



June 4 – 5<sup>th</sup> 2019

*“WHAT WE HEARD”*

REPORT

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## INTRODUCTION

For many years, front line workers have been helping clients manage issues related to poverty and affordability in our community. In 2011, the City of Revelstoke Social Development Committee took the lead to assess poverty and related challenges from a community-wide perspective. In 2012, the Revelstoke Community Poverty Reduction Strategy<sup>1</sup> was released

In 2013, key stakeholders from a variety of sectors were brought together – from business to non-profits to people with living experience, to form the Poverty Reduction Working Group (PRWG). The purpose of the Revelstoke Poverty Reduction Working Group ranged from tracking progress on implementation of the strategy to evaluating outcomes and reporting back to the Social Development Committee and City Council.

In subsequent years, the group analyzed data, brought in funding, and developed projects and programs in partnership with a variety of organizations to address community goals in 10 key areas of influence from ‘improved information sharing and communication’ to life long learning. Examples of successful initiatives include the Youth Access Fund, Seniors Volunteer Medical Transportation program and Financial Literacy Project<sup>2</sup>.

However, despite a thriving economy in Revelstoke, affordability had become the most significant, cross cutting social and economic issue. Change and growth began to escalate. There was a sense that Revelstoke had entered a critical time where decisions made now will shape the future of the community.

Throughout, Revelstoke’s PRWG has been forging close ties with the Tamarack Institute - a national organization focused on empowering communities to achieve greater impact. By 2011, Tamarack had established the Vibrant Communities ‘Cities Reducing Poverty’<sup>3</sup> initiative and was already developing poverty reduction resources based on grassroots research and analysis of best practices.

Tamarack’s ‘mantra’ was that social issues like poverty are complex - and complex challenges require complex, comprehensive solutions. In 2014, the Columbia Basin Trust began supporting annual ‘Cities Reducing Poverty’ membership with Tamarack for all communities in the basin working on poverty reduction. Among other supports, membership enabled communities to receive personal coaching with Paul Born, one of Tamarack’s inspirational ‘thought leaders’ and Co-CAO of the Institute. In 2018, bolstered by a desire to expand and deepen the work and engage more people for greater impact, the PRWG began moving towards ‘Collective Impact’<sup>4</sup> as a way forward.

Revelstoke has a powerful history of implementing creative solutions, collectively, for complex problems. But there were a lot of new faces at the table. There were growing divisions in the community. It was time for a collective ‘re-boot’. It was recognized that to authentically implement systemic change, it was time to step it up, to build on the amazing assets in the community, to deepen and expand collaborative efforts, to create and act on a new vision for Revelstoke & Area.

On June 4 – 5<sup>th</sup> 2019, Revelstoke’s Collective Impact Initiative launched, bringing together over 80 people from diverse backgrounds – business, social sector, government, people with living experience, entrepreneurs, parents, seniors and youth – for 2 days of focused learning, listening, conversation and brainstorming. This report details ‘what we heard’

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<sup>1</sup> [https://www.revelstokesocialdevelopment.org/assets/files/Rev Poverty Strategy\(2\).pdf](https://www.revelstokesocialdevelopment.org/assets/files/Rev%20Poverty%20Strategy(2).pdf)

<sup>2</sup> <https://www.revelstokesocialdevelopment.org/wp-content/uploads/2018/07/June-2018.pdf>

<sup>3</sup> <https://www.tamarackcommunity.ca/citiesreducingpoverty>

<sup>4</sup> <https://www.tamarackcommunity.ca/collectiveimpact>

## AGENDA<sup>5</sup>

With MC's Melissa Hemphill & Garry Pendergast

Event Facilitator, Kerri Wall

Eleven round tables positioned around the room. Each table had an assigned facilitator and note taker

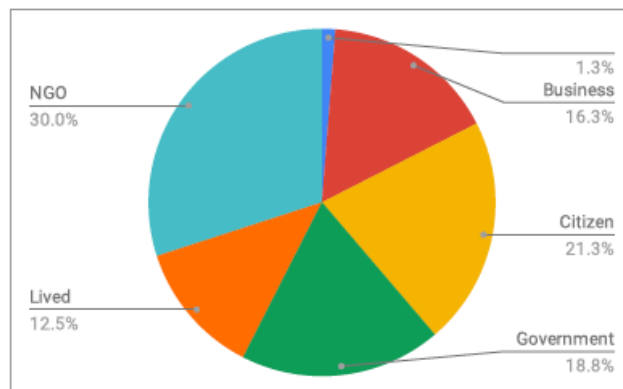
### Tuesday June 4<sup>th</sup>

- |  |   |
|--|---|
| 1. Welcome & Acknowledgement   | Revelstoke Aboriginal Friendship Society                                    |
| 2. Why is it important I am here today?  | Inviters Kevin Dorrius and Michelle Cole                                    |
| 3. Presentations:  |   |
| a. Statistical Stories   | Ingrid Bron, Director of Community Economic Development, City of Revelstoke |
| b. A History of Success  | Cathy English, Curator, Revelstoke Museum & Archives                        |
| c. Collective Impact   | Alison Homer, Manager of Western Cities Tamarack                            |
| 4. Triad Sharing Exercise – Who am I? Why is it important I am here today? What is the most pressing question I bring? | All participants  |
| 5. What is happening in Revelstoke now?  | Facilitated table conversations - All participants                          |
| 6. Debrief   |   |
| 7. Going forward   | Stephanie Melnyk  |
| 8. Wrap up   |   |

### Wednesday June 5<sup>th</sup>

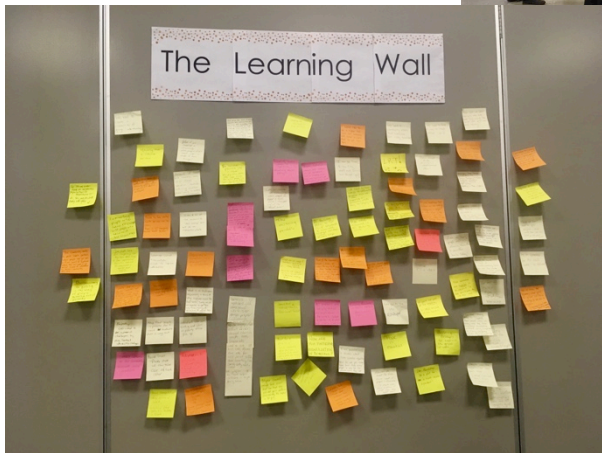
- |   |  |
|---|--|
| 1. Welcome & Acknowledgement            | Revelstoke Aboriginal Friendship Society           |
| 2. Why is it important I am here today? | Inviters Mayor Gary Sulz and Sheena Bell           |
| 3. Keynote (via video)                  | Paul Born, Co-CAO, Tamarack Institute              |
| 4. What is the change we want to see?   | Facilitated table conversations - All participants |
| 5. What can we do together?             | Facilitated table conversations - All participants |
| 6. Debrief                              | 'Fishbowl Circle' – All participants               |
| 7. Strategies, commitment, opportunity  | Key action area stations around the room           |
| 8. Plenary debrief & priority setting   | All participants                                   |
| 9. Closing the learning circle          | Michelle Cole                                      |

Breakdown of participants by sector



<sup>5</sup> [https://www.revelstokesocialdevelopment.org/wp-content/uploads/2019/07/Revy-Top-100-no-video\\_compressed.pdf](https://www.revelstokesocialdevelopment.org/wp-content/uploads/2019/07/Revy-Top-100-no-video_compressed.pdf)





## WHAT IS HAPPENING IN REVELSTOKE NOW?

Participants were asked to share personal observations and thoughts about what they saw happening around them in Revelstoke today. Responses are loosely grouped into themes. Generally, there was consensus that while there were many strengths and positive initiatives going on in Revelstoke, affordability issues were strongly impacting not just individuals and families, but also the culture of the community. Divisions, discrimination (on many fronts), lack of inclusion, growing inequities, in-migration and out-migration of particular populations, and the like.

### Housing

- Inability to stay in Revy, have to move
- Expensive to buy a house and to rent
- People will not stay long
- So many people looking for housing / finding weird ways or places to make it work
- Contemplate leaving/losing business
- Housing (insecurity) affects relationships
- Industry town vs. Resort town
- Fast growth (too fast?)
- Demand high / supply low
- Seniors who want to downsize have to leave town / no options
- Revy rentals – easier to buy than rent – more willing to take the leap
- Cannot see (daughter) ever being to afford a house – kids can't stay
- Losing long term residents – can't find a house under \$600,000, but home ownership decreases vulnerability
- We have space that is accessible, need to add the right kind of supply
- Black windows in neighbourhoods
- 'Glut' of seasonal housing in summer, but not long-term – converted to vacation rentals in winter
- No housing for full-time workers – labour shortage as a result
- Mobile home parks are being closed – how do we protect or replace?
- People pile 10 people into one home as the only way to make it affordable – this becomes a safety issue (on many different levels) – families rent a home, then rent out rooms as it's the only way they can afford it
- Not keeping up with growth
- A lot of blame (finger pointing) for the housing situation
- People being forced out of town – lack of rental vacancies
- Lack of accessibility in rentals
- Frustration with BC Housing's slowness, but now seem to be interested in Revelstoke
- With RMR staff accommodation (potential) + BC Housing on board, maybe this can leave more affordable housing (in the market) for others
- Housing is key. Women who leave bad situations often forced to go back to abusive relationship because of (lack of) housing coupled with low wages
- Bylaws currently create zoning that adds to urban sprawl
- RMR creation of staff accommodation could really alleviate some pressure – is the plan ambitious enough? It's a good start.
- Attainability is an issue not just affordability
- Potential renters experiencing discrimination – pets / kids
- Focus of many young people in jam-packed housing situations is to achieve a more permanent solution / sometimes not thinking of safety issues
- Post-secondary education is housing dependent

