discuss issues specific to First Nations uniformed personnel. However, the health context of COVID-19 has been confronted with the will of First Nations groups who prefer to organize face-to-face meetings. For this reason, exchanges continue so that, as soon as the context allows, an Indigenous Forum can be held in person.

b) Academic Outreach

Our mandate of Academic Outreach would benefit from scientific communications about our events at conferences. Once again, our projects have faced the cancellation or postponement of many congresses. Our goal is to include the Respect Forum in future conferences so that we can promote our organization and its innovative projects.

c) Program evaluation – Respect Forum Fall 2020

Unlike other semi-annual forums, the Fall 2020 meetings could not be evaluated from the perspective of participants. Indeed, we took the conscious decision to focus the efforts of our participants on our mapping project, limiting us in the information about the organization of Respect Forums' meetings. Our program evaluation was then limited to the perceptions of facilitators. However, this still allowed us to develop a series of findings and recommendations with a view to continuously improving our meetings.

3) Is the project on track to meet the expected results in your agreement? Please provide specific examples to support your response.

The project is on track to achieve the results of our agreement. In summary:

(Objective 1) – Our Respect Forums’ meetings continue to expand with the achievement of our goal of 25 meetings at the Spring 2021 Respect Forums. Unfortunately, our Thunder Bay meeting had to be cancelled because of poor response. Only two individuals confirmed they would attend, so we postponed the next meeting to Fall 2021, and the individuals participated in the Kingston ON meeting. We continue to develop roots in Thunder Bay, though it will no doubt be a lengthier process than originally anticipated. This just shows that staying power and consistency are required in some localities. Our participants and facilitators are now accustomed and functional in the organization and management of virtual meetings, necessary in the face of the health context of COVID-19 that continues. The number of our participants in these meetings continues, which is a success considering, once again, the pandemic context and its impact on all individuals. The number of organizations represented at these meetings is stable but, because of our mapping project, we are confident that this number will only increase given the attractiveness of a wide variety of support organizations for our platform.

The goal of creating a mapping of contacts/support organizations for both the Respect Forum teams and the public has been achieved. The organization database for the Respect Forum team has been reworked and updated to provide a stable and useful system for organizing our various events. As for our service mapping, although our RESPECTMap platform is only available in its preliminary version, the project is on track. In 2021, we aim to create a publicly accessible, reliable, and secure platform.

Finally, our event calendar is becoming more and more functional. While ensuring stability in our semi-annual Meetings of the Respect Forum, more and more events, diversified, are organized during the year (Women's Outreach, Academic Outreach, etc.).

Objective 1 is therefore on track.

(Objective 2) – The work of the Indigenous Outreach coordinator is still ongoing despite the necessary adaptations to the health context of COVID-19. As the main organizations of First Nations groups prefer face-to-face meetings, we were not able to organize a specific event for this population. However, contacts continue, and several First Nations members are present at our various Respect Forum events. Future Respect Forum activities, in collaboration with Indigenous communities, will be created when the health context allows us to organize face-to-face meetings.

Objective 2 is therefore on track with limitations.

(Objectif 3) – Our work of knowledge mobilization has grown strongly over the course of the year. While continuing our knowledge development work by connecting with many researchers across Canada, or participating in various scientific events, our program evaluation work is more than relevant. Assessing the relevance of our semi-annual meetings, but also of our events of the Women's Outreach (webinar cycle) or our methodology of mapping services, our various reports are vectors of knowledge more than relevant. Most of our event reports are available to the public on our website and/or on our social networks.

Objective 3 is therefore on track.

(Objective 4) – The Respect Forum organized a first meeting of the Governance Committee. This allowed the members to discuss the Respect Forum Policies as well as to ensure its visibility on our website (in English and French). These policies are now accessible on our website: <http://respectcanada.org/pages/policies.html>. **This objective is therefore on track.**

- Organize an annual information session for partners: **This objective has not yet started.**

- Raise at least \$ 46,000 from founding partners, partners, and sponsors, in accordance with the budgeted objectives for each category): Mr. Tom Dyck, former President of TD Retail Bank has joined our management team and is leading or team in the development of a new fundraising model. Previously, Mr. Dyck acted a Chairperson on the Board of the largest United Way fundraising campaign in the world. We are learning from his lessons. The concept of “founding partners” is expected to be replaced before summer. **This objective is therefore on track.**

4) What is the overall progress toward the stated objectives outlined in the project description of your agreement (above)? Based on these is your project:

Delayed

X On-time

Ahead of schedule

If delayed or ahead of schedule, please provide rationale describing how your plan to adjust timelines.

Additional Comments

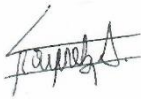
We are pleased to confirm that adapting our working methods and objectives to the health situation is relevant and effective. We are now used to using different virtual tools to continue to advance our various projects. Collaboration is now more important than ever in our work and we are proud to be able to contribute to the building while adapting to the reality of everyone.

Name of person authorized to sign for the organization

Name:

Servane Roupnel, National Coordinator – Academic Outreach, Women’s Outreach, Program Evaluation

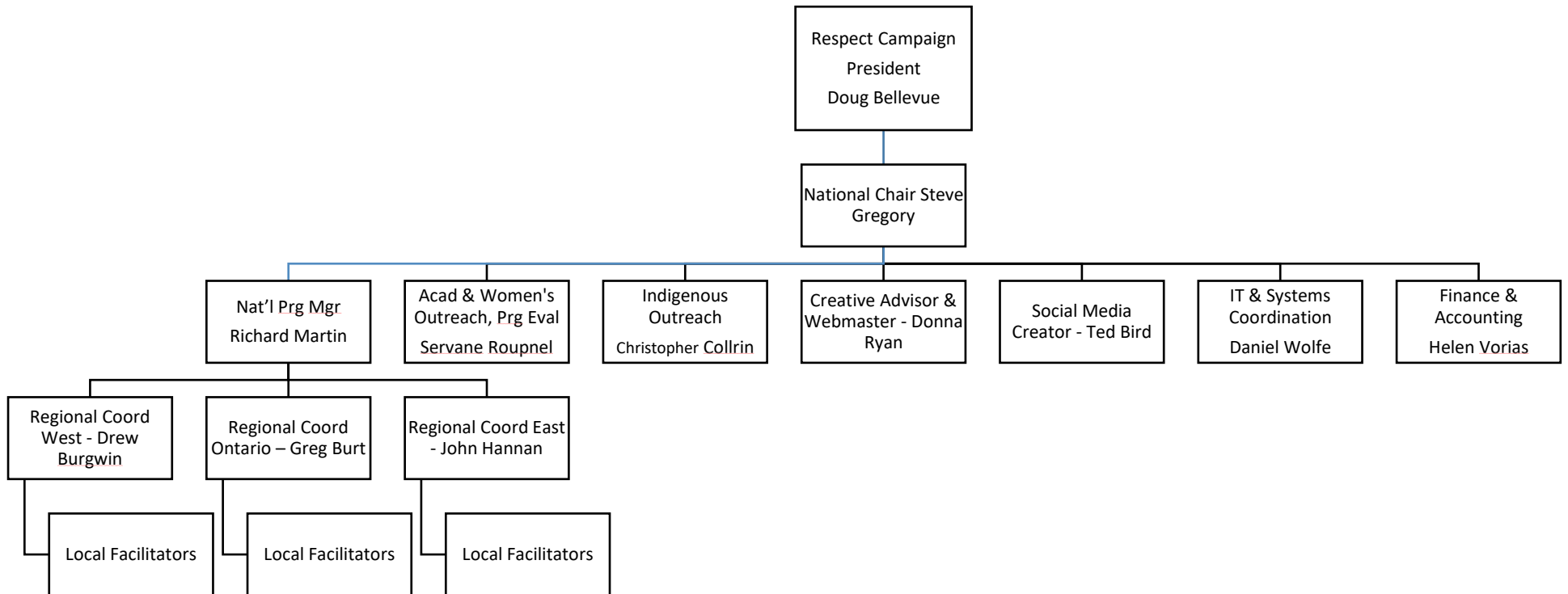
Signature:



Date:

29 April 2021

Annex 1. Organizational Chart



Annex 2. Program evaluation report of the Spring 2021 Forums

RESPECT

WHAT TO REMEMBER**Some key figures:**

- 303 participants
- 157 organizations, including ...
- 51 are listed within our RESPECTMap

1. **Reach a younger population.** Considering the socio-demographic data of forum participants, we should try to recruit younger participants to maintain long-term contact with all support organizations despite the ageing of the population (retirement, part-time work, etc.).
2. **Do not exceed a duration of 2h30 during virtual meetings.** To maintain the interest of our participants in our meetings, we must ensure a maximum duration of 2 hours and 30 minutes when they take place in a virtual way. In face-to-face meetings, it is possible to have a slightly longer duration.
3. **Have one speaker per meeting.** Given the interest of both facilitators and participants in the guest speaker presentation part, we must ensure that each Forum has such a presentation. This provides a theme and direction for discussions while broadening participants' knowledge of existing support programs in their communities.
4. **Think about hybrid meeting methods.** We need to start thinking about the post-pandemic context and our methods of meeting. While most participants expressed their willingness to meet in person, we cannot deny comments that value the added ease of virtual encounters. We should thereby think about the organization of meetings in hybrid mode.
5. **Make sure we meet our mandates.** Feedback from participants highlighted a lack of response to some of our mandates. We must then adjust our meetings to respond adequately to all mandates.
6. **Ensure the validity of our database and strengthen our invitation process.** To increase the participation rate at our meetings, we need to work upstream on the validity of our databases so that the invitation process is as efficient as possible. We must also encourage facilitators to increase their telephone engagement to strengthen their invitations.
7. **Choose the dates of the meetings more conscientiously.** Faced with the development of virtual meetings, more and more national initiatives are organized and engage our various participants. We therefore need to do pre-Forum research to ensure that the dates of our meetings do not coincide with other events in which our groups of participants may be interested in participating.
8. **Ensure that all facilitators receive pre-Forum training.** Our pre-existing training is paying off when you consider the facilitators' reports. Therefore, we recommend recording the training meetings so that all facilitators can have access to them during their preparation of the Forums.
9. **Orient discussions during meetings by defining themes.** Offering topics for discussion seems relevant to open exchanges and increases the likelihood of collaboration. The current health context offers us a unique opportunity to support organizations by offering them the opportunity to reflect on post-pandemic difficulties, a theme that could be at the heart of our next meetings.
10. **Encourage facilitators to learn about collaborations between organizations.** The facilitators informed us of several sources of contact with which the national coordination team will be able to build collaborations. Facilitators are encouraged to keep informed of these collaborations to ensure that each partner/invested organization in various collaborations is invited to the Forums.

RESPECT FORUM - SPRING 2021

During the spring of 2021, the Respect Forum held 24 meetings across Canada. Unique opportunities for networking and collaboration, we brought together 303 participants between March and May. Compared to the last forum of winter 2020 (303 participants), we have an equal participation considering that the number of participations this spring will increase with the two Forums taking place in May. We are therefore pleased with the continued participation rate, which could have decreased given the pandemic context that directly affects our participants, often front-line workers. This demonstrates the participants' strong interest in the meetings.

Table 1. Meetings and participants

<p>Quebec Region Quebec City (March 31): 32 participants Montréal (April 1): 20 participants Gatineau (May 6): TBC Saguenay (April 15): 9 participants Sherbrooke (April 23): 2 participants</p>	<p>Atlantic Region Fredericton (March 23): 9 participants Halifax (March 30): 8 participants Moncton (March 29): 6 participants Saint John NB (March 23): 9 participants St John's NL (April 6): 13 participants</p>
<p>Central Region Hamilton (April 15): 6 participants Kingston (April 13): 12 participants London (March 25): 14 participants North Bay (March 23): 11 participants Ottawa (March 30): 33 participants Toronto (May 5): TBC Windsor (March 24): 20 participants</p>	<p>Western Region Calgary (March 16): 20 participants Comox (April 22): 8 participants Edmonton (March 18): 16 participants Saskatchewan (March 23): 11 participants Thunder Bay (April 13): Cancelled Vancouver (April 14): 24 participants Victoria (April 21): 13 participants Winnipeg (March 30): 7 participants</p>

These participants represented 157 organizations (our count includes all locally represented branches in one organization - see Appendix 1). Again, the participation rate in terms of organization is maintained compared to previous forums. However, it is worth noting the presence of new organizations, which demonstrates the growing reach of the Respect Forums. We also note the participation of 13 municipalities. This was one of the objectives of these spring forums: the cities of Burnaby, Coquitlam, Kingston, Lasalle, London, Nanaimo, North Saanich, Ottawa, Port Hardy, Port Moody, Regina, Saanich, and Victoria sent a representative from their municipality to become more actively involved in the Respect Forum. The goal is to engage at least one municipality at each Respect Forum meeting. It will therefore be important to continue to reflect on our outreach strategy at this local level.

Like each respect Forum season, this program evaluation will be based on two perspectives: 1) participants' perspectives and 2) the perspective of meeting facilitators.

