

Cathy Vincelli,  
Director of Recreation,  
City of Toronto

April 11, 2024

Dear Cathy,

We would like to talk to you about seven linked suggestions that we think could help fix Dufferin Grove Park problems and also be of broad interest citywide:

1. **Dufferin Grove Park lab:** designate the park as a pilot project or lab for demonstrating the practical, local application of broader city council plans and directions.
2. **Job evaluation:** initiate/finalize the job evaluation process that began and then got stuck after part time CUPE Local 79 jobs were harmonized in 2012. The document is preserved [here](#).
3. **Assign two acting CRPs until the problems are worked out (a one year contract):** assign two staff, with longtime and recent hands-on experience, in running the Dufferin Grove Park programs to make them both *acting* onsite CRPs. Re-assign the current CRP to a more suitable location. *Offset most of the cost of the extra CRP* by (a) de-scheduling the current onsite PT staff who are there to “keep the washrooms open”; (b) partnering with Aquatics to restart the summer wading pool staff’s hybrid activities and to address the low WP job quality; (c) replacing the summer arts-and-crafts staff role with fewer but more effective program staff.
4. **Interviewing:** assign the two CRPs to interview job candidates specifically interested in Dufferin Grove-style programming, and convey their recommendations to the supervisor. Focus on city goals of inclusion, quality jobs for youth and adults, leadership, and community engagement.



5. **Training:** direct the two acting CRPs to design a hands-on training program for spring/summer/fall staff, for management approval. Again: focus on city goals of inclusion, quality jobs for youth and adults, leadership, and community engagement.
6. **Resuming programs:** support the two CRPs in restarting former limited spring programs, such as: (a) adventure playground/pizza day school visits, (b) campfire training for volunteers, (c) youth programming and trouble-shooting, (d) community engagement, (e) preparation for summer programs, (f) outreach to citywide staff who request information, (g) documenting alternative PFR income-generation for drop-in programming, (h) focusing on diversity and Indigenous programming.
7. **Toronto Urban Fellow:** work with HR to obtain a Toronto Urban Fellow with a strong Circular Economy interest, to work with citywide PFR staff and the Dufferin Grove lab on researching expanded use of existing PFR facilities, to reduce the need for demolitions.

I look forward to talking soon ~

Jutta