- Currently no guidelines for affordable housing / case by case work so inefficient and not consistent
- Prevailing belief (until now) has been that the market will solve the housing crisis – confusion / defensiveness about city’s role
- Provincially more recognition of the housing crisis
- City staff is so busy – no time to put much needed (housing) programs into action
- “Home” is fundamental – housing is an emotional issue
- Landlords expenses increase – pass this on to the renter / landlords having negative tenant experiences – can be costly
- Rental and other properties being converted to Air BnB’s
- Divide – vulnerable people being taken advantage of – being charged \$500/bed in some pretty sketchy situations
- Moved to town in 1991, were able to buy a mobile home, husband worked for CP but then had a cardiac arrest and had to take a lower paying job – took in a roommate because needed income – both daughter and son/family moved away looking for an affordable place to buy a home
- No mobility ‘home-wise’
- Wealth transfer is the only way to leverage into home buying here
- No shelter; people sleeping in ATM space – send people out of town
- Infill happening
- 25 people living in one home – many circumstances where many people are living together
- My daughter will never be able to afford a house of her own – this generation is really struggling. Found a place to rent through personal connections
- People live in community centre parking lot – no where to rent
- Family camping in CC parking lot – both working for CP Rail – took 4 months to find a place to live
- There’s no way I could afford the house I have now (doubled in price)
- Not breathing in mold is a basic right; unhealthy, but have to stay (no options)
- New RCHS units – 24 units costing 6 million/ have to be a high standard/ BC Housing does a good job of maintaining their housing
- Revy home values jumped 18% - initial entry into the market is hard
- Many seniors want to be re-housed in something smaller – not available so many move out of town
- Single, detached homes separate us. We have designed too much around the automobile, consumer culture
- A lot of shared housing, but sharing is sometime difficult for middle-aged and older people – especially women working minimum wage jobs
- Michelle Cole had a story about when she & Angie McLeod did a pop-up housing event in May. People came with a lot of creative ideas. Two boys around 8 years of came. One said that he wants to live in an energy-efficient home that didn’t cost too much but added that he’ll probably have to live in his parent’s basement.
- Rental housing is going into vacation rentals
- BC Housing bought up Columbia Gardens & River’s Edge apartments so more social housing is coming
- Feeling precarious as is a time of flux – in-between jobs, possible move – first hand experience in trying to find a place to live while working to help resolve the (housing) issue for the city
- Housing issues – need mental health housing and more
- Housing – rent is very high
- Vacant properties with nothing built on them (including old school sites)
- No Habitat for Humanity project

## Transportation

- Location of housing is important when saving on transportation
- Social stigma exists around having to use public transportation to access activities
- Current system ineffective in Revelstoke
- Lack of efficient transportation – the bus system fails to meet the needs of most esp. in winter
  - o People won't take free bus tickets – trips can take too long.
  - o What's missing? Efficiency – barrier to accessing this service
- Have to resort to expensive taxi + potentially dangerous hitchhiking
- Overhaul of transit is exciting. More opportunity to do something with transit
- More families with one car instead of 2 or more
- More use of Kootenay care share
- \$23 per rider is the actual cost of our transit!! We need to come up with a better system
- Revelstoke ride share – super efficient
- Volunteer medical transportation program
- Handydart – but only 3 days a week – can we expand Handydart?
- Cartier Court now has own bus
- Need to determine all transportation needs in the community – how do we open it up to all community members
- Loss of Greyhound – issues with transportation on the highway – people feeling stuck in Revelstoke

## Affordability

- Job requirements are a necessity (e.g. to have a phone and a car)
- Food bank – ease of access
- Volunteer at food recovery program
- How do we become self-sufficient? As an individual, as a family, as a community....
- Recruitment of staff – no problem getting applicants but affordability is an issue (cost of living) – even higher wage people are turning away once they've had a look at the cost of housing etc.
- Seeing more families struggling (both financially & from a well-being perspective)
- People are struggling to meet basic needs
- Vulnerable – injuries, or if unable to work, older workers
- Can't afford to live here with less than one job
- If great people can't afford to live here, the community loses out
- Mortgage holders are accessing the food bank
- Housing – food – child care – gas prices - cost issues
- Lack of economic diversity – slowly turning into a 'playground for the rich'
- Even 'good' jobs aren't enough
- People can't imagine moving but can't make ends meet to stay
- Prices rising so quickly that those of us who have a home can't imagine how people can buy a home now
- 2 incomes have become necessary to make ends meet
- Challenge for young families, makes it hard for them to fully participate in community
- Women make substantially less than men, and in a separation, usually end up with the children
- 10 years ago, Revelstoke was expensive but could still buy into housing market – had to work out of town to make ends meet – now newcomers don't have a chance to work their way into a life and a home here
- Food Recovery Program, and all other Community Connections Programs are free
- Grads leave town because of affordability concerns – opportunities may not be here
- Expenses should not be a barrier to achieving a level of happiness (even the pursuit of simplicity)
- Recreation options are not accessible across all socio-economic classes – support for access is there, but there are other barriers (e.g. trauma), stigma etc. to overcome to participate



- Few commercial spaces for rent / not many options for start ups – rent went from \$1800/month (feasible) to \$5000/month (not feasible)
- Businesses can't offer a salary that allows workers to live here
- Foreign workers can't afford residency – workers come to town but can't stay because they can't afford it
- Kids can't participate in after school activities because both parents are working, families work hard to make ends meet leaving no time to participate in community events
- Railway families bring average income up
- People are working 3 jobs – both seasons, more in winter
- Even above the poverty line, it is tough – who can live on even \$30,000/year for a family?
- A lot of people who are cobbling together a way to survive
- Small business owners – increased minimum wage will drastically hurt their businesses – 'teen wages' could help
- Individual struggles are not well known – awareness is low
  - o Everyday is survival mode
- People have access to resources, but they (resources) don't work – basic needs should be met, more \$\$ / bureaucracy is thick
- What is the moral compass? How do we get people to care?

## People

- Changing demographics
- Seniors leaving, trying to stay, moving here
- Seems like people don't know basic rules of 'community'
- If you don't have kids, it's hard to get access to services/supports
- No support or shelter for men
- Feels safe in Revelstoke compared to Calgary (e.g. buying things from strangers on Revysell as a single mom)
- Used to be able to stay in Revelstoke + find a place to live – paradoxically, every graduate would run from town. Now, kids want to stay, but can't.
  - o Kids are required to move away to pursue in-person post-secondary / uncertain to be able to return
- People taking care of each other in informal ways (e.g. musicians at the residential care cottages, inviting involvement)
- Vibrant – a lot of new ideas and collaboration / coming together around common goals, collective power
- Many resources and supports in the early years – intentional approach
- Many volunteer opportunities to connect
- Low barrier / no barrier access to early years services
- Women arriving in community and many struggle to build a career. Often piece work together – hard to land full time professional work – lots of contract work
- Data trends in the local early years work is now proving / sharing how Revelstoke children are doing, personally & academically compared at provincial levels
- Relationships are key
- "us" and "them"
- "Missing Middle"
- Telus insights data – more people than we think
- In 2018, 82,000 people accessed the Aquatic Centre
- One father (with children) basically lived at the pool / library for 4 months
- Fearfulness of not being able to stay or for their children not being able to stay
- A lot of struggling that is not being seen
- People care about the environment, consider that when they make their decisions

- Single parents can't do it alone, so they go back to a bad relationship
- Capacity issues of City Council is a concern – these duties (need to update OCP) & their regular work is a lot – compromised time efficiency
- Small business owners – no time
- Entrepreneurs working at home – not as engaged in community
- Resentment towards millennials who seek work/lifestyle balance
- CPR culture – schedule/treatment of employee not good – work morale very low/no pride – CP recruiters say Revy is one of their hardest places to staff
- People come here with needs, with mental health issues
- Social stigma to access existing programs is huge
- Youth Access Fund for families who may fall through the cracks
- NCES/Junior Naturalist programs responding to need for after school programming/child care
- Do short-term residents actually engage with the community? Two levels of concern – one for residents and one for tourists
- People are so busy that even those who have access to supports struggle to juggle everything – those with resources access help from many angles, those without support don't participate
- There's no community space (supported with services) for youth
- Keeping youth in school – RSS has one of the top high school completion rates in the province
- There are opportunities for youth if you have the right connections and ability to communicate your needs – access to youth with 'issues' is limited. Adults aren't always seeking out or able to connect with the ones who need it
- Divide: People who can enjoy the lifestyle / people who are providing the lifestyle
- Hard for young people to get ahead now
- Seeing people who benefit, people who suffer – marginalization
- Some people who are coming (seasonally) are super young, inexperienced, vulnerable
- Dads working out of town to make things work – moms are a support to each other
- Intergenerational poverty – failure becomes the learning experience
- People come here and love it so much they want to stay – seeing a divide/split between people who have enough finances to do participate in things and those who don't. Split is palpable
- People who are struggling feel they should be self-sufficient – a point of pride – and so don't reach out for help – feel they should leave services for those who are worse off than them
- Some people resist any change (e.g. applications for secondary suites/ multi-family dwellings) – see change as a threat; afraid it will impact their view/ sight-lines
- Parents feel guilty, feel they're not doing enough. May have to move.
- Parents need more support – nuclear family is tough. Burden of child-rearing solely on the parents; technology being used as a babysitter; schools become the extended family
- (Grandparents) have had to be a big support for our children and grandchildren to be able to relocated and stay here (many don't have that level of support)
- New development has brought people with new ideas & energy to town
- So many people who wear 'multiple hats' in community
- Strong volunteer spirit
- Not 'cliquey'
- Big demographic change & income change – a lot of young people, many having children – high income people – more disparity
- Can't remove people's experience of poverty from other issues in their lives (e.g. violence, environmental concerns etc.)
- Don't put our/your lens onto others' experience – hardest part for people struggling is that they feel alone; see themselves as not good enough
- Different growing up here and then coming back; rent is tough (living with family now)
- Low income people are leaving the community, while higher income people are entering the community

- People working 2 or 3 minimum wage jobs to survive + have a drive to keep living here / longer term work visas or residency – willing to make do with less than we in North America are used to
- Families struggle to make ends meet
- Sports starts early for kids – need a parent available to take kids to activities (can be expensive, exclusionary, pressure to participate on both kids and parents)

#### Child Care

- After Grade 2 is not there
- Intensity that hasn't been seen before in child care here – there are spaces available, yet parents continue to feel 'stretched/pinched' re: child care
- Staffing/retention & recruitment remains a challenge – 'undervalued' perception of ECE staffers
- Child Care challenge is the wage starting at \$17/hr – Gov't fund extra \$1
- Low wages in child care – cannot afford housing – so not enough child care workers – families that need to work, can't find child care
- Except for child care, all early years services & programs are free
- Early childhood stuff if progressing – lots of resources
- Affordable Child Care Benefit is great, sometimes delay in getting on the program which costs \$\$
- Child Care options not available for hours needed (night workers, servers)
- Many child care needs are being met – much lower wait lists than other areas
- Many young people (20 – 30 years) don't want to have children – is there an opportunity to match people up who don't have their own children but want to spend time with children? (Re: after school care)
- Son is divorced, has 90% custody of child and has 2 jobs – Grandparents look after child so our child can work
- Challenge – no after school care – parents have to shorten their working day, or...? Also parents need support so kids can participate in sports & other after school opportunities
- Early learning & child care needs employees

#### Other

- 'City' solution not necessarily Revy's solution
- Divide – people who are making it & people who are not – in the middle is the 'missing middle' – too few options
- Revy is growing too fast
- Stigma – to accessing resources
- Challenge to find gainful, meaningful employment / much underemployment
- Arts & Culture, sports have much more vibrancy now, more night life
- Revelstoke has wealth (\$, resources, labour) to share
- 'Missing middle' – also need affordable options, but don't quality for services & supports
- Hope – young people
- Employment opportunities
- Social media negativity / name calling / bashing etc. – need to shut this down in online forums as inappropriate, particularly around municipal politics. There is power in positivity.
- Caribou recovery has potential to divide our community if we don't take steps to ensure collaborative, respectful dialogue
- Need to start from understanding how open systems work
- We are inundated by negativity/ resentment is building – holds us back from moving forward.
- Current processes promote conflict (e.g. vacation rental zoning pitches neighbours against one another/ DCC public hearing) – but seemed to get it right with the cannabis survey
- ICSP intended to bring plans together – it was never adopted by the City but had good work and community voice – a loss for us
- Co-lab bursting at the seams – entrepreneurs struggling for office space