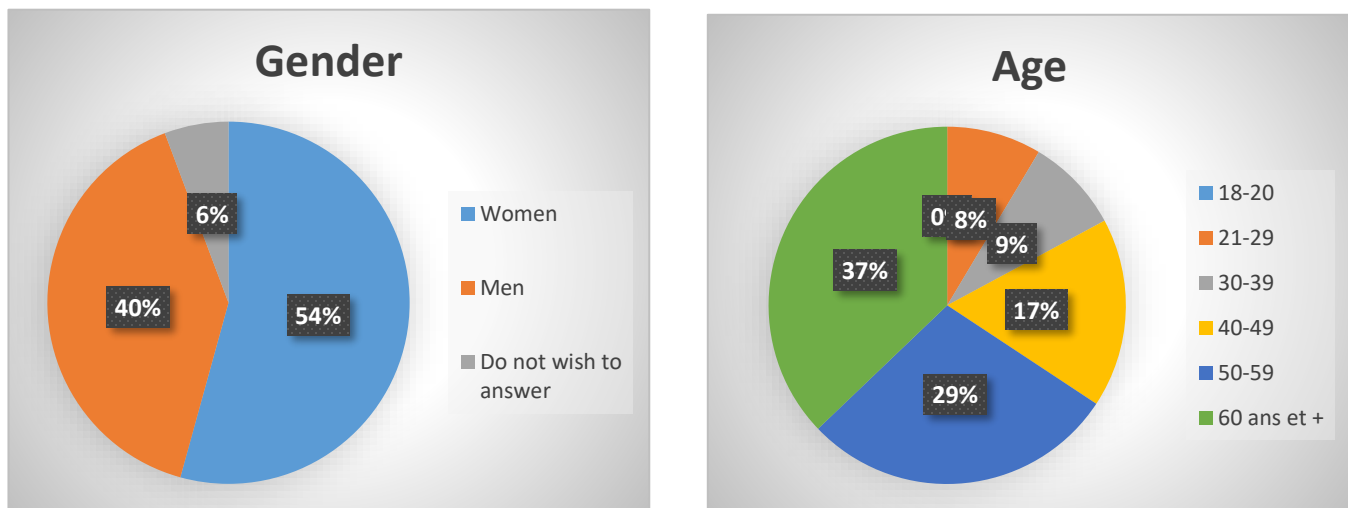
PERCEPTION OF PARTICIPANTS

From a close evaluation, participants in the Spring 2021 Respect Forums were invited to respond to a short satisfaction survey. Of the 303 participants, 35 responded to the questionnaire, representing a response rate of 12%. This is one of the lowest response rates of our satisfaction surveys compared to other semi-annual meetings. This may be due to the participation in another Respect Forum project: service mapping. Participants were also invited to complete our mapping questionnaire to register their organization in our RESPECTMap mapping platform. It is therefore likely that participants chose to invest their time in this questionnaire, leaving aside the satisfaction survey.

Responses must therefore be considered with this low participation rate in mind. However, the answers allow us to guide our reflection on possible improvements in meetings.

1. Socio-demographic data

Socio-demographic data such as the gender and age range of our participants allow us to have a spectrum on the category of our participants. This allows us to see which segment of the population is least reached by our events to adapt our invitation methods to reach the entire range of the population in the service of veteran military personnel, civil emergency services and their families.



We find that our participants are mainly **women** (19 respondents out of 35 responses obtained - 54%). Then it is mainly the high age groups that characterize our participants with most respondents between 50 **and over** (23 respondents - 66%).

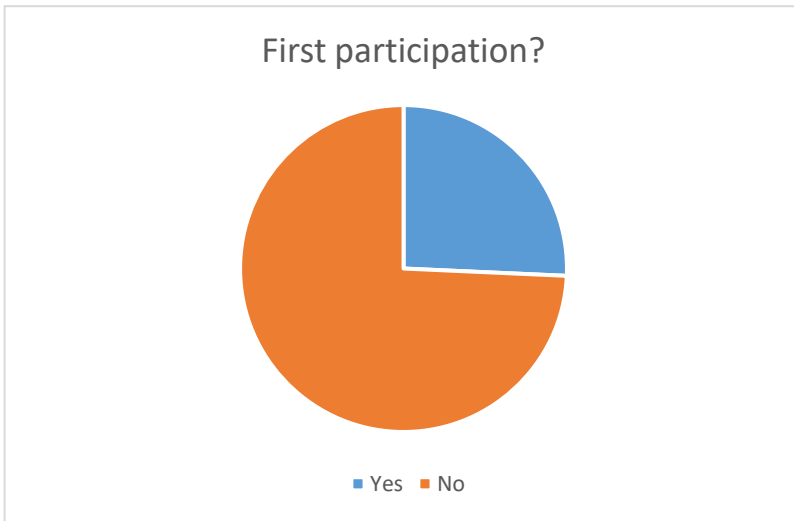
So, it would be appropriate to think about how we could reach the younger population of the support organizations. Indeed, the high age group of participants may, in the coming years, confront us with a decrease in participation due to the retirement of our members. It is therefore important to aim to integrate the next generation of these organizations.

2. Invitation process for meetings

The meeting invitation process was also evaluated to identify the most relevant methods. What is more, it allowed us to learn more about the retention rate at our meetings, that is, whether the spring meetings had brought together former Forum participants, which would illustrate the perceived relevance of our events. It also allows us to see if our Respect Forum outreach methods work by analyzing the rate of new participation.

It turns out that our **method of emailing via regional facilitators**, using our national database, is the most effective method of disseminating our events to respondents. In fact, 24 respondents became aware of our events via this technique (69%). Subsequently, 2 respondents were invited by other Forum participants (6%), 4 others were invited by a member of their organization (supervisor or colleague - 11%). Finally, 4 respondents reported that they learned about our meetings through other organizations supporting veteran military personnel,

emergency civilian services and their families (11%) and one (1) respondent received an invitation from the National Office of the Forum of Respect (3%).



The answers to our questionnaires also allow us to confirm the loyalty of our participants. In fact, 26 respondents (74%) had already participated in Meetings of the Forum of Respect. Most of the time, they had participated in one or more meetings in the same community.

We can also be pleased with the rate of new participants who illustrate the growing spread of our events. In fact, 9 respondents (26%) participated in their first meeting in the spring.

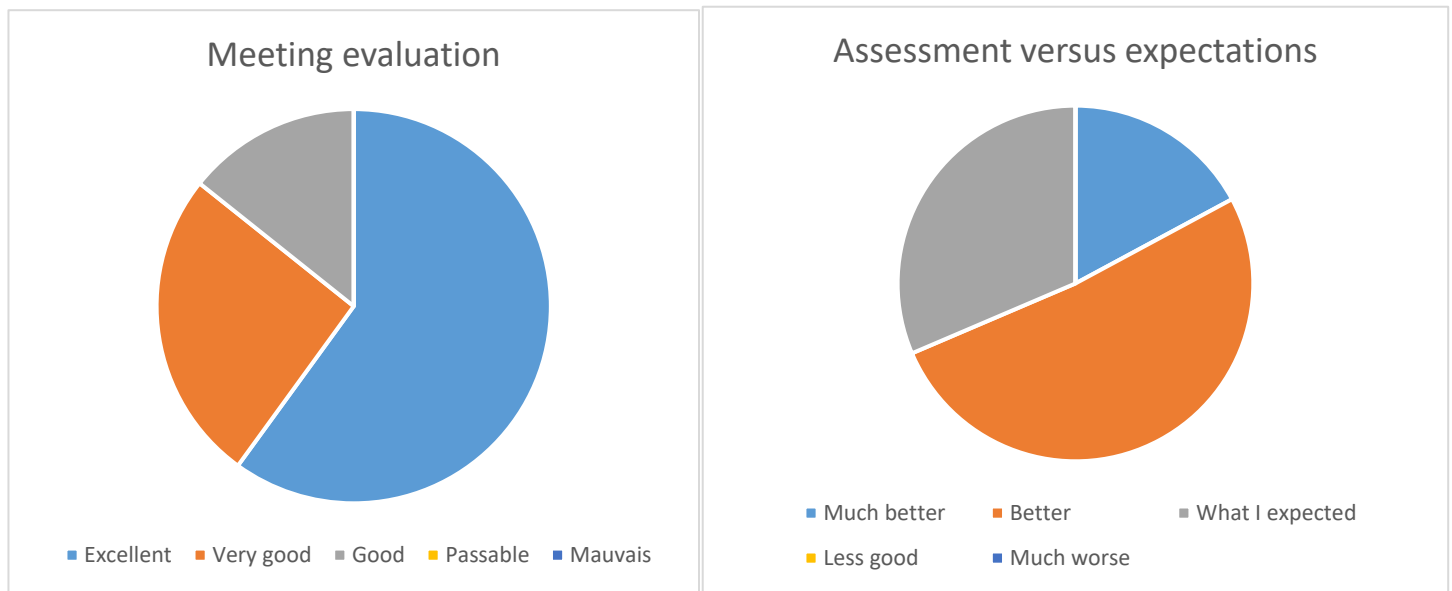
3. General perceptions of meetings

Participants were also invited to give their opinion that the meeting from a very general perspective. Before we go into the details of the information, let us specify the response rate according to the Spring Forums.

forum	North Bay	Ottawa	Quebec	Montreal	Regina	London	Windsor	Moncton	Halifax
Respondent Nbr	2	3	3	5	2	1	3	1	3

forum	Winnipeg	St John's NL	Saguenay	Kingston	Hamilton	Victoria
Respondent Nbr	3	2	4	1	1	1

Respondents were asked to indicate their overall perception of the meeting and whether it had met their expectations. The responses were more than positive, with the majority of respondents (60% - 21 respondents) seeing the meeting as excellent, better than expected (51% - 18 participants) to see much better (17% - 6 participants). There was no negative response to the overall perception of the event. It is also interesting to note that several respondents rated the meeting as better or much better than they expected, regardless of whether the spring meetings were their first participation in the Respect Forums or not.



Finally, another question about the overall meeting, respondents were asked about the length of the meetings. Knowing that the average of the spring meetings is 2h30, our meeting schedules are validated by most respondents. Indeed, while 3 respondents (9%) found the meetings too long, 32 respondents (91%) confirm that the meetings were of good duration.

We therefore encourage teams not to exceed 2h30 on average.

4. Perception of the different themes developed during the meetings.

As at each Respect Forum, the meetings are organized around different themes. This spring, the Respect Forums once again gave the floor to various support organizations for veteran military personnel, emergency civilian services and their families. From a networking perspective, these presentations are a unique opportunity to discuss the various programs and services that exist in the uniformed service landscape. As with other meetings, presentations by various speakers were mostly appreciated by respondents. While two respondents did not answer this question, 33 respondents indicated that they liked the presentations, a rate of 94%.

Considering the very positive interest rate towards these presentations, we recommend that each Forum have at least one formal presentation to present a particular organization.

Then, the spring meetings were a unique opportunity to present the progress of our service mapping project. Now that this project is well established (methodology tested and approved and creation of an internet platform accessible to participants), participants were invited to read our RESPECTMap platform while sharing their advice for improvement, their needs for this tool, etc.

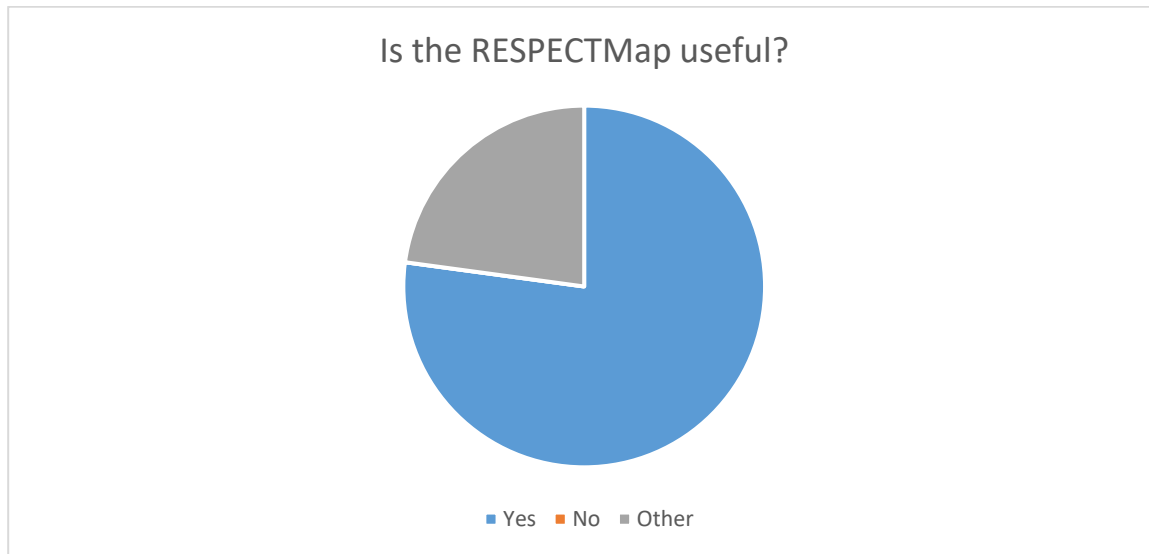
Although this project is one of the main and initial mandates of the Respect Forum, it is interesting to know the perception of participants as to the usefulness of such a platform. We are pleased to learn that most respondents consider this project to be very relevant (49% - 17 respondents) or extremely relevant (40% - 14 respondents). Only 2 participants (6%) recognize only fair relevance and one participant (3%) sees little interest in it. Given this finding, it is interesting to note that organizations with 16 respondents (46%) were already listed on the platform. 13 respondents (37%) indicated that they would soon complete the questionnaire to integrate their organization and 3 respondents (9%) will think about the project. None of the respondents indicated that they did not want to integrate their organization into the platform.

In addition to these statistical data, it is important to collect qualitative data on the perception of the usefulness of these types of tools. Therefore, participants were asked to specify what their main motivation would be to integrate their organization into our platform. It is noted that most of the comments are organized around the importance of

networking to publicize the various services of support organizations and thus help veteran military personnel, emergency civilian services and their families in the full spectrum of their difficulties.

