

Draft 05
SOC's Year-End Memo
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As we approach the end of another successful year at the Ontario Public Service, it is important to reflect on everything we have accomplished in 2016. Across the OPS, we have worked hard to deliver on the government's priorities, and served the people of Ontario by offering our best advice, developing policies and delivering programs. Here are some of the areas where we have helped the government:

- **Making average tuition free for more than 150,000 students** from low- and middle-income families, starting in the 2017–18 academic year
- Helping to create **100,000 more licensed child care spaces** for infants, toddlers and preschoolers within the next five years
- **Reducing electricity costs** for five million residential consumers, small businesses and farms, and providing additional savings opportunities to more than 1,000 large energy consumers
- **Apologizing for residential schools** and releasing an action plan outlining the government's commitment to reconciliation with Indigenous Peoples
- Working with the federal government and Indigenous communities to **end violence against Indigenous women**
- Establishing the **Anti-Racism Directorate** to combat issues of individual, systemic and societal racism in our province
- **Launching an action plan to fight climate change** that will create good jobs, increase consumer choice and open up new opportunities for investment
- Studying new methods for reducing poverty in our province **by moving forward with a basic income pilot**
- **Inviting the public to help cut red tape** and working to ensure employees have the skills needed in a changing economy
- Putting patients first by proposing legislation to **improve access to primary care providers** and offer patients better coordination and continuity of care
- **Supporting more than 14,000 Syrian refugee families** through provincially funded refugee service providers

Thank you for your continued commitment, hard work and dedication in planning and implementing not just these initiatives, but all programs and policies across the OPS.

In addition to the important work that we have done on behalf of the government, we have supported the communities we serve across Ontario in many other ways — from the food and gift drives to our campaigns for the United Way and Federated Health.

This year, our Fall and Spring Food Drives raised 118,000 pounds of food and more than \$28,000.

Engaging with employees remains one of my highest priorities, and in the past year I have had the opportunity to attend around 60 events with OPS staff. I have enjoyed sharing our progress on creating an inclusive and innovative public service, and hearing your ideas and feedback on preparing the OPS for the future. In 2016, we achieved many important milestones that will help us meet these goals, including:

- Launching the **Policy Innovation Hub**, which seeks to foster an internal culture that integrates new and non-traditional approaches into policy development and delivery.
- Launching the new **Respectful Workplace Policy**, which aims to prevent workplace discrimination and harassment and emphasizes the importance of employees behaving respectfully to each other and the public.
- Developing an **OPS Anti-Racism Action Plan** to address systemic racism with the aim of reducing racial disparities in the OPS.
- Creating a new **Inclusion, Diversity and Anti-Racism Division** in Cabinet Office. This division brings together the existing Anti-Racism Directorate and the OPS Diversity Office to enable enterprise-wide leadership on inclusion, diversity and anti-racism both within and outside of the OPS.

The OPS has made great strides in 2016, and I look forward to building on our achievements in the new year.

Looking ahead to 2017, we will launch a broad consultation across the OPS to help us develop a strategic plan for public service renewal. This strategy will support public service resilience in an era of unprecedented change. Through an open and inclusive dialogue, we will ask for your help in shaping the OPS of the future.

We will also conduct an OPS Employee Survey, which is an opportunity for you to share your experiences in the workplace and help us identify trends, strengths and areas for improvement.

In 2017, we will mark the 150th anniversary of Confederation with Ontario150 — a year-long celebration to honour our past achievements and help chart a course for the future. You can find more details about how Ontario is celebrating this anniversary on the [Ontario150 website](#).

Finally, I am eager to engage with OPS staff across the province. This fall, I had a great time visiting with staff in Guelph and Kingston, and I look forward to getting back on the road to meet with more members of the OPS community in spring.

From my family to yours, I wish you all a happy and safe festive season!

Steve Orsini