- Community Connections has 65+ employees in a small space
- Revelstoke Free Stuff Facebook page – a platform for ‘passing it forward’ – people use online platforms to give away or sell stuff for a reasonable price if they need the money
- Lack of capacity for services, lack of a common agenda
- Wait lists for mental health services / lack of emergency MH services
- A lot of really good meetings like this in the last few years but no action plan
- We keep saying we’re on the brink of a crisis, when we are already in the crisis
- Community gatherings used to be the role of the Church, now there are clubs bringing together people around common interests
- City has issues making life complicated
- Local Food Initiative – food issues are huge here but the community responds
- Coffeehouse, such a great intergenerational activity
- Food is expensive, compromising household food security
- Too many people leaving Revelstoke (eg. Elders who could be helping with child care)
- People hide their poverty really well
- Some people are still complaining about who uses the food bank (despite efforts to educate)
- Library is being used as a social service centre – welcoming but not the scope
- Museum creating cross generational programming
- Developers contributing to the divide
- People idealize ‘the good old days’ but they weren’t that good
- All these young people with diverse level of education and skills that are under-utilized
- Churches used to welcome people / do poverty reduction / now limited capacity
- Some (very) young people come here very unprepared, or find themselves in very stressful circumstances with very little to no support
- Welcome Week is positive
- Some people are not aware of / or not seeing adversity in the community – it’s a fantastic place to live – see that we need to fine tune things. Lots of people have great lives in Revelstoke. Lots of support in town – many changes have made it a better place
- Highest per capita rate of Doctors in BC - we are lucky because we can attract physicians who are paid well. Other businesses having a lot of trouble recruiting & keeping staff
- No wait times for Emergency services (at the hospital)
- Large entrepreneurial base
- Revelstoke is the busiest it’s been since I moved here in 1992 – no parking downtown is a ‘good’ problem to have
- Small town with the big city pressures
- Seeing divide – many people with money coming in – social and economic divide / uncomfortable tension in town – particularly for old timers
- Some people feel their isn’t a place for them here
- Lots of talent and skill in this community
- Older people selling and leveraging themselves into retirement
- A time when most kids left - now more young people coming to town
- Library is bursting – jeopardizes level of service library can provide
- We are growing – ORL stats in January increased 58% from last year to this
- “Missing middle” – have needs but still want to be self-sufficient
- We are divorced from where our food comes from
- Paradox between multi-million dollar homes vs. people living in poverty and working 2+ jobs every day
- Education service in Revy is second to none – kids are really well-adjusted, healthy, feeling supported
- So many opportunities here, so much to do – that’s great and we want to keep that, but the community needs to be liveable



- Many people have ‘cashed in’ on their homes and moved (to Okanagan)
- Flip side is that business owners to try their best to accommodate worker needs
- Green refugees – people moving here as a result of climate change
- Living income is challenging to pay for a business owner in retail sector; try to provide other things (e.g. purchase goods at cost, benefits, flexible shifts)
- Wealthy people buying up land on ALR, prevents agriculture and other innovative projects
- As the Telus insights project shows, the ‘real’ population (here for 45 days at least) is much higher
  - social & economic development working to use that data in arguments for more support
- STIGMA felt by lower-income; FEAR felt by higher income
- Good community collaboration, fairly comprehensive social services
- CBT and other funding support – positive
- If Revelstoke really wants something, we’ll find a way: helipad, skateboard park
- Still a walkable, bikeable town
- People have worked hard to keep downtown vibrant
- Local food initiative – positive
- Strong education – from early childhood education, even adults can attend high school / evidence-based education initiatives
- We’re willing to be a pilot project
- Identity of the town has changed from resource-based to tourism-based
- More entrepreneurs – isolated work – very busy working & hard to find time to build and contribute to community
- Climate change is happening now and we need to work on it on all levels
- Foreign worker laws block people from working here
- Cost to families for high paying CPR jobs is really bad
  - o Employees are too worn down and afraid to fight it
  - o CPR employees no longer proud to work there
- Volunteers are doing work that should really be paid
- Disparity is the issue – it’s expensive and time-consuming to be poor
  - o It’s hard to have your voice heard
  - o Shame, stigma, issues left to volunteers, bureaucracy, housing
- Foster parents needed in the community
- “The Obstacle is the Path” – the obstacle in the path becomes the path; the impediment to action advances action
- Building a community farm because we need more food
- General movement to better use local resources – getting ideas from other communities + just ‘do it’ e.g. the trail clearing gizmo
- Supports are good
- It’s a beautiful place
- Men’s group & other caring groups – food available, different perspectives, social connections, shared experiences
- Arts & Culture – different small groups bringing people together
- Small projects bring ‘pride of place’ – more could be done
- Increasing diversity – arts, entrepreneurs, re-settling from big cities
- Imbalance of tourism & our ability to deal with more people
- Winter vs. off-season - employment and housing issues are so different
- Service jobs are low-paying & hard to fill

## WHAT IS THE CHANGE WE WANT TO SEE?

Participants were asked to share and dream about their vision for the future of Revelstoke. Discussion ranged from general, overarching comments (e.g. less negativity) to specific program changes (e.g. more supervision at the skate park). However, there was overwhelming consensus that change needs to happen and that the community needs to be engaged in order to be part of the change they would like to see.

- Everyone needs to have a place here
- People need to consider what they can do themselves – people are paid to ‘fix’ poverty but it’s not just someone else’s problem. If you have an abundance of something, people can make a personal contribution – more of a sharing economy, building social connections and community.
- Food – need time and skills to cook for good nutrition, especially with kids
- Pets in affordable housing
- Walkable neighbourhoods – sidewalks!
- Getting around town in a timely manner without having to own (and pay for) a (reliable/affordable) vehicle
- Higher density neighbourhoods, small hubs, marketable, parks, cafes – more commercial spaces distributed throughout community
- Commercial area has changed – could put convenience store/grocer in Farwell, Columbia Park, Arrow Heights (considerations – pricing? Services? Buy in?)
- Biggest bills – housing + transportation
- OCP – Zoning changes – Tiny homes, smaller homes, multi-use dwellings – housing developments as communities – everyone knows each other, community gardens, parks with benches + shade
- Silent majority needs to buy-in
- Subsidy for home owners who want to buy a home for an affordable rental
- Development levers or incentives for people to build homes easier, faster, smaller, more densely populated
- Living wages that reflect the actual rate of inflation – retention of employees
- 1:1 support
- Food Bank needs to be more accessible – more times/ more days / show up to lower stigma
- Child Care – women’s labor in child rearing under valued or not valued – needs to be a shift.
- Universal Basic Income – keeps coming back to this
- Citizens First – Citizen centered approach (ICCS)
- Better Service BC liaison with community organizations
- Revelstoke: A place where the art and practice of group intelligence thrives. How skillful are we at working together?
- Maximize human assets – we would have more success in sustaining the commitment and stay the course
- Collaboration is often microwork / small scale
- Need acknowledgement that we need to support all people / groups and organizations on equal footing – need to consider and address barriers to participation
- A lot of working individuals remain in poverty or sacrificing well-being, there are currently people working at a low wage – as a community we should value the foundational roles in our community much more – service providers, front line staff
- Trying to ‘set table’ for opportunity – the common agenda
  - o Valuing diversity in our community – think about the people that do not have the same opportunities to explore lifestyle options
  - o Ensure that as a matter of course, diversity is showcased
  - o Growth in collaboration / inclusion. Sometimes gov’t/ systems think they know solutions. Need to hear from people impacted by decisions
  - o Are we ensuring everyone has a voice and are we capturing that?

- So many people have lost hope that they will ever be able to own a home – we have a lot of ‘hope-building’ to do
- We are inundated by negativity/ resentment is building – holds us back from moving forward.
  - We need to look at the positives. We need to find ways to overcome this.
  - We need to value everyone
  - Would like to see change – hope-building vs. resentment towards others
  - Reflection on the ‘definition of local’ – what if we aren’t welcoming?
- We need to check our expectations / come to terms with unrealistic idealization
- Gain a deeper understanding of perceptions
- We need to be part of engagement and participation if we want to see change (in processes – we need to embrace the opportunities to be heard
- There are better processes than adversary debate – we need to collaborate
- We need to help support people to cope/live with change or be part of change
- We want to address hopelessness – people feel vulnerable when renting – people feel hopeless when they can’t see how to have control over their lives (e.g. owning a home, stable rentals, owning pets)
- Affordability for All
- Need different kinds of housing options – mixed (owned, subsidized, market rents)
- Inclusive community – not profitability
- Why is BC Housing unable to develop multiple locations simultaneously?
- Decrease barriers to participation in processes, including Collective Impact, for people living in poverty – hard to discuss personal life/struggles/attitudes need to change – meet people on their own ground
- Core funding is needed to create a foodbank/social services that remove stigma – food hub to help remove stigma / need partnerships
- Employers should have employee housing – based on number of employees
- Enforcement of vacation rental cap – contributing to housing crunch
- Incentives for developers towards community gardens etc.
- Overall coordination – gov’t & business (locally & provincially)
- Diversify economy – we have lots of intellectual capital
- More office spaces needed for businesses and social services – large space could support other organizations and provide collaboration – inclusive community multi-purpose space
- Youth space!
- Parksville Lions focused on housing & youth problems & came up with some great ideas to replicate
- Can the bus be free? Can we change routes & times?
- Combine bus systems/ routes? Gas cards?
- We need to get a committee together to specifically target how to improve transportation systems, based on what are needs are in the community
- Construction needs to be purpose-built so it is sustainable
- Higher density – re: construction of new homes
- Eliminate ‘silos’ to create more collectives or collective action / create a common agenda
- Awareness – how do we make the community at large aware of what the needs of individuals and families are and how people can help? e.g. a platform or something like a ‘tool’ library (interactive map?) to connect those who have items to give away with those in need
- Reverse trend of cost of living increasing faster than wages are increasing
- Mixed use, higher density housing developments with entry level housing affordable for all
- ‘Hub’ – everyone willing to try something / whole community involved
- Acknowledging the abundance we already have
- Better access to mental health resources – often inaccessible to underprivileged
- Intergenerational housing