FR_2	Getting to know other organizations and expanding our network
FR_3	Be known by other services
FR_4	To promote our services and diversify our customer base
FR_5	To be visible to the entire ecosystem
FR_6	networking
FR_7	Helping people discover us
FR_9	The importance of bringing together all resources that can help, support, and inform military, veterans, and their families
FR_10	The importance of making yourself known to provide services to more people
EN_1	To be sure that we can provide as our services to as many people who need it as possible
EN_2	Awareness of Family Connections for families
EN_3	Awareness and helping other Veterans
EN_4	Ultimately to support others in their quest to be healthy and improve quality of Life
EN_5	Providing a standard of exceptional service to our Veterans. First Responders and families. To be advised of all supports available to provide best support.
EN_6	I believe it is challenging to navigate community services especially for an individual in distress this I feel it would be very beneficial to Community to have access to a quick reference of services such as this.
EN_7	Sharing info, knowledge
EN_8	So other organization and Veterans can find us.
EN_9	Find a way to help where needed
EN_10	Alternating those who the Respect Forum serves to the existence of Spencer House and the facilities and programs it offers
EN_11	Gaining more partner Agencies to provide our service to a larger population and having a better map of services to refer customers forward
EN_12	To ensure that our unit is well understood by others
EN_13	Your organization looks to provide a 1 stop shop for other organizations to access resources/programs for those in need. This is very important to me.
EN_14	More information for people needing services
EN_15	To ensure individuals are aware of how to obtain assistance. Frequently they do not know "where to look" for assistance, or are reluctant to go to a local "shelter"
EN_16	Supporting the ill, injured, and those transiting to civilian life
EN_17	Representation to Veterans Affairs Canada. Benevolent Assistance
EN_18	Veterans' financial assistance
EN_19	To let others, know where to get help - early intervention
EN_20	To increase awareness of services available to veterans and still serving members
EN_21	Outreach to customers
EN_22	Providing access to PTSD services for those that we can assist
EN_23	Participation in information sharing and network building.

Faced with these factors/expectations regarding mapping, participants were asked to indicate whether our RESPECTMap, as currently presented, seems useful to them. What is more, they were invited to give us any relevant advice. We are very pleased to learn that 27 respondents (77%) find our RESPECTMap useful. Six respondents preferred not to answer this question due to too little knowledge of our mapping platform, while one respondent stated, "I do not find the format user friendly - I find it confusing" and another said "I believe it would be great if Respect Forum was more of a discussion meeting rather than trying to pull information from others to finish the service map. While individuals may be interested in sharing contacts of who may be a good fit for the service map, it is difficult to continue to the conversation with other participants when no one had anything to add."



While 24 respondents (69%) have no specific advice to share about RESPECTMap, 10 respondents (28%) provided very useful information with a view to improving the platform. All these tips will be listed in a document for the future mapping coordinator with a view to gradually improving the platform.

FR_2	In the future, ensure that each organization mentioned includes a point of contact and categorize organizations by region and types of services offered
FR_10	Web page with crests of programs and organizations that help Veterans
EN_5	As I suggested, we create a one page electronic and printed document that can be used as a resource for the community members (inclusive of Veterans and First Responders and their families). This can be emailed and distributed to bring awareness to diverse resources so they can find their best fit. Also, that it acts as an open door (no wrong door and many open doors) in that no matter the first contact, they can advise them towards the best supports
EN_6	Easy access to a copy of the map so we can view who is on there and who is missing. I find the website quite heavy to navigate as there is a lot of information on there. If possible, a copy of the map or link that will take me directly to it so I can have a look and do some cross-referencing would be helpful.
EN_10	An easy-to-navigate method of locating appropriate support agencies/organizations
EN_11	Get involved with the community network meetings put on by Native Clan in Winnipeg
EN_13	Include various veteran (CAF and RCMP) associations along with service organizations, churches, shelters, government programs and provincial military envoys. As those who agree to join to refer you to other folks
EN_16	Reach out to your local Transition Centers for support to meet the 7 domains of well-being
EN_19	A simple list of organizations and numbers
EN_21	The concept and webist will be very beneficial - not sure if focusing on it for a large portion of the meeting is relevant to those who already have their name on the mapping website.

5. A look back at the meetings.

Finally, participants were invited to retour on their experience in the Spring Forums. A first question, qualitative in type, invited them to revisit the most important elements they selected during the meetings. Among the most cited themes, we note the importance of networking to learn more about the various support programs existing.

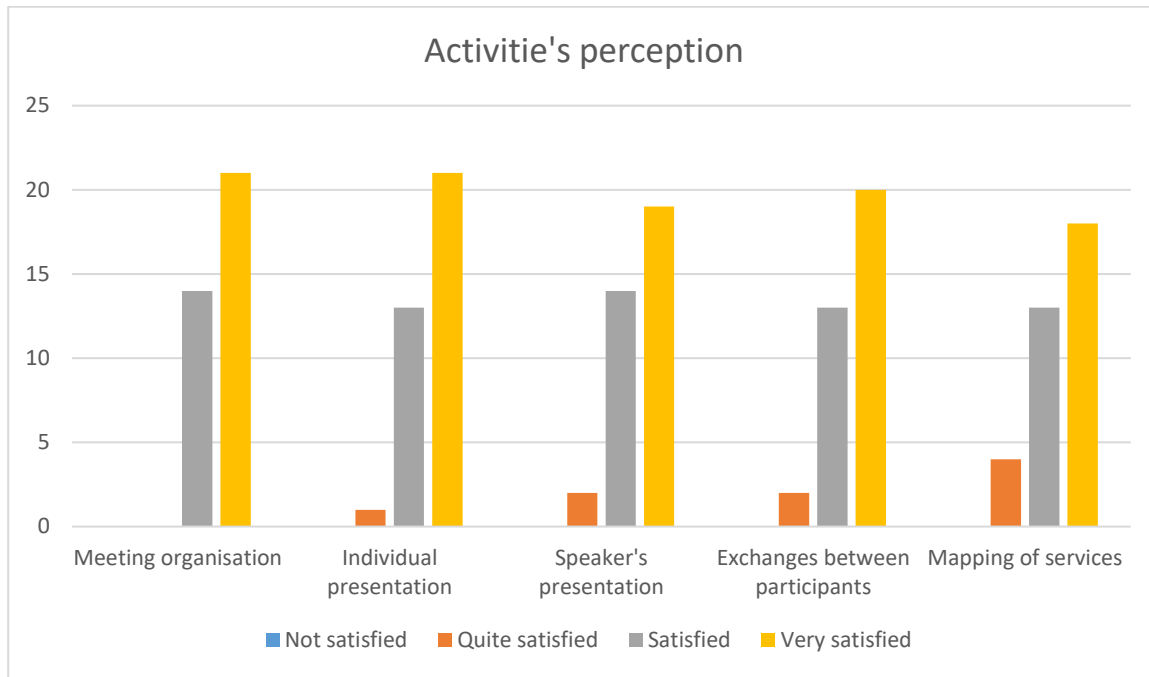
FR_2	Share our lessons learned with participants
FR_4	How the Service Mapping Project Works
FR_5	I like the idea that there are themes. We spent a little more time on homelessness, but the topic still deserves a lot more attention. So, I think adding themes would be a good idea - as you do for your lectures.
FR_6	The opening of many groups to work with us.
FR_9	Veterans Foundation Info

FR_10	All relevant
FR_12	The Monarch Project and the presentation of Marie-Pierre Desmeules
EN_1	The idea of what kind of services can be provided according to a scale is interesting
EN_2	The awareness that families are important considerations in long term and short-term positive outcomes
EN_5	A few programs and contacts that I was not previously aware of. First speaker was especially excellent and liked the assurance that selfcare is important in this work of servicing others and our community
EN_6	I was unaware of Shaping Purposes and would love to share that resource with the Moncton community. The VETS I would have knowledge of are in shelter or sleeping rough so they would not likely have access to internet/computers to access this program without an agency's assistance
EN_7	Programs out there
EN_8	I like learning what services are out there and who is involved
EN_9	Who else is participating
EN_10	I was quite interested in the TM information and the other very specific ways our frontline people are being assisted
EN_11	I loved the ideas that were put forward of where to expand your network. Several of them are also very valuable ideas for extending our service providers
EN_12	All the subjects were interesting
EN_13	New Life Ministries answering machine service was outstanding
EN_14	Enjoyed meeting new people and new services that we can implement
EN_15	The work that is being done to make links to local service/assistance organizations
EN_16	Teaming up with the partners
EN_17	Diversity of levels of intervention and contribution
EN_18	All are very interesting
EN_19	COVID affects on First Responders
EN_21	I liked the other service providers presentations - would like more networking time/mingling time (maybe breakout rooms?) with other participants to discuss trend, etc. For example, breakout rooms and have a question such as "What are the current trends you are seeing in your organization at the moment". Then go back to larger group and share collected answers?
EN_22	Great question ... I would say that it would be helpful to hear individual's personal stories and their journey in addressing their PTSD, but of course I understand the sensitive nature and respect that many/most would be uncomfortable sharing such personal information.
EN_23	What other municipalities are doing, the level of genuine interest, the level of awareness.

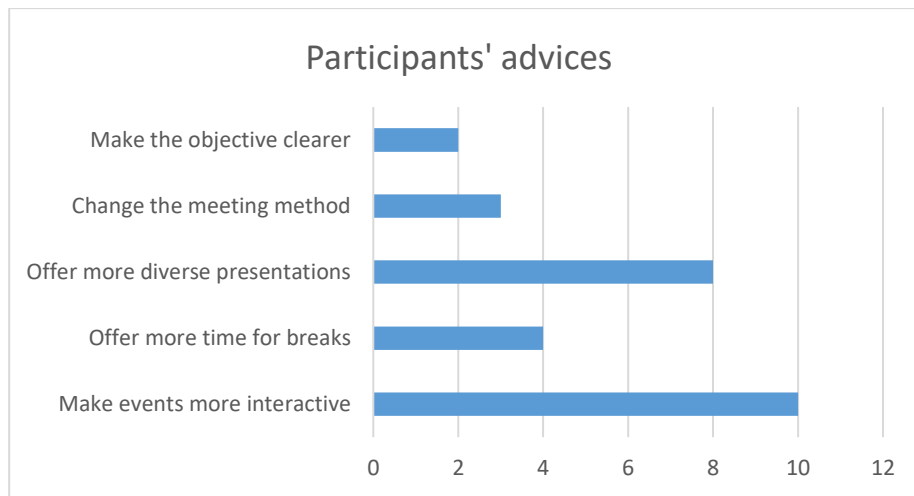
We also wanted to know if the meetings, as they are organized, provide an environment for participants to ask questions. We were pleased to find that most respondents felt very comfortable (60% - 21 respondents), or even extremely comfortable (23% - 8 respondents) asking questions. Only 5 respondents (14%) felt only quite comfortable.

This feedback also allowed us to evaluate, on a global face, the different activities of the meeting. Overall, respondents indicated that they were satisfied, if not very satisfied, with the various activities of the Spring Forums meetings.

The Presentation of Speakers section and the Service Mapping activity were both received two slightly more negative reviews. This should encourage us to continue our seriousness in our search for a speaker as well as in the dynamic presentation of the map so that everyone can benefit from it.



We also invited respondents to share their advice on how to improve our meetings. While proposing some solutions, they also had the opportunity to answer the question freely. This is how we collected the following responses:



Explaining their thoughts, several participants commented on their response, mostly stating their willingness to meet in person when sanitary conditions permit. Then, the participants give us ways to improve and clarify the various activities organized during the meetings.

FR_2	We look forward to the meetings taking place at the Officers' Mess, once the health restrictions are lifted
FR_5	The notion of theme, as mentioned above - I like the idea that there are themes. We spent a little more time on homelessness, but the topic still deserves a lot more attention. So, I think adding themes would be a good idea - as you do for your lectures.
FR_6	Take at least a break
FR_12	The current format is perfect for me
EN_1	Provide a meeting leader with the subjects to be discussed for breakout rooms
EN_2	Breakout rooms for discussion were very valuable
EN_4	Looking forward to in-person meetings when COVID ends

EN_5	Let us survey what information forum expectees want to know more about
EN_6	A copy or list of Orgs already on the map or a link to be able to go to the map would have been very useful
EN_8	It is all great, but once we can meet face to face again, I think it will have more of an impact. Some meetings are fine on zoom, but when you are meeting with people for the first-time face to face and want to network face to face is best.
EN_9	Change breakout rooms more often
EN_19	Looking forward to in person

Faced with their experience, participants were asked if they intended to recommend our events around them. We are pleased to learn that most participants (66% - 23 respondents) will most likely recommend our future meetings and 29% (10 respondents) will likely recommend them. Only 1 participant will not recommend it (3%). We would like to stress, however, that this answer does not correspond to this participant's other answers and suspects mishandling his choice of response. Another participant indicated that it would be unlikely that he would recommend the Respect Forum (3%).

Finally, participants were invited to share their perceptions of the mandates of the Respect Forum.

	NOT AT ALL	A LITTLE BIT	ADEQUATLY	VERY WELL
Discuss the landscape supporting men and women in uniform who are in danger, including veterans, first responders and their respective families	0	2 (6%)	13 (37%)	20 (57%)
Identify and explore the scope of available service offerings, organizations, and knowledge	0	2 (6%)	14 (40%)	19 (54%)
Discuss challenges and opportunities in service delivery activities	0	4 (11%)	18 (52%)	13 (37%)
Propose and discuss ideas to fill service gaps through collaboration	0	6 (17%)	13 (37%)	16 (46%)
Neutrality and mutual respect	0	0	8 (23%)	27 (77%)

While most respondents felt that our meetings responded adequately, if not very well, to the various mandates of the Respect Forum, we need to act on the more negative perspectives, including our mandate to "Propose and discuss ideas to fill service gaps through collaboration." It would be interesting to question this issue at a meeting between the regional coordinators.

To conclude on the participants' perspective on the meetings, we leave it opportunity for respondents to add any comments they find relevant. Many took the opportunity to thank the facilitators and organizers of the Respect Forum for the meeting. In addition, one respondent indicated that he would like to be invited to present his organization at an upcoming forum. This concerns one of the respondents to the North Bay Forum, so it would be appropriate for the facilitator of this Forum to take note of this wish.

