



A Proposal for Housing and Support for the Pearson Redevelopment

*This proposal has been collaboratively prepared by the
Pearson Residents Redevelopment Group
Persons with Disabilities Advisory Committee
BC Coalition of People with Disabilities
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This proposal includes four housing and support options, all with people having control and autonomy over their lives. We have included the first two independent community living options from the original VCH Housing Continuum, plus two group living models, which are what many current Pearson residents want. The group living models include small groups of 2 - 4 persons living in apartments or houses, or the Greenhouse model of 6 - 12 people, with changes to ensure people have control over their home and a real choice whether to live by themselves or in a group.

Housing Options

Each person must have a choice of four housing and support options all with viable levels of support

- 1. Independent fully accessible apartments with affordable subsidized rent located in any market or non-market building.** The amount of support must be based on the person's individual support plan. Individual support plans must be developed by the individual with the assistance of CARMA or other independent advocates. (Details are not included here because they have been described in previous documents).



- 2. Independent fully accessible apartments with affordable subsidized rent clustered in any market or non-market building with shared overnight support.** Assistance during the day can be shared or individual, based on the person's preferences. The amount of support must be based on the person's individual support plan. Individual support plans must be developed by the individual with the assistance of CARMA or other independent advocates. (Details are not included here because they have been described in previous documents).
- 3. Groups of 1 - 4 people with disabilities living in 2 - 5 bedroom fully accessible apartments or houses with affordable subsidized rent.**
 - a. Each person with a disability can choose who to live with including:
 - i. Other persons with disabilities
 - ii. Partner of person with disability
 - iii. Family member(s) of person(s) with disabilities
 - iv. Live-in Attendant
 - v. Friends or roommates of persons with disabilities
 - b. Total amount of support is the combined amount of authorized support for all persons living in the house or apartment, based on each person's individualized support plan.
 - c. Decisions about new residents are democratically made by the persons already living in the house or apartment.
 - d. Individuals living together decide democratically on how the support will be delivered: whether it will be delivered individually, shared, or a combination of individual or shared.
 - e. People can live in the small group living option only if they freely choose to do so when given choices that must include:
 - i. at least one individual independent community living choice (Option 1 and/or Option 2) with the same or greater amount of support, and
 - ii. the Greenhouse model (Option 4) with the same or greater amount of support
- 4. The Greenhouse model, which enables small group living with personal choice/control**



Greenhouse: general description

- Each Greenhouse has 6 - 12 people, each with their own bedroom & bathroom.
- The bedrooms surround a large common living room with hearth & fireplace.
- The large kitchen is open and accessible for use by residents.
- The kitchen table(s) are used by residents, family, friends and staff.
- Meaningful relationships with staff and residents are encouraged.
- Workers are Shabazz, or total care workers, organized into self-managed teams.
- There is no set schedule; activities and timing of support depend on residents' wishes.

Greenhouses in an Integrated Building: Specific details

Crucial conditions which must be included

- Each Greenhouse is limited to a maximum of twelve residents, each with their own bedroom and bathroom.
- The size of the bedrooms and common open concept kitchen, dining/living room, as recently presented to Pearson residents in the functional plan, must be increased.
- Staff ratios, currently stated in the functional plan, must be increased and must be the larger of the following two options:
 - Staff ratio currently in ward two of Pearson.
 - Staff ratio reported for Greenhouses by the Greenhouse organization.
- Each Greenhouse must use total care workers or Shabazz, who are expected to do any task, including outings, bathing, cooking, helping with work or volunteer work etc.
- In houses with high acuity residents, a hybrid can be designed with a few medical staff shared between two Greenhouses in the same neighbourhood.
- All of the staff, including total care workers and medical workers, must be organized into self-managed teams.
- Green houses must be subject to a yearly independent audit using standards established by the International Green House Project. The results of the audit must be made public.



Greenhouse: Crucial conditions which must be included, continued

- People who live in each Greenhouse have choice of workers – ie residents can choose who will work in their house, they can participate in hiring decisions, and they can say yes or no to any possible worker. Residents of each Greenhouse will also be involved in regular evaluations of staff.
- People can live in a Greenhouse only if they freely choose to do so when given choices that must include:
 - at least one individual independent community living choice (Option 1 and/or Option 2) with the same or greater amount of support, and
 - the small group living option (Option 3) with the same or greater amount of support.
- There is no set schedule; activities and timing of support depend on resident's wishes in collaboration with the other residents in the house; each person can choose when to get in or out of bed, when to take a bath or shower, when and what to eat, the activities of their daily life.
- All meals are cooked in the Greenhouse kitchen – they are not cooked off-site.
- Persons living in the Greenhouse can perform or assist with any household duties if they choose to do so, including cooking, shopping etc.
- Building meaningful relationships with staff and residents are encouraged to create a strong and vibrant community.
- Residents, family, friends and workers eat at the common eating table(s). There should be several smaller tables that can be joined into one large table when desired.
- Pets are allowed.
- People can bring their own furniture.
- Each person's medications are in their own room or bedroom.
- Several Greenhouses can be built on one floor of a larger building and may share some broad services, but each individual Greenhouse must be self-sufficient for daily living activities and have designated staff to ensure continuity of care.



Principles for the Pearson Redevelopment

- Separation of housing and support.
- Each person has a choice of all four housing options with viable levels of support.
- Every person has the right to choose their support worker(s), and every person has the right to delegate this responsibility to a designated person or group.
- Each person can choose to use the CISL program in any of the housing options except the Greenhouse option.
- Each person has an individualized support plan.
 - The individualized support plan is developed with the person; at least one advocate of the person's choice is involved in drawing up the plan. The advocate must be chosen by the person, and can be a CARMA representative or any individual chosen by the person.
 - The individual support plan must include support for all activities of a full life including personal care, housework, outings and recreation, support for volunteer and/or paid work.
 - The individualized support plans for current Pearson residents and projections provided by the BC Coalition of People with Disabilities for other persons with disabilities should be the basis for determining how many units are needed of each housing and support option. In other words, the number of Greenhouses that are built for persons with disabilities should depend on the personalized individual support plans of current Pearson residents. If many people want the Greenhouse model, then the number of these available should reflect that choice. If more people want other options, then the number of the other options should reflect that choice.
- Person-centered support must be included in all support models: support must include personal care, housework, outings & recreation, support for volunteer and paid work, support for all the activities of a full life.
- People must be given all four housing and support models to choose from, all with viable levels of support for that individual.



Principles for the Pearson Redevelopment, continued

- Choice:
 - Each person can choose which housing model to live in.
 - Each person can choose their own worker(s), or if they prefer, they can choose an agency to provide service.
 - Each person can set their own schedule and can choose the activities of their daily life.
- People who are not verbal or persons with cognitive disabilities have the same rights as other persons. Supportive decision making must be available with trusted assistants and provision for this should be included in the individual's support plan.
- Security of housing tenure.
- Security of support.
Support cannot be reduced unless a significant reduction in need can be demonstrated based on a significant improvement in the person's functional ability.
- Flexibility
- Integration:
 - All buildings on the site cannot have more than 30% of units specifically designed for persons with disabilities.
 - With the exception of the Greenhouses, no other building on the site should have more than 30% of units on any floor specifically designated for persons with disabilities.
- Honesty and transparency: all communications must be honest and transparent. The same information must be provided to different groups.

Preferred recommendations:

- Money for support attached to individuals.
- The number of transitional units in the community, similar to ones already available, should be increased.