- Seniors housing, with better snow removal, better services
- Cap on rental prices & Air BnB's
- Limit non-resident real estate purchases
- Change the conversation away from growth to sustainability; stop telling the story that capitalism can solve the problems created by capitalism
- Official community plan should be driven by the kind of people who are here (at the table) not developers & businesses
- Make it easier for everyone to have their voices heard, not just certain groups
- More transparency in municipal government, responsiveness as public servants / accountability
- More community action groups
- "It is an element of privilege to know how to navigate systems to have their voices heard"
- More of a sense of ownership in the community
- Long-term city vision that is committed to regardless of who is in office
- Less negativity and blame in the community – more positive community dialogue
- Housing co-ops
- City staffers more involved in these discussions
- Link housing crisis and social crisis
- Outreach groups – advocates in the community
- Could some of the long term positions that are traditionally volunteer, become paid positions
- Mission: accessible, inclusive, self-sufficient, supportive community
  - o Missing: volunteers, philanthropic organizations, religion/legion organizers
- Business leaders help remove stigmas, empower people to be part of the solution
  - o Business leaders marry passion + business
  - o Employ passionate people who grow bottom line and grow their own wage as well
- Have gov't reach sustainable levels / amounts to actually survive on
- Adopt bylaws aligned with Vancouver
- Community approach to 'pass it forward' – creating a community of giving and understanding
- Collectives working together – break down the wall
- Improved awareness and participation (online – FB, twitter, snapchat, instagram)
- Reverse the trend of wages rising slower than the cost of living
- Offset food costs by growing our own food
- Developments – multi-use; multi-ownership; open community consultation
- Awareness goes both ways
- Depoliticize processes – already have unique neighbourhoods for a small town
- Housing needs e.g. apartment buildings – let the ideas flow; how can we do this?
- Community is a collection of neighbourhoods, we need to use a neighbourly approach 'This is ours' rather than 'This is mine'
- We are all citizens and change needs to come from us, not the government
- Multi-use/multi-sector housing/community gardens
- Energy efficient/ passive housing
- Affordable, quality food
- Many community gardens around town
- Apartment / bachelor suite buildings
- Multi-use facilities / playground space @ hospital/neighbourhood coffee shop
- Maintaining existing trails on private lands / changing regulations to accommodate trails/ green space / invest in trail builder/groomer
- How do we ensure changes are community-focused, not only tourism-focused
- Be informed of regulations
- Ensure each neighbourhood is looked at in itself – neighbourhood planning and how to connect to neighbourhood's



- Increase knowledge of Illecillaewaet Greenbelt Society (IGS) + encourage people to buy memberships (only \$20/year)
  - o Increase people's ability to access trails in winter
- Increased communication of peoples ideas/activities in the community
  - o Connect like-working people
  - o Connect like-idea'd people – coordinate efforts
  - o How to engage citizens in a positive way (e.g. no trolls, rants on the stoke list)
    - Permission piece in community access
- Some kind of advocate, community feedback before big (or any?) citizen engagement group to bring ideas to the city that citizens feel are important + manage the risk of sharing new ideas
- More businesses to employ lower-income & lower-skilled people (multiple barriers) – provide \$\$ and a place to build up capacity with one-to-one supports for people to address their other challenges (e.g. housing, MH & addictions, violence)
  - o Recognize the 'invisible work' that is involved in getting people to work & helping them keep it there
- Neighbourhood house in each neighbourhood – decrease stigma and also decrease the fear (e.g. Churches?)
- Support children from age 0 – actually pre-0 – supporting women
- Have safe adults in kids' at risk lives that they can trust "Superman had foster parents too"
- Child-centered and family centered model
- Increased community relationships decreases need (or perceived need) for security – fear of liability / laws etc.
- Skatepark – supervision – different levels of use (adults vs. kids) smokers, swearing, pot – more community activities there to offset
- It's about distribution – who gets & who doesn't get needs to be re-evaluated – what is the distribution system that's missing? How.
- We need more professional support for people living with severe mental health problems, dual diagnosis, brain injuries – we need a way to keep them here
- Issue of stigma around using the food bank, food recovery, mental health. Those basic things are what's missing in our community. We have the food, what's getting in the way of effective distribution of quality food?
- We have seniors who are shut-ins in the winter – relates to a variety of housing – need more apartments, town homes. Volunteer groups can help out. Also many people want cabins or tiny homes with possibility of a garden
- Supportive apartments where couples or relatives can live together & get support
- Tiny homes – right now some talk of having a piece of land with several tiny homes in a strata. In the suburbs.
- How do we make sure that low-income housing doesn't change to vacation or high-income housing
- We need to plan neighbourhoods, take stock of what we have
- We want to make sure that people don't have to leave, we want to make sure that people are safe (in relation to many people in a rental home)
- Put in covenants so people don't flip low-income houses
- Columbia Garden apartments being revived; revival of underutilized spaces
- How can we reach the 700 taxfilers living in deep poverty? How can we help them maximize their skills? Do they want a different life?
- How do we get supports to continue (e.g. CLBC arbitrary cut-off for services dependent on iQ)?
- Involve the community in growing/preserving food
- Capitalize on 'sweat equity' like Habitat for Humanity
- Importance of building capacity (e.g. how to build, how to grow, how to preserve) – passing on knowledge and skills not just food or money

- Community canning events
- Breakfast clubs, really involving kids and families to share food skills
- Universal Basic Income – breathing room so that people aren't always in survival mode / unable to plan
- I envision my son, who is a single dad working 2 jobs & paying for child care, to be able to stay in town. I want him to not have so many hoops to jump through to be able to survive. Reduced barriers.
- How do we measure wellness?
- Everyone can belong
- Privilege to be able to complain & be heard
- Good planning before it's too late – risk of cars dictating how our town grows – investment in making shared spaces beautiful (e.g. more things like Luna / Public Art / Art Galleries)
- We want tourists to know that they need to respect our community when they come
- Salmon brought back to the river in historical numbers
- Expansion of greenways, biking paths – prioritized for snow clearing & maintenance
- Greenhouses with fresh veggies available year round – attract a business (like google who expressed interest years ago) that creates heat as a bi-product to heat greenhouses OR expansion of the District Energy Project / expansion of geothermal & other alternate sources of energy
- Local access to commodities that are produced here (e.g. wood from local mills)
- Young adults wanting to volunteer but not sure how – engaged in mentoring (pre-screening/ volunteer child care)
- Make it work for everyone – teach people that this is a community with history and values
- We want people to have a sense of community, a sense of inclusion, be able to make ends meet
- Seasonal workers less stressed out (finding housing and employment so stressful)
- Keep our elders - a housing coop that links elders and young people to meet needs of both – connecting elders & young people for mutual support (e.g. young guys shoveling snow, taking out the garbage)
- More affordable transportation options (e.g. to Cancer Clinic in Kelowna)
- Support every stage of life so people can live out their lives here
- Expand Welcome Week (twice a year?)
- Entry level housing for rentals and ownership – people need to feel their housing situation is secure
- Less division in the community
- Lose the stigma of accessing services
- A warm, safe place where people can go to hang out
- How can we bridge the gap? Elders, young visitors
- How can we impart to developers the 'value' that nobody gets left behind? Don't access opportunity on the backs of others – facilitated neighbourhood conversations
- How can we support developers to alleviate poverty? Make it easier for developers if they make poverty reduction part of their plan
- Children have access to healthy recreation opportunities – e.g. safe biking routes so children could get to after school activities on their own
- Broaden accessibility to 'the lifestyle'
- More structured systems / events where people can make social connections and feel safe
- Acknowledgement of the inevitable increase of population density – address barriers to infill
- Rent controls?
- How to maintain tourism levels expected by commercial operators while balancing environmental degradation? Better resilience of community to environmental changes
- People are engaged to decrease stigma to accessing programs, services, recreational opportunities – human connection/support
- Remove barriers and access to education

- Single parent support program – rent / schooling / action – lifting young parents out of poverty
- Tailor educational programming to meet the unique interests of youth – programming + mentorship opportunities for higher-need youth – build connections with youth, role modeling, build experience, confidence, leadership, have older youth who have been mentored provide leadership to the younger students – break down bureaucracy to build the programming the students really need or want
- Transportation – access to work / access to school / access to medical and social services – system needs to be built around timing of service providers / businesses / access to organized sports & arts programs for you & others
- Creative solutions to affordable housing
- We need to deal with vacation rentals now, not down the road
- Cooperative housing models
- When post-secondary students complete & want to return, there is something for them here – meaningful work, good housing, rewarding social life

## WHAT CAN WE DO TOGETHER?

From the start of the event, ideas began to come forward. Vision combined with strategy to give life to action-oriented solutions. There was much consensus on moving forward with the renewal of the OCP, improving public transportation, and strategies to address the needs of the ‘missing middle’ in order to move towards deeper inclusion and equity in the community. There was a strong desire to ‘think outside the box’ and implement new ideas to address old problems. The importance of ‘Neighbourhood Connection’ emerged as a strong priority action area, complimenting other areas like Shelter and Food Security.

- Creative transportation options like a bike taxi / golf caddy / LRT
- Incentives for builders to build affordable housing
  - o Higher density, smaller homes
  - o Zoning changes
  - o More commercial in walkable neighbourhoods
- OCP – would like to see buy-in from community for higher density housing with café
  - o Move OCP online? Need to promote diversity of access
  - o Host it in the neighbourhood? Live webinar?
  - o No such thing as ‘silent majority’
  - o Interest group pop up? “Citizens for a more affordable Revelstoke”
  - o At Parent-Teacher meetings?
- Sidewalks – trail strategy
  - o Pedestrian/cycle bridge from Big Eddy to Campbell Ave
- Merge shuttle services + BC Transit
  - o Evening schedule for shift workers
  - o More regional access with Greyhound gone – year round / subsidized regional transit (Everything Revelstoke)
- Community logging – reinvest wealth of industry into community by employing more people – limits resource extraction – directly relates to earth’s health + food security
- Edmonton – Housing First example
- Mixed affordable housing
- CMHC – build half of a good home (liveable) = grow homes
- Community inclusion process – use this process to bring everyone together before we plan. The OCP is a great opportunity for the City to model this inclusive approach and to make a statement about valuing inclusion and everyone’s voice