FR_5	Great job! Congratulations to your team!
FR_6	Thanks to the organizers, always very relevant to our cause
EN_2	I would like the opportunity to present Family Connections and its benefits to families locally to gain more awareness for possible families supporting veterans to participate
EN_5	Really appreciated voices of experience (VOE) participation. That viewpoint is key to our guidance. So, appreciate Morris as a VOE as well as leader
EN_10	It would be great if there was more attention paid to the work of the Respect Forum by our more credible media.
EN_13	Thank you for the invitation and I hope I join in the discussion again soon
EN_15	I appreciate the opportunity to wait and participate
EN_21	Tony Edge is a very welcoming individual! Good facilitator!
EN_22	Overall, I was very impressed. It is clear that there are many people rowing in the same direction to address PTSD. I hope to continue to contribute in whatever way Apollo can and support your mandate.
EN_23	One of the service agencies in another municipality asked about availability of support services discussed in the meeting to her employees. Coolaid Society. I echo much of her feelings in looking at the front-line workers in our programs. The potential for trauma to our support workers seems to be increasing and I'm concerned about this risk. I understand that the Respect forum is focused on the needs of women and men in service in the military, law enforcement, and emergency response, and I am just wondering if there might be some thought given to maximizing resources to a broader cohort that would include these workers.

PERCEPTION OF FACILITATORS

In addition to the participants' comments, each facilitator of the Respect Forum meetings had to complete a report to gather their perception of the meetings. This allows us to have a comprehensive feedback on the organization and management of meetings to enable the creation of tools and the sharing of relevant advice for our future events. Of the 25 meetings this spring, we received a total of 23 post-event reports (missing reports are expected to be postponed to a later date at the time of writing this evaluation report).

1. Organizing events

Since 2019, facilitators have been standardized in the system of inviting participants to Respect Forums. This allows us to have a relevant follow-up of the recruitment rate of participants versus the actual participation rate. We find that the email invitation rate remains high, which confirms the importance of the content of our *database*. However, the confirmation rate in relation to the number of invitations issued remains low.

We should ensure the validity of the information in the *database* and ensure a more detailed follow-up of invitations (via telephone in particular).

The participation rate compared to the confirmation rate of participants is very good for most forums, 83%. All data is listed in the following table:

Table 2. Participants' invitations

City	Number Invited by Email	Number of participants reached by phone calls	Number of confirmations	Number of refusals	Actual Number Who Attended	% of participants compared to the confirmations
Calgary	85 (x3)	70	25	2	20	80%
Comox	81 (x2)	42	12	9	8	67%
Edmonton	84 (x3)	57	19	0	16	84%
Fredericton	56	33	10	3	9	90%
Gatineau	Postponed in May					
Halifax	180	12	11	-	8	73%
Hamilton	130+	15	18	8	6	33%
Kingston	98	8	18	7	12	67%

Veterans Affairs Canada	Veteran and Family Well-Being Fund					Grant
London	87	32	18	20	14	78%
Moncton	134	7	8	-	6	75%
Montreal	55	14	20	5	20	100%
North Bay	61	0	14	0	11	79%
Ottawa	120	7	36	17	33	92%
Quebec	253	15	26	14	32	123%
Saguenay	15	-	10	3	9	90%
Saint John	170	10	12	-	9	75%
Saskatchewan	175	62	17	2	11	65%
Sherbrooke	7	7	-	-	2	-
St John's	60	6	17	5	13	76%
Thunder Bay	Cancelled					
Toronto	Postponed in May					
Vancouver	118	0	31	7	24	77%
Victoria	87 (x2)	50	13	11	13	100%
Windsor	47	15	21	22	20	95%
winnipeg	150	48	8	2	7	87.5%
TOTAL	2253	510	364	137	303	83%

The training of facilitators has also made it possible to standardize the course of the Forums according to certain themes. This year, the Forums will focus on RESPECTMap to gather advice and good advice with a view to improving the tool according to needs on the ground. Thus, each meeting had to have as an organizational basis, the following pattern:

Meeting Agenda (120-150 min)



- **5:** Introduction by facilitator
- **10-15:** Participant introductions
 - <Use PPT slide to list names & org.>
- Presenter
- **15-30:** Presentations by invited presenters (10min + 5min Q&A)
- Break
- **10-15 min** to get coffee, etc.
 - <Keep meeting open and encourage free exchange>
- **10-15:** Present RESPECTMap
- **20-30:** Breakout groups
 - 1) Ideas for local mapping of 4 crisis mgt phases
 - 2) What organizations should be included
 - 3) How to reach out?
- **15-20:** Plenary exchange
- **10:** Conclusion, closing remarks, thanks
- **Duration:**
 - **Approx. 120-150 minutes**

2021-03-02

Better together. Mieux ensemble.

2

This organization remains a suggestion to support facilitators. However, they are invited to adjust the different stages according to the local context of the meeting. As a result, the Montreal and Quebec City meetings moved somewhat away from the grassroots organization, consciously choosing to allow more time for the participants to be introduced. This necessarily shortened the presentation of the mapping, as most of the participants present were already comfortable with the platform. Organizational changes can also be seen in the choice of facilitators

for guest presentations. Some forums hosted one or two speakers while others decided not to hold a formal presentation (to learn more about guest presentations, please refer to Appendix 2).

In addition to supporting facilitators in their organization, the standardization of activities allows for an average duration of meetings. The facilitators' report allowed us to calculate the average of the meetings which is 2:15.

In view of the participants' comments and advice on the appropriateness of the durations of the virtual meetings, we recommend that the Forums do not exceed a duration of 2 hours and 30 minutes if the sanitary conditions do not allow us to organize a face-to-face meeting.

For more details on the organization of each Forum, please refer to Appendix 3.

We are pleased to learn that most facilitators have not encountered **any difficulties in organizing** their forums. Undoubtedly, the training sessions and the findings of past evaluation reports have allowed us to standardize the process of organizing the Forums. Only four facilitators reported having faced some difficulties that can be summed up in two aspects:

- Database update: It turns out that facilitators at the Winnipeg and Saskatchewan forums indicated that many of their contacts (email address and/or phone) were no longer valid. In addition to the very frequent staff movements in these settings, the health context has made the task of recruiting participants even more complex. Indeed, many participants working in telework could not be reached by phone, the number in our database corresponding to that of their workplace. It therefore seems necessary to ensure that you have personal addresses and phone numbers to reach our participants, regardless of their workplace.
- The agenda of the participants: as we know, the agendas of the participants in the Respect Forums are already very busy in normal times. This is even more important as a pandemic. The Windsor facilitator was then confronted with the lack of availability of several participants. This was in addition to the fact that some groups were already engaged in another activity concerning them. While we cannot act on the individual agendas of participants, we must ensure that local forums do not overlap with other major events for our groups of participants.
- Facilitators' schedule: Like participants in Respect Forums, facilitators are sometimes subjected to unforeseen circumstances in their schedules, which sometimes affects their ability to increase contacts and send invitations.

The feedback on the organization of the meetings also allowed the facilitators to share their good ideas and good plans to be able to respond to the challenges they may (or may have) encountered.

Thus, we note that many facilitators have identified people-resources with whom further exchanges will take place to share contact lists. This kind of collaboration is very relevant to increase and update our database for our future events.

For more details on the facilitators' good ideas/comments, please refer to the table below:

Table 3. Comments and Good ideas from facilitators

Forum	Comments/Good Ideas
Saskatchewan	Most of the contact have changed. I will be working closely over the next few weeks with Regina Mayor, the Legion, and the U of R to make sure that we share all our contact information and work together to bring more organizations into the fold.
Windsor	For the people working in homelessness, this date turned out to be a conflict for a major meeting they had to wait; several Police, EMS, and Fire and Rescue were not able to wait due to workload, investigations, or illness. We had a very good forum that included presentations and discussions on: Homelessness, Police Services, and the importance of Peer Support systems; COVID-19 and its adverse effects on PTSD.

Winnipeg	Many of the contacts have changed. I will be reaching out over the next few weeks with 4 of today's participants to gain a larger contact list and to look at working together to bring more organizations into the fold.
London	First RCMP Officer to await any forum in SW Ontario. Very exciting to have her and she will also assist me in getting more RCMP and Peer Support staff to come onboard.
Moncton	The link to our Mapping Questionnaire was shared with the 8 plus members of the Greater Moncton Homelessness Steering Committee, of which a member is a sitting City Councillor.
Montreal	It is important to give individuals time to introduce themselves and exchange ideas. Also, to ask if they know other organizations that could benefit from our activities.
St John's	I poorly picked the date of 6 April the day after the long weekend and people had taken extra days off. Also, the major lockdown in NL after a huge outbreak hindered participation.
Fredericton	Great progress on the Fredericton City Motel Homeless Shelter initiative. Helped pass the revised plan.
Kingston	Was a little disappointed with no-shows but am getting used to it. 18 confirmed - 12 participants. Had 2 X presenters from Cannabis field which stimulated good interaction and talk. Almost every participant thanked us for our time and efforts.
Saguenay	The sharing of topic and presenter who was shared was greatly appreciated.
Comox	I invited participants to join early and had zoom up 15 minutes to the start. Several joined and it provided a casual interaction.
Victoria	Value is opening room early, at least 15 minutes prior to start. Adjusted the meeting as to the flow of the group. Skipped the breakout groups due to the numbers and where the conversation was going. Provided plenty of time to get questions and comments out from all and encouraged those who did not speak to have an opportunity to do so before closing. There is a guideline that is called 20/20. Meaning 20 slides, 20 seconds per slide. Every 20 seconds something should change. 20 slides come out to about 7 minutes for a presentation. I did find I was reading Servane's slides too much because of the detail in them and lost some of what she was saying. It is only helpful for engagement and only a suggestion.

One point, however, should be of focus: **the cancellation of the Thunder Bay Forum.**

Original date for Thunder Bay: April 13, 2021

Cancellation: April 4, 2021

This is the first time that we have had to cancel a meeting, and this, so late in the organization process knowing that the invitations had been issued. However, the Thunder Bay facilitator, given the lack of confirmed participants, made the decision to cancel the game. The three participants who confirmed their participation were invited to register for another forum in their region. Unfortunately, these participants did not attend any other meetings. It will therefore be important to follow up further with these three organizations during the next season of the Forums so as not to lose their interest in our events.

E-mail sent by the facilitator to announce the cancellation of the event:

"Hello *Duane, Sarah and Evelyn*

Unfortunately, you 3 are the only invitees able to participate in this spring's Thunder Bay Respect Forum. Accordingly, we have taken the less-than-optimal decision to cancel the Thunder Bay Forum for this April. Your contributions are critical, not just for the community of Thunder Bay itself but to ensure Thunder Bay is included in the national picture of the ongoing work Respect Canada continues to do, especially where the developing "national roadmap of services" is concerned. To that end I am extending the invitation to the 3 of you to join the Kingston Respect Forum on the same day, April 13th. You will receive an invitation from Tony Edge, the Kingston Respect Forum Facilitator, on April 6th.

We will continue to try to keep a presence in Thunder Bay and will schedule a Respect Forum for the Fall. My hope is that we will all be able to be together in person (I am a glass half full kind of guy) and if not, we should be in the same room a year from now.

Thank you for your ongoing commitment and willingness to participate in the Thunder Bay Respect Forum! »

2. Using the Zoom platform

The Respect Forum meetings are usually held in person. Unfortunately, the health context forced the teams to organize the meetings on a virtual platform, Zoom. Following the evaluation of programs of the winter meetings, and the difficulties encountered in the use of this platform, the facilitators were trained to ensure that we were in control of this tool. We are the more than satisfied to read that the vast majority of the meetings went without technical difficulty for both facilitators and participants. The only difficulties are connection concerns that are beyond our reach. In addition, facilitators have often demonstrated initiative to address the problems encountered, as was the case for the Calgary facilitator who, faced with the connecting challenges of one of his participants, had the good idea of the guest at another meeting. For more details, as to the facilitators' comments, please refer to the table below:

Table 4. Zoom difficulties.

forum	Difficulties encountered on Zoom
Saint John	Lost Facilitator Audio. We had to all log off and log back in. It took 5 minutes, and we didn't lose anyone.
Calgary	One participant lost the connection and was unable to reconnect. They were subsequently offered an opportunity to join the Edmonton Forum.
Winnipeg	Some cut in and out, weather seemed to be a factor for that.
Halifax	Carla had sketchy internet connection, so came on by phone.
Montreal	One participant had problems with the video connection.
Kingston	Not that was shared
Vancouver	I opened the RESPECTMap link from within the slide deck and ZOOM didn't project to the participants what I was seeing on my desktop.
Comox	I recently had a new hard drive installed on my laptop and I was not able to screen share. The value of a co-host was he could share his screen. Due to logging in problems, unable to mute someone who had an open mic with distracting noises in background. Fortunately, it was just a short period of time.

We hope that the next forums can take place hybrid or in person with changing sanitary conditions. We will then need to ensure that all facilitators are trained according to the approach that will be defined at future local meetings.

3. The presentation of our RESPECTMap

These springs 2021 Forums marked the presentation of the BETA version of our services mapping platform entitled RESPECTMap. Most participants familiar with respect forums were able to follow the evolution of the project between the presentation of the methodology, the launch of the pilot phase or the invitation to complete our questionnaire to integrate their organization into the mapping. The Spring Forums were therefore a unique way to get their perception of the project.

Prior to the Forums, all facilitators were trained on the platform to be able to present it. We are pleased to see that no facilitators had any difficulties in this part of their meeting. What is more, the participants' perception of this BETA version is more than positive in terms of the feedback from the facilitators.

However, a comment should be of concern from North Bay, where some military participants have expressed doubts about how to integrate their unit into the platform. In the face of these questions, we must ensure that facilitators are able to answer their questions and accompany them in the process of registering organizations, if necessary.

Undoubtedly, this BETA version of the platform demonstrates the benefits of the mapping project by presenting something concrete and usable, while motivating participants to integrate their organization if this is not yet the case.