- OCP tools could address how we all want our community to be
  - o Build affordability into the OCP (housing, farming, vision)
  - o Sets the direction to help us all pull in the same direction
- What do we have local control over? Land use, building size, building processes
- Need to really push for the OCP to get started. Let's get talking about development and how we can raise \$\$ for affordable housing.
- Learn from other resort communities – how can we do this better?
- Hope-building vs. community resentment by increasing communication of the realities for both renters and landlords.
- Lift the lid on density to increase opportunities
- Transit can have a huge impact. It is incumbent on us all to use it. We need to make it sustainable. Employers – passes for staff as a benefit. We need to use it and talk about not needing a second car. Use a social media campaign to take stigma away.
  - o Better transit will allow building farther out of town e.g. Westside road
  - o Improve access for whole community
- Co-op housing (condo building/development) – use points to share skills
- For seniors – more housing for downsizing
  - o Could create a corporation / co-op to create this type of housing so larger homes can go back into the housing pool (NP Society vs. Co-op model) – could be done as a private enterprise instead of feeling like you have no options
- Hope-building as a community – Reinforce the positives
- For those not living in poverty – we need to do more – where are the assets? Continue to look for solutions. Don't treat people as victims. Solution-based approach – need collaboration and communication.
- We need to continue to come together and continue learning from each other and hearing each other
- We all have a role in communicating awareness of disparity – increase knowledge and increase opportunity to find solutions/help make change. Not everyone knows what it is like to be living in poverty, let alone how to help or make change
- Family Child Care as a professional business needs to be promoted. There is support to start this business. It supports the economy and get people back to work
- SOS – Society of Organized Services (1:1 support to help navigate services)
- Organized car pooling
- Advocacy
- Housing Plan to show full potential of options & what we actually need
- Requirements for developments that help to address specific community needs
- Look to other communities who have resolved the housing issues?
- Integrated – space for community / youth / food hub model that is inclusive, more office space, multipurpose (e.g. Mountain View lots – mix of housing/social services/offices /outreach space/ meet people where they are / green space /gardening – explore public/private partnerships – cost sharing
- Re-visit OCP – how large do we want our community to become? How much housing do we need? How much capacity do we have to grow?
- Aim for higher quality growth and a diverse, inclusive population
- Enforce vacation rental ordinances
- Incentives to create secondary suites & then ensure they remain long-term (rather than vacation) rentals
- Improve public transit so people can live out of town
- Consider untapped resources
- OCP should speak to essential guidelines – Social, environmental (inclusive, green)
- Depoliticize the planning process



- Use information from collective impact to inform the OCP
- Requirement for developers to contribute to affordable housing initiatives
- Develop 'Connect Event' – with affordable access to dental care, clothing, eye wear, vet services etc.
- Build volunteer base to work with youth at risk
- Continue with the collective impact process and working towards a common agenda
  - o Get those with passion & expertise on issues to work on the issues / create committees or working groups
  - o Need to proceed to the next step. People are interested in the issue and doing something about it. Need to give them a vehicle to work on it – working groups reporting back to the Pov Red Committee to report and move issues forward
- Provide financial services & financial services education – expand financial literacy program
  - o Education on financial literacy in schools – teach children about this e.g. Community futures program but expand
- Legal aid clinic – have local lawyers volunteer for an afternoon once a month free of charge
- Awareness platform – place where people can easily get info on how to connect with people who can help with needs / easy link with people to services
  - o Revelstokelife.ca – need to get the word out
- Formal community ambassadors who can help spread the vision of what Revelstoke's community is to newcomers and to locals who need reminding (e.g. formal community 'code of ethics')
- Community education for newcomers re: safety
- Long-term vision articulated and developed by citizens, singed onto by organizations, businesses, individuals etc. & then presented to city council for adoption – maybe expand OCP involvement
- Getting specific about goals
- Explore what it would look like if we didn't grow
  - o What would our vision be if it focused on sustainability
- Convince higher government of our real population #'s /leveraging Telus insights data
- Define an over-arching principle that defines the direction of the community
- The 'why' has to be right in order for any plan to be successful
  - o Suspend your own beliefs and ideas
  - o When we have a common agenda, we can build a plan
- Invite renewable resource industries e.g. incentivize new businesses that could convert grease to biodiesel or plastic to gas
- Services provided to the people who need it (e.g. dentists, counselling, physio, massage, hair, nails, business attire)
- Address 'missing middle'
  - o Banff Housing Corporation – built neighbourhoods, pre-applications for a home, ownership assessment on point system, home are sold not rented but include a suite that owners can rent
  - o Mandatory staff accommodation for businesses that have a certain number of employees (or greater)
  - o Community living – cluster housing, tiny home villages, shared child care, tools, vehicles
  - o Senior housing – Moberly Manor – close off second street + add onto Moberly to add more seniors housing, kitchen there is currently underutilized, accessible walking to stores, rec centre etc.
- Breakdown bureaucracy – have them all communicate more effectively
- Give Stoke program – align business with non-profits based on values
- Community breakfast club – everyone comes
- Language to change stigma (e.g. Child Benefit)
- 'Child at the centre' model makes sense everywhere! (Winsor Essex)

- Move forward ideas as a champion – how do we know an ‘idea’ is going to be acceptable? Bridging the gap.
- Poverty protection app
- “Revelstoke Card” – providing wrap around care
- Update the OCP
- Update bylaws to reflect current realities (e.g. Air BnB platform)
- Update accessibility
- Ensure checklists/processes are in place and done well so that we can adapt to the big stuff
- Having measurables for accomplishments
- Integrate transportation solutions and make them local (funded by big business in big cities / cbt?)
  - o Cable car to the ski hill? Low cost
  - o E-buses
  - o Bike share / e-bikes
  - o Separate, signed bike lanes
- Stop depending on volunteers!
  - o Can’t sustain programs
- Need centralized place where you learn how to write grants; centralized list
- Social enterprises – for-profit businesses run by non-profits – BC is unique in this e.g. C3 Church structure
  - o Businesses sponsor social causes/areas
- Community Foundation to create/contact local high income donors/donations
  - o E.g. people who are interested in donating big sums of \$\$ to something in the community
- Build on local assets – water, forests, tourism - recognize that these can be done, monitored by the community
- Improve interprovincial communications (e.g. fights between BC & Alberta on H2O & pipelines)
- Honour those people working at the tourism-wage jobs that are underpinning this community – help them with housing, skill-building
- Campground along the river by soccer fields to facilitate what people are doing anyway
- Solving FEAR – events to bring people together like this / hearing people’s stories
- Community spaces to gather / create hubs that already exists (e.g. hospital grounds, seniors centres, churches, schools after hours, OC college, community centres)
  - o Themes: Create connections across the social spectrum
- 30 year lens on how any decisions will affect the community (there is a country that does this, which one?)
- Encourage collaboration across groups (e.g. Parks/RCMP building employee housing)
- Assumption from people who are well that people who are sick are ‘faking it’ or ‘just need to pull themselves up by their bootstraps’ or ‘exacerbating your own symptoms’ – not an understanding of disease and how they work and the impact of dismissiveness on people with intermittent symptoms. Potential that more of us will be experiencing these as climate change moves those diseases further north.
- Are there things we would do in an emergency situation, that we could do ‘normally’ that would help? (difference – freedom of choice)
- Make sure programs (for literacy, ECD etc) are free & accessible – e.g. if live in Columbia Park – go to parks in different areas / well-promoted
- Is there a way as a community organization we could identify people with mental health issues – and bring services to them. There is something about a person’s readiness to accept services (gap between support for scholl-aged children & young adulthood) e.g. Integrated Case Management Committee

- Education – how do we get information about services to vulnerable people (e.g. pamphlet: are you 'house poor'? Do you know you can get food on days other than Friday mornings? (food bank hours))
- How do we know that there are checks & balances in place so we know if the service is being received?
- Need a broad range of activities (shotgun/scatter approach) (e.g. men's campfire group + moving forward program), but make sure it's well advertised & we have a way of measuring – Jill Zs list serve & resources on revelstokelife.ca website is very helpful.
- Education – youth is well looked after – young adults – how do we retain those youth? If you're not educating your adults well, they won't thrive here. Community Connections + Stoke Youth Network. Lacking life skills sometimes + some are going into addictions. There have been long-term programs that are full-time and 6 to 8 months that teach life skills, address substance use issues / counselling + they were successful.
- We could have alternative community-based programs... (Chick Sharp used to run a program where they took kids into the bush & they built a cabin)
- In London (England), schools are open after school to 6 pm and 9 am to 5 pm on school holidays – expensive – but keep children in healthy engaging spaces
- Intentional communities – eco-villages, successful examples around the world – integration of seniors + children / all generations. Single, detached homes separate us. We have designed too much around the automobile, consumer culture
- We need to communicate well to reduce fear of change
- Capped housing – can only sell a house for the inflation accrued during the time you own it – saves housing from becoming hugely impacted by surges in the market
- Better access to gov't services – Info or person to help people access all the different subsidies (e.g. rental housing subsidy, child care subsidies)
- Transportation – free or low barrier to nearby offices like the income assistance office in Salmon Arm OR local offices for these services
- WorkBC need to be open / more full service
- Accurate census data is needed
- More communal spaces
- Cut off cars to the downtown core – even 2 to 4 blocks (in the past businesses are reticent to see street closures unless there's an event on, but perhaps 'car-free' downtown could be revisited)
- More farmer's markets, free music, cultural activities
- Community gardens vs. bear aware
- Food bank delivery?
- Cap on rental prices – Acknowledge the 'food' landlords
- Extra tax rate for non-locals
- Would CBT be able to fund senior/youth housing partnership?
- Different neighbourhoods should each have a community garden / community space – not just downtown
- Food sustainability focus - locate greenhouses in small neighbourhoods (micro community or pocket village) that looks after & benefits from it – container growing / micro-greens – OC programming possibilities
- OCP & bylaws updated to allow for more creative residential planning – e.g. carriage houses
- BC Housing's new Housing Hub – shared rent / buy scheme
- Made in Revelstoke 'rent to own' plan
- Cultural shift is needed from seeing home ownership as an investment to seeing it as a human right – back to the idea of capped housing
- Tiers of seniors' living, from retirement community to increasing care levels
- Co-location of things like day cares and seniors residences
- Intentional communities – land access is tricky

- Move away from low income housing all together “ghetto-izing” – mixed neighbourhoods are needed – diversity of residents is important
- Focus on housing needs to be for Revelstoke residents / need to be willing/committed to community – people want to commit but can’t afford to buy – need a path that provides more home ownership options
- OCP needs to be really looked at through this lens (not supporting sprawl, diverse housing options, increased density, creation of neighbourhoods)
- Is the City willing to acquire land outside City limits?
- Can we require new businesses to plan for accommodation for employees? Esp. new hotels
- All high level decisions need to go through the lens of: environmental sustainability, impact of climate change, renewable resources, waste management, locally sourced materials, transportation built in to strategy, employment of local people....
- We need to be PRO-ACTIVE before developers even look at Revelstoke
- Important not to forget the Railway, forestry industries as we move forward
- Revitalize lost farming areas from the impact of the dam
- You would get better diversity on Council if it paid better – compensation not a lot for time commitment, responsibility, stress – Model of decentralized municipal government that requires more citizen involvement – for example, using online voting etc.
- ‘Resident Parking Only’ permits in downtown areas that have no off street parking
- Seniors housing (access different funding avenues via government)
- Change the negative dialogue – if we are welcoming, we get a better community feeling around winter visitors (e.g. Welcome Week)
- Not only physical space, but systems to support social connections
- Restore the community centre as a community space (took all the comfy couches away)
- Useable transit system
- Revelstoke Uber – designated hitchhiking spot for people to stand if they need a ride – seniors get shut in / young people don’t have a ride
- A place to go to find out about issues / continue the communication
- Adopt a Society program
- Create a similar program to the vol. med. transp. program but for non-medical transportation (to get out of town if needed) – communal transportation network – building social capital/capacity to improve transportation
- More community spaces – churches, legion – do an inventory of available community spaces
- Harvest volunteers more respectfully, make sure people know they are going to get something out of it
- If you can’t pay a living wage, what else can you do to support your employees?
- If 50 landowners had 50 carriage houses, it would be as much housing as an affordable housing complex – decrease barriers
- We need to exercise political will to move ideas forward
- Link income security with affordable housing suites /carriage houses (eg. For home owners
- Incentives for ‘for profit affordable housing’
- 100% fee reduction for non-profit housing
- Incentives to support increased density /infill – community conversations around infilling
- Opportunity to streamline processes and create appropriate boundaries for housing developments
- Support the interconnectedness of all issues related to poverty
- There is no standard solution for our unique City
- Youth programming & relationship building needs to happen to create value and future for the Revelstoke youth to stay in, or come back to, our community after post-secondary education or life experiences

- For youth – mentorship program – the depth of wisdom and knowledge/education is here in Revelstoke – need to use it & take advantage of this – building connections and relationships – need to rework current programming/system with a collaborative approach to improve benefits
  - o How to ensure students buy-in and participate?
  - o How to build real connection to individuals so they will become more engaged?
  - o Match groups of like-minded types to opportunities to engrain, institutionalize and build these connections
  - o Goal – to build meaningful existence across socio-economic spectrum + show youth real world support + experience in the world beyond parental care
- Human connection to real world experiences builds empathy to those experiencing poverty, social isolation etc. Create belonging through purpose and/or relationship
- Building opportunities for experience for youth
  - o How to get them there?
  - o Creative ways to ‘sell’ it to youth
  - o Youth are influenced by the adults they connect with – they relate to their mentors not to strange adults/people
  - o Students need the relationship with adults – youth love experiences with adults who have the passion + make them feel like they belong
  - o How to create space where these relationships can ferment – community-based approach?
- Mentors need support from programming administrators
- Administrators need support from decision-makers
- Community needs to support decision-makers
- Living experience needs to be used and valued to make these decisions (for collaborative program development)
- People need to be passionate and involved – exercise empathy and passion to give back or build this in others

## STRATEGIES – COMMITMENT AND OPPORTUNITY

Six stations were set up around the room and participants rotated around to provide input on key action areas: Shelter, Transit & Transportation, Food Security, Income & Employment, Early Childhood Development & Child Care, and Neighbourhood Connection. After the ideas were recorded, participants were asked to prioritize ‘quick wins’ (green dots) and ‘longer term solutions’ (red dots).

From all areas, the top three priorities were:

**Integrating affordable housing into other developments (2 green dots, 21 red dots)**

**Update OCP (7 green dots / 15 red dots)**

- Encourage bylaws to support housing issues

**Creation of a ‘Food Hub’ (one green dot, 19 red dots)**

## EARLY CHILDHOOD DEVELOPMENT & CHILD CARE

### Recruitment and retention of Early Childhood Educators (one red dot)

- Education
- Partner with OC – distance ed needed
- PLAR for ECE (provincial)
- **Wages for ECE** need to be subsidized because we don't want to charge parents more as it impacts their affordability **(2 green dots, 7 red dots)**

### Expand times available (5 green dots, one red dot)

- Workplace/school structure – times of child care don't match
- Workplace time/child care/school flexible times to match to take stress off families
- Communication – ensure that families know about **Affordable Child Care Benefit** /fee reduction **(5 green dots)**
- Increase the valuing of professional child care providers. See the sector as profession and option for a career **(4 red dots)**
  - If can't pay them more, how about subsidizing / giving housing or food costs E.g. free housing if you complete child care provider program
- Maintain Roots of Empathy programming to support social /emotional development (more + into the higher grades) **(3 green dots)**
- Ensure people know about supports to establish family child care home businesses **(one green dot)**
  - Community Futures
  - Govt' supports
- Retention **(one green dot)**
  - Benefits
  - Current: supported education needs to be maintained
  - Ensure people know about free programs /services to support early learning
  - It is difficult to open a Family Child Care in rental property
    - What supports?
- Building community supports / social supports **(one red dot)**
  - E.g. helping working families get to activities / child care
  - Making it the norm to support each other
- Scan of child care to consider access in each neighbourhood
- Increased affordability + Increased/better outcomes for children
- More drop in spaces available

## INCOME AND EMPLOYMENT

### Living Wage & Inflation (8 green dots / 10 red dots)

- Adjust business model to pay proper wage (thrive!)
- Need: how do we keep up?
- Need: to calculate LW apart from benefits
- More jobs that pay a living wage
- Filling existing vacancies (see mentoring below)
- Creative ways to decrease cost of living OR increase remuneration
  - End of season bonuses
  - Package out to employers with ideas

### **Mentoring (7 green dots)**

- Paid (or not) by businesses to create opportunity – more success / more employment
- CBT grant (core funding)
- Harness entrepreneurial energy within existing businesses
- Provide education to business (re: mentoring)

### **Income assistance & PWD (2 red dots)**

- Must advocate to government for increases – way too low!
- Instead implement universal basic income / streamline

### **Improve Employee Retention & Recruitment**

Need: enforcement of business-provided employee housing **(one red dot)**

- Job sharing – summer workers to cover seasonal gaps
- Education – organizations working with OC (e.g. IH currently works with OC to offer Health Care Assistant course to fill labour shortage + connect students with District Health Foundation Scholarships)
- WorkBC can assist with living expenses in some circumstances while upgrading

### **Self-Employment / Contract Work**

- Community Futures, Start Up Revelstoke, RCU – will help with viability / business planning
- Community Futures – Youth Loan Fund  
Need: office space
- make positions /combined contracts + housing from one employer
- Overarching resource – entrepreneurial (CFDC already has done this)
- Start up Revelstoke eco-system map (becoming automated) **(one red dot)**

### **Youth Employment**

Observation – it's not about the money.

Need: Youth need experience to become employable **(one red dot)**

- Engage youth to match skills with opportunities

Challenge: commitment to regular hours

- CBT Student Works funding
- Bring your kid to work day – Gr 9 at RSS already does this?

### **Opportunities for people with disabilities (one red dot)**

- Education for businesses re: strengths of these employees
- We need WorkBC back
- CC advocate

### **One on one support**

Need: one on one support and help to access employment programs and other government programs that increase income (e.g. Social Justice Advocate, Medical Social Worker model)

- Raise awareness of programs and services available

Idea: Independent, completely impartial person – paid liaison (CBT funded?)

### **Housing solutions**

- As a way to increase income – e.g. secondary suites / carriage cottages to help homeowners with fixed or lower incomes to garnish income – 3 year break even after initial investment. Must ensure they are not VRBO's.

Need: incentives for seniors to do this in a way that is affordable.



## EI

- Address abuse (e.g. 2 yr work visas are eligible)

## Wage Gap

- Incentives for paternity leave

## Training funding

- Remove barriers like EI attachment

## Education

- More post-secondary education opportunities locally (e.g. adventure tourism, trail building, pump track design etc.)
- OC – continue to run programs – forestry / health

## Open data

- For everyone to use!

## FOOD SECURITY

### Food Hub (one green dot, 19 red dots)

- o Shared space / cost
- o Youth services
- o Offices
- o Resources
- o Bring in additional services
- o Food recovery centre
- o Processing kitchen
- o Raising animals

### Greenhouses (4 green dots, 2 red dots)

- o Shared, public, private
- o Increase production especially in winter
- o Neighbourhood greenhouses

### Cooking & eating together (5 green dots)

- o Neighbourhood potlucks
- o Batch cooking
- o More “pasta feed” like regular events – frame the event around connection & conversations, not free food, “community meals”

### BUY LOCALLY (4 green dots)

- Improve garbage collection – bear proof containers provided by City / citizens **(3 green dots, one red dot)**
  - o Homeowners/citizens buy bins
  - o Increases personal safety
- Accountability for food waste from grocers
  - o Zero waste grocers **(one green dot, 3 red dots)**
- Food Coop Store **(one green dot, 2 red dots)**
- Bulk buying club with cheap delivery service **(2 green dots, one red dot)**

- Increased awareness of bulk prepared foods purchasing opportunities and food delivery services
- Community gardens / greenhouses in each neighbourhood – with youth & children programming **(3 red dots)**
- Hives for Humanity (rooftops) **(2 green dots)**
- Protection of ALR land **(2 green dots)**
  - Incentivize use of ALR land /employment opportunity
- Education around winter growing opportunities (e.g. cold frames & root veg) **(2 green dots)**
- Frame food security as a climate change strategy
  - Adapt food production to climate change
  - Connect resource extraction to climate change with food as a mitigation strategy to closing the loop with the earth **(2 red dots)**
  - Carbon tax funds food security
- Mobile abattoir to encourage raising animals **(one green dot)**
- Farm bots **(one green dot)**
- Food credit cards for low income ppl to shop @ grocery store instead of food bank **(one green dot)**
- Cultural shift vs. overabundance in grocers **(one red dot)**
- Permaculture design workshops & use of this method in municipal planning **(one red dot)**
- Separate organics – compost & sell
- Incorporate food into emergency planning
- Incentives for turning lawns into gardens
- Allowing gardens in affordable housing
- Garden and land sharing / social connections & learning
- Attract food innovators
- Increase market coupon funding
- Motivate entrepreneurs to fill these gaps
- Support youth food sales with mentorship
- Support those with dietary restrictions & accessing the foods they need (e.g. new immigrants / refugees)
- Zombie apocalypse food-skills courses
- Free community breakfast program
- Online orders for local grocers
  - Neighbourhood food depot for order pickup
- Delivering recovered foods
  - Select from the van
- Harvest swaps at market and elsewhere
  - Cooperative growing and sharing of crops (e.g. one neighbour grows carrots, another potatoes, another onions, another has plum trees – everyone shares)
- Farm-gate sales in residential zones
- More workshops on all food topics
- Garden gleaning
- Combine greenhouse with energy project
  - Venue for learning & production
  - Model for other communities
- Back alley gardens in commercial zones
  - Incentives for biz to manage them
- Leftover recovered foods go to Thrift Store
- Food bank satellite locations that avoid stigma e.g at Thrift Store, grocers

- School gardens with education tied to the curriculum
- Cooking skills classes for all age ranges
- Invite more affordable grocery stores “no frills” style
- Increase awareness of price-matching & the apps to help with it
- Increase awareness of changes to fishing regulations
- Promote foraging, fishing, hunting & sharing of these harvests
- Expanding food bank open times
- Bartering / exchange system
- Promote & regulate (building code) rooftop gardens
- Connect recovered & foraged food with people in different & convenient ways
  - o App?
- High school food course expanded to more classes & focused on nutritious foods
- More affordable, healthy school foods
- Build more Farmers
  - o High school course
  - o Local context
- Foraging/hunting/fishing mentorship
- Increase nutrition in all food programs