Table 5. Comments on the RESPECTMap

forum	Comments on the RESPECTMap platform
Calgary Edmonton	The mapping project was very well received, and all were supportive of the concept and lawsuit.
Saskatchewan	They were all very excited and encouraged about it.
Windsor	Very positive from what we have already achieved on the mapping project in our region for police services, fire and rescue services, EMS services, and military and veterans. They are now on-line to complete the contact survey for organizations and people in our area and should be doing that survey over the next few days. They know that I can follow up and ask for further information, if required.
London	Very pleased with what we achieved at the last conference for mapping military, police service, EMS services, and fire and rescue services. Interested in further developing the mapping data bank for this area and showed interest in answering the on-line survey.
North Bay	I believe they perceived as a very beneficial project. The military participants felt it was a great resource but were unsure if their roles/units were applicable.
Winnipeg	They were all very excited and encouraged about it.
Saint John Halifax	It seemed that most are now aware of the importance of getting their agency on the map.
Moncton	It seemed that most are now aware of the importance of getting their agency on the map. We had one very important suggestion to contact the Elizabeth Fry Association as they have an extensive mailing list of service agencies in Moncton.
Ottawa	Wonderful resource. Kudos to the team for the work on it. Will most definitely add to the Support Our Troops website when it is ready"(Comment from one participant)
Montréal	The general perception seems very positive, and a great need is felt.
St John's	Very good and a desire to participate.
Fredericton	Members wanted to fill this out one on one, with mentor ship rather than in mass.
Kingston Hamilton	I believe they understood the importance of sharing their info with the process
Saguenay	They all really liked the concept. This is my 3rd forum, and I will say that having most partners that come back to all forums makes the network much easier. They also become sources of mapping and mention it to me, because for their part, he tells their partners about our mapping initiative.

One of the main objectives of the spring 2021 meetings was to get feedback on improving our mapping platform. Thanks to the BETA version of RESPECTMap, participants were able to have visual support for the project, which allowed them to project themselves according to their needs as field actors. All feedback will be analyzed by the mapping coordinator and will be the subject of an improvement list to be made. Here are the comments grouped into 5 generic themes:

Table 6. Themes of improvement for the RESPECTMap

Themes	Ideas
Using media and social network to promote the RESPECTMap	<ul style="list-style-type: none"> - Maybe develop podcasts/ Use of Podcasts and other media to get our message out - Increase social media awareness. - Targeted campaigns through social media. - Add a YouTube site orientation recording to quickly focus users - Make the Map mobile (APP) friendly. Enable select elements of the APP to be easily shared with someone who needs the service. A screen capture works but it would be better if hyperlinks and autodial phone numbers could be

	shared via Bluetooth or text with only that information that the provider would want to be shared
Focused message about "what is in it for you" to promote participation	<ul style="list-style-type: none"> - Importance of focus on local communities. Geographic diversity, expanding to other smaller locations for meetings. - More effort to get information to individuals at the lower levels in efforts to push the upper levels of organizations to more participation, cooperation. - More customer focused service provision regardless of primary contact organization - Some organizations are limited in scope of services they can provide. The Database can assist in finding support for their case plans. - Commitment to use the resources of the Canadian Legion, Saskatchewan branch to grow contacts. They admitted to working in a silo and pledged to work with us moving forward. They currently have 165 branches in Saskatchewan and over 1400 throughout Canada. - Participant surprised that groups such as MFRC and the Legion were not present but offered to assist with reach out through personal connections. Denise will follow up to get additional contacts for veterans. - Participants encouraged to reach out through their own networks to promote participation. - Think to add all the services that offer peer-support for the staff members of the organizations.
Consistency in data recording, availability, and accessibility.	<ul style="list-style-type: none"> - Organizations should list their services provided online or by phone. That information should be available on the database. - It was suggested that a Flow Chart be developed to assist organizations with their intake process by identifying the serves required by the individual who could be across cooperating organizations. - Should reach out to all our individual contacts like a spiderweb - It was suggested that we include an explanation of the 4 phases in our initial letter to organizations. It could gain more interest. - Simplify the registration form for new service organizations to sign up
Improving the website	<ul style="list-style-type: none"> - Avoid acronyms or only use them with the proper titles for ease of understanding/clarity - Add a search function and filters. Use key words. / Ask the keyword search (postal code, gender-based analysis, beneficiaries, etc.) - Allow search of like services or groupings of services for quick reference - National or regional organizations should be represented in every city listing in which they provide services - Define to whom the service is aimed - Consistently listing all beneficiaries (be more precise to be able to offer a keyword search method). - Link the other services that many organizations are using directly in their page
Others	Some discussion/concern that we were duplicating efforts. It was clear that there are other organizations doing similar work that yes, we could explore synergies. It was also clear that some of these efforts are government focused, do not except for profit organizations and does not have the same breadth and depth as the Respect Forum membership.

4. Global perception of meetings and points to remember.

Overall, the facilitators are unanimous about the respectful and pleasant atmosphere of the meetings. The proposed presentations and activities appear to be unanimous, and facilitators have had a good turnout for comments on RESPECTMap (for more details on generic comments on meetings, please refer to Appendix 4). In addition to the overall perceptions of the meetings, the facilitators' report is a unique opportunity for facilitators to share their good ideas and/or advice with their colleagues. This information is grouped in Table 7.

Of all the comments received, certain points are of paramount importance in the development of future Respect Forums. First, let us go **back to the dating methods that, due to health conditions, forced us to use a virtual application**. While many say they are looking forward to meeting in person, we cannot deny the comments that value virtual encounters especially in the freedom they offer us. The national coordination team will have to think about the possibility of hybrid meetings to increase the participation rate in future forums. Subsequently, we **must take note of the lessons learned from COVID-19 to direct our reflections and future activities of the Respect Forums in accordance with the needs expressed** and which reflect the new world in which we will evolve post-pandemic. Finally, I **invite all facilitators to learn about shared links and resources to develop our exchanges and collaborations**. National coordinators will also need to follow up to build strong collaborative relationships between the various proposed agencies.

Table 7. Comments/Ideas to remember

themes	feedback
Method of meetings	<ul style="list-style-type: none"> - More frequent meetings or hybrid meetings with face to face and virtual participation. - Many organizations have embraced the virtual environment which has improved access for some clients especially in smaller communities. - Conducting our meetings with virtual applications has changed forever the way we will be conducting our business. As the Zoom way of conducting business comes with pros and cons, once we return to a post-pandemic routine, we must learn to use those technologies more appropriately, in recognizing the advantages and limitations in using these technologies, especially concerning our interactions with our partners. - There was consensus among the group that managing our interactions with virtual applications would never replace face-to-face meetings. - Conducting our business with virtual technologies has created a loss of momentum in developing relationships with our partners and our ability to engage them. On a personal note, in a leadership perspective, the interactions through virtual modes do not have the same substance. It is more difficult to maintain commitment and commitment among our group members. Conducting our business solely with these technologies could potentially have an adverse impact in the way we exercise our leadership by falling into the trap of "leadership by spreadsheet. - Giving the participants the opportunity to log in well before the scheduled meeting time was very useful and led to considerable inter participant networking. It does not replace or replicate the kind of networking opportunities in a face-to-face environment, but I think it proved it is worth.
Organizing meetings	<ul style="list-style-type: none"> - Use of two facilitators should be standard as it greatly enhances the tracking of participation, capture of ideas and atmosphere. It also provides backup should one facilitator be unable to host on the specified date. - Offered to assist in organizing smaller focused meetings with limited participation between main forums. More emphasis on presenting research. Reach out to universities (The HiMARK initiative at the U of Alberta has 27 projects underway). - Be inclusive of Public Safety Communicators/ 911 Dispatchers - The breakout rooms are good; the challenge is when they break off, they do not see the presentation and topic of discussion. - The lesson learned is that I should have provided the topic in an email in advance. - Find out what individuals seeking assistance need and then target those providers. - Time continues to be one of the biggest challenges and some group seems to find it difficult to go through the provided materials on their own. One solution was to share the link to Ricks excellent explanatory video and all the relevant links concerning the mapping project.

The Importance of Collaboration	<ul style="list-style-type: none"> - More cooperation between service providers would promote better client/patient outcomes especially for organizations they do not offer services across all phases of the service continuum - More interactions between agencies can lead to case plans the better serve the client. - Increased sharing of organizations regarding the services offered and who is their target demographic. - Highlighted the work of WCB Sask. with Edmonton police on their Reintegration Program and how it could work in Saskatchewan. - Noted Peer Support Canada Certification Peer Support Canada - Volunteer organizations need to attract a younger demographic with energy, longevity, continuity, and health resilience. - With the network we are creating through Respect Forums, combined with the mapping tool that has been developed, we will be better able to help other organizations to improve their referral capacity. - Assist highly structured organizations establishing a relationship with the community at large and connect with other organizations in the community that are also providing services directly to veterans.
Development of Respect Forums	<ul style="list-style-type: none"> - Women's issues require further focus - It was suggested that we (me) reach out to the Veterans Centre on 97th St - The Transition Centre hold monthly meetings which may be of interest for Respect Canada to await. - Noted that the Cree Nation in Saskatchewan have started a Support Program for First Responders and suggested reaching out. - The Mayor of Regina asked that we connect further and work with her office to expand the collection and supply of contact information across the region. - Facilitators committed to assist with coordination of smaller work groups between now and next Forum in the fall. - Suggested reach out to organizations through contact with organizers of annual resource fairs. - I offered to assist in coordination of smaller work groups to develop a model of a Flow Chart or any other local initiative participants would like to work on.
Lessons learned in the face of a health context	<ul style="list-style-type: none"> - First responders are built for episodic crisis response and are reaching their culmination point with sustained operations. They are tired, they are done, yet COVID is not and there remains a post pandemic surge of need to manage well into the future. They seek coping mechanisms. (Lorraine Downey - Ottawa Paramedic Services Peer Support Coordinator - Some organizations lost contact with homeless veterans and first responders and seek assistance reconnecting as things begin to open again. Perhaps first responders could act as referral agents and thus establish the connection? Helmets to Hardhats - Peer supporters have found great utility in virtual connectivity and will likely use it to complement fact to face outreach - whatever works best for the recipient - the pandemic, for them, opened doors to tools previously not authorized for use. - After the COVID-19 crisis, people in organizations will need to get together and reflect on the lessons learned on recognizing the importance and added value of face-to-face interactions and how we can make a better use of the virtual technologies. - Pressing the Reset Button: Considering the lessons learned, organizations will need to prepare a plan in delivering services during major period of disruption; and - Financing campaigns: Several agencies rely on financial campaigns to maintain their operations. In that coming, moving to a virtual mode proved to be a major disruption. In securing funding, the success of a financial campaign links in the capacity of building trust with new and returning donors and liaising with them through virtual mode is very difficult. - Support to everyone/mental health has stopped since the start of COVID

	<ul style="list-style-type: none"> - There are people falling through the cracks since there is no support from organizations normally doing face-to-face work. Finding and Identifying. - As expected, all participants noted workloads have increased during COVID. Lots of extra meetings mostly virtual.
Future outlook	<ul style="list-style-type: none"> - Increase support to everyone when we economy is restarted or back to some form of normal - Homeless care/outreach is a challenge, need to restart, organizations looking for more contact with other stakeholders and collaboration - Return to open workshops and events for soldiers/families - Further reach to everyone through media sources is needed also - Room for stakeholder management, discuss resources available or we are available to them to help veterans - Staff that are supporting others are also in need of support, look at different ways to support them during these trying times - These services that used to be group or one-on-one, are now relegated to online meetings and not everyone has technology so more and more difficult to meet or communicate. Help to fix this.
Towards future collaborations	<p>The links below are organizations that may be closely aligned with the goals of Respect Canada and should be evaluated by our executive for opportunities to collaborate:</p> <ul style="list-style-type: none"> - https://helpseeker.org/ - HiMARC (Heroes in Mind, Advocacy and Research Consortium) - Maureen Gorman from Acuity Clinic will send me a link of Halifax/Dartmouth service agencies that we can cross reference with our data base. - A good outreach org for aboriginal veterans: https://canadianaboriginalveterans.ca/national-alliance/ - Respect Forum should investigate Helpseeker.org to see about any synergy's and/or collaboration. - Reach out to the Corps of Commissionaires although they did not respond to invites - PSP Network www.cafconnection.ca - Noted the work of CIPSRT www.cipsrt-icrtsp.ca - Reach out through Multi Faith Council

ANNEXES

Appendix 1. Representing organizations

Organizations	forum	RESPECTMap
Unknown	Calgary	-
	Halifax	-
	Ottawa	-
	Montreal	-
	Montreal	-
	Victoria	-
1 st Bn, Royal Newfoundland Regt	St John's	No
9 Wing Gander	St John's	No
19 Wing	Comox	No
22 Wing North Bay	North Bay	No
	North Bay	
	North Bay	
31 BN SVC	London	Yes
	London	

35 GBC	Quebec City	No
39 Service Battalion	Vancouver	No
Aboriginal Veterans Vancouver	Vancouver	No
Acuity Clinic	Halifax	Yes
act	Quebec City	No
AHS	Calgary	No
Alpha House Society	Calgary	No
Ambulance NB	Fredericton	No
Anavets	winnipeg	No
Apollo Applied	Kingston Hamilton	Yes
Canadian Association for Mental Health	Quebec City	Yes
BC Borstol Association	Vancouver	No
BCIT Legion Military Skills Conversion Program	Vancouver	No
BCIT First Responder Career Development	Vancouver	No
Bodystream Medical Cannabis Clinic	Windsor London Kingston Hamilton	Yes
Cadence Health and Wellness	North Bay North Bay	No
Fca	Calgary Calgary Edmonton Edmonton Edmonton	- - - - -
CAF - Transition	Edmonton Edmonton Quebec City	Yes Yes Yes
CAF - Windsor Regiment	St John's Ottawa Windsor Windsor	Yes Yes Yes Yes
Calgary Food Bank	Calgary	No
Camp My Way	Vancouver Vancouver	No
Canpraxis	Calgary Calgary	Yes
Centre CASA	Quebec City Quebec City	Yes
Quebec City Suicide Prevention Centre	Quebec City Quebec City	Yes
CFB Kingston	Kingston	No
City of Burnaby	Vancouver	No
City of Coquitlam	Vancouver	No
City of Kingston	Kingston	No
City of Lasalle (city council)	Windsor	No