## NEIGHBOURHOOD CONNECTION

### Same day Neighbourhood Party this summer!! (16 green dots, 2 red dots)

- o Food trucks at each
- o Music
- o Garage sale
- o Tool exchange
- o Anita Ely \*\* grant/program \$\$ to support this
- Using existing assets - make sure they are accessible – help people see existing hubs **(3 green dots, 2 red dots)**
  - o Museum garden, visual arts centre picnic tables, schools after hours, legion, churches
- Minimize steps needed to access services + repeat your story **(3 green dots, one red dot)**
  - o Put in ONE application (e.g. Edmonton)
  - o Use search tech to get people services
- Youth space for kids at risk – ages 11 – 18 years (e.g. Nelson, Slokan, Rossland – donated building for youth space next to the skate park) **(4 red dots)**
  - o Pool tables, variety of activities, mentors there, safe space
- Build on Revelstokelife.ca to include a person for each sector / or a systems/community navigator **(4 red dots)**
- Create a social-oriented space, similar to a recreation-oriented community centre **(3 red dots)**
- Greenbelt path expansion to RMR, mobile home parks, Big Eddy, Industrial Park – Safe walking/biking connection to Johnson Heights / safe highway connection **(one green dot, one red dot)**
  - o Connector from S end of Mackenzie down to Centennial – signage on the trail or stairs
- Advocate for people who are feeling vulnerable **(2 green dots)**
- Free Laundromat/showers for community / centralized **(one green dot)**
- Zoning to allow mixed-use, eg. Groceries in neighbourhoods – e.g. Transect Zoning – San Diego /modeled in European Cities **(one red dot)**
- Emergency services involved in community projects **(one green dot)**
  - o Police, fire, ambulance, search & Rescue, SD 19 & 93 – get to know your service providers

- Long-term support /resilience comes from knowing your neighbours + feeling connected (e.g. 80 year old needs help / mom & baby / during and after trauma / fires/drought) **(one red dot)**
- Existing app for tools / equipment trading / collaborate with NCES on their lending library
- Tool trading spot in each neighbourhood
- Car-free downtown
- Slight alternation in *planned* pathways to reflect actual use
- Give Stoke program – promote more
- Website connecting non-profits and businesses
- Assist businesses/museums to decrease barriers to being accessible (e.g. regulations, financial impact/\$)
- Borrow free passes to e.g. museums from the library
  - o Give *everyone* a punch card regardless of income
- Engage Public Works to make e.g curbs barrier free as they upgrade services rather than re-do as it was
- Inventory of existing/potential neighbourhood hubs
  - o Add cooking/shelters to parks
  - o QE Park
  - o Centennial Fields – campground
  - o Food Trucks
  - o Maps to fruit trees/berry patches
- Fetch – list of community resources – Kootenay area
- Avenue to connect people to solve housing issues (e.g. seniors / seasonal workers)
- Good neighbour workshops
- Block parties – neighbourhood advocate/party planner
- Expand Roots of Empathy programs to high school – relationships + have Elders (CRN) as part
- Access day to doctors/nurses, etc. – no stigma – Services Awareness Day - Reinstate Seniors Health Fair? Or do home visits on special days in the year – increase awareness of other services
- Visitor Info Centre + Library as first point of contact / empower with information - + then may stay – opportunity to help
- Updated sports / connections complex
- Reno or Re-purpose City storage facility beside Fire Hall
- Shared spaces + costs include Aboriginal Friendship Society
- Engage with CBT more
- Increase city/ community events e.g Luna (but not so many volunteers) – but adapt as to what the community is going to
- Adult clothing swaps
- Resources/waste management for big items the Thrift Store doesn't take – ReStore – storage space / collaborate with the dump
- Dance costume re-use space (The Tickle Trunk!)
- Pump track in central location
- Bike lanes
- Neighbourhood composting stations or a free day where city picks up
- Socializing to decrease isolation
  - o E.g. the diversity of the free, outside Summer Street Fest
  - o Silent discos (headphones on, everybody dances)
  - o Move summer street fest (e.g. Farwell, hospital)
- Seniors/seasonal match up e.g. Happy Pod Kelowna
- Get neighbourhood kids to shovel driveways – “snow angels” and mow lawns “grass fairies” – high school kids work hours to graduate
- Recruit seniors to help with hot lunches
- Free breakfast for community, similar to the school program

- Car Share – more promotion / day rentals
- Centralized resources list – Revelstokelife.ca
- E-scooters share program – Waterloo, Venice
- Neighbourhood / community liaison – knows everyone/services
- More awareness of the benefits of personal giving or helping your neighbours – asking ourselves what can we do on a personal level to help out or share the wealth we have.

## TRANSIT AND TRANSPORTATION

### A Schedule + route that serves everyone – transparency of schedule + real time bus location – after school/shift work / weekends (3 green dots, 10 red dots)

- o On call? Flexible?
- o Frequency of service **(one green dot)**
- o Point A to Point B – timely, reliable **(one green dot)**

### Active Transportation (9 green dots, 2 red dots)

- o Walking culture for health
- o Inter-connected, inter-modal trail system to make bikes a more efficient & safe option
- o Open to e-bikes & scooters
- o Big enough trails, sidewalks, bike lanes (safety)
- o Benches for rest stops (Arrow Heights School Area) **(one green dot)**
- o Bike share **(two green dots)**
- o Bike parking all over **(one green dot)**
- Consolidate bus systems – European example – share resources/vehicles between systems **(2 green dots, 2 red dots)**
  - o School district will not allow mixing but kids could take city bus
- Alternatives to buses (and traditional systems) **(3 red dots)**
  - o Rural service via ride share (Sechelt Model) – pick up locations for ‘hitch hiking’ – drivers registered with the system to ensure safety/security **(2 green dots)**
  - o Cable car/gondola from town **(one green dot)**
  - o Electric vehicles / stations **(2 green dots, one red dot)**
  - o Passenger trains **(one red dot)**
- Vehicle for non-profits (access to car share!!) **(one red dot, one green dot)**
- Can it be free? **(one green dot)**
- People + goods – how to get groceries home/walking **(one green dot)**
- No parking or vehicles in the downtown core – don’t subsidize driving and parking (make it more expensive) but respect those who need to drive (e.g. physical & mental health concerns) **(one red dot)**
- Mechanisms for partnerships – School Board, Transit Contractor, BC Transit, Tourism, City, Car Share Coop **(one red dot)**
- Signage and education for newcomers + best practices / tourists **(one green dot)**
  - o Wayfinding strategy
- Find out what are the real needs of our community – ask all stakeholders and users
- Regional Transportation Strategy – rural areas, out of town services
  - o Flexibility of regional services e.g. health bus
  - o Instead of bringing the people to appointments, bring appointments to the people
  - o Remote / telehealth
  - o Schedule visits here with a variety of regional providers
- Review taxi service

- Review handidart
- Access for everyone/ winter / isolated people / mobility challenges
- Bus Shelters – protection from the elements + signage
- Microtransit
- Intermodal (walk-bus; e-bike-rideshare)
  - o Transfers + connections between routes
  - o Bike storage at stations
- Asset – Volunteer Driver Program – how to better support?
- Address culture / stigma around use of public transportation options
  - o Car should not be a status symbol
  - o Costs of car can over-run budget (financial literacy)
  - o Make it ‘cool’ for kids
  - o If more efficient, more would use it
  - o Ambassadors on the bus
  - o Incentives through businesses to use alternatives
  - o Make it ‘uncool’ to have a second vehicle
- Realistic expectations

## SHELTER

### **Integrating affordable housing into other developments (2 green dots, 21 red dots)**

- Fernie model
- Include community resources & transportation
- Mixed

### **Update OCP (7 green dots / 15 red dots)**

- Encourage bylaws to support housing issues

### **Enforcing vacation rental bylaws (12 green dots / 2 red dots)**

### **Smaller homes with shared community facilities (garden, storage, kitchen, laundry) (2 green dots, 12 red dots)**

- Supporting infill / carriage suites – including bylaw / loans **(7 green dots)**
- Senior / transition homes **(4 green dots / 3 red dots)**
- Rent to own homes **(2 green dots / 4 red dots)**
- Another “tax” structure for “dark homes” in order to encourage ‘living houses’ **(3 green dots, 2 red dots)**
- Financial support for current groups working now on these issues (Rev. Community Housing Society, Rev. Senior Citizens Housing Society/Rotary, Women’s Shelter, Emerg. Weather) **(2 green dots, 2 red dots)**
- Employee housing (and policies surrounding) **(3 red dots)**
- Some form of recognition/tax break for landlords who have NOT reno-victed people or kept rent affordable **(2 green dots, one red dot)**
- Have a sustainable ‘lens’ for all new build (environmental, resources etc.) **(3 red dots)**
- Bylaws / grandfather clause so existing homeowners can have long term suites without spending a fortune **(2 green dots, one red dot)**
- Vetting system for pairing seniors with youth/young adults **(2 green dots)**
- Micro-housing **(2 green dots)**
- Lobby BC Housing re: restrictions (gender, income levels) + to change qualifications for the Rental Assistance Program (unrealistic for Revelstoke) **(2 red dots)**

- Decentralization of utilities to reduce costs **(2 red dots)**
- Second stage housing for women & children fleeing abuse **(2 red dots)**
- Medium to high density housing to own / rent **(one green dot)**
- Complete housing needs study **(one green dot)**
- Working Centre – for groups to come together and work from **(one red dot)**
- Tool library /Re-use space/market shared space **(one green dot)**
- More public awareness around BC Housing’s SAFER (Shelter Aid for Elderly Renters) and RAP (Rental Assistance Program for families) to increase access **(one green dot)**
- Kootenay Coop type mortgage lender / CFDC program for houses **(one red dot)**
- Continue to focus on supporting city to ensure development moves through successfully **(one red dot)**
- Encourage municipality to take “ICCS” training – customer service / professional **(one green dot)**
- Eco-village
- Land ‘banking’ by city to force developers to build
- Single parent homes for rent or own
- Housing co-ops
- Accessible services to all housing communities
- Accessibility for people with mobility issues, pets or children
- ‘Capped’ housing
- Better public transit to all new developments
- Incentives for home owners to improve / renovate rentals including from an environmental sustainability lens
- Accountability for long term rental to maintain /repair to make sure the space is safe
- Need men’s shelter
- Maker space (Fablab, Techlab, woodshop, welding, 3D printing)
- Intentional communities
- Community kitchen, showers, laundry
- Family in ‘need’ temporary housing (e.g. Ronald MacDonald house)
- Mental health housing with paid staff/supported
- Look in to empty seasonal housing
- More public awareness needed to increase the number of foster homes in Revelstoke
- Change dialogue around need to purchase homes (e.g. Kelowna Housing Wheelhouse)
- Edmonton’s Housing First model where no barrier purpose-built apartments & rent is paid for homeless people
- CMHC ‘grow homes’ program – build ½ house and expand as needed & as money would allow)
- Social issues related to overcrowding in current rental homes needs to be addressed (raising awareness?)
- Entry level housing for new arrivals (safe, secure, transitional)