City of London (Housing)	London London	No
City of Nanaimo	Comox	No
City of North Saanich	Victoria	No
City of Ottawa	Ottawa	Yes
City of Port Hardy	Comox	No
City of Port Moody	Vancouver	No
City of Regina	Saskatchewan	Yes
City of Saanich	Victoria	No
City of Victoria	Victoria	No
CMHA - WECEB CMHA - London CMHA - MiddleSex CMHA - NB	Windsor London London Fredericton	Yes
Coalition to End Homelessness - Victoria	Victoria	No
Cockrell House	Victoria	No
Comox Valley Housing	Comox	Yes
Cool Aid Society	Victoria	No
E&K Scot Association	Windsor London Windsor	No
End Homelessness St John's	St John's	No
Together (AIDS NB)	Moncton	Yes
Help Direction Quebec	Montreal	No
Equi-Sense	Quebec City	Yes
Family Connections Program	North Bay	No
Family Services - Windsor Essex Family Services - Thames Valley	Windsor London	Yes
Fire and Rescue in Essex	Windsor	No
Le Balancier Foundation	Quebec City	Yes
Quebec Veterans Foundation	Quebec City Montreal Saguenay	No
Freshstarts	Fredericton Fredericton	No
Frontline Outreach	Hamilton	No
Gentle Path	Saint John Saint John Fredericton Saint John	Yes
Gravel and Sons	Saguenay	No
Greater Moncton Homelessness Steering Committee	Moncton	Yes
JP Robin Group	Quebec City Montreal	No

Helmets to Hardhats	Ottawa	No
HMCS Hunter	Windsor	No
HMCS Prevost	Windsor	
Homes for Heroes	London	No
Homeward Trust	Calgary	
Homewood Health	Edmonton	Yes
Hope Awaits Ministries (Men's Homeless Shelter)	Edmonton	
Inclusive Workplace	Victoria	Yes
Island Crisis Care Society	North Bay	No
Justice Dept.	Montreal	No
Knights Templar	Winnipeg	No
The Compass	Ottawa	No
The Amarrage	Quebec City	Yes
Lampman EMS	Quebec City	Yes
The Vigil	Saskatchewan	Yes
Legacy Place Society	Quebec City	No
Legion AB/NWT	Calgary	Yes
Legion Saskatchewan	Edmonton	
Legion Branch 594	Saskatchewan	
Legion - Branch 188	Saskatchewan	
Legion - London	Windsor	
Legion - Quebec	Windsor	
Legion - Ottawa	Windsor	
Legion - Montreal	London	
Legion - St John's	London	
Legion - Saguenay	Quebec City	
Legion - Vancouver	Quebec City	
Legion - Comox	Quebec City	
Legion - BC/Yukon	Quebec City	
The Trail	Ottawa	
The Orchard	Montreal	Yes
The Wonderful Happy Heads	Montreal	Yes
Father's House	St John's	No
Meetual Psychotherapy online	Saguenay	No
MFRC - Calgary	Saguenay	No
	Saguenay	No
	Vancouver	Yes
	Comox	Yes
	Victoria	Yes

	Calgary	Yes
	Calgary	Yes
MFRC - Edmonton	Edmonton	No
MFRC - London	London	No
MFRC - North Bay	North Bay	No
	North Bay	No
MFRC - Valcartier	Quebec City	Yes
MFRC - Bagotville	Quebec City	Yes
MFRC - Ottawa	Ottawa	No
	Ottawa	No
	Ottawa	No
MFRC - Montreal	Montreal	No
MFRC - Gander	St John's	No
MFRC - Gagetown	Fredericton	No
MFRC - Kingston	Kingston	Yes
MFRC - London	Hamilton	No
MFRC - Vancouver	Vancouver	No
MFRC - Comox	Comox	No
		No
Military	Windsor	-
Military Institute of Windsor	Windsor	No
Multifaith Housing Initiative	Ottawa	Yes
New Life Ministries	Winnipeg	Yes
One Space for All	Vancouver	No
Operational Stress Injury Clinic	Vancouver	No
OSI-CAN - Edmonton	Edmonton	Yes
OSI-CAN - Saskatchewan	Saskatchewan	
OSISS - Edmonton	Edmonton	No
OSISS - North Bay	North Bay	
OSISS - Halifax	Halifax	
OSISS - Quebec	Quebec City	
	Quebec City	
OSISS - Ottawa	Ottawa	
OSISS - St John's	St John's	
OSISS - Fredericton	Fredericton	
OSISS - Hamilton	Hamilton	
OSISS - Saguenay	Saguenay	
	Saguenay	
OSISS - Comox	Comox	
Ottawa Mission	Ottawa	No
Paramedic - Ottawa	Ottawa	-
	Ottawa	
Paramedic - Montreal	Montreal	
Pax Street Community	Montreal	No
P.E.C.H.	Quebec City	No
Phobias-Zero	Quebec City	Yes
Police - Lasalle	Windsor	-
Police - Chatham-Kent	Windsor	
Police - Ottawa	Ottawa	
	Ottawa	
Port City Counselling	Saint John	Yes

Private Consultant	Saint John	Yes
Probation Service - Saint John	Saint John	-
Monarch Project	Saguenay	No
Project Trauma Support	North Bay	Yes
Psychologist	Windsor	-
Purpose After Service through Sport	Vancouver	No
Queens' University	Kingston	Yes
	Kingston	No
RCMP Vets Association	Calgary	No
RCMP - Saskatoon	Vancouver	
	Saskatchewan	
	Saskatchewan	
RCMP - London	London	
RCMP - Ottawa	Ottawa	
RCMP - St John's	St John's	
RCMP - Support for Operational Stress Injury	Victoria	
Red Bear Healing Home	Halifax	Yes
River Valley Resilience Retreat	Saskatchewan	No
	Saskatchewan	
Saint John Human Development Council	Saint John	No
Salvation Army	Ottawa	No
Saskatoon Food Bank	Saskatchewan	No
School District 85 Port Hardy	Comox	No
Correctional Service of Canada	Quebec City	No
Shaping Purpose	Saint John	Yes
	Moncton	
	Halifax	
	Fredericton	
SISIP	Victoria	Yes
Social Worker	Windsor	No
Soldiers Helping Soldiers	Ottawa	No
	Montreal	Yes
	Montreal	Yes
Therap Spectrum	Kingston	No
	Hamilton	
Spencer House-Seniors' Drop in	Halifax	Yes
Support Our Troops	Ottawa	Yes
Stella's Circle	St John's	No
St John Ambulance	Vancouver	-
	Vancouver	
TB Indigenous	Kingston	No
TB Vet Affairs	Kingston	No
Tel-Aide Quebec	Quebec City	No
The Gathering Place	St John's	No
The Humanity Project	Moncton	No
	Moncton	
Transcendental Meditation	Saint John	No

	Moncton Fredericton	
Treble Victor - Vancouver	Vancouver Vancouver Vancouver	Yes
True North Counselling	Halifax	Yes
A horse for mieux live	Montreal	Yes
United Church - Prairie to Pine	Winnipeg	Yes
United Way - NL	St John's	No
University of Alberta	Edmonton Edmonton	No No
University of Calgary	Calgary	No
University of Regina	Saskatchewan	No
VAC Ministries VAC - Calgary VAC - OSI Clinic VAC - Quebec VAC - Ottawa VAC- Gatineau VAC - Montreal VAC - St John's VAC - Kingston VAC - Saguenay VAC - Vancouver	St John's Calgary Edmonton Quebec City Ottawa Ottawa Ottawa Ottawa Montreal Montreal St John's Kingston Saguenay Vancouver	No
VeCATS	Ottawa	Yes
Veterans Association	Calgary	No
Veterans House Canada	Ottawa	No
Veterans Memorial Manor DTES	Vancouver	No
Veteran Retired	Ottawa	-
Veteran Transition Network	Quebec City	Yes
Vets Mentoring	Montreal	No
RapeSecours	Quebec City	No
Wheat Institute	Winnipeg	No
Whole Way House Society	Vancouver	Yes
Willow Place	Winnipeg	Yes
WindSong	Calgary	No
Women's Wellness Initiative	Halifax	No
Women Veteran Research and Engagement Network	Ottawa	No

Appendix 2. Presentations by invited presenters.

Organization	participant	forum	Title of the presentation
BodyStream Medical	Jillian Henderson	Kingston Hamilton	Outreach Representative
Camp my Way	Kosikar Terrance	Vancouver Comox Victoria	Camp My Way
Chatham Police and Lasalle Police	Sgt Doug Cowell Sgt Erena Pesin	Windsor	Briefing on Peer Support Program within their Police Forces
CMHA	Ewelina Horochowik	Windsor	Covid affects on PTSD
CMHA	Brause Morris	London	Covid effects on PTSD
Quebec Veterans Foundation	Anne Hurtubise	Saguenay	Helping Veterans
FreshStart	Kristen O'Hanley	Fredericton	Task, Organisation and Links
Gravel and Sons	Marie-Pier Desmeules	Saguenay	Funeral preparation
London Homeless	Jonathan Rivard	London	London report on veterans Homelessness success
New Life Ministries	Jessica Audy	Winnipeg	Connect 2
Paramedic	Mario Cotton	Montreal	Paramedical needs
Project Trauma Support	Andy Bishop	North Bay	Project Trauma Support
Purpose After Service through Sport	McKenzie Robinson	Vancouver	Pass Program
RCMP	Terrie Goett	London	Importance of Peer Support
Respect Forum	Servane Roupnel	Comox Victoria	Women's Outreach: A shared reflection to meet the specific needs of women veterans and women staff of civilian emergency services
River Valley Resilience Retreat	Jeff Reeder Michelle McKeaveney	Saskatchewan	Unknown
Royal Canadian Legion	Dave Gordon	Ottawa	Ongoing Initiatives and Work with homeless veterans
Royal Canadian Legion	Paul Hillier	St John's	The RCL and Initiatives for Homeless and Vets in need
Shaping Purpose	Stacey Richards	Saint John Moncton Halifax Fredericton	Career and life planning for those in transition
Therap Spectrum	Holly Hulbert	Kingston Hamilton	rn
SSBSO Quebec	Kathy Richer	Quebec City	SSBSO
Theatre of the Little Lanterns	Angèle Seguin	Saguenay	Monarch Project
Transcendental Meditation	Jeanne Geldart	Saint John Moncton	TM and PTS
Theatre Troupe the Wonderful Happy Heads	Luc J. Vigneault	Quebec City Montreal	"Don't talk about it"

University of Calgary	Nadia Delanoy	Calgary	A perspective on bilateral wellness initiatives across Canada and the US Veterans transitioning to civilian life.
Women's Wellness Initiative	Helen Creighton	Halifax	TM and PTS

Appendix 3. Organization and duration of Forums

forum	Duration	Steps	Total duration
Calgary	09:00-09:10 09:10-09:20 09:25-09:45 09:45-10:00 10:00-10:30 10:30-11:00 11:00-11:15 11:15-11:30	Greeting, opening remarks Introductions Presentation Respect Map Overview Breakout Rooms Plenary Discussion Conclusion, Next Steps, Closing Remarks Adjourned.	2:30
Edmonton	09:00-09:20 09:20-09:35 09:45-10:00 10:30-10:50 10:50-11:40 11:40-11:50 11:50	Greeting, opening remarks Introductions Respect Map Overview Breakout Rooms Plenary Discussion Conclusion, Next Step, Closing remarks Adjourned Main Forum Supplemental Discussion	2:55
Saskatchewan	10:07-10:15 10:15-10:26 10:26-10:47 10:47-11:05 11:05-11:25 11:25-11:32 11:32-12:00	Facilitator Introduction Participant Introductions Presentation: River Valley Resilience Retreat Presentation on Mapping Exercise Breakout Rooms station wagon Plenary Session and Adjourn	1:53
Windsor	10:00-10:10 10:10-10:20 10:20-10:25 10:25-10:55 a.m. 10 :55-11 :00 11 :00-11 :30 11 :30-11 :50 11 :50-12 :00	Introduction and Welcome from Councillor Mike Akpata Individuals introduce themselves. Quick Review of Respect Canada Short Presentations and discussions Further discussion on local mapping Break into 3 groups for discussions General comments from participants Advise when next meeting will occur	2:00
London	10:00-10:10 10:10-10:20 10:20-10:25 10:25-11:15 11:15-11:30 11:30-11:45 11:45-11:50 11:50-11:55 11:55-12:00	Introduction and welcome Individuals introduce themselves. Quick review of Respect Canada Short Presentations Further Discussion on local mapping Group discussion Closing Comments Report to be felt. Advise when next meeting will occur	2:00
North Bay	09:00-09:15 09:15-09:45 09:45-10:15 10:15-10:30 10:30-11:15 11:15-11:30	Introductions Reviewed the mission, activities, and data from 2020. Presenter - Project Trauma Support Reviewed Respect Map and Watched Video Break Out rooms and full group discussion. Closing remarks	2:30