### Mobile Home Parks

- Trailer parks are one of the few affordable housing options currently in Revelstoke - they should be protected from development in any way possible through local government
- Mobile homes are not eligible for the homeowners grant, yet they are often independently owned. Financing for ownership sees these dwellings as a home, and though the rules are different, mortgages are options for ownership. Trailer owners must pay pad fees + property taxes, yet receive no discounts on those taxes unless they are seniors. Allowing owners the option of the homeowners grant may help those with low incomes.
- The age of most trailers in town is approaching or has already reached an un-mortgage-able age. Because trailers must use "chattel mortgages", the mortgage ammortization can only be for half the length of the remaining age of the trailer. For instance, if your trailer was built in 1980, has a

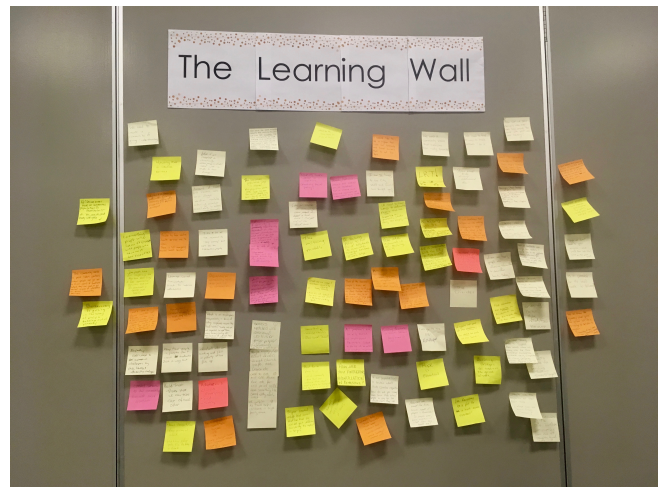


50-year life span, and has had no upgrades, a new owner in 2020 could only get a 5 year mortgage to purchase it. With prices as they are, it would be very challenging for someone to come up with a down payment if they only had a 5 year mortgage to work with. I believe that some trailer owners are having challenging selling their homes because of this.

- Renovations and upgrades to trailers increase their lifespan and thus their re-sale potential. Without the means to upgrade a home, there is very little option to sell an older trailer (which most are as they came to town in the 80s). So, perhaps there is an option to help low-income citizens to upgrade their trailers and increase their lifespan. Needless to say that many trailers in town are really run down and by many people's standards, uninhabitable. Upgrades and/or replacements would dramatically help many citizens. Many of the residents in the park that we lived in were on disability assistance and thus renovations were unaffordable.
- While I recognize that trailers are not very efficient structures, made with low quality materials and fixtures, they are still the only affordable option for many citizens. And we have an un-ignorable amount of trailers in this town!!
- We can expect to see more trailer parks going up for sale in future years - leaving citizens of all privately owned trailer parks at risk of losing their homes. Could the City not purchase them when they come up for sale? Then they can support those residents within the park, keep it as a trailer park in perpetuity, and maintain a neighbourhood standard that is not maintained by most trailer park owners.

## THE LEARNING WALL

Participants were also asked to share ideas that struck them as being significant, on 'sticky notes' posted on the wall. Overall, the comments were positive. They were a mix of rough ideas, proposed solutions, information to share and questions. The majority of solutions were high-level ideas to address affordability. The majority of comments overall were made about shelter. There were solutions proposed in all of our main topics (Shelter, Transportation, Income & Employment, Neighbourhood Connection, Food Security, Education & Literacy).



### Over-Arching Solutions:

- Establish a “30-year council” that is tasked with evaluating all government decisions based on a 30-year time horizon. They have final say on every item.
- Establish a “Community Hub” in a central location (Mountain View?) to include social services, youth spaces, food bank, Work BC outreach
- Develop a way to get income/taxes from the additional people in our community (if we are double the Stats Can population)
- Use community bonds for start-up funds for projects
- Political decisions should be made through a sustainability lens to benefit the environment and promote good business
- We need more women in politics creating social policy!
- Higher tax rates for businesses and home owners who do not live here

- Connection people with resources to people with no resources
- Disabilities and accessibility need to be part of the conversation
- Establish a regular meeting of business, citizens, city and social sector open to public to address current issues.
- Give people in poverty a way out, not handouts
- Set up community neighbourhood hubs (Columbia Park, Big Eddy, Arrow Heights, Downtown) to provide outreach services and community spaces.
- Make a paid liaison position for a first point of contact. Someone to connect with for information, referrals, and social/community services.

### **Housing/Shelter:**

- Solution: We need housing that is “capped” to allow entry into the home ownership market. Make it fair for others in the future.
- Solution: Pairing seniors with youth for housing synergies (older homeowners who could use the help and appreciate the company; younger renters who need a place to live and appreciate the company)
- Solution: Matching seniors (engage through church groups, Legion, etc.) with seasonal workers (look at mill, CPR, Parks, RMR, etc.) to share a larger home
- Solution: Home share for younger workers to help in families that need child care
- Idea: Diversity in housing... Everyone should be able to choose a life within their means without being forced out of their community.
- Idea: Need to enforce vacation rentals somehow. Have any tickets been given? Where does the revenue go?
- Idea: Reward landlords who offer “affordable” rent... not all landlords over-charge.
- Idea: Housing that is inclusive for all
- Info: BC Housing’s policy is to not evict residents when renovating Columbia Gardens and River’s Edge
- Info: Pets are allowed in BC Housing units
- Info: BC Housing will be doing a community engagement for Mt. Begbie school over the next two years
- Info: Homes and rooms are now illegal VRs, reducing number available to renters.
- Question: Why can’t BC Housing address the crisis by developing all three properties?

### **Income & Employment:**

- Idea: Find a way to value the people in low-paying jobs who are critical to our community
- Idea: We should breakdown the % of tax filers who are in poverty level (those who are able to work; those on disability; etc)
- Idea: New office space to support business growth and entrepreneurs (who create employment opportunities)
- Idea: Creating a community where people don’t need ‘jobs’ to have money
- Idea: We diversity in all it’s forms. We used to have economic and job diversity but not anymore.
- Question: Can Revelstoke be a pilot for basic income?
- Question: Given the large number of female business owners, why still such a wage gap? What are we doing to fix this?

### **Food Security:**

- Idea: Return of co-op style retail and food businesses
- Idea: Can we create a community where we no longer need a Food Bank?

- Idea: Have someone grocery shop for you? Bring your food hamper to you?
- Info: Don't believe that community gardens will help due to challenges with short growing season and with bears
- Question: Is it possible for the Food Bank to deliver?
- Question: What is an employer's responsibility in letting employees access the Food Bank? Surely we are not expected to give them every Friday morning off as taking time off will not help their financial situation.

**Transportation:**

- Solution: Transportation so youth can access free after-school programs (teams, homework club, youth night, etc.)
- Solution: LRT! (I'm assuming this means "Light Rail Transit")
- Solution: Revy version of Uber for local transportation (regular pick-ups from Big Eddy, Arrow Heights, etc)
- Idea: Remember what we NEED vs. WANT (a need is to get from point A to point B in a reliable way but having a private vehicle and personal parking spot are wants)
- Idea: Leverage current transportation assets to improve affordability
- Idea: Make Handydart more accessible and available more days of the week

**Mental Health:**

- Idea: Find a way to track "wellness" and follow through!
- Idea: More support for people with dual diagnosis and head injuries
- Idea: Faster access to free MH services (currently too slow and no emergency MH services exist)
- Question: How does mental health fit into all of this?

**Education & Literacy:**

- Idea: Make education more accessible/affordable to the residents so they can create the life they want
- Info: OC courses for 2019-20 include Tourism Mgt. Diploma, Residential Construction, Healthcare Assistant, office courses and math/English upgrades
- Info: there is anxiety around youth cost of living when going to UBCO in September
- Question: It was mentioned that our kids enter kindergarten no longer at risk... what is the measure of "at risk"? Our vaccination rates are very low and this is very much a "risk".

**Child Care:**

- Idea: Tiered childcare costs based on income
- Info: People should be paid well for watching kids. The problem is with the parents' wages.

**Social Services:**

- Idea: Funding freezes (we need to do more with less)
- Idea: Tourism Revelstoke's Ambassador program could be used as a Good Neighbours program or child care share/auntie program.
- Info: I see a lot of the resources for "deep poverty" but not for the in-between people
- Info: The question of whether we even have an indigenous population in Revelstoke came up... yes, we do and they see you!
- Question: How are we furthering reconciliation in Revelstoke?
- Question: The seasonal population jump is intense! When population data says lower numbers how do we take care of everyone?
- Question: How can we meet the true human needs? Do people in Revelstoke even have an awareness of what their true needs are?

**Welcoming spaces:**

- A “place to go”... a social/community space that can welcome those that need a place to hangout (as opposed to the library or a pub)
- A safe space for mental health at school
- Where do transients fit into to all of this?

**Conceptual Comments:**

- All problems are socially-owned not individual failures. It takes a shift in mindset to include this idea.
- People are speaking from the heart today!
- We all know the “squeaky wheel gets the grease” but it’s a privilege to be able to complain (takes energy, time, knowledge of how and where)
- People are the experts of their own lives. What can we learn from “them”?
- Our drive for never-ending growth and wealth accumulation are killing the life systems of our planet. We must look for real, intrinsic value!
- A community vision that everyone call rally towards
- So happy to see the City represented here today
- Stigma needs to be address directly... but how?
- Let’s go to the UN... aim higher!
- There are no original ideas... we can learn, borrow and apply the successes of others
- If you’re not part of the problem, you can’t be part of the solution
- Maybe we don’t need to grow anymore... what would that look like? What are the pros and cons?
- Hope is essential
- “The Divide”
- Some people here today are recognizing that they have been lucky to have opportunities that other have not. This awareness is hopeful and helpful!
- Building bridges to address the great divide
- The “missing middle”
- Poverty and affordability issues cannot be looked at in isolation but in complex and layered contexts of experiences and issues (trauma lens)
- Concern over our tourism industry being dependent on the current climate. What happens when biogeoclimatic zones changes
- We need to create a community of giving and understanding
- “The needs of the many outweigh the needs of the few, or the one” – Spock, The Wrath of Khan
- Individuals who are working and still in poverty often give up.
- We need to adapt to climate emergencies (food, safety)
- Build trust... prove that we can take care of each other
- Connect seniors to the community; eliminate social isolation
- Bureaucracy is getting the way of people getting out of poverty

**Additional Comments:**

- Sound level... vehicle checks... slow speed town?
- “Revelstoke: A place where the art and practice of ‘group intelligences’ thrives?”

## CONCLUSION

At the end of the event, participants were asked to sign ‘commitment forms’ to participate on Collective Action Teams. 68 people signed the forms. All in all, the event marked the beginning of a Collective Impact approach to tackling poverty and affordability in Revelstoke and Area – a deepening and expansion of commitment to action at a local level. For the City of Revelstoke, the event marked the beginning phase of renewal for the Official Community Plan. Seven actions teams were formed – either building on community groups already in existence or beginning anew. Each team will report to the Collective Impact Leadership team. Over the next year, the goal of the action teams is to begin taking actions on ‘quick wins’ while at the same time developing a longer term, 5 year strategy.