Quebec	09:00-09:15 09:15-09:30 09:30-09:45 09:45-11:00 11:00-11:25 11:25-11:30	introduction Present "The Wonderful Happy Heads" Introduce "SSBSO - Quebec" Individuals introduce themselves. Overview Respect Map conclusion	2 :30
winnipeg	10 :03-10 :05 10 :05-10 :24 10 :24-10 :35 10 :35-11 :00 11 :00-11 :20 11 :20-11 :25 11 :25-11 :40 11 :40-11 :45 11 :45-11 :50	Facilitator introduction Participant introductions New life ministries- connect 2. Presentation on mapping exercise Break out rooms. station wagon Plenary session Closing remarks and additional information Peer support video and adjourn	1:50
Saint John	10:00-10:05 10:05-10:20 10:20-10:50 10:50-11:05 11:05-11:15 11:15-11:40 11:40-11:50	introduction Participant Introductions Presentations by invited presenters. station wagon RespectMap Group Discussion conclusion	1:50
Moncton	10:00-10:05 10:05-10:20 10:20-10:50 10:50-11:05 11:05-11:15 11:15-11:40 11:40-11:50	introduction Participant Introductions Presentations by invited presenters. station wagon RespectMap Group Discussion conclusion	1:50
Halifax	10:00-10:05 10:05-10:20 10:20-10:50 10:50-11:05 11:05-11:15 11:15-11:40 11:40-11:50	introduction Participant Introductions Presentations by invited presenters. station wagon RespectMap Group Discussion conclusion	1:50
Ottawa	08:00-09:20 09:20-09:25 09:30-09:50 09:50-11:00	introduction Health Break Briefing Royal Canadian Legion RESPECTMap	3:00
Montreal	09:00-09:10 09:10-09:30 09:30-09:50 09:50-11:00 11:00-11:30	introduction Introducing Luc Vigneault Introducing Mario Cotton Individual presentation of participants Mapping	2:30
St John's	08:00-09:40 09:40-10:00 10:00-10:10 10:10-10:40 10:40-10:55	Introduction and Discussion Session Briefing Royal Canadian Legion Health Break RESPECTMap Wrap Up Roadmap Discussion on way ahead	2:55
Fredericton	10:00-10:20 10:25-10:40 10:40-11:40	introduction Discussion on the New proposed Homeless Shelter in the City Motel, and how to re Do the My Night Vote Guest Speakers	1:40
Kingston	12:45-13:00 13:00-13:10 13:10-13:25 13:25-13:50 13:50-14:05 14:05-14:45	Opened Zoom FCC Intro Participant Intros Presentations (2) and Q and A RESPECTMap discussion	2:05

	14:45-14:50	Closing Remarks	
Hamilton	12:40-13:00 13:00-13:10 13:10-13:25 13:25-13:55 13:55-14:15 14:15-14:35 14:35-14:40	Open Zoom Facilitator Introduction Participants Introduction Presentations x2 Mapping discussion Wrap Up	2:00
Saguenay	13:00-13:15 13:15-13:20 13:20-13:45 13:45-14:10 14:10-14:35 14:35-15:00	Introducing the participants Explanation of how the conference unfolded. Introducing the Monarch project Introducing the Quebec Veterans Foundation Introducing Gravel and Sons Round the table and conclusion	2 :00
Vancouver	09:00-09:20 09:20-10:30 10:30-10:55 10:55-11:10 11:10-11:15 11:15-11:25 11:25-11:30 11:30-11:37	Facilitator introduction and remarks from Mayors Participant introductions Formal Presentation #1 Formal Presentation #2 RESPECTMap presentation Breakout Rooms Plenary Discussion Wrap-Up	2:37
Comox	08:45-09:00 09:00-09:20 09:20-10:20 10:20-11:10 11:10-11:20	Open, networking Preamble, participating introductions, announcements Speaker Slide Presentation and Second Speaker Videos Main Slide presentation, survey in detail and Questions Closing remarks and wrap up	2:35
Victoria	08:45-09:00 09:00-09:05 09:05-09:25 09:25-09:45- 09:45-10:05 10:05-10:40 10:40-10:55 10:55-11:15 11:15-11:20	Opened Zoom rooms - General Greetings. Open remarks Guest Introductions, Minus Mayors Presentation#1 Mayor's address Presentation#2 Demonstration of RESPECTMap website Open Forum and General Discussions Next Step and Closing	2:35

Appendix 4. Global perception of spring 2021 meetings

Forums	feedback
Calgary	The atmosphere was positive, collegial, and respectful. There was very good participation and interaction between the participants. Participation in the breakout rooms was lively and constructive.
Edmonton	The atmosphere was positive, collegial, and respectful. Most of the participants had been to previous forums or were aware of the intent of the forums. There was very good participation and interaction between the participants. Participation in the breakout rooms was lively and constructive.
Windsor	We had a very productive meeting. Everyone was very receptive and there was good interchange between everyone participating. We missed some of our normal colleagues, especially some City of Windsor representative, EMS, and some Police due to heavy work schedules, conflicting meetings, illness, and vacation. Our presentation was very successful on the effects of COVID-19 on PTSD; Thus, I allowed that presentation to run over-time and instead of breaking out for a discussion session at the end, we stayed together to discuss what we would like in the October 2021 Fall session and to further discuss any points with respect to the Mapping objectives coming out of this meeting.
London	We were again missing many bosses who support these forums, especially in the Police, EMS and Fire and Rescue services due to COVID extra duties. They have promised to wait

	<p>for the next forum. I will work on the London list that I received a few sessions ago as I believe it is too long and is not representative of those who really want to wait. In fact, even with initial letters, invitations, follow up emails, two Zoom invitation reminders, and some calling, there are a number that do not respond even if a phone message is left. However, I would again state how excited we were to have our first RCMP Officer awaiting a session in either London or Windsor; and she is on fire to support us 100%. The Veterans Homelessness presentation by Jonathan Rivard was exceptional. Great discussion ensued after that presentation.</p>
Saint John/ Moncton/Halifax North Bay	<p>There was a very lively exchange from all those on the Forum. Lots of good information was shared, and some networking took place.</p>
St John's	<p>There was a few late arriving participants, which caused a few disruptions, but we were able to stay on track with a bit of facilitation. It was a good experience.</p>
Fredericton	<p>Over 50% were first timers to the forum and many did not know each other so I gave a lot more time for each to introduce themselves and talk about their organization, where they can help and where they need help. The amazing thing was right after many introductions there were some reaching out immediately for follow-up verbally and in the chat. Was amazing to see. There were a few comments on chat and verbally that the participants really appreciated the forum and looked forward to attending more in the future.</p>
Kingston	<p>This was a very important call, where the service providers rallies to address a very serious issue. As a result of this, and many other actors, the city council revoted on the shelter proposal. The Mon vote was a 5-4 defeat to the proposal, this was transformed to a 9-1 victory to an amended vote by Fri. This sees \$900K being invested by Fredericton into this new shelter.</p>
Hamilton	<p>Was a little disappointed with no-shows but am getting used to it. 18 confirmed - 12 participants. Had 2 X presenters from Cannabis field which stimulated good interaction and talk. As expected, all participants noted workloads have increased during COVID. Lots of extra meetings mostly virtual. Almost every participant thanked us for our time and efforts. Last reminder failed to bring any last-minute participants</p>
Vancouver	<p>Was very disappointed with no-shows but am getting used to it. 18 confirmed -6 participants. Had 2 X presenters from Cannabis field which stimulated good interaction and talk. As expected, all participants noted workloads have increased during COVID. Lots of extra meetings mostly virtual. Almost every participant thanked us for our time and efforts. I do blame the failure of sending out a last-minute reminder 1-2 days before the event. Numbers showed.</p>
Comox	<p>The overall atmosphere of the Vancouver Forum was positive. Once again, I ran out of time to adequately present the RESPECTMap project because my participant introductions took the lions share of the time. (And I encountered the technical glitch of not being able to tour the group through the RESPECTMap because I opened it from within the presentation.) In the current ZOOM environment, the participant introductions are critical as I have had several new participants and the fundamental objective of our forums is to promote knowledge sharing and collaboration. Once we are all in the same room together, we will be able to find more creative, less time intensive methods of learning about the participants. My group are all very keen, but they do need encouragement to spend time completing surveys. In my breakout rooms the participants did not actually even get as far as identifying one person to speak for the group let alone address the objectives for discussion.</p>
	<p>Smaller Communities were very engaged, and we reiterated the importance of the Survey and passing the word about cajoling their contemporaries into attending the Fall Session. Some will contact Servane directly with questions about her presentation. Good discussions and questions before, during and after the presentation.</p>



Respect Forum Spring 2021

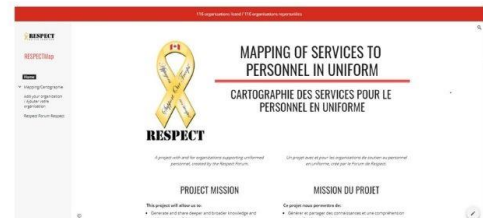
A good participation

This Spring 2021, the Respect Forums held 24 meetings across Canada, bringing together more than 300 participants and representatives of more than 150 organizations.

Quebec Region Quebec City (March 31): 32 participants Montréal (April 1): 20 participants Gatineau (May 6): TBC Saguenay (April 15): 9 participants Sherbrooke (April 23): 2 participants	Atlantic Region Fredericton (March 23): 9 participants Halifax (March 30): 8 participants Moncton (March 29): 6 participants Saint John NB (March 23): 9 participants St John's NL (April 6): 13 participants
Central Region Hamilton (April 15): 6 participants Kingston (April 13): 12 participants London (March 25): 14 participants North Bay (March 23): 11 participants Ottawa (March 30): 33 participants Toronto (May 5): TBC Windsor (March 24): 20 participants	Western Region Calgary (March 16): 20 participants Comox (April 22): 8 participants Edmonton (March 18): 16 participants Saskatchewan (March 23): 11 participants Thunder Bay (April 13): Cancelled Vancouver (April 14): 24 participants Victoria (April 21): 13 participants Winnipeg (March 30): 7 participants

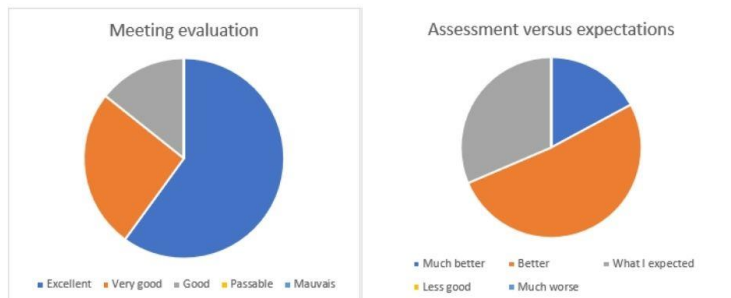
Relevant and necessary mapping!

The Spring meetings were a unique opportunity to present the progress of our service mapping platform. The vast majority of respondents consider this project to be very relevant (49%) or even extremely relevant (40%).



Meetings' Appreciation

The majority of respondents (60%) perceived the meeting as excellent, better than expected (51%). Several respondents rated the meeting as better if not much better than expected and it does not matter if the spring meetings were their first participation in the Respect Forums or not.



Tips to remember ...

1. Do not exceed a duration of 2h30 during virtual meetings;
2. Make sure you have a speaker per meeting;
3. Think about the post-COVID and the creation of hybrid meetings (in person and in virtual);
4. Ensure that we respond adequately to our mandates;
5. Ensure the validity of our contact information and strengthen our invitation process;
6. Choose the meeting dates more carefully;
7. Guide discussions on specific themes;
8. Enrich and strengthen inter-organization collaborations.

Annex 4. Mapping questionnaire



Respect Forum - Mapping Survey of Services for Veterans and First Responders

RESPECT

GENERAL INFORMATION

Across Canada, organizations and individuals are committed to assisting and providing services and support to men and women in uniformed service (military veterans, police, firefighters, paramedics) who are facing challenges arising from their service to the nation. Such challenges often come in the form of mental health issues and problems adjusting to civilian life. These problems and their consequences have many ramifications and can affect individuals, their families, and communities in multiple ways.

In this context, the Respect Forum's mission is to promote collaboration through networking and knowledge sharing to help improve mental health services and reduce homelessness for men and women in uniformed service who run to danger. With its mission, ongoing activities and experience, the Respect Forum is in a unique position to develop and provide a comprehensive framework to guide in the creation, development and implementation of service mapping and assistance for these vulnerable communities.

Your responses will be invaluable in identifying and analyzing gaps and challenges in services and programs for veterans, men and women in uniformed service, as well as their loved ones.

The findings generated from this questionnaire will be shared with respondents. We believe that the service mapping that will come out of this exercise will help all stakeholders to provide more comprehensive services and programs that contribute to the quality of life of veterans, men and women in uniformed service, and their families.

*Note: We use the term organization as a generic term including also individuals interested in the cause.

Disclaimers: By completing this questionnaire, you agree that your organization and the information you share will be publicly published on the Respect Forum's mapping platform.

1. Personal Information

Last Name, First Name: Cliquez ou appuyez ici pour entrer du texte.

Date Questionnaire Filled Out : Cliquez ou appuyez ici pour entrer une date.

2. What is the official, full name of your organization?

Cliquez ou appuyez ici pour entrer du texte.

3. What is the category of your organization?

Mandated Service Provider (e.g., under contract with a government agency)

Non-Profit Service Provider

Profit Service Provider

Volunteer Association

Individual dedicated to the cause (please specify): Cliquez ou appuyez ici pour entrer du texte.

Other (please specify): Cliquez ou appuyez ici pour entrer du texte.

4. If your organization is a mandated service provider, please specify by which level of government?

Federal

Provincial

Municipal or Regional

Please indicate the ministry, the province, municipality, or region if applicable: Cliquez ou appuyez ici pour entrer du texte.

5. Please select your organization's beneficiaries (select all options that applies)

Military Veterans

Families of Veterans

Police

Families of Police

Firefighter

Families of Firefighters

Paramedics

Families of Paramedics

Other (please specify): Cliquez ou appuyez ici pour entrer du texte.

6. What is the geographic reach of your organization?

Local

Provincial

National

Other (please specify): Cliquez ou appuyez ici pour entrer du texte.

7. Please specify the province where your organization is based:

Cliquez ou appuyez ici pour entrer du texte.

8. Please specify the locality where your organization is based:

Cliquez ou appuyez ici pour entrer du texte.

9. What are your operating languages?

- English
- French
- English and French

Other (please specify): Cliquez ou appuyez ici pour entrer du texte.

PHASE 1 - PREVENTION, PREPARATION, PLANNING AND EDUCATION (3PE)

3PE refers to **Prevention, Preparation, Planning** and **Education** before a crisis or problem occurs.

Organizations working in 3PE aim to reduce or eliminate the likelihood and causes of crises, while working to identify and reduce gaps in knowledge and life skills of those affected (and/or their loved ones) through various programs and activities oriented to prevention, preparedness, planning and education.

Prevention, Preparation, Planning, and Education (3PE)	
Situation	Individual spiraling down in response to life crisis, trauma or poor coping mechanisms
Indicators	Signs of self-destructive and/or non-productive behaviour, unsustainable life conditions, little or no means of coping
Aim	Reduce/eliminate likelihood of crisis, identify and reduce gaps in knowledge and life skills
Success	Individual acquires means of coping and avoids downward spiral

The more precise you are in your answers, the better the mapping will be relevant and allow for greater collaboration.

10. Is your organization involved in Prevention, Preparation, Planning, and/or Education (3PE) services to assist Veterans and First Responders facing crises?

- Yes
- No

If Yes, please describe your 3PE programs and/or services (*Do not hesitate to specify your answers and/or to add a link to your website if available).

Cliquez ou appuyez ici pour entrer du texte.

11. Do you apply specific methodologies for 3PE?

- Yes
- No

If yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

12. Do you measure the results and performance of your 3PE programs, methodologies and/or services through metrics and indicators?

- Yes
- No

If Yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

PHASE 2 - INTERVENTION

Intervention refers to immediate actions aimed at identifying and supporting people in crisis.

Organizations involved in Intervention focus on the immediate actions required to seek out and identify people in crisis, with the ultimate goal of reducing or eliminating the negative effects of the crisis.

	Intervention
Situation	Individual in crisis, worsening by day or hour; spiralling down due to trauma or poor coping means
Indicators	Highly vulnerable, homeless, extreme mental state(s), harm to self or others is imminent or actual
Aim	Immediate actions to identify and assist individuals in crisis
Success	Identification confirmed, harm to self or others halted, downward spiral arrested or mitigated

The more precise you are in your answers, the better the mapping will be relevant and allow for greater collaboration.

13. Is your organization involved in providing immediate Intervention to assist Veterans and First Responders facing crises?

Yes

No

If Yes, please describe your immediate Intervention programs and/or services (*Do not hesitate to specify your answers and/or to add a link to your website if available).

Cliquez ou appuyez ici pour entrer du texte.

14. Do you apply specific methodologies for immediate Intervention?

Yes

No

If yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

15. Do you measure the results and performance of your Intervention programs, methodologies and/or services through metrics and indicators?

Yes

No

If Yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

PHASE 3 - STABILIZATION

Stabilization refers to ongoing actions (as opposed to immediate actions in the Intervention phase) aimed at mitigating the effects of the crisis the individual and/or family is going through.

Organizations involved in the Stabilization phase implement programs and ongoing actions to identify and support people in crisis with the ultimate goal of reducing or eliminating the negative effects of the crisis experienced.

	Stabilization
Situation	Individual still in crisis, but has temporary meals & lodgings and has been taken into care/assistance
Indicators	Situation stable, no longer worsening, signs of hope
Aim	Assistance to individual and family to mitigate crisis and stabilize situation
Success	Immediate crisis halted, signs of recovery, self-destructive or harmful behaviour no longer imminent or probable

The more precise you are in your answers, the better the mapping will be relevant and allow for greater collaboration.

16. Is your organization involved in ongoing Stabilization actions to assist Veterans and First Responders facing crises?

Yes

No

If Yes, please describe your ongoing Stabilization actions, programs and/or services (*Do not hesitate to specify your answers and/or to add a link to your website if available).

Cliquez ou appuyez ici pour entrer du texte.

17. Do you apply specific methodologies for ongoing Stabilization actions?

Yes

No

If yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

18. Do you measure the results and performance of your Stabilization programs, methodologies and/or services through metrics and indicators?

Yes

No

If Yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

PHASE 4 - RECOVERY AND REINTEGRATION

Recovery and **Reintegration** refer to those actions taken after the crisis is overcome with a view to rebuilding the individual's life and promoting personal resilience.

Organizations involved in Rehabilitation and Recovery offer programs and support that help veterans and uniformed personnel rebuild their lives and function as productive members of society. This may entail long-term support with a focus on maintaining a relative level of autonomy and independence.

	Recovery & Reintegration
Situation	Crisis overcome, individual returning to semblance of normalcy, with varying levels of support according to personal needs and circumstances
Indicators	Situation improving, recovery and rehabilitation underway
Aim	Individual able to function as productive member of society or may require long-term support
Success	Individual is reasonably productive and autonomous with sustainable behaviours and life conditions

The more precise you are in your answers, the better the mapping will be relevant and allow for greater collaboration.

19. Is your organization involved in Recovery and Reintegration services to assist Veterans and First Responders facing crises?

Yes

No

If Yes, please describe your Recovery and Reintegration, programs and/or services (*Do not hesitate to specify your answers and/or to add a link to your website if available).

Cliquez ou appuyez ici pour entrer du texte.

20. Do you apply specific methodologies for Recovery and Reintegration?

Yes

No

If yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

21. Do you measure the results and performance of your Recovery and Reintegration program, methodologies and/or services through metrics and indicators?

Yes

No

If Yes, which ones? Cliquez ou appuyez ici pour entrer du texte.

CONCLUSION

We thank you for your participation in this important endeavour. Please feel free to contact us. It will be our pleasure to hear from you or answer any questions. Furthermore, it would be great if you could give us permission to reach out to you for further discussion should the need arise. To do so, just include your contact information below:

Cliquez ou appuyez ici pour entrer du texte.

Thank you very much for taking the time to complete our Service Mapping Questionnaire for Uniformed Personnel. For any questions regarding this project, please contact:

Servane Roupnel

National Coordinator, University Outreach, Women's Outreach and Program Evaluation

Respect Campaign | Respect Forum

1 (418) 271-6203

servane@respectcanada.org

THE SPECIFIC NEEDS OF WOMEN IN UNIFORM

WOMEN
ONLY!



WEBINAR - CONFERENCE
DECEMBER 2, 2020
02:00-05:30P.M. (EST) - ON LINE

Are you a woman wearing or have worn a uniform?
Are you a woman working in support organizations for uniformed personnel?

Join us to discuss and share your experience about the specific needs of women in uniform.

Organized around three testimonies, this women-only event is intended to be a place of exchange and discussion to put forward your life experiences, the challenges encountered but also your good ideas to overcome them.

Register today !

Informations et registration : servane@respectcanada.org

*Please note that the number of places is limited to create a more user-friendly virtual place.



The Specific Needs of Women in Uniform

8 things to remember

- 1 Challenge traditional beliefs about gender roles, especially with respect to uniformed occupations.
- 2 Recognize the multiple roles of women (career, domestic work, family life, etc.).
- 3 Allow women to gather and share their experiences in support of each other.
- 4 Create support programs specifically designed for women (i.e. women's housing, etc.).
- 5 Alleviate gender discrimination, real or perceived, regarding performance by improving communication between team members.
- 6 Value the strength and skills of women beyond the fact of uniformed service.
- 7 Recognize the importance of prevention and education in limiting stigma.
- 8 Create committees that can rule on gender discrimination in uniformed professions.

The scope of the testimony

Giving voice to women in uniform or to women working with women in uniform has opened a source of moving and necessary testimony. Through the sharing of experiences, the presentations highlighted various specific challenges or needs of women in uniform.

Each occupation is unique; however, it was possible for us to highlight a number of similarities, demonstrating a concrete reality for women in uniform whether in their careers or in their transition to civilian life.

7 Speakers

2 members of the Canadian Armed Forces

2 members of paramedical services

2 members of support organization

1 former member of the CMP



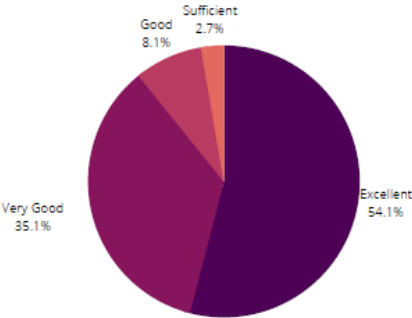
It was a good start, but we need to continue ...

The participant evaluation survey has allowed us to confirm the success of our webinar. Most of the feedback is very positive, and we remain open to advice from participants to continue improving our programs and events.

Several areas of improvement remain. We must, above all, better define the theme of our events. In the future, we will identify specific topics for discussion. This will enable better control of duration while ensuring continuing relevance for our participants.



Evaluation of the event

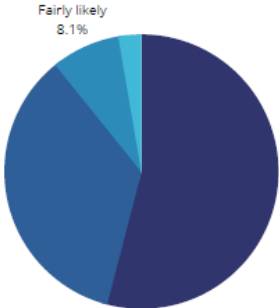
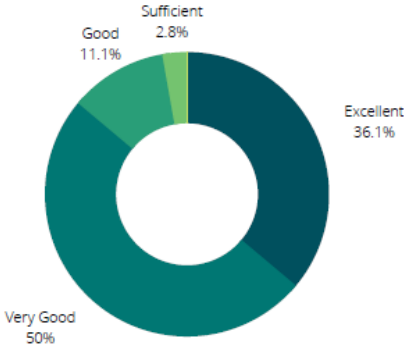


Overall, how would you rate the meeting?

We are pleased to note that most respondents rated the meeting very positively.

How would you rate the quality of the presentations?

According to the results, the presentations were very well received by the participants, most of whom found them to be very good or excellent.



Will you participate in other Women's Outreach event from the Respect Forum?

We are very pleased to note that most respondents will be pleased to participate in our future events.

HOMELESSNESS AMONG WOMEN :

ISSUES AND CHALLENGES OF HOUSING OFFERS FOR MILITARY VETERANS AND EMERGENCY RESPONDERS PERSONNEL



WEBINAR - CONFERENCE 4 DATES - 4 REGIONS

- RÉGION DU QUÉBEC (FRANCOPHONE) - 26 MAI 2021 _ 9H À 11H00 (EDT)
- WESTERN CANADA (ENGLISH) - JUNE 2, 2021 _ 9 A.M. TO 11 A.M. (CDT)
- ONTARIO REGION (ENGLISH) - JUNE 16, 2021 _ 9 A.M. TO 11 A.M. (EDT)
- THE ATLANTIC REGION (ENGLISH) - JUNE 30, 2021 _ 9 A.M. TO 11 A.M. (ADT)

Are you working for the welfare of women in uniform?
Are you interested in the challenges of homelessness and housing offers?
Are you interested in learning more about the specific needs of women in uniform who are struggling against homelessness?

Join us in this cycle of webinar-conference and participate in knowledge sharing on these issues.

Organized around two conferences, this event is intended to be a place of awareness and discussion on the issue of homelessness for women in uniform and the challenges raised by accommodation offers.

Mark the dates in your agenda: registration will open soon!

Informations: servane@respectcanada.org

*Only registered people will receive the link to access the event.



CONFERENCE REPORT | FEBRUARY 24, 2021

Webinar

Organized by the Canadian Institute for Military and Veteran Health Research

Moderator: Ms. Nora Spinks

Speakers: Dr. Deborah Norris
Ms. Linda Manser
Dr. Nicola Fear

Stay tuned! Follow us on social media (respectcanada) and visit our website: respectcanada.org



Military and Veteran Family Research: Setting the Stage for the Next Chapter



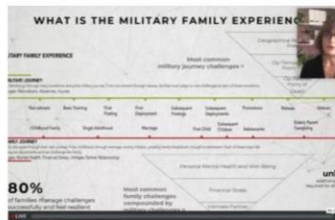
Research related to the families of military personnel and Veterans has grown considerably in the past decade, both in Canada and around the world. This interdisciplinary field of research has contributed to raising awareness of the service-related experiences, and its impacts, on families; identifying gaps; and advancing knowledge to inform policy, practice, and future research. Experts in the field will share how far family research has come over the last 10 years, present recent advances in family research, and discuss pathways forward for enhancing research relevance, reach, uptake, and impact for the decade ahead.

To (re)-see this webinar: https://www.youtube.com/watch?v=XrIPfUDfTrY&ab_channel=CIMVHRICRSMV

Out of the Wilderness: Building Capacity in Military and Veteran Family Research in Canada

Dr. Deborah Norris shared her thoughts on the growth of research on military and veteran families in Canada and over the past twenty years.

She demonstrated how the research perspective on military families has shifted from a monolithic concept to one that is open to their diversity and resilience. Thanks to the lessons learned from the past, it is now possible to consolidate what we know and understand the topics that need to be developed in the future.



Understanding the Contemporary Canadian Military Family

Ms. Linda Manser has shown us the relevance of developing research on military families.

WHAT DON'T WE KNOW YET?

- What are the experiences of different identities or family personas?
- What are the comparators?
- Why are some struggling while others are not?
- Are evidence-based interventions from other populations or from foreign military transferable?

Thanks to a diversity of study, it is now possible to have a complete assessment of the situation of Canadian military families. We know who they are, how many they are, where they live, what their composition is. Now it is important to shift our general knowledge research priorities to address specific gaps in knowledge.

Military Families: New and Emerging Issues from an International Perspective

Dr. Nicola Fear provided a brief overview of current research on the health and well-being of military families from an international perspective.

WHAT NEXT?

- Recognise diversity of families in research
- Ensure evidence based services & interventions available
- Longer term follow up – what happens next?
- Other groups currently "missing":
 - Military mothers & Families of physically injured personnel

Focusing on new and emerging issues, she highlighted the impacts of the current social, political, and economic context, if only by discussing the impact of COVID-19. In discussing the diversity of this work, she highlighted the gaps that still exist today in this area of research.